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A portrait of Michael Griesser, a man with a beard and mustache, wearing a grey blazer over a dark t-shirt. He is sitting in a wicker chair, looking slightly to the left of the camera. The background is a warm, wooden interior with string lights visible on the left side.

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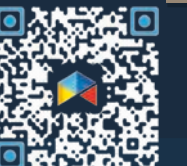
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By Jilleien Franquelli

THE POWER OF PRESENCE

I stumbled upon a video one sleepless night of a man describing a time when someone was so present during the hardest moment of his life, that it changed his connection to that person forever. I tried to find the video the next morning, and after a short search, I gave up. However, the feeling I experienced while watching that video has stayed with me since.

I have been pondering the power of presence ever since, recalling people and moments in my life when someone was truly present with me. These instances are easy to recall due to the lasting impression they left.

The first notable moment was when my mom passed away. My friend simply sat with me and allowed me to cry for hours, never rushing me with platitudes like 'she's in a better place now.' Reflecting on it now, I am awestruck by her warmth as she sat quietly with me, offering a tissue without a word when tears streamed down my face. As it sometimes happens with friends I haven't seen Ang in a very long time but I still strive to emulate that same warmth and be that kind of person during tough times.

While Colleen and I excel in many aspects, understanding taxes, accounting, and financials doesn't come easily to us. Early in our careers, we made a few missteps, including selecting who would manage these matters for us. Fast forward to our initial meeting with our current accountant. Amidst our stress and uncertainty, he exuded warmth and assurance. His active listening skills and attention to body language provided insight into our emotional state, enabling him to connect with us and instill confidence. Thank you Matt!

Another standout experience is the regular dinners I share with my friend Bo every couple of months. I eagerly anticipate these gatherings where, despite the hustle of a busy restaurant, Bo remains fully engaged in our conversation. Exceptional questioning skills create a captivating dialogue,

guiding our interaction purposefully and leading to a beautiful exchange of ideas.

I am well aware of how challenging it can be to remain present in a moment with someone else. Distractions from technology, worries about the future or regrets about the past, a busy lifestyle, stress, and a lack of mindfulness, along with societal pressures and the constant need for productivity, all pose hurdles to staying focused on the present moment.

Despite these challenges, I believe we all yearn for meaningful connections with others. Such connections foster understanding, empathy, and mutual respect between individuals, nurturing emotional bonding, communication, and shared experiences that build strong relationships and a sense of belonging. Genuine connections cultivate trust, support, and a feeling of being valued and understood—qualities we all desire in our relationships, especially in business.

After watching that video, I made a commitment to myself to emulate the individuals mentioned above. These steps include putting my phone on 'do not disturb' mode to avoid distractions, echoing back what I have heard to validate experiences and ensure understanding, and giving my full attention by maintaining eye contact, even in silence.

If during our interactions you notice me failing to uphold these principles, please call me out!

Let us all strive to be more present with someone this month!



Always,

Jill
Editor-in-Chief
Jill@rpmags.com

BALTIMORE REAL PRODUCERS

2024 EVENTS CALENDAR

Thursday, April 11
9:30 a.m. - 1 p.m.
Spring Mastermind
Owen Brown Interfaith Center — 7246 Cradlerock Way, Columbia, MD 21045
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Friday, May 10
2 p.m. - 5:30 p.m.
Community Cleanup and Happy Hour
Location TBD
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Thursday, June 20
6 p.m. - 10 p.m.
7th Anniversary Soirée
Baltimore Museum of Industry — 1415 Key Highway, Baltimore, MD 21230
The can't-miss event of the year celebrating the best of Central Maryland real estate!

Thursday, October 10
9:30 a.m. - 1 p.m.
Fall Mastermind
Location TBD
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Wednesday, November 20
2 p.m. - 5:30 p.m.
Fall Fête
Location TBD
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JEN

TYRRELL FOX

of TS Executive Abstract

▶ partner spotlight

By Carol Nethen West
Photos by Alex Krebs



THE LEGACY OF FAMILY OWNERSHIP

Jen Tyrrell Fox finds joy in helping her clients. She wants homebuyers, home sellers and real estate agents alike to move effortlessly through the often demanding process of transferring a real property title from one owner to the next. In 2021, when Jen and her family saw the opportunity to expand their Pennsylvania-based family business of twenty-plus years, Jen stepped up to open the doors of the Timonium, Maryland branch of TS Executive Abstract, LLC title company.

A Strong Foundation

Jen comments, “My mom, Donna Tyrrell, actually started TS Executive Abstract in 2003 in Media, PA, where I grew up. She and another business partner had been working at a title company, but decided to go out on their own. They became a trusted neighborhood business in Media.” Jen adds confidently, “So, we’ve been around for quite a while and have weathered through some hard times in the market. We have a proven ability to work through the tough real estate market going on right now, too.”

A Great First Career

Before joining the family business, Jen’s career was as a lawyer, specializing in litigation. She comments, “After attending Maryland Law, I was ultimately promoted to partner at the Baltimore law firm of Blades & Rosenfeld, P.A. where I worked for 13 years.”

From Law to Company Ownership

From a young age, Jen was aware of her mother’s success as a title company owner. When her younger brother, Greg, joined the firm, Jen saw the company’s business take off. She comments, “Greg joined the company in 2017. And he just took it to the next level and expanded the business,” she explains. “He did it by working hard, focusing on customer service and being nice

to people!” When it came time for the company to hire for marketing, the clear choice was Jen and Greg’s dad, Joe Tyrrell, who worked for 3M for thirty-two years in corporate sales and marketing.

While at law school at the University of Maryland in Baltimore, Jen met her husband, Michael Fox, who now specializes in workers’ compensation law at the Baltimore firm, Semmes, Bowen & Semmes. The busy couple has grown their family to three children and live near Mt. Washington.

Driven by the family’s needs, Jen made the tough decision to leave her position at Blades & Rosenfeld, P.A. and join TS Executive Abstract. She says, “It got to the point where the title company in Media needed counsel. So, my brother and my mom asked me to join the company. After a lot of thought, I agreed and spent the first year of my new career driving to Media several times a week to learn the business, top to bottom. I also made sure that we were up to speed on everything from a legal compliance standpoint.”

In 2021, Jen took the lead and opened the Timonium branch of TS Executive Abstract, a move that facilitated not just the need to expand the family’s business, but also to afford Jen more time with her husband and children.

Now in her third year, Jen has found her stride and says assuredly, “As the owners of the company, our hands are in probably every single file. We make sure that the sellers and the buyers aren’t just getting automated emails, but are actually speaking to us. We’re making sure that they’re comfortable with the process, especially right now with so much fraud going on. It’s absolutely unbelievable – wire fraud, pay off fraud – it’s everywhere.”

Commitment to Service

Inspired by the integrity and trust that her mom and brother built into the family business, Jen is focused on providing excellent customer service. She says, “There are so many things that must happen to get us all to the closing table. Everyone has their part and must do their job in order for us to get there. At a traditional residential closing, when the buyers walk in, they have already been through the wringer. They’re also getting ready to move and everyone is pulling on them. We keep it as happy, relaxed and as easy for them as possible. And if the situation is a joyous situation, which most of the time it is, we try to keep the closing table a celebratory place. It’s such a momentous time in their lives! Through a mountain of paperwork, and processing of checks, we have to remember what we’re doing at the table and who we’re there for.”



Jen, her parents Joe and Donna, and her brother Greg

“

**FOR ME, AT FIRST,
THE WORK FELT
LIKE A JOB, BUT
NOW IT JUST FEELS
LIKE AN EXTENSION
OF ME THAT I OWN
THIS COMPANY.**

”

A Busy Home Life

Jen's three children, Rory, age 11, Lexi, age 8 and Riley, age 6 are the loves of their parents' lives. The Fox household is a busy one, with mom and dad constantly shuffling their busy schedules around who gets picked up or dropped off, when and where. Jen has solved much of the scheduling demands by creating a comfortable after-school space for the three children at her office. She laughs and says, "Yes, it's fun and it's busy! But, that they are now part of the business makes sense."

Whenever they can, Jen and Michael steal away on mini-vacations, even if just for an evening. They enjoy going out to dinner with friends and are anticipating a week-end getaway for two in St. Michael's,

one of their favorite Maryland destinations. Michael is also an avid Ravens fan and often takes the kids to games with his father, giving Jen a chance to regroup.

A Legacy in the Making

Jen eagerly shares a personal observation about how her family's hard work in building a company has influenced her children. She says, "It's really been fascinating to watch the kids understand the fact that it's our company. It's almost like they know. They just love that I work with my brother, my mom and my dad. So, we're in the car, and it's Uncle Greg or Mom-Mom or Grands calling - the kids get that it's probably a work call, but they just love being part of the dynamic of our family business. They joke around

about one day helping to grow the company as well." Jen beams, saying, "I hope they do whatever they want in this life. But if it's that, that's wonderful."

