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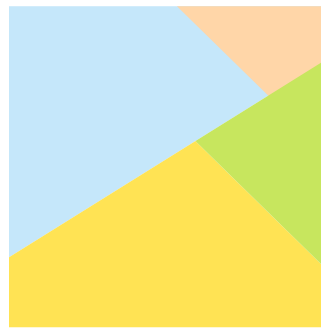
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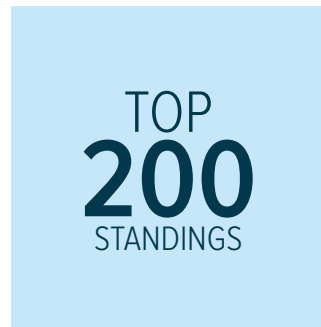
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►► publisher's note

This month is EXCITING

Hot news updates:

Silicon Valley Real Producers is flourishing. Your participation drives this exclusive and fabulous platform. Thank you.

Your testimonials keep coming in — the magazine and events. If you haven't attended your first event, keep a lookout for the next one.

We are interviewing industry icons who have forever sculpted the market here. Carol Burnett and Chris Trapani have both contributed with more to come.

Our Preferred Partners Index is thick with companies that believe in our community of reciprocity. Use the directory for finding the best businesses in the area all nominated by your peers.

You asked for it and we listened...the magazine is also digital now.

We have a new pre-email process implemented for interviews.

We have two big events ahead of us as I write this note.

We have a 100% renewal rate with our advertising Partners.

Our ad-management company hit our deadline with nine minutes to spare (my bad...they rescued me).

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By Dave Danielson
Photos by Hyunah Jang

DANIEL CHALK

DELIVERING ON THE DEAL

It's a typical day at Kal Financial. Loan officer Daniel Chalk opens another file. What he sees would send many lenders running. But not Daniel. He sees something different — a challenge to be solved. An opportunity to serve.

While Daniel and his team handle all mortgage loan types, they're often asked to make the more challenging circumstances work. Why? Because they know how to deliver on the deal.

"Most loans have some quirks, but we specialize in the tough stuff," Daniel points out. "There may be quirks in the income, or it may be a business owner who didn't file all of her income on her tax returns, or there could be unique property types involved."

In many cases, Kal Financial is like the cavalry that saves the day.

"For some reason, people tend to use their existing relationships with their normal banks when they need an easy loan," he explains.

When those large national name-brand banks can't make a deal work, Daniel and his experts at Kal Financial get the call.

"We often work with some of the lower down-payment cases and lower credit scores. It's not that we don't do loans that people can get with big banks, but it's just not the majority of our clients. We dive in, get involved

with structuring loans and the execution of the deal and get them closed."

FROM SALES TO PROBLEM SOLVER

Daniel jumped right into work after high school.

"I stumbled into door-to-door sales for an alarm company," he remembers. "The first day, I sold a home alarm system to a 49ers player and made \$2,000."

It wasn't a fluke. Daniel had a knack for what he did. "I just fell in love with sales," he says.

After five years of selling and managing the office, it was time for a change.

As Daniel says, "I got tired of chasing the next deal. I wanted longer-term, relationship-oriented work."

A family member connected him with the mortgage lending business. From the start, the change seemed natural for Daniel.

"I'd been knocking doors down for a long time doing the door-to-door sales," he recalls. "Getting to sit



in an office and make cold calls and setting up appointments was so much better than walking door to door, so it was an easy transition for me.

After a year and a half of getting into the business, his skills and knack for solving problems and managing the process were quickly recognized. For the last four years, he's managed his own office team in Campbell.

"Our office has sort of a mom-and-pop feel with seven staff members and seven loan officers, and we have multiple loan products that we provide to our clients," Daniel says.

Daniel is driven to bring value and order to what can be a disorganized equation.

"As a lender, there are 100 things we take care of in a transaction. We have to be super organized," he emphasizes. "I like to help our clients implement those tactics into their business and the overall process streamlining the loan as much as possible. It's very rewarding."

CUSTOMIZED PRIDE

"No two loans are exactly the same. It's hard to push them down the same route when they're all different," he explains. "As time goes by, new products come out. We're constantly learning and staying ahead of the changes in the industry — making our process as dialed in as possible."

That desire to learn and grow fuels Daniel's success. Though only 27, Daniel is part of the exclusive CORE Coaching program — the number-one coaching program for mortgage lenders in the nation, that only accepts the top 1% of lenders.

"I really enjoy the program, because it emphasizes the importance of building and enhancing a good culture in your office — of knowing what drives your team and what the motivating factors are in their lives and helping them through that to make their work/life balance work. It's like a family in our office," he smiles.

