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**Fall Event:**

OCTOBER 18th  
5:00PM-7:30PM

**Partner Spotlight:**

ROOMS REDUX –  
PHILIP POPOWICI

**Rising Star:**

MICHAEL SHIN

**Agent Feature:**

NATASHA MOTEV

**Agent Feature:**

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**TOP 200**  
STANDINGS

SEPTEMBER 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](mailto:andy.burton@realproducersmag.com)

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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.



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“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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## ▶ publisher's note

# Summer Event PHOTOS *are here!*



We hope you enjoy the images that were captured at our summer event. If you were unable to attend the event, you can watch the recap video on our Facebook page. These photos are compliments of Lindsay Schirk and Steele Consulting Group who took time out of their days to capture the event. The feedback we received was excellent, and my goal is to keep creating environments where people can genuinely connect on a personal level. When people connect personally and one party truly cares about the other, the business element happens organically.

To quote our cover story, Julie Harron, "Success requires a repeatable process that is flexible and evolves..." This is what we strive for every month. I believe we found our niche. We produce a magazine that REALTORS® can connect with and anticipate receiving in their mailbox every month. It gives me a sense of accomplishment to hear feedback from our community confirming that our events are evolving for the better.

As your publisher, my mind is always several months into the future. We are already gearing up for our fall event which will take place on Thursday, October 18, 2018, at Mancuso Motorsports in River North (677 N. Clark St.) from 5:00pm-7:30pm. Please save the date and RSVP early as space is limited. Next month will mark our one year anniversary of *Chicago Real Producers* so we thought it would be a great idea to hold an event at a luxury car dealership.

We still welcome constructive feedback as to how to make the magazine and our social gatherings more valuable. There have also been murmurs of future Chicago Real Producers Mastermind events which will provide more of an educational aspect to our platform. Here are some ways you can contribute:

**Business article topics:** What would YOU like to learn from other Chicago Real Producers?

**Events:** Have you been to a unique restaurant, venue, or establishment that would be a good fit to host one of our events? Email us their info.

**REALTOR® features:** The bread and butter of the publication is to highlight Chicago REALTORS® and to give someone a month of fame. Feel free to nominate a colleague for a cover story, veteran agent, or rising star feature.

**Making a difference articles:** Any Chicago-based organization that has made a difference in the community is a candidate. Examples of past features are PAWS, Coat Angels, Habitat for Humanity, Matthew House Chicago, Danny Did Foundation, and JDRF.

Yours in success,  
Andy Burton  
Publisher, *Chicago Real Producers*  
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# MICHAEL SHIN

Reinvention  
through  
*Hustle*



▶ rising star

By Chris Menezes  
Photos by Lindsay Schirk

LEFT: Michael and his wife, Jenny

The only thing that separates Michael Shin from the next guy is his ability to work hard. He learned the value of hard work from his parents. His family immigrated to Chicago from South Korea with two suitcases and \$700 in 1973. His mother worked tirelessly as a nurse and his father as a steelworker so that he and his brother would have opportunities that they could only dream of. Michael would not take their hard work and sacrifice for granted.

Having graduated from the University of Illinois at Urbana-Champaign with a degree in biology and speech and hearing sciences, Michael eagerly returned to Chicago and got his master's of science degree in medical speech pathology from Rush University. After completing his fellowship at The Rehabilitation Institute of Chicago, Lutheran General Medical Center, and Alexian Brothers Medical Center, Michael worked for a few years as a contracted traveling speech pathologist and eventually built his own department at Saints Mary and Elizabeth Medical Center, where he practiced for eleven years.

In 2001, Michael began investing in real estate with his brother. It started as a hobby and for investment purposes. "I always loved real estate and knew that I would do something in the field of real estate. Growing up in Rogers Park, my parents owned a 3-flat and rented out the two units above our place. I learned at an early age about income property, how it can pay off your mortgage and provide positive cash flow," explains Michael. He knew that he'd eventually become a REALTOR® back then; it just took him thirteen years to take the leap. After fifteen years of working as a medical speech pathologist in a hospital setting, he found that the physical and emotional demands of the position were wearing on him; he primarily worked with patients who had suffered from stroke, cancer, trauma, or a degenerative neurological disease. "I was being worked to death in healthcare," he says.

During the time Michael was working in medicine, he was fielding a lot of calls and emails from his family, co-workers, friends, and friends of friends who were moving to Chicago. He was asked time and time again what neighborhoods they should move to or which type of homes they should purchase (condo, townhouse, single family homes, etc.). He also wanted to purchase more real estate for himself, but his go-to REALTOR® had retired. So, he began considering just becoming a REALTOR® himself.

"I had a long discussion with my wife about leaving a steady paycheck and an industry that required a lot of expensive education. She was extremely supportive and encouraged me to make the leap. I was intrigued by the idea of reinventing myself and my professional direction," says Michael.

Since becoming a REALTOR® in 2014, Michael has sold a total volume of \$28,077,000. In 2017, his total volume was \$8,200,000, and he and his partner, Ian Schwartz, became members of the Coldwell Banker President's Elite Club, which is reserved for the agents that achieve the top 1 percent in volume sales in the U.S. for the company. They are also in the Chicago Association of REALTORS®'s top 1 percent.

A lover of puzzles and problem solving, Michael loves to continually challenge himself. He is passionate about seeking adventure and finding himself and his clients in exciting situations. "It's completely cliché, but I truly learn something new on each deal that I work on. You have to be creative and aggressive in this industry, and that excites me," he says.

Michael and his wife, Jenny, have been married for seven years. They love to travel and enjoy the outdoors, playing tennis, riding bikes, and hiking. They are also both musicians. Michael played in bands when he was in his 20s and 30s, primarily as a guitarist. Michael is an avid motorcyclist and professional photographer, mainly shooting as a hobby now. He also volunteers at Chicago Fun Volunteers and PAWS.

"Real estate is a very fair business. The more you put into it, the more you will get out of it. But you have to hustle," he says.

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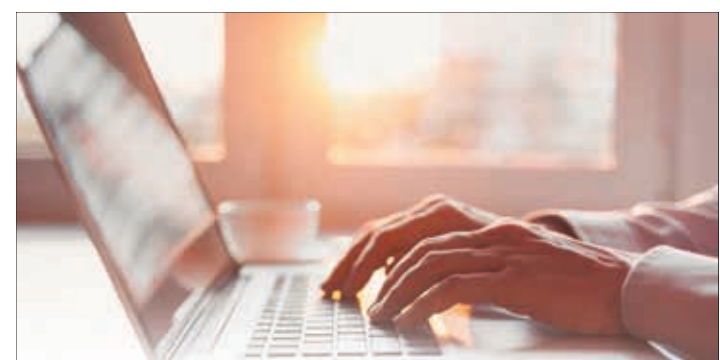
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cover story

By Chris Menezes  
Photos by Lindsay Schirk

# JULIE HARRON

## Hard Focus at Work

Julie Harron's love for Chicago—its buildings, culture, and community—is what ultimately led her to becoming a REALTOR®. Julie grew up in Northbrook and attended Woodlands Academy in Lake Forest before earning her BA in broadcast journalism from Southern Methodist University (SMU).

