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TABLE OF CONTENTS



08
Publisher's Note



10
Haven Home Staging and Redesign, Inc.



12
Cover Story: Barbara O'Connor



16
Gregg Hughes: Rising Star



18
3 Team Building Tips



24
Be Your Own CEO



26
The Dowell Group: Know Thyself & Hustle!



28
Charity Feature: Coat Angels



30
Top 200 Standings

MEET THE CHICAGO REAL PRODUCERS TEAM



Andy Burton
Publisher



Shae'Von Huerta
Photographer



Lindsay Schirk
Photographer



Emily Burton
Editor & Content Manager



Brian Ramsey
Writer



Michelle Deisler
Account Manager



Chris Menezes
Contributing Writer



If you are interested in contributing or nominating Realtors for certain stories, please email us at andy.burton@realproducersmag.com

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Publisher's Note

by Andy Burton

Welcome to 2018! Last year was huge for us here at Chicago Real Producers. We launched in October and it's been an incredible journey. Since our inception, we've had the opportunity to sit

down with some of the best Realtors® in the city of Chicago. We hope you enjoyed learning from their successes, failures, unique perspectives and reading their stories as much as we enjoyed telling them. The New Year offers a perfect opportunity to reset goals and focus on self-development. Chicago Real Producers' primary focus is to make this publication more valuable.

In this issue, take a peek at our new 'charity feature' on Coat Angels; an organization that gives coats to kids in need. We plan on adding more features to our line up so you can get to know more of your talented, intelligent and charitable peers. We will continue to innovate, listen to your ideas and suggestions, throw epic events (coming soon) and recognize more outstanding folks in the real estate community. As your publisher, I want to hear from you. What do you want to read? How can we improve? This magazine is about you and for you. Reach out. I love hearing from you and I'm open to new ideas. Cheers to a New Year and new beginnings!



With Gratitude,
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HAVEN HOME STAGING AND REDESIGN, INC.

A Secure Choice



by **Brian Ramsey**

A haven has been described as a place of shelter or safety. While some may think of it as a harbor, still others might even conjure the image of refuge. Nevertheless, most people desire their homes to be that place – shelter from the tumultuous waves of stressful life. That is the picture and emotion that Cheri Kasella seeks to instill in her business, Haven Home Staging and Redesign.

Kasella and her team are experts in staging homes to create cutting-edge design with a warm and appealing look. The company itself is a secure choice. Clients have sought rescue there by placing their needs in the hands of a very competent group and having confidence that they will work their magic. While the team members possess the abilities to work anywhere, they choose Haven Home Staging because of the culture and the contribution of each individual to the overall success of the business.

Cheri graduated from the University of Iowa with a degree in economics. Not sure of her future, she remained in Des Moines

for about six months working for a mortgage company. Later, she moved to Chicago and spent the next 16 years in mortgage lending as a wholesale account representative. The experience was briefly interrupted as she founded a real estate closing company that gave her the needed confidence to later start Haven Home. Kasella's background taught her a lot about people, running a business and taking care of customers.

When the recession of 2007/08 hit, Cheri was not sure what direction to take. She considered real estate, but her online searching caused her to pause on a course about staging. She

took the course that later led to classes. In June of 2009, Kasella launched her new business and the same month discovered that she was expecting her second child. The next year was a balancing act of laying the foundation of a business and family responsibilities. Cheri's break came when a local realtor who knew that she was just starting her business gave her a small budget for a bank-owned property. That job was successful, and the next few jobs developed from that work. As time progressed, more jobs spawned, and the rest is history.

In 2012, Cheri expanded her resources by hiring Brad Pierce, who now serves as the Creative Director. Another expansion came in 2015, and the team at Haven Home today is a testament to careful and solid growth. Kasella has been purposeful in selecting team members with the appropriate skill sets and has given them the resources that they need in support, vision and a large inventory. Today, Haven Home's work is all by referrals. From the high-rise condo to the multi-million-dollar home, the team can stage nearly any situation.

Haven Home offers a full range of services. Although many other companies work primarily with vacant homes, Kasella's company aids with properties that are vacant, partially occupied or owner-occupied. For a very reasonable fee, the team will also sit down with homeowners and consult with them regarding their interior needs. Their work involves creating relationships, listening to the clients and offering sage advice regarding design and decor.

Kasella has designed the company to operate with distinct but successful features. They keep an up-to-date and large inventory including furniture, lighting and art. The team is focused on the finished product which always provides a "stand-out" image. Cheri notes that her pricing structure is built upon the concept of solid value and that her contracts are on a month-to-month basis.

Cheri loves working with people and enjoys the satisfaction of seeing the success of each project that makes a true difference. Her design work and staging bring transformation to ordinary spaces, and she notes that there are always a variety of solutions that make the work exciting.

Kasella has been married thirteen years to her husband, Jim, who serves as the president of a commercial subcontracting company. They have a son, Charlie (12), and a daughter, Olivia (7). Charlie loves science, archery and tennis. Olivia enjoys soccer, gymnastics and softball. The family loves to travel and they are constantly busy with the children's games and events.

Cheri Kasella brings her business training and sales experience to Haven Home Staging and Redesign as she leads her team to provide quality staging with exceptional products. If you are caught in the raging waters of design confusion and staging doubt, you may want to pull into the port of Haven Home and find some rescue from people who know how to increase the presentations and perceived values of homes.

For more info on Haven Home Staging and Redesign, Inc. visit havenhomestager.com or call (312) 380-1276.

BARBARA O'CONNOR

I Need a New Kitchen; I Think I'll Sell Real Estate!



Photo by Lindsay Schirk

What started out as a notion to make some extra money for a kitchen remodel has turned into a celebrated nearly three-decade career impacting real estate. Barbara O'Connor of Dream Town Realty loves her job and has made a difference in the lives of her clients and other agents. With sales over \$75 million last year, O'Connor understands the industry and the people who make it possible.

While looking around her kitchen years ago, Barbara saw the aging countertops and design and longed for change. With five children, money was tight. Her husband, Patrick, told her that granite tops were not necessary since she was building granite in the lives of her children as a stay-at-home mom. Although she agreed with the sentiment, she still wanted to find a way to earn income to make the remodel a reality.

Barbara attended DePaul University to study education in hopes of teaching business to high school or college students. She later received an MBA from Loyola and soon after started a family. Her husband was a civil servant, and having five children consumed the family budget. Her love of open houses and homes in general caused her to take the suggestion to work in real estate. In 1991, Barbara obtained her license, and she has never looked back.

