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The Impact of a Strong Woman

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SUMMER EVENT
July 19, 2018
Details on page 56

Partner Spotlight:
LINDHOLM ROOFING

Rising Stars:
WILL GOLDBERG AND
KONRAD DABROWSKI

Agent Feature:
JONATHAN STEIN

Agent Feature:
MARK ZIPPERER

Making A Difference:
MATTHEW HOUSE CHICAGO

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JULY 2018



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

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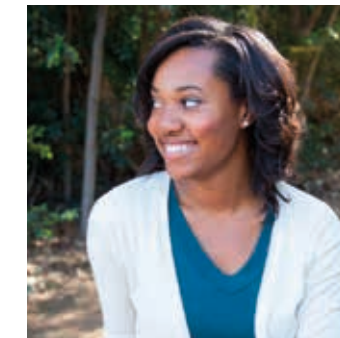
MEET THE CHICAGO REAL PRODUCERS TEAM



Andy Burton
Publisher



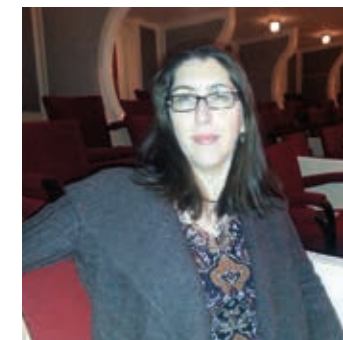
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Ania Kozera has over **fifteen years** of mortgage industry experience, accumulating her knowledge from various brokers, mortgage banks and lenders. She is a **four-time** Chicago Magazine 5 Star winner with a primary focus on providing the best customer service experience possible through her understanding of client needs.

“We are truly happy with the experience of working with Ania and Tim. They saved the day when another mortgage company told us we were not approved. Very patient with inexperienced buyer who has questions. 100% would refer to my friends and family. Thank you!!
-Julie D.”

“I could have not asked for someone more dedicated and accurate at what she does. The whole transaction from beginning to end was smooth and in reasonable time frame. Thank you Ania for your excellent services.
-Michelle B.”



“Ania and her team were amazing to work with. They made the stress of buying a home tolerable. The process was smooth. Ania pulled a bit of a miracle as my closing deadline was tight, but she and her team ensured that I closed on time. Thanks so much Ania, Tim, and team. It was great working with you!
-Keon W.”

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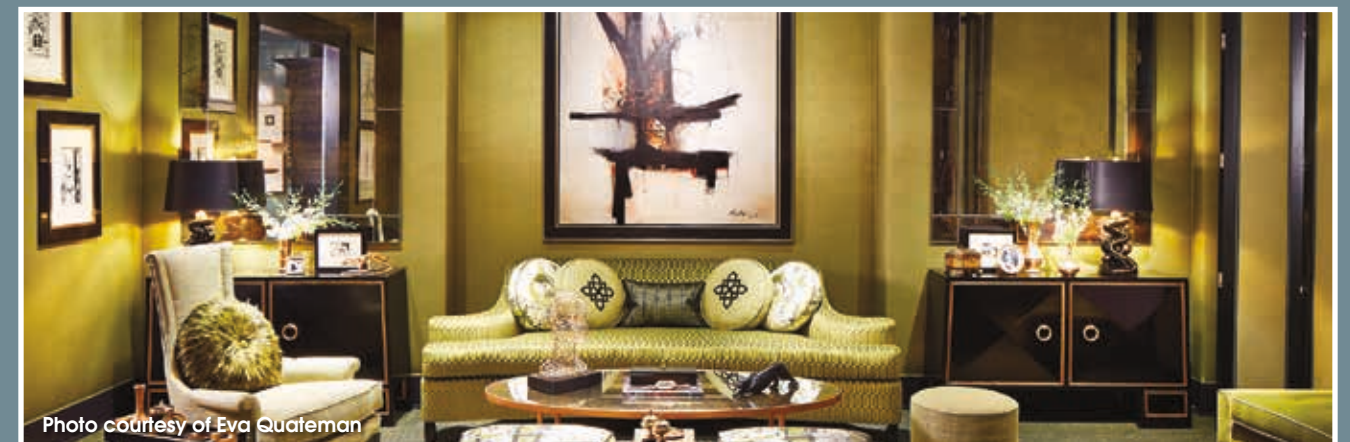
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DEAR CHICAGO REAL PRODUCERS, publisher's note ◀◀

As we celebrate our independence this month, I would like to share an experience from my own life that reminded me just how thankful I am to live in this country.

I had just finished grabbing a few items from the grocery store, I jumped in my car, and began to back out of the parking spot. Suddenly, I heard an obnoxious scraping sound and it was in that moment I realized I had cut the turn a little too short. The sound was worse than nails on a chalkboard and I was dreading getting out and looking at the damage. I just remember fuming with anger and in my head repeating expletives over and over. "Why me? Why did this happen today?" I asked myself.

The irony of this situation was that just months earlier I had some body work done on my vehicle from a hit and run. And, I scraped my car in almost the exact same spot as the hit from a couple months ago! I was hanging my head low with disappointment as I looked at the damage one more time, then suddenly an interesting thing happened. I vividly recall feeling a wave of gratitude come over me as I sat and stared at that marred metallic gray paint. God was communicating to me how truly lucky I was to have a vehicle to wreck. Instantly, my perception of the situation changed. I DO own a vehicle; in fact, I own TWO! My situation of minor damage to a car that I'm blessed enough to own, doesn't even come close to what other people who do not live in America experience in their daily lives.

As we remember the freedom and independence we have living in the United States, let's not forget to be grateful. Be thankful that we have the opportunity to be entrepreneurs, to make money, to save money, and that our government actually allows us to own property. Someone extremely wise once told me, "If you live in America, you've already won the lottery!"

SUMMER EVENT INFO

The *Chicago Real Producers* summer event is right around the corner! Thursday, July 19th from 12pm—2pm. Hopefully you have seen the promo video by now (check our Facebook page). The space is incredible, and there is even an outdoor area. Mark your calendars and RSVP if you haven't done so already. We had over 100 REALTORS® at our event in March. I'm looking forward to meeting some of you for the first time and reconnecting with the rest of you.



Yours in success,

Andy Burton
Publisher | *Chicago Real Producers*
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Mark Zipperer



THRIVING IN THE CITY

By Chris Menezes | Photos by Lindsay Schirk

When Mark Zipperer entered real estate in 2003, he boomed with the market, busted and crashed with the economy, and, through all of this, has recovered. He held on tight by dedicating his life to the business, becoming a master at it, and giving 1,000 percent to his clients. He worked so much that he lost track of his personal life. Since the smoke has cleared, he has shifted his focus from building his business to managing his business and helping the agents on his team to succeed.