Before becoming a REALTOR®, Julie was on the path to becoming a lawyer. After graduating from SMU, she worked as a paralegal, but soon concluded that the life of an attorney wasn't for her. She realized, though, that she really liked the client-driven, transactional side of business and thought that residential real estate would be a perfect fit. She was right.

Julie started her real estate career in 1992 and won the Rookie of the Year award. Since then, she has sold a career volume of over \$300 million. She was counted among the top 1 percent of producers for Chicago REALTORS® in 2017, and in the last twelve months has sold over \$50 million in volume. Julie also serves on the Chicago Association of REALTORS® Board of Directors and is an advisory board member for the Top Agent Network.

“Knowing that my clients achieve the best possible outcome is the most rewarding aspect of what I do. I truly share in the joy they feel from owning a new home or choosing a new direction in life,” says Julie.

Since joining Jameson Sotheby's International Realty, Julie continues to judicially grow JH Real Estate Group. By enhancing their marketing expertise and working with top leaders of the industry, this full-service team brings matchless, competitive edge to each real estate transaction on behalf of their clients.

For Julie, success is simply achieving a great outcome from hard work, thoughtful preparation, and good execution. “Success requires a repeatable process that's flexible and evolves with the constantly changing real estate markets,” she says.

Julie and her husband have two grown children. Their son recently graduated from Williams College and is working in commercial real estate, and their daughter is a junior at the Walsh School of Foreign Service at Georgetown University.

Julie is a past president of the Women's Athletic Club of Chicago, and she sits on both the University of Chicago Women's Board and the Women's Board of the Joffrey Ballet. She also enjoys Pilates, playing tennis and paddle tennis, and traveling.

“Always prioritize your client's interests,” says Julie. “Work hard! Then work harder. Love what you do and make sure to have fun.”

“Knowing that my clients achieve the best possible outcome is the most rewarding aspect of what I do. I truly share in the joy they feel from owning a new home or choosing a new direction in life,” says Julie.



JH Real Estate Group from left to right: Izabella Marzec, Marissa Parrott, Jennifer Armetta, Julie Harron, Michelle Kubala, Sydney Hosbein



Photo submitted: Julie and her team enjoying a nice dinner



Photo submitted: Julie and her family

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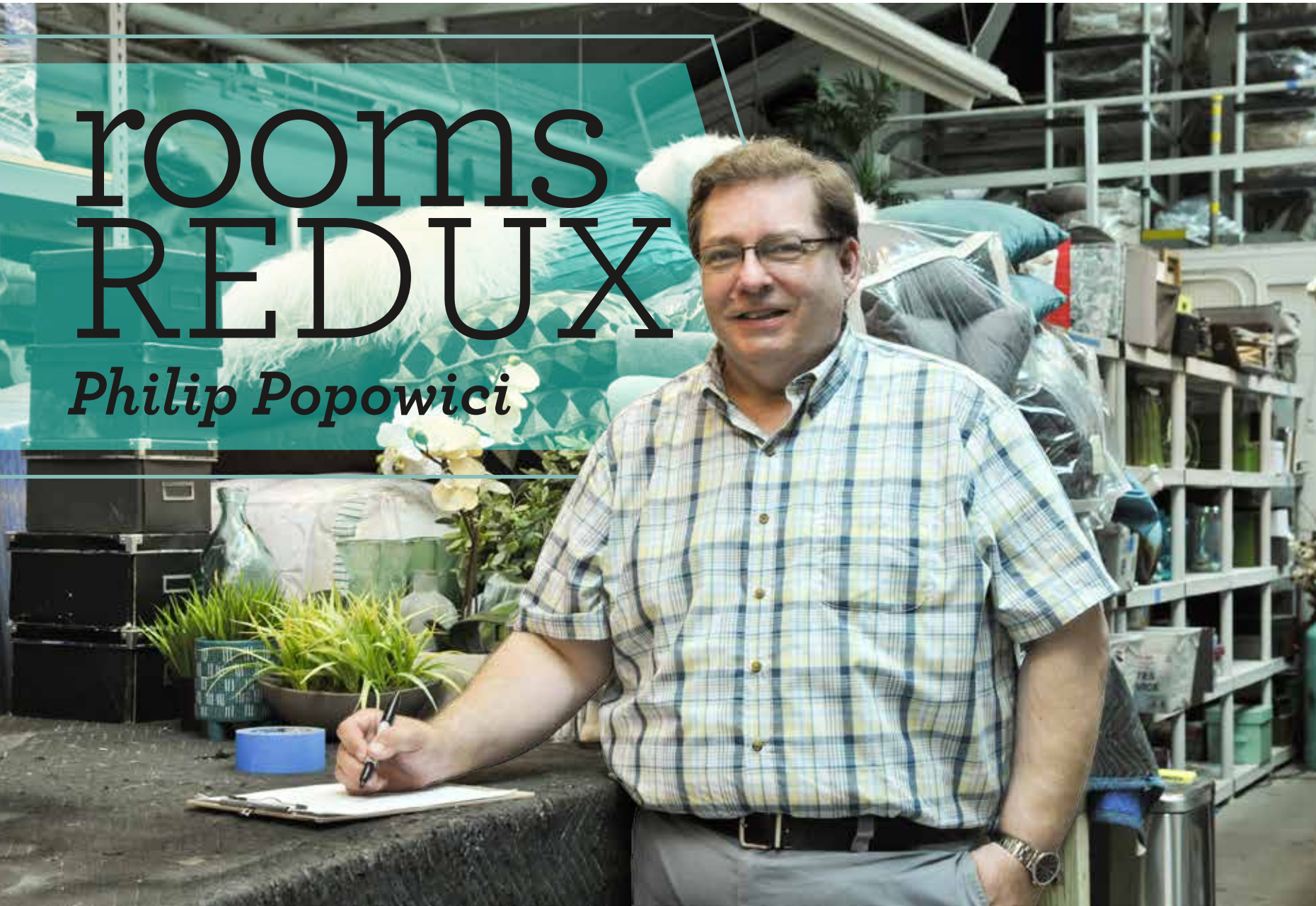
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# rooms REDUX

*Philip Popowici*

By Chris Menezes  
Photos by Lindsay Schirk

An interior designer by trade, Philip Popowici, owner and founder of Rooms Redux Chicago, worked for twenty-five years in corporate America designing showrooms, trade show booths, and doing product design for homes. But he wanted to follow his dream of creating his own business based on his personal talent; his passions for real estate, staging, and design; and his professional experiences. He had an idea of what this might look like, but he wasn't sure.