Gratitude and Fulfillment

For Jen Tyrrell Fox, seeing the direct impact of her family's efforts on the success of the business has provided more fulfillment than she ever imagined. For the ability to create her own work environment, the sense of purpose that comes from helping others and the building of something that can be passed down through generations, Jen expresses pride and gratitude. With a smile, she admits, "For me, at first, the work felt like a job, but now it just feels like an extension of me that I own this company."

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LATOYA BUTLER



►► rising star
By Lauren Stevens
Photos by Alex Krebs

FAITH, FAMILY AND BUSINESS

Every New Year, Latoya Butler and her family sit down to make vision boards filled with their goals and hopes for the coming 365 days. Her goals for 2024 included traveling more (this year's dream destinations include Disney World and Turks & Caicos) and specific revenue targets for work. With this article, she's checking off one item from her vision board: to be featured in *Baltimore Real Producers*.

Latoya's top three priorities in life are (in this order) her faith, her family, and her business. She says that without the first two, the third wouldn't be successful. "Without a firm foundation, I wouldn't be able to expand my business, or I wouldn't be able to build and sustain a business... it's like a house without the foundation. Everything else will crumble."

Latoya and her five siblings grew up in Gwynn Oak, raised by single mom Veronica Wildy. Latoya and her husband, William, are continuing the family's legacy in her hometown where they are raising four kids: 18-year-old Dontae, 15-year-old Devyn, 14-year-old Carter, and 4-year-old Donavyn. The family also has two rottweilers, Draco and Desert.

But for Latoya, family means more than blood relations; family is about being someone people can turn to as a resource and for support. "I want to be the first person anyone thinks about, whether it comes to landscaping, whether it comes to an HVAC person...that is essentially my favorite thing about real estate because, to me, it's more than selling a house. It's about building a family... It's about being at the front for my friends and family because my clients have turned into friends and family." She has built her business model around her connections and says she is a "walking yellow pages" with a wide array of vetted, high-quality contacts.

Latoya's journey into real estate began with curiosity that grew into a career. In 2013, she began exploring home ownership. As the first home buyer in her family, she did a lot of research, including looking into getting licensed, and she became interested in the industry. After she closed on her home in 2017, she decided to move forward with a career in real estate. She says she was inspired during her own home purchasing process to become a REALTOR® to provide clients with top-notch, personal service, and a transparent, educational experience. In 2018, she obtained her license and joined Keller Williams Legacy.

Latoya, her husband William, and their children, Dontae, Devyn, Donavyn and Carter



Latoya credits her mentor, William Savage, for setting her on the path to success. Soon after being licensed, she was feeling untethered and not sure where to start. That's when William stepped in. "I was sitting in the office, and he walked up to me and was like, 'Hey! Have you ever shown a house before? Do you want to?'" His guidance not only shaped her career but also showed her how critical education is for people new to the real estate industry. He inspired her to pay it forward by helping others navigate the real estate landscape.

Another big part of Latoya's life is her involvement in the Black Women of Real Estate Sorority, Inc., an organization dedicated to helping its members excel. She joined the Houston-based organization in May 2022 and looks forward to her trip to Texas each year to welcome new members to the organization.

“If you're helping agents navigate and be successful, ultimately, it's going to be a success for the clients, because everyone's working together, and it's a win-win.”

Today, Latoya is the Operations Manager for Savage Home Group of Keller Williams Legacy. She says her service-oriented, collaborative approach is what makes her unique. "I believe in the power of collaboration and working effectively with others, as this not only enhances the experience but yields the best results." In 2022, Latoya personally closed 13 units totaling \$3,181,000 and supported her team in closing 99 units totaling \$21,549,210. And while she loves supporting clients, she is truly passionate about helping those

new to the industry find their path to success – just like William Savage did for her. "If I can reach back and help agents navigate the pitfalls of real estate, it will help speed up their success... if you're helping agents navigate and be successful, ultimately, it's going to be a success for the clients, because everyone's working together, and it's a win-win."

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RACHEL OSLUND

of LodeStar Inspection Services

It's not easy to sum up Rachel Oslund, owner of LodeStar Inspection Services. She leads a successful company. She donates thousands of hours of her time to real estate organizations that support home ownership, particularly for the disenfranchised. She is a stand-up comedian. She ventures onto roofs and into crawl spaces despite being afraid of heights, tight spaces, and bugs. She practices krav maga, an Israeli martial art. She's one of only a few certified Advanced Structural Assessors in the State. Yes, Rachel is all those things—but what stands out the most is that she really, really cares about people.

"It's what gives me purpose"

To take it a step further, Rachel cares about people caring for their homes. She is passionate about educating both agents and homebuyers about home stewardship. She offers a weekly Agent Education Series on zoom, covering topics like "Sewer Scopes - Preventing a Crappy Situation" and "Making Mold Make Sense." She also does mock home inspection training and provides continuing education classes for agents. In all these endeavors she stresses working together. "I want to inspire people to be connectors and be bridges between different organizations," she says. Rachel knows that educating people, especially first-time homeowners, is crucial to their ability to purchase and properly care for their home. Helping people maintain their home and pass it on to the next generation gives her purpose. She also feels most agents don't get training on how to operate and maintain a house—information that would benefit them and their clients. She jokes that you'll never get a pen or a stress ball from her—instead, she hands out a giant manual, *How to Operate Your Home* (by Tom Feiza) at inspections, home buyer seminars and trade shows.

What sets Rachel apart may be the time she gives to support local real estate organizations and her dedication to helping those more likely to experience obstacles to home ownership. She has donated over 10,000 hours to organizations like the Howard County Association

of REALTORS®, the Women's Council of Realtors, GBBR, the LGBTQ+ Real Estate Alliance, and the DEI Advisory Group for Maryland REALTORS®. Governor Moore just appointed her to the MD Commission for home inspectors and appraisers. Even more telling is that she's treasurer of the MD Hispanic Real Estate Association and was requested to help start an Arab Real Estate Association—and she's neither Hispanic nor Arab. She's also on the Board of Directors for the Real Estate Brokers of Baltimore—one of the oldest minority housing associations in the U.S. In fact, during our call, she received an email inviting her to help start a new chapter of the National Council of Negro Women, based in Howard County. People recognize an advocate and ally when they see one.