That kind of environment fulfills Daniel's definition of success.

"For me, success is when you're able to build a good culture in your office, and everyone is excited to come into work, and they're not stressing about home life, and they have a good work/life balance," he says. "When they're enjoying what they do, you have a good culture. And money comes from there."

No advertising or online marketing has been required to fuel new levels

of success. Daniel and his office are growing entirely through referrals.

A HIGHER STANDARD

Away from work, Daniel has a passion for spending time with his girlfriend and her 4-year-old daughter.

"It's so much fun to teach her new things. Everything is new to her, so it's fun to see things through her eyes," he says.

Through his entire life, Daniel has had a strong, competitive nature. Whether he was on the football field, on the baseball diamond, or on a golf course, he continually challenged himself to grow.

Today, his competitive spirit is quenched through bass fishing and snowboarding in Tahoe.

"It's a great getaway and a tough sport, and it makes you push yourself to do things you're not necessarily comfortable with," he says. "It's a challenge. It's an obstacle in front of you, and you're trying to get better and better."

He brings that fire to work for his clients.

"Ultimately, we deal with tougher loans. There's a lot of complexity and moving parts," he points out. "Beyond the loan, managing the emotional side is 99% of it. It's my job. So we are transparent and keep people updated along the way."

That passion for results allows Daniel and his team to deliver on the deal, day in and day out.

"It's what I want people to feel with us ... that we always got the job done no matter what route it took to get there," he says. "I want everyone to say, 'The deal still got done.'"



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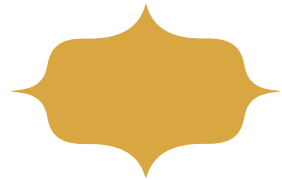
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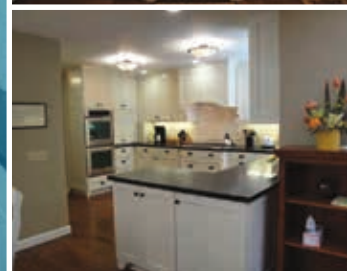


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GARY PALACIOS

For the Love of Morgan Hill

Some leaders add heart into what they do, inspiring those around them to rise to their highest self. Gary Palacios is one of those leaders. As a result, his town, his team and his industry are better for it.

AN EMOTIONAL SALE ADDS UP

After starting his career in accounting, Gary rose to become CFO for a semiconductor manufacturer.

In 1994, he and his wife bought their first house in Morgan Hill. One of his friends was a broker.

“One day I told him, ‘I’m doing well, but I feel like there’s more for me,’” Gary recalls. “He told me I should get into real estate.”

Gary’s reaction was lukewarm. Then he had an emotional response.

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"There was another side to me that said let me try this," he says.

Growing up, Gary learned a lot about houses and quality construction from his father, who was a general contractor. There was also his background in finance. Plus, Gary had been a music pastor for years, building choirs and supporting singers, and had even created his own record label.

His pursuits had a common theme.

"I was helping people get to their dreams," he says.

In 2003, Gary got his license. And in 2004, during his first full year as a real estate agent, he sold 49 homes — while still working full time as a CFO in the high-tech industry.

Soon his wife joined in, and they started building the real estate business together.

Business and life were good until the crash of 2007 and 2008. When it happened, Gary did his best to follow his heart and help people.

"I did what I could to make sure my clients didn't get into bad loans. I saw agents guiding clients in the wrong direction because of ignorance," he explains. "They didn't know what it meant to



have this type of adjustable with a balloon payment in the next several years and you saw these poor people getting into things they couldn't afford using their credit card as cash and losing their homes. It really hurt me."

So when economics chased many out of the industry, emotion convinced Gary to go all in. He quit his job and entered real estate full-time. Gary went after short sales.

"I wanted to help people keep their homes, and others get out safely and securely," he says. "I helped Apple executives and 49ers players get out of homes. I was tenacious with the banks."

As he gave of himself, Gary helped people exit bad situations — in turn, supporting those who would call for their future real estate deals.

"That's what real estate is. It's emotional," he emphasizes. "A lot of clients want someone to hold their hand through this time."

In addition to his real estate expertise, Gary touches many lives throughout the area as a minister at Cathedral of Faith in Morgan Hill, where he works on Sunday mornings.

As he feeds the souls in town, Gary also serves up solutions for the city's hungry. One day several years ago, a church was feeding a handful of hungry residents. Expecting more to come, Gary organized others. Soon, 30 volunteers were assembled to feed eight people.