Toward the end of those twenty-five years, he got the opportunity to work with a friend on the west coast who had started his own home-staging company a year prior. "After a few days it all 'clicked.' I was on the right path," says Philip. He came back to Chicago energized, and although he only had himself, a small storage locker, and a minivan, he hit the ground running. He started networking, attending open houses, anything to get his name out there. He quickly tapped into a need in the Chicago market: staging was a rare service in Chicago back then. Philip's first staging opportunity turned into a second, then a third. Within two months he was so busy he could barely keep up with business.

Today, Rooms Redux Chicago has a 10,000-square-foot warehouse, three trucks, and a staff of fourteen hardworking professionals.

"I am a firm believer in building long-term business relationships. Mutual respect and trust are major factors for me to want to work with a REALTOR® on an ongoing basis," says Philip. "We have been very fortunate to have cultivated [a partnership with] a solid, core group of REALTORS® and developers over the years, and have had the pleasure of staging for clients repeatedly as they have moved from home to home."

Clients of Rooms Redux Chicago have commented on how well priced they are for the level of staging services they offer. What also separates Rooms Redux Chicago from their competitors is Philip's eye for design and attention to detail. He is able to create cohesive, well-coordinated staging installations that can flatter any architectural style or property, be it a studio unit or a million-dollar home.

"I believe in doing the best possible job you can and I have trust in my company, knowing we can achieve the best possible results for our clients. However, I also know that we cannot fit everyone's needs or expectations," says Philip.

When Philip isn't working, he enjoys watching movies, dining out with friends, and traveling. He loves getting away to Palm Springs whenever possible, and visiting the friends he's made throughout the country.

You can contact Philip and Rooms Redux Chicago at 773-561-7411 (office), 312-835-1192 (cell), or by visiting [www.roomsreduxchicago.com](http://www.roomsreduxchicago.com).



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By Hasani Steele

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In part one of this three-part series, I discussed the reservations buyers can have about purchasing on the city's South Side. In part two, I would like to address the importance of branding and its relationship to my team's success with selling in the area. While I focus on the South Side in this discussion, the subsequent challenges mentioned have clear parallels to many other neighborhoods.

#### Communicate the Vision

Anyone who knows me understands that I have a fervent passion for marketing. I'm sure a fair portion of your makeup is likely the same. My background and interests both fuel and assist me in my marketing work. In addition to my love for creative advertising, my background in engineering led to a love of all things design-related. And I love photography, so much so, that my team and I developed a position for an in-house photographer so that we could accurately capture our vision. I also have a passion for model aircrafts, so one can only imagine how quickly that led to us doing drone photography!

Some of my favorite meetings are about enhancing our website and other graphic-based projects. Our marketing director has lost count of how many times I've said, "Marketing is my favorite part of the business!" Through our website and a trail of other media outlets, my team and I strategically, and dutifully, communicate our vision in order to build our brand, and subsequently we have, and continue to create, a sustainable business.

#### Create a Community of Fans

We know how powerful word-of-mouth marketing is. Being recognized within the community never gets old to me: I love hearing, "I have a friend who bought from Steele Consulting Group." I'm often told by visitors at open houses that they regularly visit our website. And recently, four children with an adult greeted me by name as they entered the main door of a condo building my team sold at 43rd Street and Ellis Avenue. That people greet me, and not just recognize me, as I walk by, reflects all of our years of involvement in the community (my team's large signage on the adjacent building may have helped, too!). Those aforementioned instances are all examples of how branding translates to "fans." (On a side note, I encourage my developer clients to market themselves accordingly to reap the same benefits.)

Alderman offices are another outlet of support. We meet with them often to discuss how we can collaborate and how my team and I can continue our efforts of revitalizing housing and the markets in their wards. Essentially, we try to make them fans of our mission and develop a relationship. The benefit is two-fold: we are able to extend the exposure of our brand and acquire in-depth, first-hand knowledge about these wards that we can't get anywhere else. I would highly encourage each of you to have these kinds of meetings with the aldermen in your areas whenever possible.

#### Find Inspiration in Other Industries

Whether I'm speaking with my team or with clients, I reference companies outside of real estate for inspiration and relatable analogies. For a few years now, I've been inspired by Elon Musk, the co-founder and CEO at Tesla. When Tesla first started, electric cars were not popular or stylish. Elon (I follow his news so much I feel like we're on a first-name basis...) knew an amazing product and brand would overcome the resistance. Today, he's converted the naysayers into disciples, and has become one of the world's most respected entrepreneurs. His recent demonstration of willingness and ability to adapt in order to combat production challenges is an evident display of his passion *for*, and embodiment *of*, the Tesla brand.

Through effective branding, a desire is created within buyers to join a movement. A real estate analogy is that it creates a community (witty, right?). A consumer and fan of Apple for years, our marketing director, Christian Volpe, loves Apple's recent "Behind the Mac" campaign, which showcases users crafting creations on their beloved Macbooks. The result is those folks feel intimately connected to each other and not just by a product that is reliable.

Inspiring examples like these helps our team to continue to build and expand our brand and attract a diverse client base to the South Side from areas such as the South Loop and Hyde Park; our branding efforts have reached so many people looking to own a fantastic home and be part of a unique community.

#### Stand the Test of Economic Times

Establishing brand awareness and earning respect for that brand within the industry is not easy. It takes a very long time, a genuine commitment and, of course, a quality product. No one would've bet on a business modeled to sell real estate on the South Side like ours. If we pitched our concept on the TV show *Shark Tank* when we started, we likely would've heard from every investor, "I'm out."

Many agents and vendors in the industry will always, understandably, flock to more established areas; that's where the money is being exchanged. When the markets pull back, however, it can be very challenging to survive amidst the saturation. This is why good branding is key. Successful brands stand the test of time and survive recessions. When thinking about your long-term business plan, consider how advantageous the right branding can be for prime opportunities in the South Side and other emerging areas.

Have questions about South Side real estate? Email my team at [marketing@whatastele.com](mailto:marketing@whatastele.com) and I'll address them in the next article.

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Professional organizers can be a valuable resource to real estate agents and their clients. With the skills to turn a cluttered property into a spacious and appealing oasis, organizers work hand-in-hand with interior designers, junk haulers, estate planners, and others to ensure that their clients receive the highest level of service and the finest results. Below we answer commonly asked questions and explain how professional organizers work their magic.

