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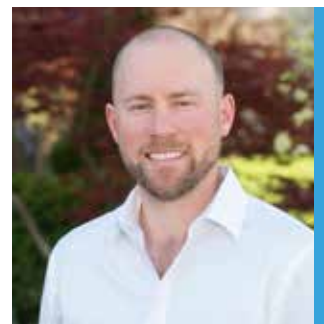
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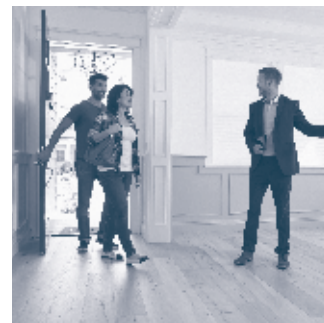
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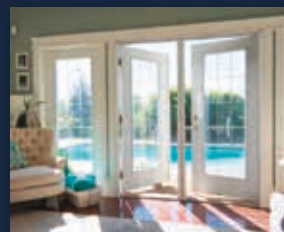


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It's HOT, HOT, HOT! The month of August is probably my most relaxing month. I find that it's the month I can travel a bit and catch up on some lingering things that I have been meaning to do or try.

We will leave for Hawaii on a large family vacation, and then we will also be traveling to Michigan to celebrate my grandmother's 90th birthday. Our family loves to travel, but we are traveling more this summer since our travel schedule will become more restricted once our daughter starts kindergarten in September.

I still can't believe that she's starting school! Every day, I am shocked at how much she has grown, but as a mom, I'm a bit forlorn when I think of her starting school. I know she will have the most amazing adventures, but

I'll miss my little girl as she continues to grow. I'm sure every mom and dad out there knows this same feeling.

Writing these pub notes give me the opportunity to share insights about whatever I want. For this note, I wanted to share a story about Maryland crabs. Recently, Kellie and I decided we wanted to become "real" Maryland residents. I'm not exactly sure what that means, but we went to the store and bought about three dozen blue crabs. Everyone in Maryland talks about these crabs. The sign outside the shop said "lively crabs," and we laughed at whatever that might mean. Little did we know we would certainly find out.

The gentlemen placed them all in a paper bag and off we went. About an hour later,

we arrived home and we realized our crabs were ALIVE! Kellie and Avery got a kick out of poking them with some tongs, but then Mr. Crab busted out of the bag along with a few of his friends. Needless to say, we had a LIVELY bunch of crabs chase us around the kitchen. It took us a while, but we eventually captured them all and put them in the sink. It was hilarious and scary at the same time. Those little guys can snap those claws. Eventually, they made it into the pot, and we spent hours trying to eat them. I'm not sure if that entitles us to say we are "true Marylanders" or not, but it definitely was an experience we won't forget.

This pub is dedicated to you, Mr. Crab! Happy August everyone. Enjoy the last few weeks of summer.

With Gratitude,



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PRESENTS

# Golden Nuggets



**Khalil El-Ghoul**

*Glass House Real Estate*

"Don't be afraid to take risks and test new ideas. The industry is constantly changing, especially in recent years, and success will come from the future, not the past."



**Joey Donofrio**

*Donofrio & Associates*

"Success . . . seems to be connected with action. Successful men keep moving. They make mistakes, but they don't quit."

"Success to me is striving to get better every single day and creating value for those around you. I want my kids to know anything is possible!"



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**Anne Lang**

*HWA Home Warranty*

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can help your marketing dollars go further and generate more sales leads for you."



**Kristin Brindley**

*DC Metro & NOVA Real Producers*

Three words show up on her phone daily: legacy, impact and growth. "I ask myself what am I doing to create these things in the lives of my family and the people around me? How am I moving the needle every day?"



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—Christine W., a buyer's agent

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—Jennifer P., a buyer's agent



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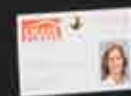
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RENTAL PREMIUM





“It all started in 1990 when my husband at the time and I decided to learn real estate and get our sales agent licenses,” Anne Lang begins. Motivated by job security and owning their own business, Anne and her partner set off to create a life of autonomy.