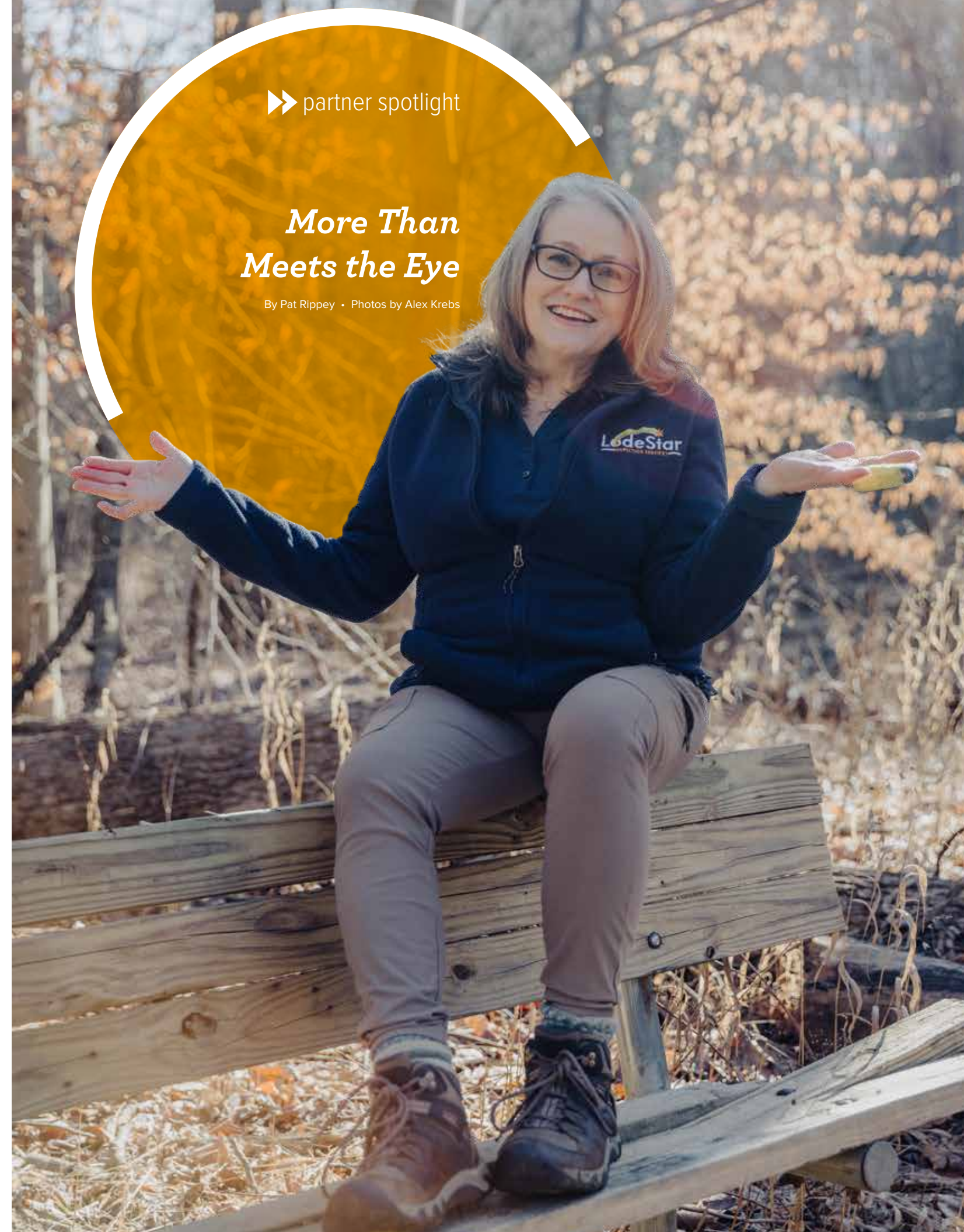
We All Want the Same Things

How did a white woman from Wisconsin become not only accepting of all people, but a champion for minority causes? Rachel's upbringing likely had something to do with it; her father was an Army chaplain and her mom taught special education. At one point, her family had a Vietnamese refugee family come live with them, and Rachel discovered perhaps the most important life lesson: people are the same, and we all want the same things. Though they didn't share a language, the families cooked, ate, and laughed together, and Rachel realized we all want a safe place to live and to feel accepted, valued, and appreciated.

▶▶ partner spotlight

More Than Meets the Eye

By Pat Rippey • Photos by Alex Krebs






Her life hasn't all gone smoothly. Rachel disclosed that she had unknowingly been married to an addict for 15 years. Before it was over she faced bankruptcy, foreclosure, and a repossessed vehicle. She took control of her life, which included starting her own inspection company instead of the expected route of taking over her dad's company. In 2018 she joined forces with Neil Roseman, producing inspectors cross-trained in rental/home inspection and lead inspections. Her main focus is making sure the inspectors have work, even if it means she does fewer inspections herself. But it's definitely in her blood, so don't be surprised if she visits your home and heads straight to the electric panel to have a look.

It's no surprise that Rachel's calendar includes two pages for each day, enough to squeeze in all her commitments and still manage LodeStar. Later this year, she and her husband Eric will head to Montana to attend her son James' wedding. James (29) is a wildland firefighter and her younger son Alex (27) is an ex-Marine working as a photographer in Denver. Their blended family also includes Eric's two daughters Alissa and Jessie, seven grandchildren, and two beloved dogs. When asked what people might get wrong about her, Rachel says "they don't think I can possibly know what they're going through." But the fact that organizations battling inequities come to her for leadership says otherwise. She thinks it all comes down to the choices we make. "Choices are always made from a source of fear or love," she says. She's choosing love.

“
**Choices
 are always made
 from a source of
 fear or love.**
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PREFERRED PARTNER Mastermind & Mingle

We had the pleasure of hosting more than 90 BRP Preferred Partners at the annual Partner Mastermind & Mingle event in February. Held at B.C. Brewery, the session focused on how our partners can best serve the realtor community and uniquely add value to them. And equally as important, using this time to build and nurture inter-partner relationships that will help us all level up.

A handful of partners were brought on stage to talk about their experiences and how they've found tremendous relationship-building power within the community. They each shared stories, reflections and ideas, filled with tangible takeaways for the group.

As is typical in our mastermind sessions, active engagement is crucial. The small group discussions that transpired were incredible to witness - met with energy, enthusiasm and that magic that happens when people connect deeply on common ground. It was proof that collaboration over competition always wins.





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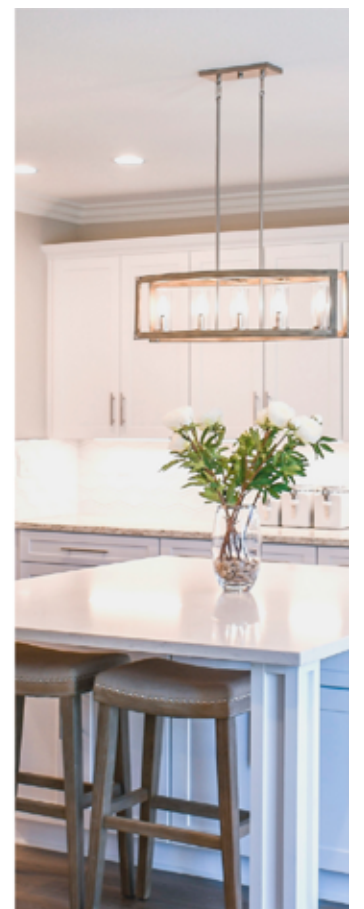
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TONYA KEENER

▶ agent to watch

By Carol Nethen West
Photos by Alex Krebs

Stepping Out in Faith



MY MINISTRY IS TO ENCOURAGE AND UPLIFT PEOPLE, HELP THEM RECOVER FROM WHATEVER THEIR ISSUES ARE IN THE SAME WAY THAT I DID.
MY END GOAL IS TO BE A MINISTRY ONE DAY.

Finding Purpose in Real Estate

Tonya Keener sees her role as a real estate agent as a God-inspired opportunity to help people. She fervently believes in her mission to bring others into the security and peace of mind that homeownership can provide. With just three years at Century 21 Core Partners, Tonya has leveraged her diverse life experiences to forge genuine connections with buyers, sellers and her colleagues.

Tonya describes her job and purpose, saying, “My ministry is to encourage and uplift people, help them recover from whatever their issues are in the same way that I did. My end goal is to be a ministry one day.”

She continues, “So, I would say that it’s more than just real estate, right? Not just to focus on the success part, but on the relationship part – the building of character along the journey; the integrity part. All of those aspects are key to making a difference in people’s lives.”

Overcoming Life Challenges

For the busy solo agent, life has offered up some difficult times, but none that she has not conquered. In the spring of 2022, Tonya realized that God wanted her to do more and heal from the trauma she’d suffered in childhood and young adulthood.

Connecting with her Father

She’d worked for the county government several times and, for a two-year stretch, also drove big trucks. She comments, “I still have my CDL. This is for driving big trucks like tankers as well as regular trucks. I was doing grocery deliveries up towards Philly.” Tonya pauses, remembering, “And I needed that in my life at that time. It was something I wanted to do. It was a way to connect with my dad because he was a truck driver.”

Healing Trauma

Giving space to the tragedies from which she has recovered, Tonya recounts, “I was born in Tennessee. I have two older brothers. At age three, my parents got divorced. There was a lot of physical and verbal abuse. And then, at 12, I lost my virginity by being

raped. So, this was my constant. This was my life. When I was a teenager, my mom got custody. But, she was just a wreck. We were homeless for a period of time. My brother was shot in the face – just to paint a picture of how chaotic my life was – and both of my brothers ended up doing time.”

Tonya continues, “We never had furniture or food. I didn’t go to school. So yeah, that was pretty much my childhood – it was a disaster.”

In and out of bad relationships and exhausted from the many moves back and forth from Maryland to Tennessee, Tonya finally reached out. She says, “I really knew I needed to get myself together. So I started counseling. And that was the start of the healing process.”

Brent: Tonya’s “Rock”

After Tonya met her husband Brent, the security and bond of their healthy relationship finally gave her the direction she had long searched for. Tonya comments, “Brent grew up completely differently, which is exactly what I needed. Because he grew up in a loving, stable home, he provided all those things I’d looked for my whole life.”

A Holistic Approach

Tonya reflects on how she’s grown into her new life, saying, “So, now, after years of counseling and spiritual growth, and just learning who I am as a person, I am thriving. I don’t go through the same kind of things that I went through before. I’m stable, I think we’re all constantly growing. I’m working on my physical health as well, But first, I had to get to a good mental place. Right? It’s a holistic approach.”

Century 21; A Welcoming Brokerage

After Tonya got her real estate license, she looked around for a part-time job with little positive response from brokerages. She was told repeatedly that she would need to work full-time and be on a team. “It just didn’t feel right to me,” she says.



Tonya and her husband Brent



IT WAS A CHALLENGE FOR ME TO STEP OUT IN FAITH, BUT BECAUSE I TRUST GOD, AND I KNOW EVERYTHING I CAME THROUGH HAS BUILT MY BASE WITH HIM. IT ALLOWED ME TO TAKE THAT LEAP OF FAITH, AND IT’S PAID OFF.