#### Which spaces are most important to declutter before a potential buyer walks through a property?

While there are many spaces that should be decluttered prior to showing a property, closets and countertops are priority number one. Closets are on the top of a homeowner's priority list, so making them attractive should also be a priority for sellers. Eliminating excess, such as off-season clothing and rarely used items, is just one way to create the illusion of spaciousness.

Professional organizers (POs) are skilled at designing closet installations, and whether you opt for an upgrade or not, all of the closets should be addressed in one way or another. Similarly, buyers will likely be inspecting inside cabinets, so a minimal approach is ideal. Countertops, especially in the kitchen and bathroom(s), look best when only the bare essentials are displayed. Be sure to clear the floors so walking through the space will be a breeze. Taking these steps before any photos are taken will ensure a tidy online presentation.

#### Let's talk about moving. Do professional organizers help clients pack boxes?

Yes! Most professional organizers do offer packing services. Clients prefer the work provided by POs because they help the client declutter at the same time (or before) they pack, which eliminates unnecessary excess and saves on moving expenses. They will also organize the things inside of the boxes so your shoes don't get packed with your baking pans. (Yes, it has happened!) Organizers can even facilitate the purchase and delivery of all the necessary packing supplies like boxes, bubble wrap, and tape. And, of course, all of the boxes are either labeled with the contents or numbered and inventoried on a spreadsheet. They even bring specialty tape to label fragile boxes and indicate exactly which room each box should be delivered to.

#### What are the benefits of having professional organizers unpack a client's boxes instead of a moving crew?

The difference of having professional organizers unpack [for a client] rather than a moving company is night and day. Movers often simply remove items from the box and place the contents on any open surface. This can actually cause more chaos than order. POs not only have the experience to know exactly where things typically work best within a home, but they are masters of detail—from color coding to containing, organizers have the natural instinct to make sure everything ends up where it belongs right from the start!

#### Why should sellers hire a professional organizer rather than doing everything themselves?

First of all, people are busy! Between career, family, and social obligations, folks are already stretched thin. Selling a home and preparing for a move can be a stressful experience. Hiring professionals to do the things you can't or won't do is just plain smart. Some people hire organizers purely to motivate them. Besides that, this is what professional organizers do so they instinctively know what needs to be done and therefore produce extraordinary results quickly.

#### Can sellers save or even make money by working with a professional organizer?

Absolutely! According to *Consumer Reports*, sellers can see a 2 to 5 percent increase in the asking price for their home after decluttering and depersonalizing it. Additionally, organizers frequently find misplaced stocks, uncashed checks, and even stacks of cash!



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By D.J. Paris

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Almost every broker I've interviewed for my podcast Keeping It Real, reported that they started their career by offering to host open houses for successful agents in their office. Because I showcase top 1 percent producers in Chicago, I thought *Chicago Real Producers* readers might be interested in learning about these proven open house strategies.

### Getting Traffic to the Open House

What's the biggest fear around hosting an open house? Nobody showing up! Brokers will most commonly advertise an open house through social channels like the MLS, Facebook Community Pages, Zillow, Trulia, NextDoor, and Craigslist. But if you want to guarantee that people show up, there's one tried and true approach—door knocking. Show up to the open house an hour early and politely knock on the doors of neighbors. Say something like, "I'm sorry, I didn't mean to bother you, but I wanted to let you know that I'm in the process of selling the home down the street, and there's an open house starting in the next hour. If you'd like to swing by, feel free!" Remember, neighbors are nosy, and many of them are dying to see the interior of your seller's home. If you knock on twenty neighborhood doors, you're almost guaranteed a few will swing by your open house.

### Guaranteed Lead Capture

Once someone is in the house walking around, what's the best way to capture their information? Well, if you have a sign-in

sheet when someone walks in, you're guaranteed to get some bogus emails (also, trying to interpret handwriting can be a challenge, even if the email address is legitimate). The best strategy I've heard is to approach the prospect only AFTER they've completed the home tour. Don't ask them what they thought of the house. Instead, ask, "What kind of property are you looking for?" After the buyer gives you some information, say, "Hang on one second, I just thought of something!" Grab your laptop and run a quick MLS search and find at least one property that might meet their needs. This should take less than a minute. Then say, "I'm going to send this one over to you. Let me know if you want to go see it." Then, ask for their email and fire it over. After that, you can say, "Can you do me a favor and check your inbox to make sure it didn't go to your spam folder?" And now you know you have the correct email address!

### Following Up

Now that you've captured some emails, it's time to follow up. Do NOT wait a few days. Send a personalized email a few hours after the event to every attendee. Don't send a bulk thank-you email. Send them one-by-one. Ideally, add at least one line to your email that's personalized to that individual or couple. Have a notebook with you at the open house and write down one note about each person that attended. For example: "By the way, I noticed that you were a Cubs fan. Hope they win against the Padres tomorrow!" If you have the prospect's phone number you should also place a phone call to them later on that day. But if you're uncomfortable actually calling someone this quickly, consider using SlyDial. This allows you to pre-record a message and SlyDial will instantly deliver it directly to their voicemail. The prospective client will think they just missed your call and can listen to your personalized message. Remember, most people won't answer a call anyway if they don't recognize the number.

If you have other successful open house strategies that have worked for you, reach out to us at [keepingitrealpod.com](http://keepingitrealpod.com) and we just may feature you on an upcoming episode!

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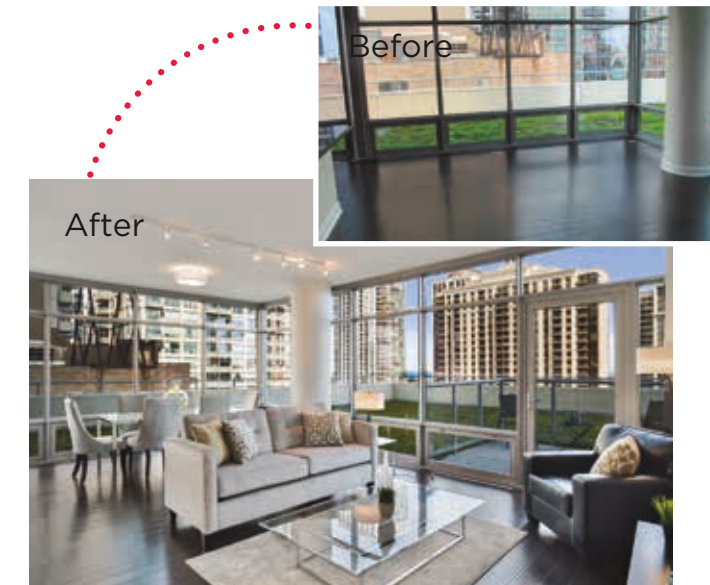
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Thank you for attending our Summer Event. We had yet another packed house and we are so thankful to our partners who made it happen! The space was amazing thanks to Gentleman's Cooperative. Ania Kozera and Liz Short from Ultimate Rate Mortgage provided all the great drinks, and Ross Neag and Andrew Danner at Chicago Building Inspections provided all the delicious food! Thank you to Lindsay Schirk and Steele Consulting Group for capturing the photos and to Justin Barr for doing all of the videography for the event. We couldn't have had a successful event without all of our partners and agents! We are looking forward to seeing you at our Fall Event on Thursday, October 18, 2018, at Mancuso Motorsports in River North. Be on the lookout for more information.