Gary sought out those who needed help and recruited people to provide it. Soon, 70 people showed up. His efforts continued to grow to the point where he and his team consistently spent a handful of days each quarter feeding as many as 500 to 600 people.

The caring spirit has grown. And through the I Love Morgan Hill Foundation Gary created six years ago, many in town have a brighter Christmas with hundreds of children receiving clothing, toys, and food. And his church is a sponsor of the Second Harvest Food Bank — contributing an estimated \$5 million to \$10 million dollars of food each year.

"It's really about loving your city and finding how to serve your city," Gary says.

TEAM BUILDING

As head of the Palacios Group, Gary emphasizes recruiting agents and building their potential by sharing his knowledge and philosophy, including the difference between goals and opportunities.

"Every day I tell the team we are given opportunities. You've just got to decide whether you'll take them or not," he explains. "For example, when you take the opportunity to help or talk with someone on the street."

There's no telling what can happen — like the spur-of-the-moment conversation with a man who appeared to be a gardener at a client's house. The man approached Gary with a real estate question. Gary listened, helped, and discovered he had supported a man who was a cook — and an influencer — connecting him with friends, family ... and 18 real estate deals.

ROOTS RUN DEEP

In a world filled with promises of greener grass on the other side, Gary resists offers to move.

"I've got to stay true to who I am, stay true to my city," he says. "I get offers, and people say, 'Gary, why don't you come over here with us?' But I love my community."

He's helped others love it, too. There was the man from Los Altos who had a \$3.2 million 1,900-square-foot house. With Gary's help, he now owns a 4,200-square-foot home on three acres in Morgan Hill.

As he recruits new residents, the story of Gary's belief in his town adds up more than ever.

"Could I go somewhere else? Yes. Do I need to? No. I have a life, I have a wife and daughter and son-in-law, I have friends, and I have a good life that gives back to a community," he says with certainty. "Why go somewhere that's already great? Why not make something great? I've always said I want to make the city great. How can I serve this place?"

Roots and emotions run deep.

Gary Palacios loves Morgan Hill. And after years of sustained, heartfelt effort, it's safe to say the feeling is very mutual.

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IT'S WHAT WE DO

Laura DeFilippo

▶ star on the rise

By Zach Cohen
Photos by Hyunah Jang



Company Name: Compass Real Estate

With over two decades of experience as an attorney, Laura DeFilippo brings unmatched expertise to the real estate world. She was asked to join Alain Pinel Realtors late in 2013 before receiving her real estate license and was licensed in early in 2014. Laura worked as an agent with Alain Pinel Realtors in Los Gatos through late 2018, when she was asked to join Compass Real Estate. Laura credits her quick ascension, in large part, to her experience handling real estate transactions as a practicing attorney in New York, and to the refined interpersonal skills she acquired as a lawyer. “There is a lack of comprehensive knowledge of the entire real estate process among agents,” Laura explains. “I bring that [comprehensive knowledge] to the table.”

When her significant other was offered a job in San Jose in 2013, the couple picked up and moved from the east coast to the Silicon Valley. “I couldn’t imagine taking the bar exam again after 20+ years,” Laura recalls. “And I had grown tired of sitting be-

hind a desk and in a courtroom for so many hours a week.” Her sister lives in the Bay Area, but otherwise, Laura had no family, friends or connections locally. Despite the challenges presented from lacking an organic network, Laura decided to give real estate sales a shot. “My business took off. I knew nobody out here except my sister. I had no database, no contacts.” Laura compensated by holding open houses for other top agents religiously, enjoying the grind of launching a successful business. “In New York, the attorneys are the escrow agents for real estate transactions. I had a lot of real estate experience. I just hadn’t ever sold real estate.”

“I hated the thought of having to sell myself to someone,” Laura recalls. “That’s just not my style. But it ended up I didn’t have to. They came to me.”

Throughout her association with Alain Pinel Realtors, several different brokers had asked Laura to join them. “I heard some of them out, but it always felt like a lateral opportunity. They really weren’t offering me anything I didn’t already have at Alain

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•••

Pinel. I liked Alain Pinel's branding and the sophistication associated with the brokerage." When she met with a recruiter at Compass, however, she was presented to an offer worth listening to. "I was ready to take my real estate business to the next level. Compass had the technology, marketing tools and support staff I needed to make that happen."

If you weren't a Realtor, what would you be doing?


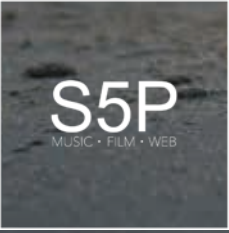
"Traveling the world and spending more quality time with my children, family, granddaughter, and friends."