Mark is no stranger to struggle and has learned to overcome many of life's difficulties. Growing up in a small town outside of Milwaukee had its share of challenges. "The kids I went to school with knew I was gay before I did and weren't very kind," says Mark. "I developed small-town phobia." Mark

got out of that small town and went to college in Milwaukee, where he came out and was able to live free. When he outgrew Milwaukee, Mark moved to Chicago and fell in love with the city.

Before becoming a REALTOR®, Mark worked in corporate America for several years, working for both GE and Andersen. However, he didn't want to take that path to the glass ceiling; he wanted the ability to work harder, smarter, and have his paycheck reflect it. But he wasn't sure what that would look like. So, he took a year off to figure out what direction would be best for him.

...

Mark loves solving problems; it's the most rewarding part of being a REALTOR® for him. He revels in being an expert for his clients, being that go-to person who can guide them in the right direction, and being an excellent resource.

...

Then one night, while out to dinner and wine with a friend, she reminded him that he had gone with her and other friends to several open houses, and then she posed a question to him: "Why don't you do real estate? You've helped all of us find homes," she observed. The idea struck him as brilliant, and that was it: the beginning of everything.

Since becoming a REALTOR®, Mark has sold a career volume of around \$135 million. His volume last year was \$20 million. Ever since his very first year, Mark has earned a place in the REMAX 100 Percent Club every single year. In 2010, he entered the REMAX Hall of Fame, and in 2015 he was the Broker/Owner of the Year.

"It isn't really hard to figure out how to reach the sales production level that an agent would want.

There are *plenty* of examples out there. The key is to follow others, make the investment, put in the time, and never stop learning," says Mark.

Mark loves solving problems; it's the most rewarding part of being a REALTOR® for him. He revels in being an expert for his clients, being that go-to person who can guide them in the right direction, and being an excellent resource.

Mark and his husband, Jason, have been married for a year and a half. "We met via Match.com. I was turning 50 and decided it was time. I got VERY lucky," he says. Mark and Jason have many friends in the area that they consider family. And when he's not spending time with the people he loves, Mark enjoys playing tennis and driving his scooter throughout the city.

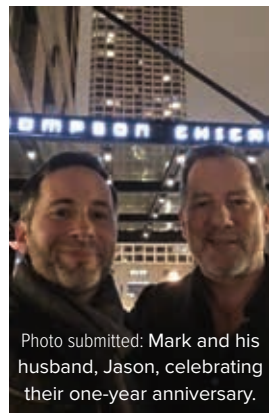


Photo submitted: Mark and his husband, Jason, celebrating their one-year anniversary.



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ity to give back. In honor of the passing of Thomas Lindholm, the company donates to the Acute Myeloid Leukemia Foundation. Over the years, they have also helped to support Mercy Home, Habitat for Humanity, the Eagle Scouts, Radio Station AM560's Feed the Children event, the local alderman's office, Lydia Homes Association, Special Olympics, youth baseball and softball leagues, and countless school fundraisers and church functions. The Lindholm Family believes social responsibility is

important and they continually look for new ways to be charitable.

The Lindholms are much closer than the average family. Not only are they happy to work together every single day, but they also enjoy spending time away from the business together. You can usually find them outside fishing, boating, skiing, golfing, playing tennis or badminton, or traveling together.

The Lindholms are happy to continue Thomas's legacy and look forward to passing on their family's business to their children and grandchildren.

You can reach Lindholm Roofing at 773-283-7675 and at www.lindholmroofing.com.

A LEGACY OF EXCELLENCE

The Lindholms have been putting roofs over heads for three generations. Their tradition of honesty, fairness, and superior service was established in 1949 with Thomas H. Lindholm. Thomas's sons, Tim, Bob, and Rick, joined their father in the 1970s and early 1980s, and then Thomas's grandson and granddaughters, Ryan, Mallory, and Rebecca Lindholm, joined the family business in the 1990s and early 2000s. Since its inception, Lindholm Roofing has built a reputation of excellence throughout Chicago.

In addition to providing every type of commercial and residential roofing (asphalt shingle, slate, tile, cedar, metal, flat, and more), Lindholm Roofing also provides gutters and downspouts, siding, soffit, fascia, tuck pointing and chimney work, window

and door installation, and insulation. "We are large enough to do most any type of roof in a large geographic area and small enough to replace one shingle," says Tim Lindholm.

The company's motto, "Our Family Has Your Family Covered," speaks to the way Lindholm Roofing operates. Understanding the needs of families and putting those needs first for their clients, no matter what the circumstance, has been the primary factor that has sustained and grown the company over three generations — a feat that many businesses have not been able to accomplish. Only a reputation of honesty and fairness could sustain a small family business for that long.

The company prides itself in its community involvement and capac-



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▶▶ making a difference
By Cheryl Mainor

Matthew HOUSE

A Beacon Of Hope For The Homeless



Dr. Sanja Rickette Stinson, founder and CEO

Nestled in the historic South Side community of Bronzeville is an invaluable resource, a respite of hope for the city's most vulnerable population: Matthew House Chicago. For those who are on their last leg and need a helping hand to return to a life of self-determination, Matthew House is there.

Matthew House's mission began in 1992 in a 1,000 sq. ft. facility provided by Turner Memorial AME where it provided services to homeless men, women, children, and families. Reflecting the scriptural reference from Matthew 25:31-41, Matthew House continues its mission by providing much-needed support and hope from the service center and administrative offices now located at 3722-28 South Indiana Avenue.

The current facility is a 6,703 sq. ft. refuge for those with no place to go. Today, Matthew House provides services to over 800 people

"The services provided by Matthew House begin with the understanding that there are many variables that contribute to homelessness; and for many [of our clients], simply finding or providing housing or shelter for them isn't enough."

a year, addressing the immediate needs of housing stability that include providing individuals with food, daytime shelter, and clothing, as well as long-term needs like permanent housing, employment training and placement, and health services.

Matthew House also manages seventy-five supportive housing units offsite for the homeless, a computer learning and employment center, case management staff, and so much more. And, despite the funding crisis that led to the closing of fifteen stand-alone supportive service organizations in the city of Chicago, Matthew House continues to flourish under the leadership of Reverend Sanja Rickette Stinson, Ph.D. Today, Matthew House is the only supportive service agency for the homeless on the South Side of Chicago.

The success of this agency is in no small part attributed to the Matthew House Board of Directors, its very talented and dedicated staff members— many of whom are former Matthew House clients, and the CEO and executive director, Dr. Sanja Rickette Stinson, whose advocacy work and distinct leadership abilities, tenacity, and dedication to serving those less fortunate has led the organization since its founding. Reverend Stinson, who received a master of divinity from McCormick in 2009, continues to work to strengthen collaboration among diverse people who wish to find the ways and means to end homelessness.