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# natasha MOTEV

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**N**atasha Motev grew up believing that there wasn't anything she couldn't accomplish. Born in the Ukraine, her family moved to the United States when she was twelve years old with only \$250. Natasha learned the value of a dollar and hard work from her parents, who successfully built a life for themselves here in Chicago. "My childhood shaped me to be the resilient, strong, and persistent person that I am today," says Natasha.

Ever since she was a young girl, Natasha has loved looking at homes and assessing their value. Once she realized she was able to turn her passion into a career through real estate, she jumped right in and never looked back.

Before becoming a REALTOR®, Natasha had a successful career as an executive compensation and relocation consultant at Hewitt Associates and Towers Perrin. She guided large corporate clients in developing compensation and relocation programs for their top executives.

Natasha now has over twenty-two years of experience and one billion dollars in residential real estate sales. She has been continually recognized as one of Chicago's leading luxury real estate agents. Natasha focuses her business on navigating the ever-evolving luxury real estate market in Chicago's most desirable neighborhoods, but her specialty is the North Side concentrating mainly on the areas of Lincoln Park and the Gold Coast. Having grown up there, she has in-depth knowledge of that market, which she passes on to her clients.

With a comprehensive background in construction, designing and building luxury residences with top Chicago builders, developers, and architects, Natasha has accumulated a wealth of knowledge and expertise that few agents possess. She uses her knowledge for the benefit of her clients, placing their needs before everything, and fully dedicating herself to their happiness.

Cultivating relationships has been the cornerstone of Natasha's business. Over the years, she has built a team of professionals including lawyers, inspectors, mortgage brokers, architects, designers, and general contractors to help make the real estate process as seamless as possible for her clients.

To up-and-coming top producers, Natasha says, "Never give up. Be honest, lead with integrity, and treat everyone as you would want to be treated—not just your clients, but also your fellow brokers. Learn from your failures, not just your success."

Success for Natasha is feeling content in all aspects of life—work, family, and friendships. Natasha lives in Chicago's Lincoln Park neighborhood with her husband, two children, and their Labra-doodle, Lulu.

"It's not about the volume that you sell or the money you make, it's about the quality of life you attain from a business and personal perspective," she says.

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▶ agent feature

By Chris Menezes  
Photos by Lindsay Schirk



# Phil BYERS

*taking it all in*

Phil Byers is inspired by everything around him. He has an uncanny ability to take a sincere interest in almost anything and learn from it. This is one of the reasons why he has been so successful in real estate. Once he became interested in the industry, it began shaping him, changing his perspective about everything— sports, politics, and even himself.

Phil didn't always appreciate life this way. He had a pretty entitled attitude in his early twenties. After graduating from Ohio University with a degree in journalism, Phil entered the world of public relations and got into IT before IT was even a thing. It was the mid-1990s, and Phil was working with AT&T, doing computer support and database management. However, his bad attitude led him to quit his job, which resulted in his having to move back into his parents' home.

Moving back home humbled Phil. He realized that life wasn't just handed to you and that bad things can happen when you mess up and stop trying. His entire perspective changed though after reading *The 7 Habits of Highly Effective People* by Stephen Covey. "It realigned my entire foundation and it never changed again," says Phil.

Phil moved back to Chicago and began working for a consulting firm, putting together huge database systems for companies like Boeing and Monsanto. But after seven years of doing that, he started to get bored. He became interested in real estate after buying his first house and thinking, "I could do this much better."

Phil started his career in real estate in June 2003, and he has made it into the Chicago Association of REALTORS®'s top 1 percent multiple times. He's still selling real estate, but his new passion is coaching and training other agents. It's the first thing he thinks about when he wakes up in the morning. Currently, he's coaching 35 people on productivity through Keller Williams, and he gives presentations across the country.

"I have a talented team who does the heavy lifting for me, which I don't thank them enough for," says Phil. His team allows Phil the time to develop material for presentations and help other agents succeed, which is where he derives much of his fulfillment these days. He gets more excited about other agents' success now than his own. Eventually, he would like to devote all of his time to coaching and presenting, and he is planning to write a book as well.

Phil received his BA in journalism and was the editor of his school newspaper in high school. He has always loved writing, but for a while, he wasn't sure how it could fit within his career trajectory. Now that he's beginning to write again, he hopes to continue writing and publish books in the future to reach more and more people.

Phil and his wife, Gina, have three rescue dogs—a Foxhound named Katie, a Beagle named Charlie, and a Rat Terrier named Jackie. They have a passion for animal rescue organizations and support groups like One Tail at a Time, Chicago Canine Rescue, and Alive Rescue on Belmont.

Phil's deep curiosity about everything makes him interested in just about, well, everything. However, he loves to indulge in his favorite hobbies: collecting vintage Star Wars toys, playing tennis, and playing the guitar and piano. His dream is to one day be completely fluent in piano. Success for Phil will come when he's in a position where he can pursue whatever he desires.