In the early days, O'Connor worked for a small office that had a good culture, but Barbara was not able to work in the territory around her home. The first year in business, she sold a noticeable \$0. Although she wrote many offers, none were accepted, and O'Connor felt the pains of a lack of training and accomplishment. She quips, "I made some mistakes which I call learning." The next year, Barbara led the office in production. O'Connor is quite competitive (in a positive way), and although she needed to stay at the top, she was trying to find a balance with her personal life and commitment to family. This led her to a partnership for a while.

As developers were entering the scene, agents took notice of the need for selling multiple units. One day, a developer from Russia entered her office and later purchased 149 units through Barbara, which began a new horizon for her. She later traversed to an agency that was closer to her children's school (always the involved mother) and reached the pinnacle of number one agent out of 1800.

The downturn of the economy brought some serious introspection, but also some true realization regarding the skill set of agents. O'Connor's teacher mode surfaced, and she found an agency that wanted her for a position in management. She later yelled across the street to a neighbor who owned Dream Town and asked if they needed a manag-

• • •

ing broker, and she has been there for about eight years. Today, Barbara is the number one broker for the company, and she manages 145 other brokers.

O'Connor views real estate like a puzzle. She is always putting pieces together to make the transactions a great experience. She also enjoys the negotiation and has studied the art of truly listening. Each time she visits a location, she loves to think about the stories behind them, and the best ones are the humblest dwellings that cause her to be grateful for all that she has.

Barbara has endured her share of obstacles including the fallout of 2008/09. She tells agents to remember to find multiple ways of making money and to develop more specialties than just one or two. The change in the market from younger buyers has been an adjustment, and that is why she added her daughter to the team. Barbara says that so much information available to the consumer has somewhat de-valued the role of the real estate agent. That is an invitation for agents to develop better relationships and stronger trust, as clients still need a trusted advisor to navigate the process.

O'Connor challenges newer agents to avoid the fallacy of flexibility. The industry is flexible for the client but not the agent. She tells salespeople to make real estate a lifestyle and not a career. Of course, personal experience motivates her to suggest that an agent has enough money to last their first year. Agents need the mindset of an entrepreneur and must understand how to use money in the right places to market themselves.

For those seasoned professionals, Barbara challenges them to listen to their clients and to NEVER say how busy they are. "We are all busy," she notes. Find a partner who understands what you do and will work with you to maintain the right kind of home. Above all, being considerate is some of the best advice.

Barbara has been married for 40 years to Patrick, who now serves as an Alderman and attorney. In addition to the five children (who all live within a few blocks of the O'Connors), they also have seven grandchildren. They love to be with family, travel and play golf. And - by the way - Barbara not only updated her kitchen once but twice since her decision to join real estate!



photo by Lindsay Schirk
Hilary O'Connor, Brittany Haché,
Claire O'Connor, Barbara O'Connor,
Michael Rubenacker, and
Nate Ryle





rising star ◀◀

by Chris Menezes
photos by Shae Von Huerta

GREGG HUGHES



properties. He made the decision to become a real estate agent in September of 2015. He began studying for his license while slowly closing down his consulting business, becoming licensed in February of 2016, and starting at @properties on April 1, 2016.

Since then, Gregg has earned the designations: Accredited Buyer's Representative (ABR) and Real Estate Negotiation Expert (RENE). His career volume is \$5.5 million, with \$2.4 million coming from last year.

Gregg is currently passionate about providing a remarkable selling and/or buying experience for each of his clients. As a successful business owner in the past, Gregg has established The Hughes Group with effective systems of communication that efficiently connects his clients with himself and his supporting brokers.

"Every transaction has been exciting and part of the learning process. We enjoy every opportunity and challenge," says Gregg. The biggest lesson Gregg has learned thus far is patience. "Every client works at their own pace. However, our onboarding systems with clients helps us and them realize when they are ready, willing, and able to move forward with a listing or an offer," he says.

A main contributor to Gregg's success thus far is his tenacity to help people. A voracious networker, Gregg loves meeting and connecting people with each other. He is always looking for ways to help people any way he can. Through the years, he has sat on many community boards and committees. He is currently an elder at South Loop Church and works with the Small Business Advocacy Council (SBAC), GRIP (a faith-based inner-city mentoring and outreach program), Near North Development Corp., and Family Futures (an agency for the prevention of child abuse and neglect).

Gregg and his wife, Kimberly, celebrated their 30th wedding anniversary this past November. Kimberly is part of the State Farm leadership team, managing 30+ agents in Chicago. They live in the South Loop and love to entertain visitors and show off the amazing restaurants and culture of Chicago. Their daughter, Brittany (28), lives in Villa Park, and their son, Brandon (26), lives and works in the city.

"True success should be measured by how happy you are," says Gregg. "Well-being, wisdom, wonder, and giving are the pillars of success. It's about the difference you make in people's lives."

Dedicated to Showing Up and Working Hard

Greg Hughes' commitment to excellence has been repeatedly demonstrated from the time he was in kindergarten. Upon graduating high school, Gregg received the Governor's Award for never missing a day of school from kindergarten through high school, a streak that he continued without recognition through his second year of college.

Gregg grew up in Detroit, MI, looking up to his father, who possessed an exciting mixture of risk and entrepreneurship. His father retired early from the police force and started a business as an arson investigator, which he ran for 34 years. Gregg applied the same adventurous spirit to running a successful insurance agency for 16 years, and then branched out on his own as an independent financial consultant.

Gregg first entered real estate as an investor, purchasing his first home at age 27. Throughout the years, he continued investing in both residential and commercial

3 Team Building Tips



Want to hear more tips from other Chicago Real Producers? Listen to some of the latest episodes at keepingitrealpod.com.

By D.J. Paris

I host a weekly podcast called *Keeping it Real* (KeepingItRealPod.com) where I interview top Chicago real estate brokers to find out what they're doing to achieve high levels of success. Most of the guests featured on the show have developed teams to help them further grow their business. In this article, I'm going to share three secrets successful teams have revealed on my show.

1. Recruit with individual income goals

During my interviews, the most common issue top producers face hovers around selecting members to join their team. While



there are over 35,000 brokers in Chicago, how do you select the best fit? In one of my episodes, a team leader shared her marketing strategy for recruiting. She said, "My goal is for each of my team members to earn \$250,000 within three years of joining my team. I need them to have this same goal." Once someone is interested in joining her team, she states, "I'll need you to follow my instructions exactly for the next three years. Does that work for you?" She then has them sign an agreement that summarizes the relationship. This is a brilliant strategy because it provides the team member the end result (earning \$250k) and also the expectation of work.