When she interviewed with Century 21 Core Partners, she finally got the break she was searching for. She says, “The reason why I went with Century 21 is because they welcomed me and told me I could go at my own pace. Carrie Wilburn mentored me in her office in York, PA.”

Tonya continues with a laugh, “And trust me, she wanted to kill me several times. But, the part about dealing with people I had, because that’s my heart. And my passion. So that part came naturally to me.”

Tonya and Brent: A Great Start in 2024

Tonya is immensely grateful for the role her husband plays in her business. She comments, “Brent works with me.

He’s not licensed, but he does a lot of the graphic designing and the social media aspects of the job – videos and things like that. He quit his job where he’d worked for 20 years because he believes in our business... and me.”

The year 2024 has begun with promise for the hard-working couple. Recently, Tonya was working on lead generation and followed up on an expired listing for a 3.5 million dollar luxury home on the water in Chesapeake City, which she has proudly listed. But her focus is much more than a dollar amount as she continues to find ways to help others.

She reports, “Recently, I worked with a buyer with a budget

of \$150,000 and it was probably one of the most meaningful closings I’ve had.”

Tonya continues her leadership training and is also contributing to the Greater Baltimore Board of Realtors efforts to champion affordable housing projects and legislation.

Faith in God and Belief in Herself

In summary, she says, “It was a challenge for me to step out in faith, but because I trust God, and I know everything I came through has built my base with Him. It allowed me to take that leap of faith, and it’s paid off. I’ve been very successful. For what I want to accomplish, I’m tenacious, I’m focused and I’m driven.”

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ASHLEY BALL CRIST OF MOVEMENT MORTGAGE

In the bustling world of mortgage sales, Ashley Ball Crist stands out not just for her impressive track record, but for her unwavering dedication to personalized service and community impact. As the Sales Manager for Movement Mortgage, Ashley brings a unique blend of expertise, compassion, and a deep-rooted passion for her craft.

“I don’t take for granted that I’m part of someone’s story. Buying a home is probably one of, if not the most significant decision that they’re going to make, so I pride myself on how my team guides our clients through the process and makes sure they are making not just a loan choice, but the best choice for their financial profile now, and also for the future,” said Ashley.

With two little kids and a demanding career, Ashley embodies the idea that success in the mortgage industry doesn’t have to come at the expense of personal fulfillment. “It’s challenging,” she admits, “but it’s possible.” For Ashley, success isn’t just about closing deals; it’s about building relationships and making a difference in people’s lives.

“I really pride myself on being a female in this industry,” Ashley explains. “I want to show my daughter that hard work pays off and that girls can do big things, even in a male-dominated field. On the other hand, I also think it’s equally important to show my son the same things so that he develops respect and admiration for women who break barriers.”

Born and raised in Baltimore, Ashley’s journey started in the streets of East Baltimore and on stages around town. “I grew up doing theater and music. I wanted to be on Broadway as a kid.” But after decades in the arts, she realized it could still be her passion but not her full-time job. “Now I enjoy sharing that passion for the arts with my family and maybe you’ll see me sing karaoke once in a while.”

Ashley’s journey in the mortgage sector kicked off more than a decade ago, weaving through an eclectic career path that took her from the automotive industry to healthcare, before finally anchoring in mortgages. She believes every twist and turn along the way has uniquely equipped and shaped her to conduct her business today. She spent the majority of her career at Coastal Lending Group before making the move to Movement Mortgage in March of 2023.

“It truly is a special place. It is very family-focused. We call ourselves impact lenders. We donate 10% or more of our profits to charity. There’s a big emphasis on giving back to the community and that was a big draw. I really like what we stand for.”



▶▶ partner spotlight

By Abby Isaacs
Photos by Keith Robinson

REDEFINING
SUCCESS



As the sales manager serving Maryland, her role at the national top 10 retail mortgage lender involves not only originating loans but also developing her team and bridging the gap between different Maryland communities. She's known for giving the illusion that she's everywhere, constantly traveling from the Eastern Shore to Baltimore and everywhere in between.

"I love the diversity of Baltimore," Ashley says. "It's a city with a rich history and a strong sense of community. It will always be home to me."

As the leader of the ABC Lending Team, Ashley emphasizes the importance of empathy and integrity in every interaction.

"Credibility is everything to me. I want people to trust me, to know that I have their best interests at

heart," she says. "I often get calls if someone has a challenging loan or they need that finesse. That's been a big part of my career -- making sure that people think of me as knowledgeable and an expert in my field."

As she embarks on a new year, Ashley's focus is on being deliberate in everything she does. From expanding her team and increasing her volume to embracing social media and sharing her story, she's determined to make a difference.

"It's not just about the numbers," Ashley says. "It's about the impact we can have on people's lives and the community as a whole." With her unwavering commitment to excellence and her passion for making a difference, Ashley Ball Crist is redefining success in the mortgage industry, one relationship at a time.

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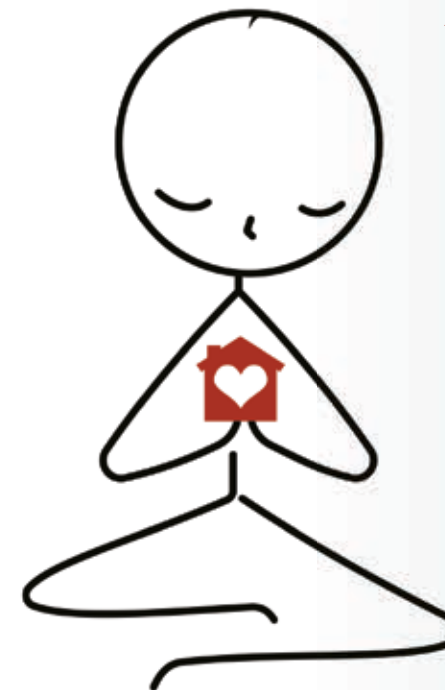


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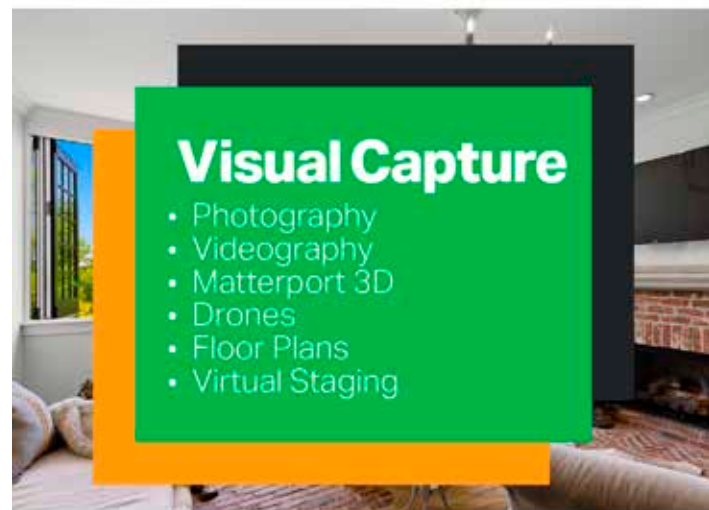
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MICHAEL GRIESSER

Mike spoke with me from his expansive 1880's Carroll County home that sits on 21 wooded acres and includes a ¾-acre pond. He describes it as everything he could ever want in a home, imagining all the future possibilities like gardens and fruit trees. And that may be one of his secrets to success—envisioning potential and then working to make it happen. He refers to himself as a type A whose work ethic is “always chasing the next thing.” He is adamant that everything he does, he does for his family—and that’s where the soul searching comes in. He admits to working 7 days a week and being unable to relax if there is unfinished work, recognizing the irony that “I’ve taken all this time away from my family to build a legacy for my family.” At the end of 2023, Mike stayed home for 2 weeks with his wife Ashley and two daughters (8-year-old Parker and 3-year-old Charlie), and realized it felt better than buying another townhouse. “Kids keep you grounded,” he says, adding that they don’t care about recurring income or rate of return; they are ecstatic if they get bubble tape at Royal Farms. “Maybe I’m changing who I’m trying to impress,” he ponders.

Asking for Help

Mike is the first to admit he only has good problems—but he’s had his share of bad ones. Growing up in Carroll County, he remembers his family sometimes struggling financially. He recalls his parents putting off one bill to pay another, and “getting the bat from Play It Again Sports.” It made him determined to provide for his family in the long term. “I want them to have options. I don’t want them to have to depend on anybody.” From the time Mike was 18 until he was 25, he suffered from a heroin addiction. A turning point came when he was arrested in 2012 and served some jail time, followed by a work-release program. He got clean, and reached out to a friend who offered him a job at his electrical company and even drove Mike to and from work each day.