Phil and his wife, Gina




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# TOP 200 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	119	\$122,249,035	48	\$56,939,711	167	\$179,188,746
2	Nancy	Tassone	38	\$130,862,451	6	\$6,977,500	44	\$137,839,951
3	Matt	Laricy	90	\$41,448,300	131	\$58,623,066	221	\$100,071,366
4	Colin	Hebson	72	\$67,085,331	38	\$29,700,931	110	\$96,786,262
5	Mario	Greco	119	\$66,946,712	47	\$26,727,242	166	\$93,673,954
6	Jennifer	Ames	41	\$60,430,800	23	\$22,843,750	64	\$83,274,550
7	Emily	Sachs Wong	52	\$61,637,500	18	\$21,432,000	70	\$83,069,500
8	Leigh	Marcus	95	\$57,886,283	18	\$11,186,118	113	\$69,072,401
9	Karen	Biazar	93	\$55,298,615	17	\$10,704,900	110	\$66,003,515
10	Kathleen	Malone	26	\$35,463,338	13	\$21,153,775	39	\$56,617,113
11	Elizabeth	Brooks	51	\$53,492,959	1	\$935,081	52	\$54,428,040
12	Melanie	Giglio	43	\$34,837,417	28	\$17,556,675	71	\$52,394,092
13	Brad	Lippitz	30	\$28,850,745	21	\$18,545,000	51	\$47,395,745
14	Sam	Shaffer	25	\$14,325,500	60	\$32,104,585	85	\$46,430,085
15	Jennifer	Mills	42	\$28,033,500	20	\$17,820,900	62	\$45,854,400
16	Chezi	Rafaeli	18	\$26,210,000	9	\$18,667,500	27	\$44,877,500
17	Sophia	Klopas	29	\$19,749,500	34	\$24,012,295	63	\$43,761,795
18	Barbara	O'Connor	41	\$26,048,826	27	\$17,540,594	68	\$43,589,420
19	Carrie	Mccormick	46	\$22,873,055	39	\$20,603,505	85	\$43,476,560
20	Elena	Theodoros	31	\$16,096,000	33	\$19,983,800	64	\$36,079,800
21	Tommy	Choi	31	\$17,245,900	29	\$17,639,200	60	\$34,885,100
22	Timothy	Sheahan	25	\$26,622,200	11	\$7,730,210	36	\$34,352,410
23	Julie	Harron	9	\$18,295,125	7	\$13,435,568	16	\$31,730,693
24	Amanda	Mcmillan	33	\$17,472,600	21	\$14,005,400	54	\$31,478,000
25	Millie	Rosenbloom	22	\$17,890,750	10	\$11,819,400	32	\$29,710,150
26	Timothy	Salm	13	\$22,039,250	3	\$7,358,628	16	\$29,397,878
27	Braden	Robbins	12	\$4,590,175	53	\$24,206,381	65	\$28,796,556
28	Frank	Montro	95	\$17,850,745	61	\$10,308,766	156	\$28,159,511
29	Jason	O'Beirne	30	\$23,623,800	16	\$4,041,177	46	\$27,664,977
30	Ryan	Preuett	9	\$7,302,500	8	\$18,977,500	17	\$26,280,000
31	Katharine	Waddell	26	\$15,295,000	20	\$10,969,632	46	\$26,264,632
32	Melissa	Govedarica	31	\$20,765,200	5	\$4,168,700	36	\$24,933,900
33	Michael	Rosenblum	16	\$17,340,247	10	\$7,492,500	26	\$24,832,747
34	Scott	Newman	37	\$10,731,850	32	\$12,203,307	69	\$22,935,157

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Sam	Jenkins	24	\$16,397,000	8	\$6,459,750	32	\$22,856,750
36	Lance	Kirshner	38	\$16,081,982	12	\$6,415,650	50	\$22,497,632
37	Debra	Dobbs	12	\$7,887,250	12	\$14,328,079	24	\$22,215,329
38	Elizabeth	Ballis	10	\$13,509,500	12	\$8,535,730	22	\$22,045,230
39	Jeffrey	Proctor	16	\$9,127,000	13	\$12,735,750	29	\$21,862,750
40	Naomi	Wilkinson	7	\$9,655,000	9	\$11,922,500	16	\$21,577,500
41	Owen	Duffy	29	\$16,358,700	8	\$4,966,000	37	\$21,324,700
42	Robert	Picciariello	52	\$21,065,290	0	\$0	52	\$21,065,290
43	Peter	Moore	13	\$6,054,500	22	\$15,010,400	35	\$21,064,900
44	Michael	Maier	29	\$18,437,235	6	\$2,509,500	35	\$20,946,735
45	Daniel	Close	4	\$2,459,650	31	\$18,454,358	35	\$20,914,008
46	D	Waveland Kendt	20	\$14,860,566	9	\$5,975,450	29	\$20,836,016
47	Melissa	Siegal	25	\$10,316,100	14	\$10,466,343	39	\$20,782,443
48	Joe	Zimmerman	26	\$11,387,350	21	\$9,185,840	47	\$20,573,190
49	Helaine	Cohen	1	\$440,000	12	\$19,726,378	13	\$20,166,378
50	Jacqueline	Colando	34	\$14,865,700	6	\$4,956,900	40	\$19,822,600

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# TOP 200 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Eudice	Fogel	8	\$6,398,500	12	\$13,255,000	20	\$19,653,500
52	Laura	Topp	19	\$12,186,500	15	\$7,415,000	34	\$19,601,500
53	Alex	Brusha	1	\$9,700,000	1	\$9,700,000	2	\$19,400,000
54	Ivona	Kutermankiewicz	17	\$11,729,500	8	\$7,533,708	25	\$19,263,208
55	Layching	Quek	3	\$1,463,500	27	\$17,749,788	30	\$19,213,288
56	Nicholaos	Voutsinas	0	\$0	34	\$18,988,460	34	\$18,988,460
57	Michael	Hall	29	\$12,287,650	17	\$6,684,900	46	\$18,972,550
58	Matthew	Liss	26	\$14,064,100	9	\$4,890,401	35	\$18,954,501
59	Edward	Jelinek	22	\$9,015,000	16	\$9,705,900	38	\$18,720,900
60	Robert	Sullivan	11	\$10,143,500	10	\$8,366,000	21	\$18,509,500
61	Weston	Harding	21	\$13,327,814	9	\$5,078,214	30	\$18,406,028
62	Zane	Jacobs	35	\$18,348,150	0	\$0	35	\$18,348,150
63	Phil	Byers	15	\$6,819,200	16	\$11,125,900	31	\$17,945,100
64	Lisa	Mcmillan	18	\$16,731,075	2	\$844,000	20	\$17,575,075
65	David	Schraufnagel	6	\$8,781,600	6	\$8,781,600	12	\$17,563,200
66	Dennis	Huyck	21	\$9,603,310	12	\$7,911,800	33	\$17,515,110
67	Peter	Krzyzanowski	17	\$7,494,000	17	\$9,990,700	34	\$17,484,700
68	Philip	Skowron	8	\$7,501,900	7	\$9,920,142	15	\$17,422,042
69	Nadine	Ferrata	13	\$8,472,000	8	\$8,892,220	21	\$17,364,220
70	Christine	Paloian Fixler	11	\$16,304,000	2	\$1,055,000	13	\$17,359,000
71	Hayley	Westhoff	19	\$11,747,400	10	\$5,497,800	29	\$17,245,200
72	Beata	Gaska	14	\$11,970,432	3	\$4,955,000	17	\$16,925,432
73	Katherine	Malkin	3	\$4,675,000	2	\$12,112,500	5	\$16,787,500
74	Stefanie	Lavelle	14	\$7,262,500	24	\$9,460,000	38	\$16,722,500
75	Michael	Shenfeld	16	\$9,356,650	12	\$7,190,900	28	\$16,547,550
76	Steve	Meyer	33	\$14,790,875	3	\$1,645,400	36	\$16,436,275
77	Gary	Lucido	18	\$10,169,990	14	\$6,194,336	32	\$16,364,326
78	Meredith	Manni	6	\$7,420,000	6	\$8,878,375	12	\$16,298,375
79	Joanne	Nemerovski	8	\$7,944,000	8	\$8,309,640	16	\$16,253,640
80	Kevin	Hinton	13	\$5,771,873	22	\$10,449,400	35	\$16,221,273
81	Julie	Busby	13	\$7,401,500	14	\$8,766,100	27	\$16,167,600
82	Nicholas	Colagiovanni	12	\$8,232,000	9	\$7,928,792	21	\$16,160,792
83	Alishja	Ballard	18	\$8,441,400	17	\$7,626,500	35	\$16,067,900
84	Bruce	Glazer	13	\$6,463,500	14	\$9,548,500	27	\$16,012,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Alfredo	Medina	31	\$15,871,035	0	\$0	31	\$15,871,035
86	Rubina	Bokhari	13	\$10,827,500	9	\$4,999,500	22	\$15,827,000
87	Erin	Mandel	9	\$5,316,000	14	\$10,401,271	23	\$15,717,271
88	William	Goldberg	18	\$11,178,793	8	\$4,316,001	26	\$15,494,794
89	Scott	Curcio	25	\$9,964,200	16	\$5,453,500	41	\$15,417,700
90	Scott	Berg	40	\$15,305,000	0	\$0	40	\$15,305,000
91	Kevin	Wood	3	\$8,030,378	4	\$7,210,000	7	\$15,240,378
92	Kimberly	Gleeson	5	\$5,206,001	2	\$9,700,001	7	\$14,906,002
93	Lauren	Mitrick Wood	15	\$6,294,000	15	\$8,427,100	30	\$14,721,100
94	Stacey	Dombar	25	\$10,535,400	10	\$4,156,750	35	\$14,692,150
95	Brooke	Vanderbok	12	\$8,631,948	13	\$6,052,000	25	\$14,683,948
96	Randy	Nasatir	17	\$8,271,000	15	\$6,411,900	32	\$14,682,900
97	Philip	Schwartz	20	\$9,874,575	13	\$4,782,250	33	\$14,656,825
98	Melanie	Stone	8	\$3,162,000	34	\$11,477,500	42	\$14,639,500
99	Margaret	Baczowski	12	\$8,679,500	8	\$5,884,400	20	\$14,563,900
100	Stephanie	Cutter	22	\$9,125,400	12	\$5,326,500	34	\$14,451,900