Family

Laura has two children. Her daughter, Abbey, lives in Huntersville, NC. Her son, Andrew, is an engineering student at the University of Louisville. He is currently living with Laura in Los Gatos working as an intern at Apple as part of his engineering degree requirements.

Family Roots

Laura's great-grandparents immigrated to the United States from Italy, entering through Ellis Island. "I love Italy, the Italian culture, and everything about it," Laura says.

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MICHAEL ADARI

THE JOURNEY HOME

A journey filled with adversity and resiliency led Michael Adari to a profession where he can impart his knowledge and experience to help others pave a pathway of success.

Selling real estate in Silicon Valley and helping individuals to find happiness through their home buying and selling experience has defined Michael's dream job.

HOME DISPLACED

Michael was born in Iran and spent his formative years there. At the age of 13, his family sought political asylum in Holland, Netherlands. He developed a strong work ethic by working three jobs through his childhood to help provide for the family.

After a decade of living in the Netherlands, he moved to the United States to plant roots and explore his professional path. He was able to plant his feet firmly in a place he could call home, and now identifies as a proud American. For many, the constant change would prove to be tumultuous, but for Michael, who enjoys being on the move, it's quite the opposite; he refuses to settle for anything less than happiness.

Living side by side with diverse cultures and interacting with people from all walks of life has equipped Michael with the ability to find commonality with everyone he meets. He can empathize with the challenges that life often throws our way. His path to finding a home in the United States made Michael tenacious in meeting his own challenges head-on.

A BUMPY PATH HOME

It is said that a bad experience can either break an individual or empower them. In the case of Michael Adari, it was the latter.

In 2003, Michael was like many other hard-working business people in Silicon Valley. He poured his heart and soul into his job as an electrical engineer, working 14-hour days tirelessly to achieve success.

Michael's hard work yielded financial success, which set him up to make a move into the Silicon Valley real estate market. Un-

fortunately, his first experiencing buying real estate was littered with disappointment and lousy customer care from his real estate professional. This subpar experience would later fuel Michael's mission to put people first — always.

TWO ROADS DIVERGED

Instead of holding a grudge for his real estate misfortune, Michael decided to change the narrative. He chose to embark into a new career path, one that would allow him to make other people happy and ensure that they had positive real estate stories to tell.

Michael became a real estate agent — one that would bring joy to others.

For over a decade Michael has successfully served home buyers and sellers in the Silicon Valley with honesty and respect. His goal is to provide every client with exceptional service and help them find prosperity. He has grown his business from three clients a year to more than 60 in 2017.

WELCOME HOME

Michael has found a home in a career of real estate. He tirelessly implements the lessons of his own life journey. As a self-described extrovert, Michael goes out of his way to meet and connect with others.

He also found a home in a life where others call him a husband and dad.

Michael is married, raising a newborn son and finding a balance between work and life. "My life totally changed when I got married," Michael says. "Everything I do now is for my wife and child. This new chapter of my life has made me even more driven to help make the lives of others better."

Finding a home for himself and for others is what drives Michel's journey. At the end of the day, in any of the multiple languages Michael speaks, his favorite two words to say are "welkom thuis" (Dutch), "دم آ شوخ ه ناخ هب" (Farsi), "تیب لای ف کب اب حرم" (Assyrian) or ... "welcome home" (English).

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Starting on the left side of the photo Rick Ardizzone, Steve Gordon, Michael Nevis & John Howmiller.

NEVIS AND ARDIZZONE TEAM

A POWERHOUSE PARTNERSHIP

By Zach Cohen
Photos by Hyunah Jang

Michael Nevis and Rick Ardizzone have been in the real estate business for almost three decades apiece, bringing unquestionable experience and vision to their partnership with Alain Pinel. Together, they've successfully taken on the high-end Silicon Valley real estate market with poise and confidence. After all these years, both Michael and Rick understand the hard work and client care that it takes to be successful. "This business is a grind. You have to be willing to work. There's no silver bullet," Rick explains. "Just showing up, being there for [my clients] is the priority for me," Michael adds.

From the Ground Up

Rick spent a few years in the restaurant business after his family opened their first restaurant in 1984. In 1988 he decided to move on to real estate, while his family continued to build their restaurant enterprise.