This was the beginning of rebuilding his life, and he doesn’t take it for granted. Mike went on to land a sales job and eventually turned to selling real estate. Tragically, his friend died in 2018, followed closely by the unexpected death of his father. At this low point of his life, Mike once again benefited from a relationship with someone who could help him. His sister Kelsea reached out and offered assistance—without pay—and Mike reluctantly relinquished some of his administrative duties. (Kelsea is now the Director of Operations at VYBE). Mike feels strongly that building relationships and doing right by people allows them to return the favor—maybe when you need it most. “Some of the strongest relationships that I have in my life are from either me being vulnerable or someone else being vulnerable with me. Asking for help and being vulnerable is the strongest thing that you can do.”

Since getting clean, Mike has worked relentlessly, but for a time remained focused on all he had damaged. Rather than stop and reflect, he worked harder and chased each new opportunity, always worried that last year was the best year. “I never took the time to figure out how fortunate I was to break that cycle,” he reflects. Launching VYBE has forced him to look into the future, and re-evaluate his motives. Whereas before the focus was providing for his family, now he thinks about the needs of his agents and support staff. He’s become a better listener, is open to suggestions for improvement, and hopes that everyone in the company feels heard. He believes that reducing restrictions allows people to thrive, observing that there’s usually someone at the top limiting the people below them. “I don’t have to worry so much about everything if I just have faith in the people around me,” he adds. Having that trust has paid off; Mike feels they are building something truly unique at VYBE thanks to all the talent in the company.

Measuring Success

Mike's also changing how he measures success, viewing the typical performance indicators as too limiting. "We are wired to think that we are only as good as our last sale—we're here because of our production numbers. But what we don't talk about in our industry is profitability. How much do you keep? Are you spending 600 to make the 800?" At VYBE, they don't make a practice of handing out trophies for performance according to the typical metrics; Mike feels those rankings don't provide motivation. The recognition goes to the operations staff who keep everything running. He believes the real estate community values certain indicators of success, but how do you measure personal fulfillment? "You're chasing someone else's idea of what you are supposed to be," he contends. He is starting to come to terms with what defines a good day, or a good year.

Mike has a number of tattoos, some of which are signposts of his journey and life transitions. One depicts a woman's face, with one half lovely and decorated, and the other a skeleton, representing the beauty of the present, side by side with the emptiness and horror of the past. Another represents the dangers of making a wrong move when the stakes are high, depicted by planes in a dogfight with a serene nature scene in the background. It's this tattoo that Mike feels is currently the most meaningful, reflecting the underlying fear that all he's accomplished could be lost with one bad decision.



Michael's family with his sister Kelsea, brother-in-law Sean and nephew Maverick

“

Some of the strongest relationships that I have in my life are from either me being vulnerable or someone else being vulnerable with me.

Asking for help and being vulnerable is the strongest thing that you can do.



Not surprisingly, Mike is committed to giving back to organizations helping those in recovery, particularly halfway houses. His advice for those battling addiction is to not get overwhelmed and to realize there is no problem too big to tackle. As for business advice, Mike's convinced that for every aspect of work,

there's someone who's already done it, and most of them are willing to tell you how. He says you just have to be vulnerable, and admit to yourself you don't know something.

He characterizes his own success by saying that for 5 years he worked 7 days a week, and when

answering the phone his only answer was "yes." These days, he's trying harder to use "yes" for connecting with his family and enjoying the life he's built. We're rooting for the fruit trees.

Facebook - Michael Griesser
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Michael, his wife Ashley and their two daughters, Charlie and Parker

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TOP 150 STANDINGS • BY VOLUME


Individual MLS ID Closed date from Jan. 1 to Feb. 29, 2024

Based on MLS data for agents in Baltimore City, Baltimore County, Anne Arundel County, Howard County, Carroll County and Harford County

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|--------------------------|--|-------|--------------|
| 1 | Tineshia R. Johnson | NVR Services, Inc. | 93 | \$48,993,050 |
| 2 | Kathleen Cassidy | DRH Realty Capital, LLC. | 81 | \$39,281,031 |
| 3 | Bradley R Kappel | TTR Sotheby's International Realty | 16.5 | \$38,462,981 |
| 4 | Shawn M Evans | Monument Sotheby's International Realty | 40 | \$30,871,716 |
| 5 | Robert J Chew | Berkshire Hathaway HomeServices PenFed Realty | 38.5 | \$18,424,840 |
| 6 | Joseph A Petrone | Monument Sotheby's International Realty | 26 | \$14,363,922 |
| 7 | Robert J Lucido | Keller Williams Lucido Agency | 19.5 | \$11,226,884 |
| 8 | Carol Snyder | Monument Sotheby's International Realty | 3.5 | \$11,022,500 |
| 9 | Jean Berkinshaw Dixon | Coldwell Banker Realty | 2.5 | \$9,310,000 |
| 10 | Linda Ridenour | Taylor Properties | 1 | \$9,250,000 |
| 11 | Gina L White | Lofgren-Sargent Real Estate | 20 | \$8,795,290 |
| 12 | Matthew D Rhine | Keller Williams Legacy | 25 | \$8,390,890 |
| 13 | James T Weiskerger | Next Step Realty | 10 | \$7,941,512 |
| 14 | Lee R. Tessier | EXP Realty, LLC | 16 | \$7,651,750 |
| 15 | David Orso | Berkshire Hathaway HomeServices PenFed Realty | 7.5 | \$7,336,500 |
| 16 | Adam M Shpritz | Ashland Auction Group LLC | 161 | \$7,331,222 |
| 17 | Lois Margaret Alberti | Alberti Realty, LLC | 24 | \$7,284,900 |
| 18 | Jonathan Scheffenacker | Redfin Corp | 12 | \$7,160,000 |
| 19 | Nickolaus B Waldner | Keller Williams Realty Centre | 15.5 | \$6,945,193 |
| 20 | Daniel McGhee | Homeowners Real Estate | 16 | \$6,637,800 |
| 21 | Jeremy Michael McDonough | Mr. Lister Realty | 18 | \$6,479,386 |
| 22 | Creig E Northrop III | Northrop Realty | 9 | \$6,016,128 |
| 23 | Heidi S Krauss | Krauss Real Property Brokerage | 4 | \$5,766,847 |
| 24 | Charlotte Savoy | Keller Williams Integrity | 13 | \$5,486,900 |
| 25 | Holly D Winfield | Monument Sotheby's International Realty | 7 | \$5,289,000 |
| 26 | Jagdeep Ghotra | Samson Properties | 3 | \$5,193,890 |
| 27 | Bill Franklin | Long & Foster Real Estate, Inc. | 11 | \$5,130,350 |
| 28 | Tracy M Jennings | DRH Realty Capital, LLC. | 9.5 | \$5,069,935 |
| 29 | Jennifer A Klarman | Long & Foster Real Estate, Inc. | 9 | \$4,977,000 |
| 30 | Sunna Ahmad | Cummings & Co. Realtors | 9 | \$4,933,232 |
| 31 | Karen Hubble Bisbee | Hubble Bisbee Christie's International Real Estate | 3.5 | \$4,894,500 |
| 32 | Robert J Breeden | Berkshire Hathaway HomeServices Homesale Realty | 12 | \$4,864,500 |
| 33 | Un H McAdory | Realty 1 Maryland, LLC | 9 | \$4,832,000 |
| 34 | Matthew B Pecker | Berkshire Hathaway HomeServices Homesale Realty | 11 | \$4,790,900 |

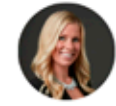
| RANK | NAME | OFFICE | SALES | TOTAL |
|------|-----------------------|---|-------|-------------|
| 35 | Francis R Mudd III | Schwartz Realty, Inc. | 9 | \$4,696,700 |
| 36 | Scott M. Schuetter | Berkshire Hathaway HomeServices PenFed Realty | 5 | \$4,625,000 |
| 37 | Tony Migliaccio | Long & Foster Real Estate, Inc. | 12 | \$4,601,990 |
| 38 | Vibha Pubbi | RE/MAX Advantage Realty | 5 | \$4,550,000 |
| 39 | Gina M Gargeu | Century 21 Downtown | 23.5 | \$4,501,761 |
| 40 | John W Logan | Keller Williams Realty Centre | 9 | \$4,465,060 |
| 41 | Constance W Cadwell | Coldwell Banker Realty | 4 | \$4,459,800 |
| 42 | Stefan D Holtz | Northrop Realty | 8 | \$4,381,250 |
| 43 | Colleen M Smith | Long & Foster Real Estate, Inc. | 5 | \$4,359,900 |
| 44 | Payal Pubbi | RE/MAX Advantage Realty | 2 | \$4,293,000 |
| 45 | Christopher L May | May Realty | 7 | \$4,279,800 |
| 46 | Jeremy S Walsh | Coldwell Banker Realty | 10 | \$4,276,500 |
| 47 | Mitchell J Toland Jr. | Redfin Corp | 11 | \$4,259,150 |
| 48 | Julie G Katcef | Engel & Volkers Annapolis | 8 | \$4,259,000 |
| 49 | Brendan Butler | Cummings & Co. Realtors | 10 | \$4,088,495 |
| 50 | Bonnie Cecil | Douglas Realty, LLC | 2 | \$4,075,000 |