When asked about her dedication to lifting up those who are experiencing homelessness, Dr. Stinson says, "Our records continue to demonstrate that approximately 70 percent or more of the population served by Matthew House are chronically homeless, and at least 50 percent have been homeless for 5-10 years." Continuing, she says, "The services provided by Matthew House begin with the understanding that there are many variables that contribute to homelessness; and for many [of our clients], simply finding or providing housing or shelter for them isn't enough."

Over the years, those who serve the homeless have found that when most people consider what assistance for the homeless looks like and what it is able to achieve, they have a set idea of what that means, but Dr. Stinson explains: "By providing a safe, warm day program, with food, clean clothing, access to showers, and for most, case management services which include medical, identification, and mental health services, Matthew House is able to, on a case-by-case basis, assist with the tools and services needed to help our clients not only get off of the street temporarily, but permanently, and gain what they need to turn their lives around."

Dr. Stinson notes that there are many ways to get involved with the work of Matthew House. "You can help us defray our operating costs with a non-taxable financial donation, but we are also in need of durable goods donations as well. Paper products of all kinds, soap, detergent, computers, printers, computer paper, etc. These items are used daily with our centers."



Items can be donated at 3728 South Indiana, Chicago, Illinois, between the hours of 8:00am and 4:00pm. For more information about Matthew House, please call (773) 536-6628.

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▶▶ keeping it real
By D.J. Paris

Five Most Commonly Used

TECH TOOLS

by Chicago Brokers

In the past year, I've interviewed over 50 top-1-percent real estate producers in Chicago for my podcast and asked them what tools they use for their business. I'd like to share with you the five most commonly used technology tools that brokers have shared that will help make your real estate practice more efficient and effective.

Name: G Suite — Google

Cost: \$5 per month

Description: It's not uncommon when we set up an interview with a top producer and notice that they're using a personal Gmail/Yahoo/AOL email for their real estate business. If you're still doing this, stop reading right now and go purchase a custom domain! If you use online coupon codes, you can usually purchase a domain for \$1 for the first year, and then around \$12 every year after that. Once you have your domain, sign up for G Suite. It's \$5 per month, and that gives you access to the full set of Google tools including email and storage. It takes five minutes to configure. And now you have professional Google email with your custom domain and you look 1,000 times more professional!

Name: Trello

Cost: Free

Description: There are dozens of lead tracking programs you can use in your business. I happen to like Trello for a few reasons. One, it's free. Two, it does something almost no other tracking system does — shows you a visual representation of where everyone is in the pipeline at once. Imagine you have a huge whiteboard with columns for the various stages of a lead becoming a client. And then visualize that each lead was on a sticky note and you could move the sticky note from column to column until the lead became a client. This is Trello's biggest advantage. Every day you can see your entire "digital whiteboard" and know exactly who is where in the pipeline.

Name: Dotloop

Cost: \$29 per month

Description: Still using paper for agreements, contracts and disclosures? Why? Time to upgrade and go digital! With Dotloop every single part of the paperwork process is completed, signed and stored electronically. Your clients can fill out everything on their phone, tablet or computer. You can share documents with the co-op broker, attorneys, lenders, and anyone else associated with the deal. Your local association likely has every document template already uploaded and formatted. All you do is just point and click!

Name: Happy Grasshopper

Cost: \$99 per month

Description: One day I'm going to write an article and title it, "Nobody Wants To Read Your Newsletter" because, well, nobody wants to read your newsletter! Remember, most of your contact list is not currently in the market to buy or sell property. But, sending regular emails to remind your contacts that you're ready to help them is a good idea. So, instead of sending boring real-estate newsletters that get deleted, send your contacts a funny or cute email instead. Happy Grasshopper writes short emails (a few sentences) and sends them to your contact list. For example, on Valentine's Day, they might send an email that says, "This is the funniest example of a Valentine's Day disaster I've ever seen!" and then add a link to that news story. Remember that 99 percent of

the time your clients are not in the market for a real estate transaction, so send them something other than real estate content.

Name: Handwrytten

Cost: \$3 per note

Description: We all know we should be writing more handwritten notes. But the question is, "Are you actually writing your notes on a regular basis?" For most of us, the answer is no. Let's face it — if you're reading this, you're already a top producer. You're busy! But writing notes still needs to get done. Time to outsource! Handwrytten simulates a handwritten note (using a robotic arm with a pen) to write and mail notes directly to your clients. The technology is so impressive that I guarantee your clients won't know that you didn't write the note. The average person receives less than four handwritten notes per year. Handwritten notes get opened and read. Send three to four cards per year to every contact in your database and watch the deals roll in!

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▶ agent feature

By **Chris Menezes** | Photos by **Lindsay Schirk**

Jonathan Stein

INVESTING FOR THE FUTURE



Photo submitted: Jonathan and his nephew Nicholas

Growing up in Geneva, Illinois, with a single mother who had to work a lot to support her family, forced Jonathan Stein to become very independent and resourceful at a young age. In high school, Jonathan started several businesses that led him into sales and to develop a passion for working with and helping others — a perfect primer for his future career in real estate.

Jonathan started his real estate career in 2001 when he was still a junior at Southern Illinois University in Carbondale, interning at a local real estate company. In 2003, he received his bachelor's degree in business administration with a concentration in entrepreneurship and real estate, and then went on to complete a master's degree in business administration from the University of Scranton in Pennsylvania. The day after he graduated, Jonathan packed up



...

all his belongings, drove to Chicago, and started working as a REALTOR® the very next day.

Although Jonathan still loves quarterbacking the sales process for first-time home buyers, he specializes in single and multi-unit properties, and 75 percent of his business today comes from investment sales. What's remarkable about Jonathan's business is that a big portion of his clients do not live in Illinois, and several of them have never even been to Chicago; they trust him to buy and sell properties on their behalf and to be their eyes and ears on the ground. It's not uncommon for Jonathan to put on his property management hat as well, to handle improvements to properties in order to ensure a successful investment purchase or sale.

"My clients continue to invest because I am able to achieve the desired returns projected, and also have the resources to successfully rent out and manage the properties after closing; I am a full-service broker," says Jonathan.

Looking ahead into the future, Jonathan aims to continually grow within the industry. He wants to build a team and start teaching real estate classes. "My mother worked as a teacher when I was growing up, so I have a huge appreciation for education and enjoy teaching and mentoring others," he says.

Jonathan has had several mentors himself. One of his mentors is TJ Rubin, the managing broker at Fulton Grace Realty, one of the fastest growing real estate companies in Chicago. "He's always available to discuss business, strategy, and has personally helped me grow my business tremendously over the past four years," says Jonathan. And it's Jonathan's goal to pay it forward and do the same for others.