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# TOP 200 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Santiago	Valdez	24	\$6,833,100	25	\$7,579,200	49	\$14,412,300
102	Ian	Schwartz	15	\$7,703,000	9	\$6,633,850	24	\$14,336,850
103	Pasquale	Recchia	18	\$8,086,169	10	\$6,224,000	28	\$14,310,169
104	Eric	Hublar	0	\$0	28	\$14,189,500	28	\$14,189,500
105	Danielle	Dowell	16	\$9,430,650	12	\$4,758,500	28	\$14,189,150
106	Ryan	Huyler	13	\$6,978,899	12	\$7,069,250	25	\$14,048,149
107	Armando	Chacon	13	\$7,536,968	9	\$6,397,266	22	\$13,934,234
108	Beth	Gomez	15	\$8,079,500	8	\$5,782,500	23	\$13,862,000
109	Ted	Guamero	7	\$2,238,500	16	\$11,569,700	23	\$13,808,200
110	Mariah	Dell	9	\$6,378,000	12	\$7,385,000	21	\$13,763,000
111	Ken	Jungwirth	13	\$6,656,500	9	\$7,076,500	22	\$13,733,000
112	Jill	Silverstein	8	\$4,572,500	13	\$9,153,900	21	\$13,726,400
113	Terri	Mcauley	4	\$4,080,000	8	\$9,624,500	12	\$13,704,500
114	Christie	Ascione	12	\$6,989,475	9	\$6,563,500	21	\$13,552,975
115	George	Morgan	10	\$7,965,500	9	\$5,513,500	19	\$13,479,000
116	Deborah	Hess	19	\$7,259,050	14	\$6,212,900	33	\$13,471,950
117	Brian	Cargerman	0	\$0	23	\$13,471,415	23	\$13,471,415
118	Arthur	Cirignani	105	\$12,400,321	5	\$1,061,400	110	\$13,461,721
119	Daniel	Glick	8	\$9,936,900	6	\$3,469,750	14	\$13,406,650
120	Brett	Novack	12	\$5,128,900	16	\$8,225,800	28	\$13,354,700
121	Samantha	Porter	15	\$11,679,000	3	\$1,642,000	18	\$13,321,000
122	Juliana	Yeager	16	\$8,759,800	8	\$4,540,000	24	\$13,299,800
123	Joshua	Lipton	11	\$7,115,500	10	\$6,077,000	21	\$13,192,500
124	Susan	Kanter	13	\$6,698,500	12	\$6,473,000	25	\$13,171,500
125	Gail	Spreen	21	\$10,220,500	7	\$2,839,000	28	\$13,059,500
126	Ryan	Smith	65	\$12,863,232	2	\$105,000	67	\$12,968,232
127	Kathryn	Schrage	31	\$12,919,400	0	\$0	31	\$12,919,400
128	Izabela	Sloma	12	\$9,252,400	7	\$3,616,000	19	\$12,868,400
129	Camille	Canales	8	\$2,985,000	18	\$9,835,400	26	\$12,820,400
130	Natalie	Renna	4	\$1,234,000	25	\$11,580,500	29	\$12,814,500
131	Jane	Shawkey-Nye	2	\$4,785,000	3	\$8,027,000	5	\$12,812,000
132	Ian	Halpin	7	\$5,755,000	8	\$7,019,000	15	\$12,774,000
133	Radim	Mandel	13	\$6,345,900	13	\$6,404,800	26	\$12,750,700
134	Nancy	Hotchkiss	20	\$7,395,300	15	\$5,292,800	35	\$12,688,100