2. Charge higher commissions

Teams are in a unique position to charge more for their services. Ever notice what happens on Shark Tank when two sharks team up to close a deal? The entrepreneur gives away more equity in their business. They're willing to do this because there's now a "team" of sharks helping them grow. On my show, I recently interviewed a team of two (both top 1% producers) that charge their clients 6% for all sales listings. Their clients are willing to pay a premium because they get TWO top producers helping them sell the house. If a non-team is charging 5% and a team is charging 6%, odds are that the team seems like the better value to the seller.

3. Divide your duties

Perhaps the biggest benefit to being on a team is the ability to play to your strengths. One of the teams I interviewed told me that the team leader hates working with buyers. His first order of business when building out his team was to designate a member solely to work with buyers. Another team I featured has a specific member that only does paperwork. This way the team members never have to touch paper or deal with contracts and disclosures. By focusing on your specific area of interest, you free up more time for those activities. Think about your highest revenue producing activity (e.g. prospecting), and delegate other non-growth responsibilities to team members.

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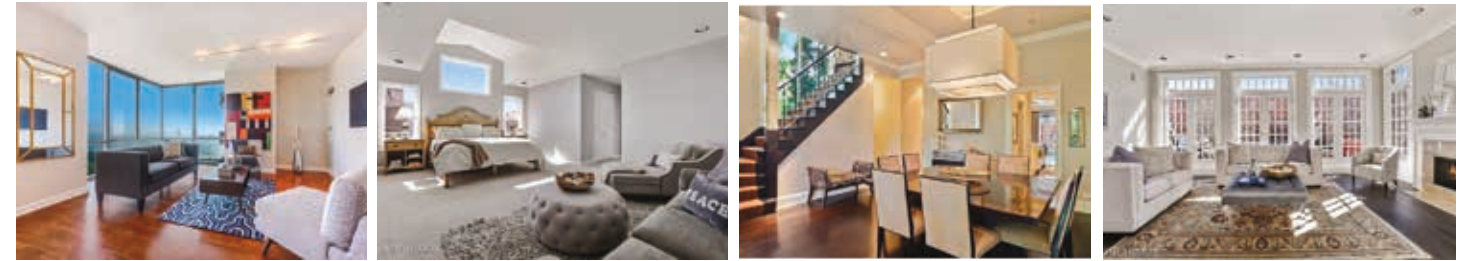
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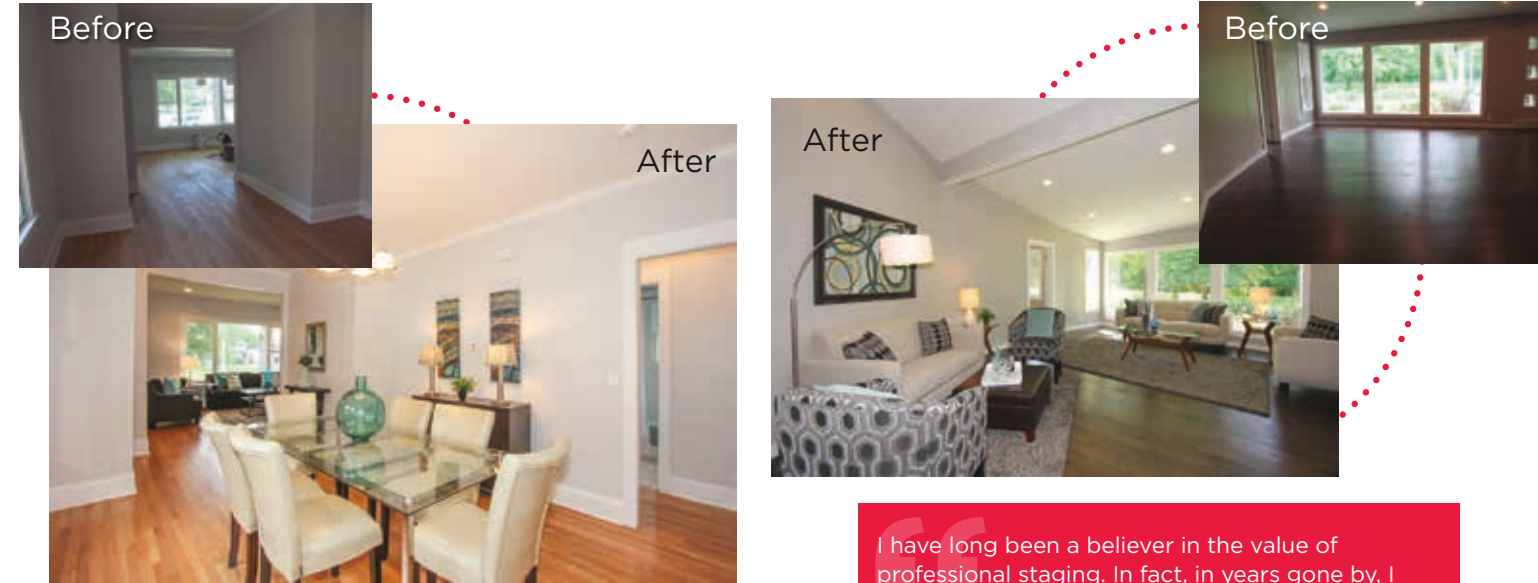
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I have long been a believer in the value of professional staging. In fact, in years gone by, I kept a garage full of furniture and "tried" to do it myself. I quickly determined that it was far more cost effective to hire a staging company AND the finished product was more professional than I could accomplish on my own. Thank God I was introduced to Phillip at Rooms Redux. Rooms Redux provides the best value that I have found and provides this service in a friendly & professional manner -- at a cost that is far less than one price reduction. Through staging Phil address buyers needs/wants and eliminate areas of possible buyer resistance. My listings staged by Rooms Redux without a doubt sell quickly and for more money than they would have without the benefit of these services. I'm so thankful for our partnership

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By Scott Newman

Be Your Own CEO

Jay-Z perfectly sums up the key to real estate sales success with the verse, "I'm not a businessman; I'm a business, man!" So simple yet so true! If everyone in our industry truly looked at themselves as the CEO of YOUR NAME, INC. the level of professionalism, average earnings and quality of life would skyrocket. Decisions made today can have immediate effects on your bottom line. By implementing these key aspects of corporate structure into your 2018 business plan, you'll put yourself in the best position for smart and sustainable growth.