When Jonathan isn't working, he enjoys biking along the lake, and he is a big motorcycle enthusiast. He also spends a lot of time with his mother, Mary; his older sister, Melissa; and his four-year-old nephew, Nicholas. They are a very close family and have at least two Sunday dinners a month together. "You can usually find us in the backyard cooking away on the grill and having a fire going in the fire pit while my nephew entertains us with his craziness," says Jonathan.

For Jonathan, success is waking up with a smile on his face every day, knowing he is going to do everything in his power to make it another great one.

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CARRIE MCCORMICK

The Impact Of A Strong Woman



Carrie McCormick was empowered by her mother (a single mom) to become the successful businesswoman that she is today. She worked throughout her life to motivate Carrie to be the best and never give up.

A Chicago native, Carrie grew up in Lake Forest. She remembers her mother always telling her from a very young age to be the best at everything she does, to be determined, to persevere to the end, to work hard, to be confident, and most importantly, to help those in need.

Before becoming a REALTOR®, Carrie worked alongside Fortune 500 companies at E*TRADE in advertising and marketing. She always had a passion for bringing two people together to work out a deal. “I learned at a young age to create a win-win for both sides and communication [to that end] is key,” she says.



Carrie and her family at the beach

In a way, Carrie fell into real estate by chance. One day, back in 1999, Carrie was walking through West Loop when she stumbled upon a new construction sales trailer. She asked the construction crew outside what was going on and they said a new building was going up. They asked if she wanted to help them sell the units. A week later, Carrie was licensed and working on the project.

Since then, Carrie has sold a career volume of \$450 million. Her volume last year was \$43 million. She has been named in the top-1-percent of REALTORS® by the Chicago Association of REALTORS®, and has won the Bronze, Silver, and Gold Awards. She has also been recognized within





She feels fortunate to have had those values instilled in her as a young woman, and she is grateful for the women that she has learned from, especially her mother and her amazing girlfriends.



Photo submitted: Carrie and her girlfriends who are her big supporters



Photo submitted: Carrie and her mom

Who's Who of Chicago Real Estate, was named Best Dressed by *Chicago Agent Magazine*, and was one of *CS Magazine's* Dynamic Women in Chicago.

Carrie hopes to empower young women to be confident enough to create their own unique footprint, to be women who are capable of trusting their intuition over the majority opinion, and to be women who are brave enough to take risks. She feels fortunate to

have had those values instilled in her as a young woman, and she is grateful for the women that she has learned from, especially her mother and her amazing girlfriends.

Carrie and her husband, Chris, have been married for 18 years. They have two sons — Aiden (15) and Colin (13). Her boys are already developing a drive and passion for real estate as well, having watched their mother work hard for her clients over the years. When the weather is good, you can usually find them by the water. Carrie lives near the lake and enjoys paddle boarding and sitting on the beach.

For Carrie, "success" is a state of mind: it's living each moment to the maximum with a positive attitude, a big smile, and genuine enjoyment for the people in your life. Being a positive influence on people to love where they live is the most rewarding aspect of being a REALTOR® for Carrie.

"I will always be passionate about finding the right homes for my clients. I have always lived in Chicago, and I love this city and the different neighborhoods. I cannot imagine working anywhere else," she says.



IDENTIFYING TALENT



▶▶ leading a productive team
By Richard Cebulak



When I play basketball, we often say, “Better to be lucky than good.” I can’t say that the same holds true when identifying great talent and leading, but we can say that training, coaching, and mentoring lead to highly productive agents.

Over the years, as managing broker, I have had the good fortune of working with some great talent out of Baird & Warner’s City North office, including two number-one associates in the company and three “Rookie of the Year” associates.

How can you tell who the winners are when hiring them — whether they are new to the business or experienced, but not yet in that top percentile within the industry? I always say that passion for what you are doing is paramount, as well as hav-

ing singular focus, a strong “why” for what you do, and often, the need to prove something to someone who is significant in your life or to yourself. It is that burning desire: that commitment to work and train as an Olympic athlete would when going for the gold.

So how do you spot that person? It really hinges on having a well-crafted interview process: having questions that identify and extract answers that reveal the traits you are looking for. When you have that good interview process in place, it becomes quite apparent when you encounter that “going for the gold” individual. These potential associates crave training and leadership.

A word about technology: While the path to success differs for many, some, especially today, have the innate instinct for driving the social media and technology aspect of modern-day marketing and can speak to the marketplace — particularly to a like-kind peer group, which makes up half, if not more, of the market. Oth-

ers are highly networked and approach the market from a more direct or personal approach. But no matter their approach, for the agents you’re looking for, social media and technology play a strong supporting role as opposed to the primary role. While I do not see an associate staying highly competitive without a good handle on current social media trends, the best agents know that success is all about getting face time with a prospect.

So what as leaders, mentors, and managers is our job? First, we need full alignment from the top down, meaning that the senior leadership recognizes the need to provide the tools and processes that allow our associates to flourish. These resources can include tools “right off the shelf,” so to speak — “plug and play” items that can make things easier for the associate. An additional aspect is to bring trainers and speakers from the national circuit into the mix for highly specialized presentations; a successful associate will take a concept they’ve learned, or been exposed to at a seminar, and run with it, develop it, and monetize it. (Self-actualizing is another trait of highly successful associates.) And of course, there is a highly structured entry-level training that exposes the associate to all the aspects of sales, social media and technology, and the array of tools we provide as a company.

From this, it may sound like my job as a manager is easy: Hire the right people, align them with a supportive, innovative brokerage and you are good to go, right? But that is just the beginning. As a managing broker, coach, and mentor, my job starts the day the associate walks into the office.

We continue to assess the assets the associate brings to the table organically, and determine what additional tools or systems we need to teach them in order to help them bring about the goals we agreed upon at the initial interview. From there, I structure an individualized program that highlights their strengths and addresses the items that we agree need to be added to the mix — the things they need additional training on. It is also important to recognize our new hires as individuals with specific needs and wants; I like to get to know the whole person.

As the associate grows their business, constant reassessment takes place through scheduled coaching sessions. It’s important for me to know how they are doing so I can work in tandem with them to help them achieve success and overcome hurdles. Each associate grows at his or her own rate, and elements are added or direction is given at each stage of their progress. Early stages of growth will be focused on lead generation, and although we know that learning to master time management starts on day one, we usually emphasize time management as well as lead generation later in the process. Top producers do not need to be micromanaged: they are self-actualizing. However, this does not mean that they are left alone.

Another aspect of leadership is providing a healthy environment within the office. Drama or other distractions can have an extremely negative impact on the culture of the office and can

reduce production. If a perspective associate is not encouraged to be a part of the team due to potential disruption or an upset to the general vibe, it only hurts your overall success as a brokerage. Good team members who are supportive of each other adds to everyone’s ability to achieve personal and professional growth — key ingredients in running a strong office.