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Paul	Barker	18	\$8,904,531	6	\$3,763,500	24	\$12,668,031
136	Megan	Tirpak	7	\$5,099,000	10	\$7,513,249	17	\$12,612,249
137	Emily	Smart Lemire	5	\$5,089,000	12	\$7,500,811	17	\$12,589,811
138	Rory	Fiedler	0	\$0	28	\$12,534,900	28	\$12,534,900
139	Pearce	Lashmett	12	\$7,752,250	9	\$4,772,625	21	\$12,524,875
140	Andrea	Hebner	7	\$7,893,342	3	\$4,558,487	10	\$12,451,829
141	Nancy	Mcadam	15	\$11,360,500	3	\$990,500	18	\$12,351,000
142	Theodora	Jordan	11	\$6,468,500	11	\$5,880,000	22	\$12,348,500
143	Jennifer	Liu	23	\$11,560,577	2	\$775,000	25	\$12,335,577
144	John	Vossoughi	6	\$5,200,000	7	\$7,050,500	13	\$12,250,500
145	Michelle	Berger	8	\$5,651,500	8	\$6,540,247	16	\$12,191,747
146	Marlene	Granacki	8	\$9,061,140	3	\$3,071,140	11	\$12,132,280
147	Nick	Nastos	7	\$3,995,000	15	\$8,033,450	22	\$12,028,450
148	Janelle	Dennis	18	\$7,268,900	11	\$4,740,950	29	\$12,009,850
149	Steven	Powers	10	\$6,015,000	10	\$5,881,000	20	\$11,896,000
150	Elizabeth	Lothamer	14	\$6,213,500	14	\$5,672,500	28	\$11,886,000

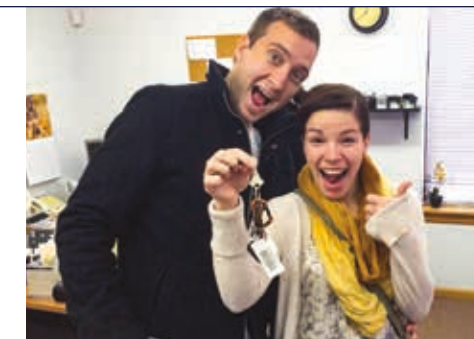
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# TOP 200 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Amy	Duong	12	\$6,308,300	11	\$5,416,924	23	\$11,725,224
152	Shay	Hata	7	\$4,273,500	10	\$7,443,000	17	\$11,716,500
153	Lisa	Sanders	23	\$9,576,600	7	\$2,054,000	30	\$11,630,600
154	Stephanie	Loveverde	13	\$5,598,000	10	\$6,009,500	23	\$11,607,500
155	Hasani	Steele	23	\$8,796,200	7	\$2,732,900	30	\$11,529,100
156	Natasha	Motev	5	\$5,884,900	4	\$5,634,900	9	\$11,519,800
157	Brooke	Daitchman	9	\$3,689,500	13	\$7,742,750	22	\$11,432,250
158	John	Huebner	15	\$6,812,700	11	\$4,591,500	26	\$11,404,200
159	Melinda	Jakovich	6	\$6,959,500	3	\$4,410,000	9	\$11,369,500
160	Ryan	Gossett	17	\$6,743,000	11	\$4,566,900	28	\$11,309,900
161	William	Vezo	0	\$0	25	\$11,279,500	25	\$11,279,500
162	John	Berdan	4	\$1,570,000	24	\$9,624,000	28	\$11,194,000
163	Sarah	Maxwell	20	\$7,845,598	7	\$3,309,500	27	\$11,155,098
164	Elizabeth	Amidon	9	\$4,028,000	12	\$7,086,000	21	\$11,114,000
165	Kelly	Parker	13	\$7,765,000	7	\$3,348,661	20	\$11,113,661
166	Monique	Pieron	6	\$7,783,000	3	\$3,287,500	9	\$11,070,500
167	Sarah	Ziehr	27	\$11,067,500	0	\$0	27	\$11,067,500
168	Edward	Thilman	5	\$9,468,000	2	\$1,548,000	7	\$11,016,000
169	Qiankun	Chen	3	\$992,000	33	\$9,998,688	36	\$10,990,688
170	Olivia	Carlson	12	\$9,028,000	4	\$1,882,000	16	\$10,910,000
171	Mark	Icuss	4	\$6,450,000	4	\$4,444,000	8	\$10,894,000
172	Pamela	Rueve	7	\$6,512,902	7	\$4,337,000	14	\$10,849,902
173	Michael	Linden	15	\$5,195,400	14	\$5,618,300	29	\$10,813,700
174	Jeremiah	Fisher	9	\$5,096,150	10	\$5,711,950	19	\$10,808,100
175	Karen	Peterson	3	\$8,435,000	2	\$2,300,000	5	\$10,735,000
176	Nicholas	Apostal	12	\$4,281,600	11	\$6,450,500	23	\$10,732,100
177	David	Smith	0	\$0	19	\$10,651,128	19	\$10,651,128
178	Nathan	Brecht	24	\$9,982,000	1	\$642,000	25	\$10,624,000
179	Keith	Tarasiewicz	1	\$455,000	26	\$10,147,250	27	\$10,602,250
180	Ryan Douglas	Wells	7	\$3,349,400	15	\$7,229,500	22	\$10,578,900
181	Aaron	Greenberg	9	\$3,571,900	14	\$6,956,500	23	\$10,528,400
182	Sara	Mccarthy	4	\$3,318,300	16	\$7,157,000	20	\$10,475,300
183	J	Maggio	15	\$6,746,100	6	\$3,637,500	21	\$10,383,600
184	Danny	Lewis	11	\$3,590,500	14	\$6,789,500	25	\$10,380,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Cara	Buffa	13	\$9,144,498	2	\$1,222,000	15	\$10,366,498
186	Ashley	Cox	7	\$2,999,000	12	\$7,352,995	19	\$10,351,995
187	Brady	Miller	6	\$2,976,000	20	\$7,345,401	26	\$10,321,401
188	Terry	Mister	5	\$7,354,170	2	\$2,943,330	7	\$10,297,500
189	Anthony	Torres	0	\$0	22	\$10,214,400	22	\$10,214,400
190	Cadey	O'Leary	5	\$2,788,000	7	\$7,425,000	12	\$10,213,000
191	Meredith	Edwards	12	\$5,219,700	7	\$4,837,500	19	\$10,057,200
192	Dympna	Fay-Hart	24	\$7,982,350	5	\$2,029,000	29	\$10,011,350
193	Gina	Purdy	16	\$7,103,900	7	\$2,896,000	23	\$9,999,900
194	Michael	Vrielink	11	\$4,554,000	14	\$5,444,643	25	\$9,998,643
195	Leslie	Glazier	8	\$4,493,500	10	\$5,488,900	18	\$9,982,400
196	Cynthia	Sodolski	11	\$7,257,000	4	\$2,667,000	15	\$9,924,000
197	Cindy	Weinreb	1	\$515,000	18	\$9,388,648	19	\$9,903,648
198	Pamela	Sage	4	\$4,282,500	2	\$5,592,000	6	\$9,874,500
199	Patrick	Natale	12	\$5,961,750	8	\$3,797,500	20	\$9,759,250
200	David	Heck	0	\$0	19	\$9,755,000	19	\$9,755,000

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**4 Agent Protection**

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