Ask One Simple Question

If someone approached you about investing in their business, but presented you with no data, research, budget, goals, or concrete plan for achieving them, would you even consider turning over your hard-earned money? Of course not! Well, your business is no different! Always ask yourself the question, "Would I invest in me?" If you can't honestly say that you could make it through a funding pitch without looking like a deer in the headlights, you're off to a good start, but there's always room for improvement.

Action Plan

- Write a formal, detailed business plan including a budget
- Memorialize 1, 3, 5, and 10 year goals
- Create a strict marketing plan for the full calendar year along with a plan for automation so you stick with it
- Create a hierarchy chart for the people in your organization starting with you at the top as CEO (don't worry if it's just you at the moment, this will change soon) and a detailed job description for each individual

Get Over Yourself

Now that you have a plan of attack to hold yourself accountable, it's time to come to another important realization.

The success of each transaction is not contingent upon your personal involvement in every task required to close that deal!

As a 14 year veteran of the business, this was a hard lesson for me to learn personally. The truth is that your personal touch and involvement is only required at a few key points in a transaction:

1. Lead generation
2. Negotiations
3. High-level problem solving
4. Closing

By allowing other well-trained individuals in your organization to handle those day-to-day tasks, you free yourself up for activities which will directly grow your business (prospecting, networking, etc). The most important thing you can do when growing a business is realize that you need to hire people smarter than you, pay them well, give them the technology and structure to max out their effectiveness, and get out of their way.

I don't care how many homes you sold last year, if you're still stuffing envelopes, managing your calendar, and scheduling your own appointments, you are giving up hours of A-level time each week which isn't going towards meeting new people and working your network for business. When B and C level tasks are off your plate, it makes it simple to focus on the activities that make you the most money. You will be setting yourself up for easy scalability and an increased ROI for your limited time.

Action Plan

- Identify the most crucial need you can address with a good hire
- Create a comprehensive binder with step-by-step details on how you want them to complete each task they're responsible for

- Research the best ways to identify and evaluate quality people to make a part of your organization
- Memorialize your hiring procedures and make changes as you learn things so the process becomes more efficient over time

Know Your Numbers

As a broker who is a big believer in marketing, I've tried just about every method of driving business, from billboards to event sponsorships. Early in my career, there was one commonality among all of those methods; I had no idea what was most effective. Whenever I am contemplating investing in a new marketing tool, I speak to other brokers who are currently having success using it and ask for their feedback. The vast majority of brokers I ask for feedback cannot estimate the ROI.

Data is the basis for almost every decision you'll make as a broker. The brokers who effectively retain and analyze data have a distinct advantage over their competition. If you're spending money on something on a reoccurring basis, you should be tracking the important metrics. Whether it's tech, postcards, or a staff member, everyone and everything is accountable for positively contributing to your bottom line or it needs to be eliminated. This can be tedious and time-consuming, but the information ascertained is invaluable. It goes back to the above concept, the tracking of your business is something that should be left to someone you specifically hire and train for the job. This is not an A-level task.

Action Plan

- Assemble a list of your expenses
- Decide on which metrics you'll track for each expense
- Decide on who will be responsible for tracking the information and provide them with step-by-step instructions on how to accomplish each task
- Pre-set monthly meetings where the data will be presented to you in a concise, useful manner for future high-level decision making as CEO

Blast that Jay-Z verse each morning when you wake up and get motivated to take control of your business. Firmly establish yourself as CEO of your own future, put the staff, structural, and accountability methods in place for limitless scalability and maximum ROI!

Scott Newman is the owner of Newman Realty where his team has consistently been ranked among the top brokers in Chicago for many years. Outside of work, Scott is an avid chef and foodie, loves traveling with his wife (Lisa) and dog, (Earnest Money Newman) to explore the world. Scott has contributed content to several well-known publications including Chicago Magazine, Crain's, The Wall Street Journal, Chicago Agent Magazine, Chicago Realtor Magazine, and NAR's nationwide "YPN Lounge" blog series.

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Know Thyself and **HUSTLE!**

DANIELLE DOWELL:
THE DOWELL GROUP

by **Brian Ramsey**
photos by **Lindsay Schirk**



The Dowell Group (left to right): Sean Murray, Christine Egle-Rashkow, Danielle Dowell, Kristy Dowell



Danielle (candidly) caught in the act of hustling



Socrates was one of the first people to expand the idea of “knowing thyself.” He championed those who examined their lives and understood their strengths and limitations (or was that Clint Eastwood?). Anyway, neither included the idea of hustling which was added by Danielle Dowell. Dowell is neither a philosopher or actress, but she provides the vision, energy, and creation behind the Dowell Group. With sales last year near \$40 million, the Dowell Group is poised this year to restructure and reach a new pinnacle.

Although Danielle was offered athletic scholarships to attend college, she still could not afford the balance of tuition. Dowell decided to stay close to the small town where she grew up and attend community college. For several years, Danielle worked in the hospitality industry as the manager of bars and restaurants. The experiences extended her educational pursuit by teaching her a lot about how to take care of people, exposing her to

a variety of personalities and situations, and by helping her see that certain careers provide a significant reward for significant effort. Eventually, she made her way to Chicago and obtained her license to sell real estate in 2007.

For the next two years, Dowell learned what to do during a downturn of the real estate market. Because it was hard from the beginning, Danielle made great strides in forging good habits and solid strategies that would add to her later success. She describes the recession as a “wake-up call” that prepared her for the later roller coaster journey that real estate often provides. Dowell is pleased that she involved her family, and though some live far away, they are still connected by land development deals and marketing.

Danielle loves the challenges of real estate. “There is always something going on,” she says. She loves the fact that she is always learning new things, and she really enjoys the variety of people, cultures, religions and business opportunities that she



The Dowell Group (left to right): Christine Egle-Rashkow, Danielle Dowell, Sean Murray, Kristy Dowell

has encountered. The one challenge that alludes her is the balance of life and work. In the early days, she could not “turn off” her work. Dowell now knows that she is better when she gives herself some time. She is learning Spanish, and enjoys painting, working out and traveling.