ABOUT THE AUTHOR:

Richard has worked for Baird & Warner Residential Sales Inc. as the managing broker of the City North office for 25 years. He was a managing broker at a small propriety in the Ravenswood area for 14 years and in the industry as a sales associate for four years starting out with his dad who was a broker owner — in total he has been a REALTOR® for 43 years.

When he’s not working with his team, he enjoys heading out to the Great North Woods to his cabin in the Eagle River area with his wife, Maria, his two boys and two grandchildren. He enjoys fishing, boating, and cycling. To keep the cardio healthy he plays basketball twice a week.

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Will Goldberg and Konrad Dabrowski

DG ADVISORS

New Construction Kids on the Block

When it comes to new construction, Konrad Dabrowski and Will Goldberg are a match made in heaven. Their recently formed partnership, DG Advisors, though still less than a year old, is already making an impact, and is primed to be a major player in Chicago's new construction real estate market.

Konrad remembers looking at blueprints at age five with his father, a builder in the suburbs of Chicago.

Construction became second nature to Konrad. While at Iowa State University, where he majored in construction engineering, Konrad spent summers working as a carpenter for his father's company. By the time he graduated, he knew he wanted to start his own company, but realized he needed to gain more experience first, so he decided to take a position as a project manager for Pepper Construction.

After two years with Pepper Construction, Konrad knew he had learned enough to be a serious force

...





Konrad (left) and Will in one of their new construction projects

...
 within the industry and that he was hitting an internal ceiling within the company. So he decided to get his real estate license in 2015, and he became so busy with real estate that he left Pepper Construction in 2016. Konrad's entire purpose for joining a brokerage was to get into new construction, so when he met Will, who was already working in the new construction market, he started asking him questions to learn all he could.

Will grew up in Skokie, Illinois, and he also worked with his father, but Will's father had a degree in accounting and had started his own business that operated nursing homes. Will went to Indiana University and got a degree in business. While in college, he learned the language of business through finance and accounting, and he even started his own vending machine company called DJ & W Distributors, placing machines in local sorority and fraternity houses. Will got a job in accounting and finance shortly after graduation. After only two months, he knew it wasn't for him. He then studied real estate, realized he enjoyed it, and decided to pivot.

Will got his license in 2013 and built his business in the leasing market. He started by finding apartments for his friends, but he soon became recog-

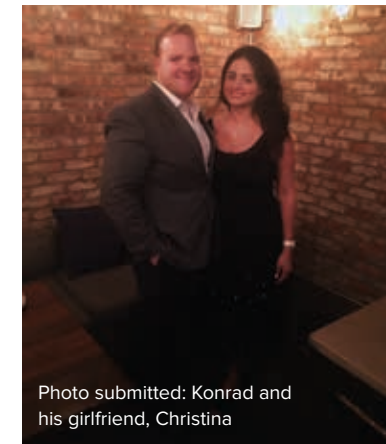


Photo submitted: Konrad and his girlfriend, Christina

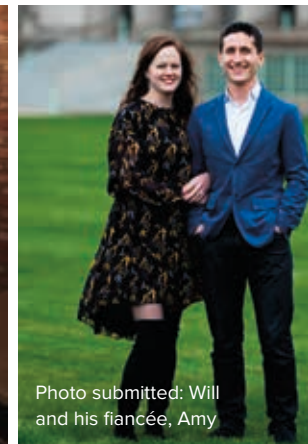


Photo submitted: Will and his fiancée, Amy



nized as a top producer solely on rental transactions. He then started doing a lot of resell business, but in tandem, he began cold calling to develop a grassroots database of relationships to build a new business for himself in new construction. The summer before he met Konrad, Will connected with a reputable builder who was redoing an entire apartment complex. This experience gave Will the confidence to work with more builders and continue in new construction.

"I was impressed with Konrad when I met him," says Will. "He was asking a lot of good questions, and I was trying to be nice, answering them." Konrad learned what he could from Will then started to find and put together his own new construction projects in the same way. He soon realized that it would be better for both of them to divide and conquer rather than compete against each other.

They founded DG Advisors in September of 2017 and hit the ground running. With Konrad's background in construction and Will's background in business, they were a perfect fit. Now, they are focused on finding lots, meeting builders, putting deals together, and being the best partnership in the new development game. They are projected to do about \$30 million this year, and are putting the right systems in place to continue their growth.

Will and his fiancée, Amy, love going to the park with their dog, Jimmy, and going out to eat throughout the city. Konrad loves to travel with his girlfriend, Christina, and they both love exploring all the restaurants in Chicago and abroad.

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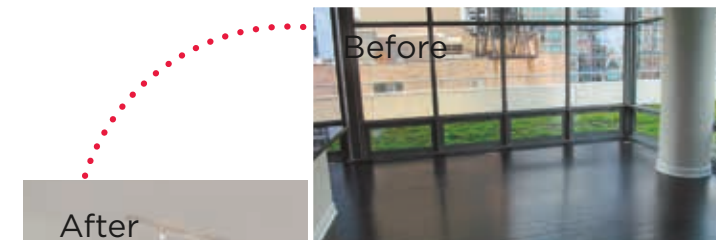
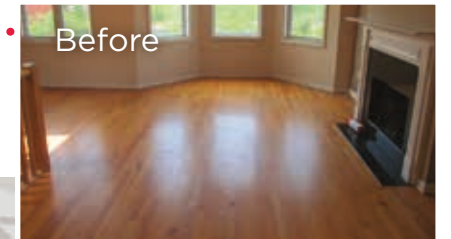
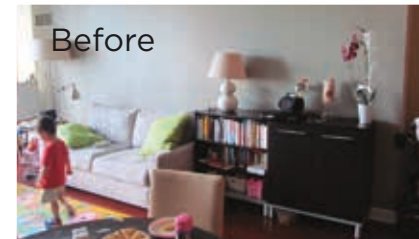
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TOP 200 STANDINGS