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Branch Manager
NMLS #155799
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Fred Militello
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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Feb. 29, 2024

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| RANK | NAME | OFFICE | SALES | TOTAL |
|------|-------------------------|---|-------|-------------|
| 51 | Zhiwei Yu | Great Homes Realty LLC | 2 | \$4,058,500 |
| 52 | Anne S Dunigan | TTR Sotheby's International Realty | 5 | \$3,978,250 |
| 53 | Ravijit S Soni | Northrop Realty | 3 | \$3,940,000 |
| 54 | Adam Chubbuck | Douglas Realty, LLC | 12 | \$3,939,250 |
| 55 | Kristi C Neidhardt | Northrop Realty | 5 | \$3,925,000 |
| 56 | Justin Disborough | Long & Foster Real Estate, Inc. | 7 | \$3,894,000 |
| 57 | Jeannette A Westcott | Keller Williams Realty Centre | 7 | \$3,866,600 |
| 58 | Jessica L Young-Stewart | RE/MAX Executive | 8 | \$3,852,500 |
| 59 | Mark D Simone | Keller Williams Legacy | 7.5 | \$3,850,500 |
| 60 | Rachel Best | RE/MAX Leading Edge | 5 | \$3,845,000 |
| 61 | Jan Crowley | Engel & Volkers Annapolis | 7 | \$3,789,499 |
| 62 | Christina J Palmer | Keller Williams Flagship of Maryland | 4 | \$3,785,900 |
| 63 | Daniel B Register IV | Northrop Realty | 15 | \$3,776,550 |
| 64 | Marta Lopushanska | Berkshire Hathaway HomeServices Homesale Realty | 11 | \$3,763,100 |
| 65 | Daniel Borowy | Redfin Corp | 8 | \$3,672,000 |
| 66 | Shalini Gidwani | Northrop Realty | 7 | \$3,671,000 |

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|------------------------|---|-------|-------------|
| 67 | Jeff D Washo | Compass | 5 | \$3,640,620 |
| 68 | Phillippe Gerdes | Real Broker, LLC - Annapolis | 5 | \$3,623,900 |
| 69 | Michael J Schiff | EXP Realty, LLC | 10.5 | \$3,584,000 |
| 70 | Gregory A Cullison Jr. | EXP Realty, LLC | 11 | \$3,570,400 |
| 71 | Zugell Jamison | Cummings & Co. Realtors | 7 | \$3,546,000 |
| 72 | Mary C Gattton | Redfin Corp | 7 | \$3,526,000 |
| 73 | Cynthia A Taylor | CENTURY 21 New Millennium | 8 | \$3,516,989 |
| 74 | Tom Atwood | Keller Williams Metropolitan | 10 | \$3,511,415 |
| 75 | Louis Chirgott | Corner House Realty Premiere | 9 | \$3,510,900 |
| 76 | Lynn A Peaper | Next Step Realty | 3.5 | \$3,499,310 |
| 77 | Dawn L Baxter | Coldwell Banker Realty | 5 | \$3,489,950 |
| 78 | Missy A Aldave | Northrop Realty | 8 | \$3,469,500 |
| 79 | Kristin H Brillantes | Next Step Realty | 8 | \$3,460,900 |
| 80 | Ryan R Briggs | Anne Arundel Properties, Inc. | 3 | \$3,432,560 |
| 81 | Nancy A Hulsman | Coldwell Banker Realty | 8 | \$3,398,900 |
| 82 | Steve Lenet | Long & Foster Real Estate, Inc. | 2 | \$3,385,000 |
| 83 | Brandon Raspberry | Redfin Corp | 6 | \$3,382,000 |
| 84 | Michael Soper | Next Step Realty | 9 | \$3,375,700 |
| 85 | Bevia A Patrick | Keller Williams Flagship of Maryland | 5.5 | \$3,371,500 |
| 86 | Michael Green | Witz Realty, LLC | 10 | \$3,370,550 |
| 87 | Kyriacos P. Papaleonti | Academy Realty Inc. | 7 | \$3,324,900 |
| 88 | Jessica S Alperstein | Yaffe Real Estate | 6 | \$3,321,800 |
| 89 | Barry J Nabozny | RE/MAX Premier Associates | 6 | \$3,282,900 |
| 90 | Harrison Greenough | Berkshire Hathaway HomeServices Homesale Realty | 6 | \$3,274,250 |
| 91 | Donald L Beecher | Redfin Corp | 7 | \$3,232,500 |
| 92 | Christian Schou | Berkshire Hathaway HomeServices PenFed Realty | 4 | \$3,225,000 |
| 93 | Sarah E Garza | Keller Williams Flagship of Maryland | 6 | \$3,211,000 |
| 94 | Christopher J Cooke | Berkshire Hathaway HomeServices Homesale Realty | 12 | \$3,194,340 |
| 95 | David C Luptak | Long & Foster Real Estate, Inc. | 5 | \$3,167,000 |
| 96 | June M Steinweg | Long & Foster Real Estate, Inc. | 5 | \$3,163,999 |
| 97 | Jennifer H Bonk | Keller Williams Flagship of Maryland | 7 | \$3,155,000 |
| 98 | Steve Allnutt | RE/MAX Advantage Realty | 4 | \$3,106,450 |
| 99 | Dawn Haskins Smith | Engel & Volkers Annapolis | 2 | \$3,100,000 |
| 100 | Susan Shterengarts | Long & Foster Real Estate, Inc. | 14 | \$3,085,000 |

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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Feb. 29, 2024

Based on MLS data for agents in Baltimore City, Baltimore County, Anne Arundel County, Howard County, Carroll County and Harford County

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|------------------------------------|--|-------|-------------|
| 101 | Andrea Michelle Martinez Hernandez | Keller Williams Realty Centre | 6 | \$3,076,500 |
| 102 | Angela M Stevens | Cummings & Co. Realtors | 4 | \$3,060,000 |
| 103 | Deborah D Laggini | Long & Foster Real Estate, Inc. | 4 | \$3,050,000 |
| 104 | Shannon Smith | Next Step Realty | 7 | \$3,019,000 |
| 105 | Raj Singh Sidhu | Your Realty Inc. | 11 | \$2,947,900 |
| 106 | Richard M. Curtis | Curtis Real Estate Company | 3.5 | \$2,942,500 |
| 107 | Kelly Schuit | Next Step Realty | 7 | \$2,941,500 |
| 108 | daniel G hailu Sr. | Taylor Properties | 6 | \$2,936,000 |
| 109 | Thomas Oliver | Northrop Realty | 7 | \$2,899,000 |
| 110 | Martha S Janney | Coldwell Banker Realty | 2 | \$2,876,000 |
| 111 | John Maranto | Cummings & Co. Realtors | 7 | \$2,864,500 |
| 112 | AMELIA E SMITH | Redfin Corp | 5 | \$2,859,000 |
| 113 | Kelsey Mahon | Corner House Realty | 5 | \$2,835,215 |
| 114 | Jason P Donovan | RE/MAX Leading Edge | 5 | \$2,807,500 |
| 115 | Courtney L Zettlemyer | Next Step Realty | 5 | \$2,796,000 |
| 116 | Nicholas Cintron | APEX Realty, LLC | 4 | \$2,791,357 |
| 117 | Montaz Maurice McCray | Keller Williams Realty Centre | 7 | \$2,747,900 |
| 118 | Daniel W Cohen | EXP Realty, LLC | 7 | \$2,746,568 |
| 119 | Bryan G Schafer | Next Step Realty | 6 | \$2,740,000 |
| 120 | Nellie W Arrington | Long & Foster Real Estate, Inc. | 3 | \$2,735,000 |
| 121 | Jason Enrique | Next Step Realty | 1.5 | \$2,730,000 |
| 122 | Brian I Leibowitz | Maryland Realty Company | 9 | \$2,727,799 |
| 123 | Sharon Y Daugherty | Keller Williams Select Realtors | 5 | \$2,720,000 |
| 124 | Georgeann A Berkinshaw | Coldwell Banker Realty | 1.5 | \$2,695,000 |
| 125 | Lisa E Kittleman | Keller Williams Integrity | 5 | \$2,690,000 |
| 126 | Jennifer Schaub | Long & Foster Real Estate, Inc. | 5 | \$2,677,000 |
| 127 | Leigh Bank | Krauss Real Property Brokerage | 2 | \$2,662,000 |
| 128 | John M Liberto | VYBE Realty | 4 | \$2,654,999 |
| 129 | Zsuzsanna K Rainey | Taylor Properties | 3 | \$2,635,070 |
| 130 | Jenn Schneider | Neighborhood Assistance Corporation of America | 7 | \$2,633,000 |
| 131 | Catherine A Watson - Bye | RE/MAX Executive | 7 | \$2,632,136 |
| 132 | Liz A. Ancel | Cummings & Co. Realtors | 7 | \$2,591,400 |
| 133 | Effy Z Lamp | Northrop Realty | 5.5 | \$2,590,000 |
| 134 | Steven T Murphy | Berkshire Hathaway HomeServices PenFed Realty | 2.5 | \$2,584,800 |