Dowell describes success as the internal feeling of good. It is not about a number or main event but about how she judges each task

and accomplishes her desires. For her, it is more of a lifestyle or mindset, but it is something that can be achieved each day even multiple times. Dowell hopes that success will be a description for the building of her team. Impacting someone else’s growth is a definite sign of succeeding.

For those who are new to real estate, Danielle trusts that they will get on a team and embrace change. She notes that they will always need to commit to learning. Of course, she challenges them to understand who they are and to be comfortable with that image. Beyond that, real estate is a lot of hard work.

Since she was 14, Danielle Dowell has worked multiple jobs at a time. Her sports background taught her to “hustle” and to surround herself with a good team. She applauds the efforts of her sister, Kristy, whom she calls the “brains” of the operation. If you see the Dowell Group on the Chicago streets, they will be moving fast and with purpose. They know who they are, and they know where they are headed. Step aside Socrates and Clint!



Daryl Ceaser



Todd Sz wajkowski



Jill Silverstein



Jill Silverstein



Michael Battista

coat angels

by Bilal Dardai



coat angels

Winters in the Chicago area are known for being harsh, and families in need are particularly affected by the challenges that come with the drop in temperature. Since 2006, Coat Angels has strived to make the season more comfortable for the city's least fortunate children by providing each of them with a complete set of winter clothing. By partnering with local businesses and leveraging the efforts of committed volunteers and donors, Coat Angels has been able to expand its mission dramatically, and is currently able to give the gift of coats, fleece, hats, and gloves to thousands of children each year.

Coat Angels began as the inspiration of Micki LeSueur and several of her friends, who decided that instead of giving each other Christmas gifts they would pool their money to make a more positive difference within local communities. She connected with a teacher at Gallistel Academy, who first suggested that the group focus their attention on students who lacked proper protection from the weather.

"The children we serve walk, on average, a mile each way to school," observes LeSueur. "[They] are severely underdressed for the weather, wearing nothing more than a hoodie or sweater on the coldest days." She adds that no other organization in Chicago works towards such a specific and worthwhile goal: "For every coat we buy, a child will be warm... it's truly that simple, and the impact is profound."

Among the core values of Coat Angels is that they only purchase brand-new items for each child they serve, rather than shopping for used merchandise. LeSueur stresses the importance of providing children who have so little with something new that is truly their own, picked out for them with great care, and delivered by warm, generous people who take the time to give them their full attention. Volunteers go to each school that Coat Angels partners with and handle each fitting personally with the promise that if the coat they've selected doesn't fit the child, they will come back with one that

does. The group also works to build a varied and fashionable inventory of the coats they bring to the children, a practice designed to remove the stigma of a child being identified as wearing a "charity coat." A deep sense of compassion informs everything Coat Angels does—they not only provide the children with warmth, but also with, as LeSueur describes it, "a sense of worth and a sense of pride ... it lets them know they are worth our time and our thought."

One of Coat Angels' premier sponsors has been local real estate brokerage,

Dream Town Realty. The company's founder and president, Yuval Degani, first met LeSueur over two decades ago, and he was deeply moved and intrigued by the Coat Angels mission when their paths crossed again many years later. LeSueur describes how Degani called her in 2012 asking how he and Dream Town could offer greater support to Coat Angels and their vital work within the city.

"Yuval asked me to come speak at an annual company meeting, and the Dream Town community responded with enthusiasm," LeSueur recalls.

"Coat Angels is an all-volunteer organization," adds Degani. "One hundred percent of their proceeds go towards buying coats for the children. What Dream Town does is cover their overhead as well as volunteer for deliveries and fittings." Dream Town brokers are also encouraged to donate \$25 of each of their closed sales to the Coat Angels, which is then matched by the brokerage. The sum total of \$50 is enough to buy one child a complete winter clothing set. LeSueur says that the resources and effort she's experienced from her partnership with Dream Town has been remarkable.

"Their involvement, both financially and through volunteering, has enabled Coat Angels to quadruple the number of children we serve," she says. "We couldn't ask for a more generous and dedicated partner." With Dream Town's support over the past five years, the group has gone from serving 1,000 children each year to over 4,000, with plans for continued expansion on the horizon.

"Currently, we're expanding our Board other departments," LeSueur says, "having volunteers take on expanded roles to streamline processes and set us up for long-term sustainability so that we can serve more children." The remarkable work of the Coat Angels shows how a drive to help locally and a clear practical vision, can do a world of good for those in need.



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To find out more about the group and offer support, visit their website at www.coatangels.org.

TOP 200 STANDINGS

Teams and Individuals from January 1, 2017 to November 30, 2017

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	158	\$147,562,313	71	\$76,107,342	229	\$223,669,655
2	Emily	Sachs Wong	77	\$102,067,000	40	\$50,630,000	117	\$152,697,000
3	Mario	Greco	179	\$101,989,055	59	\$38,066,183	238	\$140,055,238
4	Matt	Laricy	104	\$43,768,940	170	\$83,784,550	274	\$127,553,490
5	Leigh	Marcus	178	\$102,714,358	30	\$19,445,217	208	\$122,159,575
6	Jennifer	Ames	63	\$62,603,500	39	\$42,646,000	102	\$105,249,500
7	Karen	Biazar	129	\$79,564,527	15	\$9,494,300	144	\$89,058,827
8	Chezi	Rafaelli	31	\$47,207,000	15	\$21,348,000	46	\$68,555,000
9	Barbara	O'Connor	68	\$45,977,015	35	\$20,954,900	103	\$66,931,915
10	Jennifer	Mills	66	\$41,556,950	40	\$23,489,235	106	\$65,046,185
11	Sophia	Klopas	57	\$38,671,763	38	\$22,991,926	95	\$61,663,689
12	Joe	Zimmerman	61	\$32,535,018	45	\$26,326,150	106	\$58,861,168
13	Timothy	Salm	31	\$42,586,050	10	\$16,231,500	41	\$58,817,550
14	Melissa	Govedarica	68	\$47,942,950	4	\$6,604,900	72	\$54,547,850
15	Joanne	Nemerovski	22	\$38,752,500	11	\$15,711,856	33	\$54,464,356
16	Brad	Lippitz	46	\$32,932,733	27	\$20,945,800	73	\$53,878,533
17	Bari	Levine	44	\$22,197,575	55	\$31,190,868	99	\$53,388,443
18	Kathleen	Malone	36	\$38,924,250	9	\$11,154,000	45	\$50,078,250
19	Timothy	Sheahan	40	\$40,571,750	14	\$8,634,400	54	\$49,206,150
20	Joshua	Weinberg	31	\$14,011,000	50	\$34,648,547	81	\$48,659,547
21	Melanie	Giglio	51	\$33,005,009	28	\$14,313,309	79	\$47,318,318
22	Millie	Rosenbloom	26	\$26,272,150	19	\$19,827,000	45	\$46,099,150
23	Colin	Hebson	28	\$29,287,900	15	\$15,293,500	43	\$44,581,400
24	Lisa	Madonia	13	\$32,480,000	6	\$11,292,500	19	\$43,772,500
25	Debra	Dobbs	13	\$17,870,000	21	\$25,799,750	34	\$43,669,750
26	Scott	Newman	78	\$21,103,325	53	\$21,528,097	131	\$42,631,422
27	Nancy	Tassone	19	\$23,196,000	16	\$19,295,000	35	\$42,491,000
28	Grigory	Pekarsky	13	\$4,292,750	101	\$36,676,718	114	\$40,969,468
29	Matthew	Liss	37	\$20,869,400	31	\$19,948,550	68	\$40,817,950
30	Daniel	Close	6	\$2,345,000	60	\$37,531,552	66	\$39,876,552
31	Robert	Picciariello	104	\$38,139,755	2	\$1,180,250	106	\$39,320,005
32	Sam	Shaffer	25	\$10,274,000	62	\$28,285,594	87	\$38,559,594
33	Marlene	Granacki	16	\$22,658,613	8	\$15,773,563	24	\$38,432,176
34	Carrie	Mccormick	51	\$29,553,074	18	\$8,301,254	69	\$37,854,328