RICK ARDIZZONE



By the time he graduated from Santa Clara University with a degree in finance, Rick had already been exposed to real estate through family and prior connections. “When I got out of high school, my mother said I should get into real estate,” Rick recalls. “I had no idea what that was.” During college, he was connected with a local appraiser and started working to appraise homes. These were the sparks that eventually lit the fire of his passion for real estate. “One of the things that were fortunate was that I was able to get into a great office to start,” recounts Rick. “I was fortunate in the sense of being in a great community. I grew up here. I have lived here since 1964. As a kid, I came out here when I was three years old, so I was in my backyard. It fit my skill set. I think I’m a good communicator ... It’s second nature for me.” Success came quickly for Rick, but it wasn’t handed to him on a silver platter. “I did it by rolling up my sleeves and working hard,” he explains.

Michael got his start in the real estate business in 1991; it has been his first and only career. After obtaining his degree in social sciences and working a handful of odd jobs, he landed a position as a real estate agent. Only a handful of years behind Rick, Michael recalls advice that Rick shared with him early on in his ca-



JOHN HOWMILLER

reer. “I asked Rick for some advice as a rookie, and he wasn’t as patient then as he is now. He said to me, ‘You want some advice? Show up tomorrow morning at 7:00 and don’t leave until 7:00 ... Welcome to a 12-hour day.’”

Becoming a Team

“For many very good agents, the quality of work or reason that they change careers after a while is not due to their ability to produce, but their ability to physically and mentally sustain themselves over a long time horizon. A partnership helps,” Rick explains. Michael and Rick have each found success on their own and as part of other teams, and both understand the value that teaming brings to both their personal and professional lives. There are challenges, but it’s well worth the reward. “It’s like a marriage,” Rick quips. “There are lots of moving parts. It takes work to make it work.”

Balance is an essential reason why Rick and Michael have joined forces. Professionally, they each bring skills to the table to better service clients. Personally, it takes some of the pressure off, allowing them to enjoy time with family. “The priority for me right now is family time,” Michael explains. “At this phase of the game, I real-



STEVE GORDON



MICHAEL NEVIS

ly take pride in being a fan of my kids ... Just showing up and being there for them is the big priority for me.” Rick shares the same sentiments as his partner. “Family is very important to all of us. The fact that we have a partnership that would allow us to sustain a great relationship ... By the very nature of partnering up, it allows us to better take care of family.”

They are both ever grateful for the support their families provide. Partners and children that support their careers and understand the dynamics of the real estate business are critical to their happiness and fulfillment.

Mornings

Morning routines are an ever important part of the day for Realtors and professionals of all kinds. With family on their minds, Rick and Michael take an alternate approach to morning success, leaving their notepads and goal setting for the office. “My goal in the morning, at my age, is to start my metabolism,” Michael explains. He goes to the gym to get his motor moving and then joins his family at the table for breakfast. “You hear a lot of talk about family time at the dinner table. In the Nevis house, it’s family time at the breakfast table ... This is when I can check in with my kids and have the heart-to-heart.”

Rick’s mornings are also all about family. “My time that I spend with my wife... In the morning is when our schedules allow us to spend time together. Just hanging out, having a cup of tea, just relaxing and being together. At this stage in my career that’s the most important, because it keeps me grounded. Keeping the balance, knowing that my mind, my spirit, my soul, my heart, has to be healthy too. [Morning] is really the time spent with someone I love dearly. My best friend.”

Michael Nevis is the former Vice-President and Director of Career Development at Alain Pinel Realtors, former Director of California Association of Realtors, and former Manager of Alain Pinel Master’s Program, tutoring over 700 agents. He was named REAL Trends Best Agents 2015, *Top Agent Magazine* 2016, *RE Exec Magazine* 100 Most Influential Agents, and *Gentry Magazine* Over \$50M Club multiple years.

As part of the Ardizzone, Howmiller & Gordon Team, Rick Ardizzone was named *Wall Street Journal* REAL Trends Top 250 Sales Teams in the U.S.A, Top Team in Santa Clara County per agent production, APR’s President’s Round Table, and has closed over \$1 billion in sales.





“BY THE VERY NATURE OF PARTNERING UP, IT ALLOWS US TO BETTER TAKE CARE OF FAMILY.”

TERRY MEYER

celebrating leaders ◀◀

By Briant Wells



Terry Meyer's resume screams grizzled veteran and shark; he has over 35 years in the industry as an agent and broker. But his family-focused approach and teamwork — not to mention his fondness for the arts and “elevated” BBQ — have positioned Terry as a leader in the Silicon Valley's ever-changing real estate landscape as SVP of operations for CSR.