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|----------------------|---|-------|-------------|
| 135 | Vincent M Caropreso | Keller Williams Flagship of Maryland | 5 | \$2,583,000 |
| 136 | Carol L Tinnin | RE/MAX Leading Edge | 5 | \$2,561,700 |
| 137 | Julia H. Neal | Next Step Realty | 6 | \$2,559,100 |
| 138 | Krissy Doherty | Northrop Realty | 7 | \$2,542,800 |
| 139 | Veronica A Sniscak | Compass | 6.5 | \$2,531,526 |
| 140 | Joseph P Wathen | RE/MAX Advantage Realty | 4 | \$2,529,800 |
| 141 | Sergey A taksis | Long & Foster Real Estate, Inc. | 6 | \$2,529,500 |
| 142 | Timothy Langhauser | Compass Home Group, LLC | 7 | \$2,518,500 |
| 143 | Norman W Lee III | Anne Arundel Properties, Inc. | 4 | \$2,510,000 |
| 144 | Nicholas W Poliansky | Keller Williams Flagship of Maryland | 5 | \$2,502,000 |
| 145 | Anthony Polakoff | Monument Sotheby's International Realty | 1 | \$2,500,000 |
| 146 | Danielle Halstuch | Northrop Realty | 2 | \$2,497,280 |
| 147 | Nancy Gowan | Engel & Volkers Annapolis | 5 | \$2,486,780 |
| 148 | Abby E Cobb | Berkshire Hathaway HomeServices PenFed Realty | 7 | \$2,485,000 |
| 149 | Karen A Burkett | RE/MAX Executive | 3 | \$2,480,000 |
| 150 | Allen J Stanton | RE/MAX Executive | 7 | \$2,456,400 |

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TOP 150 STANDINGS • BY UNITS

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| 14 | Bradley R Kappel | TTR Sotheby's International Realty | 16.5 | \$38,462,981 |
| 15 | Lee R. Tessier | EXP Realty, LLC | 16 | \$7,651,750 |
| 16 | Daniel McGhee | Homeowners Real Estate | 16 | \$6,637,800 |

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|------------------------|---|-------|-------------|
| 17 | Nickolaus B Waldner | Keller Williams Realty Centre | 15.5 | \$6,945,193 |
| 18 | Daniel B Register IV | Northrop Realty | 15 | \$3,776,550 |
| 19 | Gavriel Khoshkheraman | Pickwick Realty | 14 | \$2,369,495 |
| 20 | Susan Shterengarts | Long & Foster Real Estate, Inc. | 14 | \$3,085,000 |
| 21 | Charlotte Savoy | Keller Williams Integrity | 13 | \$5,486,900 |
| 22 | Diana Pham | EXP Realty, LLC | 12.5 | \$2,115,000 |
| 23 | Christopher J Cooke | Berkshire Hathaway HomeServices Homesale Realty | 12 | \$3,194,340 |
| 24 | Tony Migliaccio | Long & Foster Real Estate, Inc. | 12 | \$4,601,990 |
| 25 | Adam Chubbuck | Douglas Realty, LLC | 12 | \$3,939,250 |
| 26 | Robert J Breeden | Berkshire Hathaway HomeServices Homesale Realty | 12 | \$4,864,500 |
| 27 | Jonathan Scheffenacker | Redfin Corp | 12 | \$7,160,000 |
| 28 | Bob Simon | Long & Foster Real Estate, Inc. | 11 | \$1,183,500 |
| 29 | Gregory A Cullison Jr. | EXP Realty, LLC | 11 | \$3,570,400 |
| 30 | Mitchell J Toland Jr. | Redfin Corp | 11 | \$4,259,150 |
| 31 | Marta Lopushanska | Berkshire Hathaway HomeServices Homesale Realty | 11 | \$3,763,100 |
| 32 | Matthew B Pecker | Berkshire Hathaway HomeServices Homesale Realty | 11 | \$4,790,900 |
| 33 | Raj Singh Sidhu | Your Realty Inc. | 11 | \$2,947,900 |
| 34 | Bill Franklin | Long & Foster Real Estate, Inc. | 11 | \$5,130,350 |
| 35 | Michael J Schiff | EXP Realty, LLC | 10.5 | \$3,584,000 |
| 36 | Jeremy S Walsh | Coldwell Banker Realty | 10 | \$4,276,500 |
| 37 | Michael Green | Witz Realty, LLC | 10 | \$3,370,550 |
| 38 | Tom Atwood | Keller Williams Metropolitan | 10 | \$3,511,415 |
| 39 | Peter J Klebenow | RE/MAX First Choice | 10 | \$2,390,550 |
| 40 | James T Weiskerger | Next Step Realty | 10 | \$7,941,512 |
| 41 | Brendan Butler | Cummings & Co. Realtors | 10 | \$4,088,495 |
| 42 | Christopher W Palazzi | Cummings & Co. Realtors | 10 | \$2,146,812 |
| 43 | Barbara A Ayd | Cummings & Co. Realtors | 10 | \$1,939,000 |
| 44 | Tracy M Jennings | DRH Realty Capital, LLC. | 9.5 | \$5,069,935 |
| 45 | Creig E Northrop III | Northrop Realty | 9 | \$6,016,128 |
| 46 | Daniel M Billig | A.J. Billig & Company | 9 | \$2,330,000 |
| 47 | Jennifer A Klarman | Long & Foster Real Estate, Inc. | 9 | \$4,977,000 |
| 48 | Louis Chirgott | Corner House Realty Premiere | 9 | \$3,510,900 |
| 49 | Un H McAdory | Realty 1 Maryland, LLC | 9 | \$4,832,000 |
| 50 | Michael Soper | Next Step Realty | 9 | \$3,375,700 |

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TOP 150 STANDINGS • BY UNITS

Individual MLS ID Closed date from Jan. 1 to Feb. 29, 2024

Based on MLS data for agents in Baltimore City, Baltimore County, Anne Arundel County, Howard County, Carroll County and Harford County.

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|-------------------------------|---|-------|-------------|
| 51 | CINTIA M VALLADARES HERNANDEZ | EXP Realty, LLC | 9 | \$2,105,900 |
| 52 | Brian I Leibowitz | Maryland Realty Company | 9 | \$2,727,799 |
| 53 | John W Logan | Keller Williams Realty Centre | 9 | \$4,465,060 |
| 54 | Sunna Ahmad | Cummings & Co. Realtors | 9 | \$4,933,232 |
| 55 | Ira Klein | Pickwick Realty | 9 | \$1,329,500 |
| 56 | Francis R Mudd III | Schwartz Realty, Inc. | 9 | \$4,696,700 |
| 57 | Robert D Kaetzel | Real Estate Professionals, Inc. | 8 | \$1,868,500 |
| 58 | Nancy A Hulsman | Coldwell Banker Realty | 8 | \$3,398,900 |
| 59 | Cynthia A Taylor | CENTURY 21 New Millennium | 8 | \$3,516,989 |
| 60 | Eric J Figurelle | Cummings & Co. Realtors | 8 | \$2,406,000 |
| 61 | Eric O Smith | Vylla Home | 8 | \$1,844,750 |
| 62 | Daniel Borowy | Redfin Corp | 8 | \$3,672,000 |
| 63 | Kristin H Brillantes | Next Step Realty | 8 | \$3,460,900 |
| 64 | Julie G Katcef | Engel & Volkers Annapolis | 8 | \$4,259,000 |
| 65 | Stefan D Holtz | Northrop Realty | 8 | \$4,381,250 |
| 66 | Jessica L Young-Stewart | RE/MAX Executive | 8 | \$3,852,500 |
| 67 | Missy A Aldave | Northrop Realty | 8 | \$3,469,500 |
| 68 | Kirk Steffes | Cummings & Co. Realtors | 7.5 | \$1,715,050 |
| 69 | David Orso | Berkshire Hathaway HomeServices PenFed Realty | 7.5 | \$7,336,500 |
| 70 | Mark D Simone | Keller Williams Legacy | 7.5 | \$3,850,500 |
| 71 | Daniel W Cohen | EXP Realty, LLC | 7 | \$2,746,568 |
| 72 | John Maranto | Cummings & Co. Realtors | 7 | \$2,864,500 |
| 73 | Kelly Schuit | Next Step Realty | 7 | \$2,941,500 |
| 74 | Zugell Jamison | Cummings & Co. Realtors | 7 | \$3,546,000 |
| 75 | Jennifer H Bonk | Keller Williams Flagship of Maryland | 7 | \$3,155,000 |
| 76 | Catherine A Watson - Bye | RE/MAX Executive | 7 | \$2,632,136 |
| 77 | Donald L Beecher | Redfin Corp | 7 | \$3,232,500 |
| 78 | Kyriacos P. Papaleonti | Academy Realty Inc. | 7 | \$3,324,900 |
| 79 | Allen J Stanton | RE/MAX Executive | 7 | \$2,456,400 |
| 80 | Thomas Oliver | Northrop Realty | 7 | \$2,899,000 |
| 81 | Mary C Gatton | Redfin Corp | 7 | \$3,526,000 |
| 82 | Natasha Skelton | Keller Williams Gateway LLC | 7 | \$2,356,300 |
| 83 | Anne Marie M Balcerzak | AB & Co Realtors, Inc. | 7 | \$2,136,350 |
| 84 | Sandra E Echenique | Keller Williams Gateway LLC | 7 | \$1,351,000 |