Teams and Individuals from January 1, 2018 to May 31, 2018

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	74	\$66,997,493	29	\$30,015,252	103	\$97,012,745
2	Nancy	Tassone	25	\$91,854,661	4	\$4,697,500	29	\$96,552,161
3	Matt	Laricy	58	\$27,275,136	96	\$42,520,081	154	\$69,795,217
4	Jennifer	Ames	27	\$46,550,300	14	\$14,181,800	41	\$60,732,100
5	Mario	Greco	72	\$39,588,820	29	\$17,159,400	101	\$56,748,220
6	Elizabeth	Brooks	51	\$53,492,959	1	\$935,081	52	\$54,428,040
7	Colin	Hebson	31	\$30,756,131	19	\$16,038,931	50	\$46,795,062
8	Emily	Sachs Wong	30	\$34,205,000	10	\$11,993,500	40	\$46,198,500
9	Karen	Biazar	64	\$37,214,115	13	\$8,009,900	77	\$45,224,015
10	Leigh	Marcus	67	\$39,400,583	10	\$5,781,730	77	\$45,182,313
11	Barbara	O'Connor	35	\$22,221,676	19	\$12,464,594	54	\$34,686,270
12	Chezi	Rafaelli	13	\$19,160,000	6	\$14,592,500	19	\$33,752,500
13	Sam	Shaffer	18	\$9,556,500	43	\$22,279,550	61	\$31,836,050
14	Carrie	Mccormick	30	\$16,262,605	24	\$12,569,255	54	\$28,831,860
15	Brad	Lippitz	19	\$15,584,245	14	\$12,800,000	33	\$28,384,245
16	Sophia	Klopas	19	\$11,885,000	23	\$16,445,895	42	\$28,330,895
17	Timothy	Sheahan	19	\$21,881,300	6	\$5,832,210	25	\$27,713,510
18	Melanie	Giglio	28	\$17,320,363	15	\$9,823,275	43	\$27,143,638
19	Kathleen	Malone	18	\$19,333,438	8	\$6,693,775	26	\$26,027,213
20	Jennifer	Mills	25	\$12,339,850	12	\$11,849,400	37	\$24,189,250
21	Tommy	Choi	18	\$9,311,900	21	\$12,708,900	39	\$22,020,800
22	Amanda	Mcmillan	15	\$11,651,900	13	\$9,297,400	28	\$20,949,300
23	Timothy	Salm	7	\$14,125,000	2	\$6,818,628	9	\$20,943,628
24	Ryan	Preuett	8	\$7,002,500	4	\$13,887,500	12	\$20,890,000
25	Jason	O'Beirne	20	\$16,889,500	10	\$3,090,000	30	\$19,979,500
26	Alex	Brusha	1	\$9,700,000	1	\$9,700,000	2	\$19,400,000
27	Julie	Harron	4	\$7,240,000	5	\$12,075,568	9	\$19,315,568
28	Sam	Jenkins	19	\$12,847,500	7	\$5,653,500	26	\$18,501,000
29	Michael	Rosenblum	12	\$13,264,247	8	\$5,077,500	20	\$18,341,747
30	Braden	Robbins	9	\$3,360,675	35	\$14,677,493	44	\$18,038,168
31	Frank	Montro	63	\$10,852,345	43	\$7,073,901	106	\$17,926,246
32	D	Waveland Kendt	16	\$12,115,566	8	\$5,524,750	24	\$17,640,316
33	David	Schraufnagel	6	\$8,781,600	6	\$8,781,600	12	\$17,563,200
34	Daniel	Close	3	\$1,984,750	23	\$15,183,458	26	\$17,168,208

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Melissa	Govedarica	24	\$14,885,200	2	\$1,953,700	26	\$16,838,900
36	Katharine	Waddell	14	\$8,779,600	14	\$7,681,632	28	\$16,461,232
37	Katherine	Malkin	2	\$3,950,000	2	\$12,112,500	4	\$16,062,500
38	Joe	Zimmerman	18	\$8,159,450	17	\$7,894,365	35	\$16,053,815
39	Peter	Moore	11	\$5,029,500	16	\$10,969,400	27	\$15,998,900
40	Elena	Theodoros	18	\$9,049,000	11	\$6,685,900	29	\$15,734,900
41	Philip	Skowron	5	\$6,265,000	6	\$9,405,142	11	\$15,670,142
42	Laura	Topp	14	\$9,699,000	12	\$5,228,500	26	\$14,927,500
43	Kimberly	Gleeson	5	\$5,206,001	2	\$9,700,001	7	\$14,906,002
44	Michael	Maier	19	\$12,438,700	5	\$2,424,500	24	\$14,863,200
45	Scott	Newman	26	\$7,906,450	19	\$6,946,001	45	\$14,852,451
46	Millie	Rosenbloom	11	\$7,729,000	7	\$6,716,500	18	\$14,445,500
47	Jeffrey	Proctor	12	\$7,057,000	7	\$6,982,000	19	\$14,039,000
48	Beata	Gaska	10	\$8,784,532	3	\$4,955,000	13	\$13,739,532
49	Christine	Paloian Fixler	9	\$12,899,000	1	\$475,000	10	\$13,374,000
50	Kevin	Wood	2	\$7,517,378	3	\$5,610,000	5	\$13,127,378

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TOP 200 STANDINGS

Teams and Individuals from January 1, 2018 to May 31, 2018

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Matthew	Liss	19	\$9,856,600	5	\$3,210,901	24	\$13,067,501
52	Owen	Duffy	16	\$9,390,000	5	\$3,581,000	21	\$12,971,000
53	Phil	Byers	10	\$4,052,200	12	\$8,700,900	22	\$12,753,100
54	Edward	Jelinek	15	\$6,047,000	12	\$6,640,900	27	\$12,687,900
55	Zane	Jacobs	23	\$12,501,650	0	\$0	23	\$12,501,650
56	Nicholaos	Voutsinas	0	\$0	22	\$12,424,400	22	\$12,424,400
57	Nadine	Ferrata	9	\$5,627,000	6	\$6,747,220	15	\$12,374,220
58	Lance	Kirshner	21	\$7,802,188	7	\$4,484,000	28	\$12,286,188
59	Ian	Schwartz	11	\$5,838,000	7	\$6,340,000	18	\$12,178,000
60	Lauren	Mitrick Wood	10	\$3,709,000	15	\$8,427,100	25	\$12,136,100
61	Melissa	Siegal	13	\$5,960,100	7	\$6,173,843	20	\$12,133,943
62	William	Goldberg	14	\$9,308,293	4	\$2,742,001	18	\$12,050,294
63	Elizabeth	Ballis	6	\$8,827,500	4	\$2,940,500	10	\$11,768,000
64	Debra	Dobbs	7	\$3,680,000	7	\$7,917,400	14	\$11,597,400
65	Mariah	Dell	8	\$6,021,000	8	\$5,503,000	16	\$11,524,000
66	Terri	Mcauley	2	\$2,425,000	7	\$9,090,500	9	\$11,515,500
67	Pasquale	Recchia	13	\$6,443,168	7	\$5,009,000	20	\$11,452,168
68	Weston	Harding	13	\$8,859,414	4	\$2,510,714	17	\$11,370,128
69	Izabela	Sloma	11	\$8,167,400	6	\$3,166,000	17	\$11,333,400
70	Hayley	Westhoff	12	\$7,624,400	6	\$3,650,900	18	\$11,275,300
71	Layching	Quek	2	\$948,500	14	\$10,142,000	16	\$11,090,500
72	Robert	Picciariello	29	\$11,028,150	0	\$0	29	\$11,028,150
73	Jacqueline	Colando	22	\$9,306,300	3	\$1,719,400	25	\$11,025,700
74	Bari	Levine	3	\$1,942,500	13	\$9,052,285	16	\$10,994,785
75	Michael	Hall	18	\$8,060,000	8	\$2,779,400	26	\$10,839,400
76	Scott	Berg	28	\$10,778,500	0	\$0	28	\$10,778,500
77	Andrea	Hebner	5	\$7,288,342	2	\$3,458,487	7	\$10,746,829
78	Karen	Peterson	3	\$8,435,000	2	\$2,300,000	5	\$10,735,000
79	Philip	Schwartz	11	\$7,218,000	9	\$3,489,250	20	\$10,707,250
80	Stefanie	Lavelle	9	\$5,230,000	17	\$5,446,500	26	\$10,676,500
81	Daniel	Glick	7	\$8,722,900	3	\$1,847,000	10	\$10,569,900
82	Edward	Thilman	4	\$8,983,000	2	\$1,548,000	6	\$10,531,000
83	Steve	Meyer	21	\$8,806,125	3	\$1,645,400	24	\$10,451,525
84	Deborah	Hess	13	\$5,278,050	11	\$5,115,400	24	\$10,393,450