“We followed around the top agents in the office where we first hung our licenses and asked a million questions,” Anne recounts. “We spent endless evenings pouring over the old printouts of the MLS listings and getting familiar with the real estate process. We listened to motivational CDs and went to motivational seminars from some of the tops like Zig Zigler, Tony Robbins, Earl Nightingale, and later Brian Buffini.”

For Anne and her husband, 1992 was a big year. They bought their first home, their first son was born, and

they convinced an elderly couple in Manassas to give them a shot and got their first listing.

“As we worked together navigating the real estate process, my husband took on the role of mastering listing and buyer presentations and attended closings. I found that my marketing degree from Radford University came in very handy, and I thrived on advertising, transaction and database management, setting up systems, and learning technology.”

The real estate business grew, providing Anne and her husband with a stable and successful career, and they were blessed with four children (three sons and a daughter).

Then came 2008. “There was the loan scandals and the market crash. We had lost half of all our investments, and the next seven years were stressful as we tried to rebuild all that we had lost.”

The business survived, but Anne’s marriage did not. In 2012, after leaving her marriage, Anne realized she would need a steady paycheck as a single mom

with four kids, and that is when she joined First American Home Warranty. She spent time getting her feet wet, learning how the home warranty industry operates, and how her skills could benefit REALTORS®. In 2015, she left First American to join HWA Home Warranty of America.

“It was an exciting opportunity, and I would be the first sales associate with boots on the ground in Northern Virginia to introduce the product and company to the REALTOR® sales channel,” Anne explains. “For the 20 years prior, HWA only operated with an inside sales staff and catered to consumers. HWA would allow me to develop my own business and bring the HWA home warranty product to REALTORS®. I draw from my experiences of building a successful real estate business, using systems, marketing, and embracing technol-



ogy as I continue to grow my home warranty business.”

Today, Anne is thriving and consistently growing her business. In fact, she is one of the top account executives across the country.

#### HWA Home Warranty of America

HWA Home Warranty of America offers comprehensive home warranty coverage on the home’s systems and appliances for repair or replacement when breakdowns occur. The home warranty plans provide homeowners peace of mind and budget protection covering over 120 items and for 13 months.

Anne Lang specializes in offering home warranty coverage through the real estate agent channel to buyers and free/no obligation coverage to sellers while their homes are on the market.

“This specialty product was designed for our REALTOR® partners,” Anne explains. “It is a tool in their toolbox, and we allow them to offer it to any homeowner in any state whether they are buying, selling, renting their home, or currently own their home. We have convenient, online claims



submission, 24/7 service, and when we partner with agents, we re-market them throughout the contract period to their clients to help them grow their business.”

#### Providing Top-Notch Service

When we asked Anne what separates her from other home warranty companies, her answer was clear: “First and foremost is my personal service,” she said. And, her customers agree.

*“We cannot say enough great things about Anne at HWA. She is one of our top vendors and attends our team meetings quarterly, keeping us up to date on the latest developments and ideas that at the end of the day help our clients. Her customer service is amazing. When she says, ‘You can call me,’ she really means it. If there is a question or problem, she is a solution finder.”*

*-- Robert Chevez, of The Caza Group, Keller Williams*

“I have been told that I answer my phone, I respond to emails and texts, and I care about each and every one of the REALTOR® partners I build a relationship with. The HWA home warranty product I offer has unfair advantages over our competition,” she continues.

#### Beyond the Office Walls

“Managing my Northern Virginia territory, exceeding my company goals, and raising four children can



be challenging, but I have found that eating healthy and getting exercise every day keeps me focused -- and listening to music keeps me sane,” Anne smiles.

When she is not working, Anne’s favorite pastime is a walk in Elenore C. Lawrence Park. “When I’m not at the park, you might find me working out in the gym at the Cub Run Rec Center, enjoying a cup of coffee on my front porch with my boyfriend, or watching a good movie,” Anne shares.

Anne stresses the importance of referrals for her partners’ continued success. She has lived a life as an agent and understands the role that they play in the transaction.

“You provide so many people, including me, with business, so if you were to take a chance on me and HWA, I will provide you with unparalleled support and service . . . HWA offers marketing partnerships to real estate brokerages, teams, and even agents, so don’t hesitate to ask me how we can help your marketing dollars go further and generate more sales leads for you.