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|------------------------|---|-------|-------------|
| 85 | Holly D Winfield | Monument Sotheby's International Realty | 7 | \$5,289,000 |
| 86 | Montaz Maurice McCray | Keller Williams Realty Centre | 7 | \$2,747,900 |
| 87 | Abby E Cobb | Berkshire Hathaway HomeServices PenFed Realty | 7 | \$2,485,000 |
| 88 | Timothy Langhauser | Compass Home Group, LLC | 7 | \$2,518,500 |
| 89 | Mark Feen | Coldwell Banker Realty | 7 | \$1,950,000 |
| 90 | Kathy A Banaszewski | Real Estate Professionals, Inc. | 7 | \$2,134,400 |
| 91 | Jan Crowley | Engel & Volkers Annapolis | 7 | \$3,789,499 |
| 92 | Steve R Kuzma | Weichert, Realtors - Diana Realty | 7 | \$2,041,500 |
| 93 | Jared T Block | Alex Cooper Auctioneers, Inc. | 7 | \$1,134,200 |
| 94 | Michael Frank | EXP Realty, LLC | 7 | \$1,958,950 |
| 95 | Mary L Mabry | Keller Williams Select Realtors | 7 | \$1,143,500 |
| 96 | David E Jimenez | RE/MAX Distinctive Real Estate, Inc. | 7 | \$1,855,500 |
| 97 | Shalini Gidwani | Northrop Realty | 7 | \$3,671,000 |
| 98 | Harold A Kelly | ExecuHome Realty | 7 | \$1,790,800 |
| 99 | William C Featherstone | Featherstone & Co.,LLC. | 7 | \$1,880,150 |
| 100 | Justin Disborough | Long & Foster Real Estate, Inc. | 7 | \$3,894,000 |

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TOP 150 STANDINGS • BY UNITS

Individual MLS ID Closed date from Jan. 1 to Feb. 29, 2024

Based on MLS data for agents in Baltimore City, Baltimore County, Anne Arundel County, Howard County, Carroll County and Harford County.

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|----------------------|--|-------|-------------|
| 101 | Alex B Fox | Allfirst Realty, Inc. | 7 | \$2,216,900 |
| 102 | Christopher L May | May Realty | 7 | \$4,279,800 |
| 103 | Shannon Smith | Next Step Realty | 7 | \$3,019,000 |
| 104 | Krissy Doherty | Northrop Realty | 7 | \$2,542,800 |
| 105 | Liz A. Ancel | Cummings & Co. Realtors | 7 | \$2,591,400 |
| 106 | Jenn Schneider | Neighborhood Assistance Corporation of America | 7 | \$2,633,000 |
| 107 | Jeannette A Westcott | Keller Williams Realty Centre | 7 | \$3,866,600 |
| 108 | Charles N Billig | A.J. Billig & Company | 6.5 | \$1,694,875 |
| 109 | Dimitrios Lynch | ExecuHome Realty | 6.5 | \$1,209,286 |
| 110 | Jennifer A Bayne | Long & Foster Real Estate, Inc. | 6.5 | \$2,421,500 |
| 111 | Veronica A Sniscak | Compass | 6.5 | \$2,531,526 |
| 112 | Sandra O Benavente | ARS Real Estate Group | 6.5 | \$1,739,500 |
| 113 | Carley R. Cooper | Alex Cooper Auctioneers, Inc. | 6.5 | \$1,608,110 |
| 114 | Jessica S Alperstein | Yaffe Real Estate | 6 | \$3,321,800 |
| 115 | Andrew Johns III | Keller Williams Gateway LLC | 6 | \$1,895,500 |
| 116 | Keiry Martinez | ExecuHome Realty | 6 | \$1,382,795 |

| RANK | NAME | OFFICE | SALES | TOTAL |
|------|------------------------------------|---|-------|-------------|
| 117 | Edward S Treadwell | VYBE Realty | 6 | \$2,282,000 |
| 118 | Sergey A taksis | Long & Foster Real Estate, Inc. | 6 | \$2,529,500 |
| 119 | Din A Khaled | Keller Williams Integrity | 6 | \$2,377,000 |
| 120 | Harrison Greenough | Berkshire Hathaway HomeServices Homesale Realty | 6 | \$3,274,250 |
| 121 | Yevgeny Drubetskoy | EXP Realty, LLC | 6 | \$1,959,000 |
| 122 | Bryan G Schafer | Next Step Realty | 6 | \$2,740,000 |
| 123 | Brandon Raspberry | Redfin Corp | 6 | \$3,382,000 |
| 124 | daniel G hailu Sr. | Taylor Properties | 6 | \$2,936,000 |
| 125 | Dariusz Bogacki | Cummings & Co. Realtors | 6 | \$1,846,500 |
| 126 | Julia H. Neal | Next Step Realty | 6 | \$2,559,100 |
| 127 | Alexander T Cruz | Cummings & Co. Realtors | 6 | \$1,153,750 |
| 128 | Vincent J. Steo | Your Home Sold Guaranteed Realty | 6 | \$1,886,000 |
| 129 | STEPHEN PIPICH Jr. | VYBE Realty | 6 | \$1,713,500 |
| 130 | Kate A Barnhart | Keller Williams Gateway LLC | 6 | \$2,078,500 |
| 131 | NaTasha Morgan-Lipscomb | Redfin Corp | 6 | \$1,995,000 |
| 132 | Andrea Michelle Martinez Hernandez | Keller Williams Realty Centre | 6 | \$3,076,500 |
| 133 | Jill K Joseph | Redfin Corp | 6 | \$2,037,000 |
| 134 | Barry J Nabozny | RE/MAX Premier Associates | 6 | \$3,282,900 |
| 135 | Melissa Menning | Alberti Realty, LLC | 6 | \$1,508,800 |
| 136 | Michael Lopez | RE/MAX Distinctive Real Estate, Inc. | 6 | \$802,100 |
| 137 | Jessica Gosman-Bowen | Curtis Real Estate Company | 6 | \$1,443,800 |
| 138 | Simon P Tenezaca Huerta I | Keller Williams Gateway LLC | 6 | \$1,174,400 |
| 139 | Larry E Cooper | Alex Cooper Auctioneers, Inc. | 6 | \$956,260 |
| 140 | Mitchell G Seifert | EXP Realty, LLC | 6 | \$2,023,990 |
| 141 | Deric S Beckett | Berkshire Hathaway HomeServices PenFed Realty | 6 | \$1,640,800 |
| 142 | John C Kantorski Jr. | EXP Realty, LLC | 6 | \$1,652,500 |
| 143 | Marina E Kurenbin | Coldwell Banker Realty | 6 | \$1,717,500 |
| 144 | Robert A Commodari | EXP Realty, LLC | 6 | \$1,684,960 |
| 145 | Jim Rambo | ABR | 6 | \$621,475 |
| 146 | Janelle M. Brubach | Realty Plus Associates | 6 | \$2,107,000 |
| 147 | Sarah E Garza | Keller Williams Flagship of Maryland | 6 | \$3,211,000 |
| 148 | Bevia A Patrick | Keller Williams Flagship of Maryland | 5.5 | \$3,371,500 |
| 149 | Carlos A Espinoza | Jason Mitchell Group | 5.5 | \$2,376,500 |
| 150 | Matthew S Cooper | Alex Cooper Auctioneers, Inc. | 5.5 | \$566,180 |

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