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Dennis	Huyck	14	\$6,378,310	6	\$3,972,000	20	\$10,350,310
86	Margaret	Baczkowski	6	\$5,352,000	6	\$4,997,900	12	\$10,349,900
87	Monique	Pieron	6	\$7,783,000	2	\$2,532,500	8	\$10,315,500
88	Terry	Mister	5	\$7,354,170	2	\$2,943,330	7	\$10,297,500
89	Joshua	Lipton	7	\$4,645,500	9	\$5,617,000	16	\$10,262,500
90	Helaine	Cohen	1	\$440,000	7	\$9,753,818	8	\$10,193,818
91	Pamela	Rueve	6	\$6,142,500	6	\$4,012,000	12	\$10,154,500
92	Brett	Novack	7	\$3,367,400	13	\$6,639,900	20	\$10,007,300
93	Natasha	Motev	5	\$5,884,900	3	\$4,064,900	8	\$9,949,800
94	Michael	Shenfeld	11	\$6,412,150	7	\$3,437,000	18	\$9,849,150
95	Brian	Cargerman	0	\$0	16	\$9,805,415	16	\$9,805,415
96	Erin	Mandel	6	\$3,708,000	8	\$6,084,771	14	\$9,792,771
97	Ryan	Smith	52	\$9,603,700	2	\$105,000	54	\$9,708,700
98	Peter	Krzyzanowski	11	\$4,569,000	9	\$5,072,700	20	\$9,641,700
99	Eudice	Fogel	5	\$2,468,500	8	\$7,135,000	13	\$9,603,500
100	Melinda	Jakovich	3	\$5,189,500	3	\$4,410,000	6	\$9,599,500

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TOP 200 STANDINGS

Teams and Individuals from January 1, 2018 to May 31, 2018

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Radim	Mandel	9	\$4,586,000	10	\$5,005,000	19	\$9,591,000
102	Lisa	Mcmillan	10	\$9,292,786	1	\$262,000	11	\$9,554,786
103	Nancy	Mcadam	12	\$8,804,500	1	\$597,000	13	\$9,401,500
104	Megan	Tirpak	5	\$2,684,000	8	\$6,641,499	13	\$9,325,499
105	Jennifer	Liu	19	\$9,077,397	1	\$210,000	20	\$9,287,397
106	Danielle	Dowell	9	\$5,841,400	10	\$3,398,500	19	\$9,239,900
107	Ivona	Kutermankiewicz	12	\$6,974,500	4	\$2,211,208	16	\$9,185,708
108	Nicholas	Colagiovanni	8	\$6,411,000	4	\$2,738,292	12	\$9,149,292
109	Alishja	Ballard	11	\$5,383,500	11	\$3,765,500	22	\$9,149,000
110	Steven	Powers	8	\$4,925,000	8	\$4,171,000	16	\$9,096,000
111	Joanne	Nemerovski	5	\$5,729,000	5	\$3,356,000	10	\$9,085,000
112	Julie	Busby	7	\$4,723,000	8	\$4,338,100	15	\$9,061,100
113	Natalie	Renna	4	\$1,234,000	16	\$7,816,600	20	\$9,050,600
114	Alfredo	Medina	17	\$9,033,900	0	\$0	17	\$9,033,900
115	Eric	Hublar	0	\$0	17	\$9,025,000	17	\$9,025,000
116	Scott	Curcio	14	\$5,094,800	11	\$3,921,500	25	\$9,016,300
117	Olivia	Carlson	9	\$7,462,000	3	\$1,452,000	12	\$8,914,000
118	Lisa	Kalous	5	\$3,076,000	7	\$5,821,250	12	\$8,897,250
119	Christie	Ascione	6	\$4,445,000	7	\$4,433,500	13	\$8,878,500
120	Leslie	Glazier	7	\$4,476,500	7	\$4,288,000	14	\$8,764,500
121	Suzanne	Gignilliat	2	\$3,805,000	2	\$4,950,000	4	\$8,755,000
122	Rubina	Bokhari	7	\$5,400,000	7	\$3,354,500	14	\$8,754,500
123	Nancy	Hotchkiss	13	\$5,274,400	10	\$3,479,800	23	\$8,754,200
124	Santiago	Valdez	15	\$4,365,700	15	\$4,350,000	30	\$8,715,700
125	Elizabeth	Lothamer	12	\$5,201,000	9	\$3,467,500	21	\$8,668,500
126	Linda	Levin	2	\$871,000	9	\$7,745,573	11	\$8,616,573
127	Maria	Casciaro	4	\$4,053,000	6	\$4,523,000	10	\$8,576,000
128	Nick	Nastos	3	\$2,148,500	12	\$6,362,450	15	\$8,510,950
129	Randy	Nasatir	6	\$4,419,000	10	\$4,072,000	16	\$8,491,000
130	Kevin	Hinton	5	\$1,708,750	16	\$6,767,400	21	\$8,476,150
131	Bruce	Glazer	6	\$2,052,500	11	\$6,396,000	17	\$8,448,500
132	Pamela	Sage	2	\$2,852,500	2	\$5,592,000	4	\$8,444,500
133	Stephanie	Cutter	15	\$5,990,000	6	\$2,425,000	21	\$8,415,000
134	Amy	Duong	7	\$4,263,300	7	\$4,103,424	14	\$8,366,724