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Elizabeth	Brooks	45	\$36,965,746	0	\$0	45	\$36,965,746
36	Sam	Jenkins	33	\$28,440,111	9	\$8,501,500	42	\$36,941,611
37	Michael	Shenfeld	27	\$16,602,725	29	\$19,266,000	56	\$35,868,725
38	Frank	Montro	156	\$29,188,150	47	\$6,253,798	203	\$35,441,948
39	Ivona	Kutermankiewicz	37	\$26,326,900	12	\$8,947,900	49	\$35,274,800
40	Nicholas	Colagiovanni	25	\$16,503,750	25	\$18,735,500	50	\$35,239,250
41	Amanda	Mcmillan	32	\$13,108,000	40	\$21,724,140	72	\$34,832,140
42	Ryan	Preuett	15	\$19,089,500	15	\$15,033,000	30	\$34,122,500
43	Philip	Skowron	13	\$16,901,000	15	\$16,955,900	28	\$33,856,900
44	Melissa	Siegal	37	\$16,863,600	29	\$16,809,500	66	\$33,673,100
45	Julie	Harron	9	\$11,218,000	8	\$22,090,000	17	\$33,308,000
46	Jason	O'Beirne	41	\$27,713,275	19	\$5,504,100	60	\$33,217,375
47	Jacqueline	Colando	68	\$28,899,750	5	\$2,649,000	73	\$31,548,750
48	Layching	Quek	0	\$0	49	\$31,539,500	49	\$31,539,500
49	Beata	Gaska	28	\$26,332,000	10	\$5,128,000	38	\$31,460,000
50	Michael	Rosenblum	23	\$15,210,150	19	\$16,193,500	42	\$31,403,650

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TOP 200 STANDINGS

Teams and Individuals from January 1, 2017 to November 30, 2017

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Elizabeth	Ballis	26	\$22,948,500	11	\$8,376,500	37	\$31,325,000
52	D	Waveland Kendt	27	\$17,677,500	31	\$13,578,050	58	\$31,255,550
53	Owen	Duffy	41	\$22,933,600	15	\$7,933,300	56	\$30,866,900
54	Katharine	Waddell	33	\$15,760,800	28	\$15,056,900	61	\$30,817,700
55	Rachel	Krueger	14	\$16,740,250	10	\$14,071,000	24	\$30,811,250
56	Nadine	Ferrata	30	\$20,592,000	14	\$10,134,000	44	\$30,726,000
57	Michael	Tolliver	5	\$15,015,000	6	\$14,957,900	11	\$29,972,900
58	David	Wienczek	16	\$26,265,000	4	\$3,431,700	20	\$29,696,700
59	Amy	Pritchard	21	\$18,545,201	9	\$10,823,070	30	\$29,368,271
60	Michael	Hall	43	\$22,535,267	13	\$5,807,500	56	\$28,342,767
61	Margaret	Baczkowski	19	\$18,159,000	8	\$10,014,600	27	\$28,173,600
62	Ian	Schwartz	28	\$16,116,900	11	\$11,383,010	39	\$27,499,910
63	Dennis	Huyck	41	\$19,938,500	15	\$7,265,900	56	\$27,204,400
64	Christine	Paloian	22	\$23,570,250	7	\$3,159,500	29	\$26,729,750
65	Gary	Lucido	24	\$11,276,500	25	\$15,021,250	49	\$26,297,750
66	Alishja	Ballard	28	\$11,579,199	29	\$14,404,523	57	\$25,983,722
67	Eugene	Fu	20	\$18,298,000	6	\$6,839,000	26	\$25,137,000
68	Bruce	Glazer	15	\$6,834,500	34	\$18,201,660	49	\$25,036,160
69	Nicholaos	Voutsinas	0	\$0	53	\$25,022,972	53	\$25,022,972
70	Eudice	Fogel	12	\$9,790,050	17	\$14,998,250	29	\$24,788,300
71	Natasha	Motev	14	\$16,954,750	8	\$7,782,000	22	\$24,736,750
72	Michael	Vrieling	17	\$7,083,400	18	\$17,608,540	35	\$24,691,940
73	Zane	Jacobs	50	\$24,615,583	0	\$0	50	\$24,615,583
74	Scott	Curcio	40	\$12,738,159	30	\$11,798,003	70	\$24,536,162
75	Juliana	Yeager	25	\$13,750,500	10	\$10,772,150	35	\$24,522,650
76	Linda	Levin	11	\$15,128,500	12	\$9,221,500	23	\$24,350,000
77	Sarah	Ziehr	56	\$23,573,622	1	\$368,500	57	\$23,942,122
78	Karen	Ranquist	15	\$19,188,355	5	\$4,702,760	20	\$23,891,115
79	Steve	Meyer	50	\$22,423,150	2	\$1,398,350	52	\$23,821,500
80	Lisa	Sanders	50	\$17,501,627	21	\$6,212,700	71	\$23,714,327
81	Jennifer	Liu	58	\$23,633,933	0	\$0	58	\$23,633,933
82	Joshua	Lipton	13	\$7,841,680	27	\$15,627,650	40	\$23,469,330
83	Jeanine	Wheeler	25	\$14,397,700	15	\$9,061,500	40	\$23,459,200
84	Chris	Bauer	29	\$11,698,300	24	\$11,710,125	53	\$23,408,425