“We have an unmatched culture at CSR,” Terry explains. “A legitimate sense of caring exists within all of our agents. We care about their professional and personal growth.” Terry is proud of the growth in CSR since he joined, going from unranked in 2012 to being ranked #8 in the *Silicon Valley Business Journal*. Terry attributes the growth to his team and how they've all bought into the culture. “The greatest thing about our company is something you can't see, touch, or feel until you've become part of our family. It's a great feeling when you are able to come to work each day and feel like you are surrounded by your friends.”

THE ARTIST AS A YOUNG AGENT AND BROKER

Sometimes an artist's best painting isn't the one on canvas; it's the way the colors and textures are brushed over his entire life. From painting landscapes for Christmas gifts at his daughter's request to providing the canvas for other agents to draw their own success, Terry embodies art and life as a collective achievement.

The story of how he became a broker is no less humble and cooperative. Here's his landscape.

“It happened by accident. I had the pleasure of working for a broker that I consider, to this day, a mentor and dear friend. He was the broker of a Contempo office in which I was an agent. Within his family, they experienced an immense tragedy; they lost a young child and he was taken away from the business. He looked at me as an heir apparent if you

will, and didn't know if and when he would be able to return to the company. So I agreed to take over as broker until he could return.”

“I was immediately drawn to the challenge. I looked at it as a growth opportunity. It is something I would definitely do all over again. It's allowed me to grow a tremendous amount personally, but more than anything, I can look back on my career and see people in the industry that I have hired and mentored in this business, and it is rewarding to see these folks enjoy an incredible amount of success. It puts a smile on my face to think I had a small part in that.”

COLORS OF A CULTURE

Terry is an entrepreneurial spirit with a passion for creating his world within a collaborative reality. Having left his mark on companies like Contempo and Intero before they were household names, Terry chose to move to CSR because he believes in Steve and Brian Bonafede and their partner, Tony Odom. “I felt their values, vision, and passion for growth were very much in line with mine.”

Community. Service. Relationships. CRS comprises a philanthropic group of individuals. Terry helped found the Intero Foundation, and he brought his

passion for giving back to CSR. He helped establish CSR Cares, in which each agent donates a portion of their commission to the foundation that benefits underprivileged youth and autism causes.

“We make sure we're doing good work in our community,” Terry explains. “We do it because it makes us feel good and it's the right thing to do.” Since 2014, CSR Cares has donated more than \$250,000 to local charities.

“Relationship” isn't just a buzzword for Terry and the rest of the CSR team. It's about family, friends, and teamwork. For Terry, “relationships are about learning to adapt to each individual,” whether it's being the proud dad of his two kids, being the grateful son of a hardworking, lead-by-example father, or providing tailored tools and guidance to help an agent fit themselves to their client's needs.

PORTRAITS OF A COMPANY THAT NEEDS NO SELLING

Terry is proud of the one-stop services that CSR offers. Besides ranking #8 in residential sales, CSR also ranks #11 in the commercial real estate industry. He seems to be proudest of their 98% year over year agent retention rate, the highest in Silicon Valley. At CSR, someone doesn't have to be an artist to create their reality. CSR's divisions in commercial, mortgage banking, property management, and business brokering provide a blank canvas for any agent to dream bigger.

Terry waxes poetic with one of his classic aphorisms. “If you can effortlessly demonstrate that you truly care about those around you, there are no external threats out there that will take good people away from your team.”

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TOP 200 STANDINGS

Rankings January 1, 2019 - February 28, 2019

#	Agent	Office Name
1	Deleon Team	Deleon Realty
2	David Lillo	Dpl Real Estate
3	The Hanna Group	Intero Real Estate Services
4	David Troyer	Intero Real Estate Services
5	Shawn Ansari	Compass
6	Juliana Lee	Keller Williams Palo Alto
7	Mark Von Kaenel	KW Bay Area Estates
8	Royce H. Cablayan	Sereno Group
9	Coco Tan	Keller Williams Realty
10	George Montanari	Compass
11	Mei Ling	Sereno Group
12	Angie Cocke	Century 21 Mm
13	Alex Wang Group	Sereno Group
14	Tom Martin	Golden Gate Sotheby's International Realty
15	Andy Tse	Intero Real Estate Services
16	John W. King	Keller Williams Palo Alto
17	Mike Strouf	Intero Real Estate Services- S
18	Ying Liu	Intero Real Estate - Cupertino
19	Julie Wyss	KW Bay Area Estates
20	Nicki Banucci	KW Bay Area Estates
21	Rigo Bracamontes	Intero R E Services
22	Rebecca Yen	Coldwell Banker
23	Dave Clark	Keller Williams Realty
24	Alejandro Perez-Munoz	I Heart Real Estate, Inc.
25	Kathy Bridgman	Compass
26	Matthew Swenson	Compass
27	Mitchell Zurich	Marcus & Millichap
28	Todd Su	Realty World-Todd Su & Company
29	Lisa Sgarlato	Compass
30	Vicky Li	Coldwell Banker
31	Roy Moses	Coldwell Banker
32	Donald Knight	Coldwell Banker
33	Nancy Carlson	Intero Real Estate Services
34	Ruslin Paap	Intero Real Estate Services