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Michael	Saladino	10	\$3,880,000	11	\$4,407,000	21	\$8,287,000
136	Ryan	Gossett	14	\$5,514,000	6	\$2,746,000	20	\$8,260,000
137	Gary	Lucido	7	\$3,120,500	10	\$5,101,586	17	\$8,222,086
138	Samantha	Porter	9	\$7,760,000	1	\$333,000	10	\$8,093,000
139	Thomas	Moran	5	\$3,627,500	1	\$4,462,500	6	\$8,090,000
140	Collin	Walker	5	\$2,420,000	14	\$5,663,500	19	\$8,083,500
141	Naomi	Wilkinson	3	\$2,575,000	4	\$5,452,500	7	\$8,027,500
142	Danny	Lewis	7	\$2,182,500	12	\$5,793,500	19	\$7,976,000
143	Christopher	Mundy	5	\$3,247,000	5	\$4,714,750	10	\$7,961,750
144	Harold	Blum	11	\$6,466,500	3	\$1,435,000	14	\$7,901,500
145	Michael	Vesole	29	\$7,842,887	0	\$0	29	\$7,842,887
146	Meredith	Edwards	6	\$2,958,000	7	\$4,837,500	13	\$7,795,500
147	Cara	Buffa	10	\$6,541,998	2	\$1,222,000	12	\$7,763,998
148	Marci	Trick	0	\$0	16	\$7,755,500	16	\$7,755,500
149	John	Huebner	8	\$3,479,700	10	\$4,273,000	18	\$7,752,700
150	Adam	Schneiderman	1	\$3,005,000	2	\$4,725,000	3	\$7,730,000

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TOP 200 STANDINGS

Teams and Individuals from January 1, 2018 to May 31, 2018

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Arthur	Cirignani	79	\$7,564,102	3	\$150,400	82	\$7,714,502
152	Armando	Chacon	8	\$4,727,468	6	\$2,947,266	14	\$7,674,734
153	Qiankun	Chen	1	\$375,000	23	\$7,276,088	24	\$7,651,088
154	Maureen	Spriggs	0	\$0	2	\$7,625,000	2	\$7,625,000
155	Anthony	Torres	0	\$0	16	\$7,604,000	16	\$7,604,000
156	Theodora	Jordan	7	\$3,655,500	7	\$3,939,000	14	\$7,594,500
157	Beth	Gomez	9	\$5,371,000	5	\$2,222,000	14	\$7,593,000
158	Stacey	Dombar	13	\$4,904,400	6	\$2,685,750	19	\$7,590,150
159	Hasani	Steele	14	\$5,457,300	5	\$2,113,500	19	\$7,570,800
160	Susan	Kanter	8	\$3,951,000	6	\$3,551,000	14	\$7,502,000
161	George	Morgan	4	\$2,575,000	8	\$4,883,500	12	\$7,458,500
162	Steven	Lipe	1	\$3,700,000	1	\$3,700,000	2	\$7,400,000
163	Melanie	Stone	5	\$2,279,500	17	\$5,114,500	22	\$7,394,000
164	Michael	Lefever	4	\$2,770,000	6	\$4,608,000	10	\$7,378,000
165	Shay	Hata	4	\$2,875,000	7	\$4,486,500	11	\$7,361,500
166	Kelly	Parker	9	\$5,663,000	3	\$1,696,661	12	\$7,359,661
167	Mariana	Knittle	5	\$3,608,500	4	\$3,725,000	9	\$7,333,500
168	Brendan	Murphy	5	\$3,105,000	6	\$4,215,000	11	\$7,320,000
169	Ryan	Huyler	8	\$3,662,899	6	\$3,656,750	14	\$7,319,649
170	Jason	Rowland	10	\$5,125,050	4	\$2,162,000	14	\$7,287,050
171	Rory	Fiedler	0	\$0	15	\$7,259,400	15	\$7,259,400
172	Elizabeth	Amidon	5	\$2,223,000	8	\$5,026,000	13	\$7,249,000
173	Matthew	Fritzshall	2	\$1,636,500	2	\$5,607,500	4	\$7,244,000
174	Sara	Mccarthy	4	\$3,318,300	9	\$3,881,500	13	\$7,199,800
175	Lauren	Dayton	11	\$4,204,250	3	\$2,981,900	14	\$7,186,150
176	Ashley	Cox	6	\$2,854,000	8	\$4,328,995	14	\$7,182,995
177	Robert	Sullivan	5	\$4,212,500	4	\$2,954,000	9	\$7,166,500
178	Ian	Halpin	3	\$2,840,000	4	\$4,294,000	7	\$7,134,000
179	Erlend	Candea	12	\$7,124,000	0	\$0	12	\$7,124,000
180	David	Smith	0	\$0	12	\$7,101,128	12	\$7,101,128
181	Gina	Purdy	12	\$5,486,400	4	\$1,576,000	16	\$7,062,400
182	Sarah	Ziehr	17	\$7,026,000	0	\$0	17	\$7,026,000
183	Beth	Wexner	4	\$4,326,000	3	\$2,693,900	7	\$7,019,900
184	Michael	Linden	7	\$2,318,500	11	\$4,700,800	18	\$7,019,300

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Kristin	Gonnella	4	\$2,491,100	9	\$4,522,500	13	\$7,013,600
186	Mark	Markarian	4	\$4,878,175	2	\$2,130,000	6	\$7,008,175
187	Cynthia	Sodolski	9	\$5,424,000	2	\$1,540,000	11	\$6,964,000
188	Roger	Luri	1	\$6,900,000	0	\$0	1	\$6,900,000
189	Marc	Bombicino	0	\$0	1	\$6,900,000	1	\$6,900,000
190	Xinlong	Xia	1	\$278,000	15	\$6,566,300	16	\$6,844,300
191	Ben	Bodelson	10	\$3,732,400	5	\$3,111,768	15	\$6,844,168
192	John	Federici	8	\$2,729,500	8	\$4,108,250	16	\$6,837,750
193	Meredith	Manni	2	\$1,770,000	4	\$5,039,375	6	\$6,809,375
194	Sohail	Salahuddin	12	\$6,313,650	1	\$449,000	13	\$6,762,650
195	Eugene	Fu	6	\$3,662,500	3	\$3,072,429	9	\$6,734,929
196	Keith	Tarasiewicz	1	\$455,000	16	\$6,242,250	17	\$6,697,250
197	Aaron	Greenberg	7	\$3,048,900	6	\$3,645,000	13	\$6,693,900
198	David	Heck	0	\$0	14	\$6,677,500	14	\$6,677,500
199	Patricia	Young	3	\$2,009,000	8	\$4,616,300	11	\$6,625,300
200	Joseph	Kotoch	10	\$5,883,861	2	\$722,500	12	\$6,606,361

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