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Lance	Kirshner	32	\$12,325,600	20	\$11,056,100	52	\$23,381,700
86	Deborah	Hess	28	\$10,003,550	30	\$13,360,945	58	\$23,364,495
87	Cindy	Weinreb	6	\$2,887,775	39	\$20,438,050	45	\$23,325,825
88	Sam	Boren	0	\$0	44	\$23,068,600	44	\$23,068,600
89	Janet	Owen	9	\$19,580,000	2	\$3,350,000	11	\$22,930,000
90	Scott	Berg	51	\$21,060,400	3	\$1,674,500	54	\$22,734,900
91	Greg	Whelan	0	\$0	40	\$22,317,750	40	\$22,317,750
92	Joel	Holland	16	\$6,101,900	29	\$15,896,427	45	\$21,998,327
93	Danny	Lewis	21	\$9,484,188	22	\$12,469,525	43	\$21,953,713
94	Carol Ann	Edwards-Nasser	9	\$11,842,250	8	\$10,058,790	17	\$21,901,040
95	Radim	Mandel	26	\$13,421,300	17	\$8,472,500	43	\$21,893,800
96	Jason	Vondrachek	36	\$20,631,600	2	\$1,258,500	38	\$21,890,100
97	Naomi	Wilkinson	10	\$14,140,000	5	\$7,615,000	15	\$21,755,000
98	Sara	Mccarthy	20	\$8,855,800	25	\$12,569,150	45	\$21,424,950
99	Steven	Powers	12	\$6,470,900	27	\$14,792,800	39	\$21,263,700
100	Philip	Schwartz	31	\$9,817,025	26	\$11,380,388	57	\$21,197,413

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Attorneys at Law

1530 West Fullerton Avenue | Chicago, IL 60614 | **(773) 755-5600**
MLaiss@MLaissLaw.com | WIversen@MLaissLaw.com | FAX: (773) 755-6633



TOP 200 STANDINGS

Teams and Individuals from January 1, 2017 to November 30, 2017

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Kristi	Gunther	13	\$14,433,375	5	\$6,740,625	18	\$21,174,000
102	Nicholas	Apostal	22	\$10,612,800	17	\$10,463,834	39	\$21,076,634
103	Ryan	Huyler	12	\$8,963,725	19	\$11,623,900	31	\$20,587,625
104	Helaine	Cohen	5	\$2,837,500	18	\$17,689,500	23	\$20,527,000
105	Nathan	Brecht	46	\$20,458,200	0	\$0	46	\$20,458,200
106	Harold	Blum	21	\$15,829,000	6	\$4,619,400	27	\$20,448,400
107	Daniel	Glick	13	\$16,396,400	3	\$3,937,000	16	\$20,333,400
108	Patricia	Young	16	\$14,227,700	7	\$6,008,888	23	\$20,236,588
109	Edward	Jelinek	21	\$8,491,900	18	\$11,704,750	39	\$20,196,650
110	Greg	Nagel	18	\$9,919,750	12	\$9,989,000	30	\$19,908,750
111	Richard	Kasper	15	\$17,795,313	2	\$2,105,000	17	\$19,900,313
112	Brooke	Vanderbok	18	\$8,895,500	17	\$10,851,718	35	\$19,747,218
113	Christopher	Mundy	17	\$8,304,250	17	\$11,335,486	34	\$19,639,736
114	Thomas	Moran	15	\$15,389,500	7	\$4,195,000	22	\$19,584,500
115	Harry	Maisel	14	\$8,847,800	9	\$10,516,500	23	\$19,364,300
116	Richard	Anselmo	20	\$12,835,500	11	\$6,465,000	31	\$19,300,500
117	Leila	Zammatta	6	\$8,838,000	8	\$10,427,500	14	\$19,265,500
118	Armando	Chacon	16	\$12,452,000	12	\$6,792,000	28	\$19,244,000
119	Michael	Vesole	44	\$14,043,550	7	\$5,176,100	51	\$19,219,650
120	Erin	Mandel	19	\$11,188,130	12	\$7,928,082	31	\$19,116,212
121	Terri	Mcauley	14	\$8,766,000	15	\$9,993,579	29	\$18,759,579
122	Gail	Spreen	30	\$14,367,925	8	\$4,286,500	38	\$18,654,425
123	Keith	Tarasiewicz	0	\$0	40	\$18,647,700	40	\$18,647,700
124	Hasani	Steele	41	\$14,259,450	15	\$4,204,150	56	\$18,463,600
125	Santiago	Valdez	39	\$11,110,000	24	\$7,293,000	63	\$18,403,000
126	Katherine	Malkin	8	\$16,705,612	1	\$1,550,000	9	\$18,255,612
127	George	Morgan	21	\$9,064,125	15	\$9,163,268	36	\$18,227,393
128	Jennifer	Teadt Long	17	\$6,804,018	26	\$11,330,240	43	\$18,134,258
129	Rizwan	Gilani	16	\$7,467,000	20	\$10,654,935	36	\$18,121,935
130	Michael	Maier	22	\$12,390,100	10	\$5,722,000	32	\$18,112,100
131	Nick	Rendleman	14	\$4,487,300	32	\$13,591,400	46	\$18,078,700
132	Laura	Topp	13	\$5,285,500	17	\$12,780,000	30	\$18,065,500
133	Christie	Ascione	17	\$9,531,600	9	\$8,383,400	26	\$17,915,000
134	Arthur	Cirignani	141	\$17,385,426	5	\$394,671	146	\$17,780,097