#	Agent Name	Office Name
35	Timothy Foy	Midtown Realty
36	Tam Nguyen	Php Group, Inc
37	Nevis And Ardizzone	Compass
38	Anson Ip	KW Bay Area Estates Saratoga
39	Mark Chiavetta	Coldwell Banker
40	William Lister	Coldwell Banker
41	Patty Filice	Intero Real Estate
42	Kathi Hammill	Compass
43	Lee Schmidt	Realty World- South County
44	Andrew Buchanan	KW Bay Area Estates
45	Ivan Margaretich	Intero Real Estate Services
46	Rebecca Lin	Maxreal
47	Kim Abelite	Glenmere Properties Inc
48	Al Moridi	Intero Real Estate - Cupertino
49	Connie Miller	Compass
50	Minhua Jin	Coldwell Banker

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TOP 200 STANDINGS

Rankings January 1, 2019 - February 28, 2019

#	Agent	Office Name
51	Jordan Mott	Intero Real Estate Services
52	Denise Simons	Compass
53	Guadalupe Silva	Guadalupe M Silva, Broker
54	Carol Sangster	Compass
55	Brad Gill	Nexthome Lifestyles
56	Enrique Medellin	Paramount Realty Group
57	Mario Ramirez	KW Bay Area Estates
58	John Forsyth James	Compass
59	Marty Brill	Intero Real Estate Services
60	Jerry Strebeg	Bayview Residential
61	Gary Campi	Golden Gate Sotheby's International Realty
62	Friess & Orlita Team	Compass
63	Don Perry	Coldwell Banker
64	Bonafede Team	Csr Real Estate Services
65	David Welton	Compass
66	Cathy Jackson	Sereno Group
67	Samit Shah	Intero Real Estate Services
68	Christina Khosrowabadi	Realty One Group Infinity
69	Ben Jiang	Goodview Financial & Real Estate
70	Eddie Oberoi	Intero Real Estate Services
71	Mary Tan	Coldwell Banker
72	Shin J Kim	Keller Williams Palo Alto
73	John Bretthauer	Coldwell Banker
74	Susan Merani	Keller Williams Realty
75	Kenn Callahan	Coldwell Banker
76	James Hamilton	Compass
77	Michael Lomonaco	Coldwell Banker
78	Sophie Ravel	Keller Williams Palo Alto
79	Sophie Tsang	Compass
80	Joseph Messineo	Wonderful Life Real Estate
81	Steve Mccarrick	Coldwell Banker
82	Mou Wong	168 Realty
83	Joseph Yen	Compass
84	Brian Bernasconi	Sereno Group

#	Agent	Office Name
85	Brittany Walker	Coldwell Banker Residential Brokerage
86	Hiep K. Nguyen	Intero Real Estate Services
87	Bower Cole Group	Compass
88	Ron Mason	Coldwell Banker Res R E Srv
89	Dennis Loewen	Metis Real Estate
90	Amy A. Mccafferty	Compass
91	Jessa Walsh	Intero Real Estate Services
92	Phil Costanza	Re/Max Santa Clara Valley
93	Paul Middione	The Property Network
94	Joe Callahan	Coldwell Banker
95	Morgan Lashley	Morgan Lashley
96	Dan Noble	Key Legacy Real Estate Services
97	Brian Chancellor	Sereno Group
98	Rick Smith	Windermere Silicon Valley
99	Kimberly Richman	Compass
100	Melinda Gedryn	Coldwell Banker

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TOP 200 STANDINGS

Rankings January 1, 2019 - February 28, 2019

#	Agent	Office Name
101	Sherry Hitchcock	Compass
102	Kerry Sexton	Compass
103	Faris-Taylor Team	Intero Real Estate - Cupertino
104	John Chau	Rational Real Estate
105	Diem T. Nguyen	Bayone Real Estate Inv Corp
106	Nalini Aiyagari	Coldwell Banker
107	Grace Tsang	Intero Real Estate Services
108	David Giambruno	KW Bay Area Estates
109	Ginger Willson	Gary G. Gillmor, Broker
110	Lynne Olenak	Sereno Group
111	Monique Lombardelli	Modern Homes Realty
112	Andrew Wang	Lexicon Homes
113	Kathleen Pasin	Sereno Group
114	Amanda Vang	KW Silicon City
115	Jennifer Paulson	Sereno Group
116	Tony Xu	Bayone Real Estate Inv Corp
117	Jason Muth	Sereno Group
118	Devonna Meyer	Coldwell Banker
119	Tom Yore	KW Bay Area Estates Saratoga
120	Karen Nelsen	Intero Real Estate
121	Evan Huynh	KW Silicon City
122	Ian Batra	KW Bay Area Estates
123	Jordan Shea	Intero Real Estate Services
124	Jose Duarte	Intero Real Estate Services
125	William Chen	Faithful
126	Chris Luu	KW Silicon City
127	Erik Mitto	Intero San Jose Willow Glen
128	Debbie I. Giordano	Master Brokers
129	James Holt	Compass
130	Diane Loverde	D & F Properties
131	Pat & Cathy	Sereno Group
132	Brett Jennings Group	Real Estate Experts
133	Sandie Hernandez	Bmc Realty Advisors, Inc
134	David Lewis Group	Sereno Group

#	Agent	Office Name
135	Robert Herzog	Compass
136	Ivonne C. Valdes	Keller Williams Realty
137	Ady Wunderman	Realty Ventures
138	Danny Thurro	Thurro Realty
139	Edna & Debbie	Compass
140	Keith Kanady	KW Bay Area Estates
141	Jennifer Pollock	Compass
142	Malik Husain	Intero Real Estate Services
143	Therese Swan	Compass
144	Claudine Young	Coldwell Banker
145	Kamran Pourshams	Century 21-Alpha
146	Mike Gaines	Sereno Group
147	Kiersten Ligeti	Compass
148	Michael Mendenhall	Keller Williams-Gateway
149	Maya Hsu	Intero Real Estate - Cupertino
150	Paul Bertoldo	Coldwell Banker

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TOP 200 STANDINGS

Rankings January 1, 2019 - February 28, 2019

#	Agent	Office Name
151	Richy Tran	Tera Properties, Inc.
152	Letitia Morton	Coldwell Banker
153	Cephas Butler	Coldwell Banker
154	Mike Uhri	Coldwell Banker
155	Eric Garcia	Coldwell Banker
156	Kevin F. Garvey	Realty World-Kevin F. Garvey,
157	Ric Parker	Coldwell Banker Residential Brokerage
158	Cathy Lin	Transamarco Realty
159	Nicole Emanuel	Coldwell Banker
160	Kary Cochrane	Intero Real Estate - Cupertino
161	Paul Yang	Compass
162	Kennedy Ngo	Interbay Real Estates Services
163	Ed Wu	Wec & Associates
164	Susan & Shawn	Coldwell Banker
165	Suzanne M. Hunter	Intero Real Estate Services
166	Russ Sadykhov	Intero Real Estate Services
167	Susan Woods	Referral Realty
168	Vinicius Brasil	Keller Williams Realty - Cupertino
169	Joy Mamaril	Intero Real Estate Services
170	Peter Myers	Coldwell Banker
171	Phil Billiet	Better Homes Realty
172	Sophie Shen	Sv Capital Group Inc.
173	Pauline Hoang	Viam Real Estate Services
174	Rabia Alizai	Coldwell Banker
175	Xin Jiang	Compass
176	Debbie Murphy	Coldwell Banker
177	Michael Riese	Coldwell Banker
178	Eileen Bosch	Compass
179	Michael Bui	Equity One Real Estate
180	Carmen Salazar	Intero Real Estate - Cupertino
181	Gustavo Gonzalez	Valley View Properties
182	Peter Suess	Compass
183	Davis Tran	KW Silicon City
184	Carlos Padilla	Intero Real Estate Services

#	Agent	Office Name
185	Christa Nielsen	Re/Max Realty Partners
186	Sergio & Ivonne	KW Bay Area Estates
187	Jiang Shi	Sj Development & Realty
188	Ron Evans	Keller Williams Palo Alto
189	Grace Wu	Compass
190	Ulysses S. Chua	KW Silicon City
191	Virginia Lindstrom	Re/Max Real Estate Services
192	Phillip Ralph	Intero Real Estate Services
193	Caroline Will	Coldwell Banker
194	Stephon Carradine	Faira.Com Corp
195	Team Arena	Sereno Group
196	William C Tran	Elite Realty Services
197	Shelley Lin	Green Valley Realty
198	Denise Welsh	Compass
199	Mary Kay Groth	Sereno Group
200	Mary Lu	Acel Realty

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