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Ryan	Gossett	17	\$7,459,875	21	\$10,301,697	38	\$17,761,572
136	Connie	Engel	18	\$9,131,000	18	\$8,607,000	36	\$17,738,000
137	Hayley	Westhoff	11	\$5,908,500	13	\$11,809,085	24	\$17,717,585
138	Lisa	Mcmillan	21	\$15,162,778	4	\$2,546,000	25	\$17,708,778
139	John	Huebner	12	\$6,033,000	21	\$11,652,000	33	\$17,685,000
140	Nancy	Mcadam	15	\$11,988,000	7	\$5,594,600	22	\$17,582,600
141	Susie	Pearson	16	\$10,702,500	11	\$6,835,215	27	\$17,537,715
142	Ken	Jungwirth	16	\$7,780,499	11	\$9,697,500	27	\$17,477,999
143	Mark	Zipperer	19	\$7,679,150	24	\$9,633,344	43	\$17,312,494
144	Jill	Silverstein	5	\$5,170,000	16	\$12,125,750	21	\$17,295,750
145	Brent	Hall	22	\$14,591,037	4	\$2,653,400	26	\$17,244,437
146	Erlend	Candea	21	\$12,718,500	3	\$4,431,000	24	\$17,149,500
147	Beth	Wexner	3	\$3,745,000	7	\$13,376,340	10	\$17,121,340
148	Samantha	Porter	22	\$14,600,000	5	\$2,447,694	27	\$17,047,694
149	Julie	Busby	8	\$5,553,500	15	\$11,467,950	23	\$17,021,450
150	Ted	Guarnero	10	\$4,322,800	27	\$12,682,800	37	\$17,005,600

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TOP 200 STANDINGS

Teams and Individuals from January 1, 2017 to November 30, 2017

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Rubina	Bokhari	11	\$7,127,000	17	\$9,837,000	28	\$16,964,000
152	Alfredo	Medina	34	\$16,954,300	0	\$0	34	\$16,954,300
153	Cynthia	Sodolski	13	\$10,223,025	8	\$6,712,900	21	\$16,935,925
154	Pamela	Rueve	18	\$12,023,000	9	\$4,887,000	27	\$16,910,000
155	Weston	Harding	18	\$9,156,600	17	\$7,748,000	35	\$16,904,600
156	Jeffrey	Proctor	24	\$9,717,550	12	\$7,178,400	36	\$16,895,950
157	Brady	Miller	17	\$5,821,500	37	\$10,830,050	54	\$16,651,550
158	Melanie	Stone	5	\$2,094,000	35	\$14,233,800	40	\$16,327,800
159	Danielle	Dowell	16	\$9,617,950	12	\$6,608,215	28	\$16,226,165
160	Beth	Gomez	11	\$7,352,500	9	\$8,865,200	20	\$16,217,700
161	Brett	Novack	22	\$11,284,200	11	\$4,930,900	33	\$16,215,100
162	Amy	Duong	17	\$7,075,000	10	\$9,112,500	27	\$16,187,500
163	Robert	Sullivan	14	\$6,675,500	13	\$9,462,000	27	\$16,137,500
164	Brian	Grossman	15	\$10,312,000	6	\$5,687,000	21	\$15,999,000
165	Kenneth	Dooley	13	\$8,973,769	10	\$6,992,000	23	\$15,965,769
166	Paul	Barker	23	\$12,565,400	7	\$3,298,000	30	\$15,863,400
167	Monique	Crossan	6	\$5,258,000	5	\$10,567,500	11	\$15,825,500
168	Phillip	Buoscio	22	\$10,867,864	9	\$4,910,400	31	\$15,778,264
169	R. Matt	Leutheuser	9	\$7,988,500	6	\$7,774,500	15	\$15,763,000
170	Qiankun	Chen	9	\$2,058,000	47	\$13,691,788	56	\$15,749,788
171	Phil	Byers	19	\$7,126,200	18	\$8,584,399	37	\$15,710,599
172	Nancy	Hotchkiss	32	\$10,709,900	15	\$4,988,500	47	\$15,698,400
173	Monique	Pieron	17	\$12,287,199	4	\$3,388,199	21	\$15,675,398
174	Gregory	Goldstein	0	\$0	43	\$15,654,000	43	\$15,654,000
175	Sundeeep	Lamba	49	\$12,035,570	28	\$3,580,901	77	\$15,616,471
176	Pasquale	Recchia	18	\$7,277,150	16	\$8,330,900	34	\$15,608,050
177	George	Selas	19	\$7,905,200	17	\$7,575,000	36	\$15,480,200
178	Camille	Canales	5	\$1,722,613	31	\$13,681,525	36	\$15,404,138
179	David	Smith	1	\$220,000	31	\$15,083,750	32	\$15,303,750
180	Stephanie	Cutter	23	\$8,995,500	14	\$6,146,500	37	\$15,142,000
181	Michael	Saladino	20	\$6,887,900	26	\$8,215,500	46	\$15,103,400
182	Rory	Fiedler	0	\$0	39	\$15,096,660	39	\$15,096,660
183	Shay	Hata	18	\$7,759,600	14	\$7,233,750	32	\$14,993,350
184	Marti	Corcoran	29	\$13,059,400	4	\$1,904,130	33	\$14,963,530

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Ian	Feinerman	6	\$9,685,000	3	\$5,265,000	9	\$14,950,000
186	Kaylin	Goldstein	11	\$6,304,000	16	\$8,615,950	27	\$14,919,950
187	David	Nimick	18	\$6,206,700	22	\$8,615,200	40	\$14,821,900
188	Leslie	Glazier	11	\$7,524,000	11	\$7,296,777	22	\$14,820,777
189	Brian	Cargerman	0	\$0	26	\$14,818,301	26	\$14,818,301
190	Landon	Harper	11	\$7,633,500	13	\$7,160,000	24	\$14,793,500
191	James	Ongena	13	\$6,423,400	17	\$8,349,647	30	\$14,773,047
192	Lauren	Mitrick Wood	8	\$3,550,500	16	\$11,203,700	24	\$14,754,200
193	Tara	Leinenweber	39	\$14,585,441	0	\$0	39	\$14,585,441
194	Steven	Acoba	16	\$6,442,250	13	\$8,143,000	29	\$14,585,250
195	Lisa	Kalous	7	\$4,067,500	16	\$10,513,800	23	\$14,581,300
196	John	Berdan	11	\$3,634,900	26	\$10,887,350	37	\$14,522,250
197	Keith	Wilkey	10	\$10,962,388	5	\$3,539,900	15	\$14,502,288
198	Janelle	Dennis	21	\$9,891,800	11	\$4,563,500	32	\$14,455,300
199	Lauren	Schuh	20	\$9,404,100	10	\$4,944,600	30	\$14,348,700
200	Paul	Ragi	18	\$9,089,750	11	\$5,245,000	29	\$14,334,750

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