*For more information, visit [www.hwahomewarranty.com](http://www.hwahomewarranty.com).*



# DONOFRIO & ASSOCIATES

## PROPERTY INSPECTIONS



## JOEY DONOFRIO, PRINCIPAL OWNER

**“Success . . . seems to be connected with action. Successful men keep moving. They make mistakes, but they don’t quit.” These powerful words of advice, spoken by businessman Conrad Hilton, are the words that drive Joey Donofrio, principal owner of Donofrio & Associates Property Inspections, each day.**

Under Joey’s leadership and through his push for action and growth, Donofrio & Associates has catapulted to the top of the home inspection industry. It is the largest non-franchised home inspection company in the DMV area.

Donofrio & Associates offer a wide variety of services, from home inspections to commercial, mold, lead, well, and termite inspections. The company prides itself on being a one-stop shop for homeowners and real estate agents. Emphasizing customer service, Donofrio & Associates aims to

provide exceptional service while helping customers navigate their largest purchases.

“Our systems and processes put us in a league of our own. We focus on the customer experience and are receptive to feedback so we can make improvements,” reports Joey. “We want to be a trusted member of your team, not just when situations are good, but during the bad times, too. Our goal is we want our clients to use us again as an agent and say, ‘Wow! That company was great! We want them on our next purchase.’”

Although the company is always changing and growing, family remains at its heart as a constant, stable force. “My father, Ed Donofrio, has an engineering background and started our company 18 years ago. I grew up in this business,” shares Joey.

Donofrio & Associates is unique because in addition to Joey and Ed, five other family members work there. Ed’s wife, Donna Seeker, is a marketing specialist. Joey’s wife, Stephanie, oversees business and process development. Jason Donofrio, Joey’s brother, is one of the only master home inspectors in the DMV area. Joey’s mother, Donna Jo Donofrio, is also involved as a radon specialist,



partner spotlight ◀◀

Photos by: **Ryan Corvello Photography**

...





...

and Donna Seeker's son, Paul Cas-sens, works as a home inspector.

When Joey approached his father in 2014 with a vision to grow the company, Ed gave his blessing. Joey and Stephanie jumped right in and started a massive campaign to follow that dream.

"My dad said, 'If you have a vision and want to take the company to the next level, go ahead.' I wouldn't be here without him and his trust in me," he confides.

Within a few years, Donofrio & Associates completely transformed itself, growing its team to more than 20 employees and completing over 5,000 home inspections a year. In 2019, Joey launched the Donofrio Academy, a premier training program for new home inspectors, and he conducts a successful podcast, the *Joey Donofrio Show*. The company's growth is apparent thanks to a lot of hard, constant work by all concerned.

According to Joey, "Time management is important, but I try to be present in every situation I'm in. Work/life balance is not really realistic in my opinion; but if I'm present whenever I'm doing something, I think that's important."

To learn more about Joey's growth journey, tune in weekly to the *Joey Donofrio Show*. The podcast centers on his mindset, helping others grow both personally and in their real estate businesses, and elevating the industry overall. As he puts it, "Success to me is striving to get better every single day and creating value for those around you. I want my kids to know anything is possible!"

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## BENEFITS OF A WEBSITE INTRODUCTION VIDEO

You know what gets really old and frustrating? Meeting someone in a business situation and having to always explain “what you do” and “why” they should work with you. It’s kind of like dating, where you meet someone and have to tell him or her where you are from, where you went to school, what you like and don’t like. Don’t you wish these business prospects just knew this information in advance so you can get to the good part — doing business and making money? This can be accomplished on the internet, where most people begin their home buying and selling journeys. They are called website introduction videos.

### What Are Website Introduction Videos?

An issue REALTORS® face is getting consumers to stay on their websites for any length of time and click around. The reason being they lack great content and not enough real value to keep a consumer’s interest. A website introduction video is a

90-second to two-minute high-quality video that features you speaking to the person viewing your website. It’s the consumer getting to meet you and what problems you can solve for them.

It’s great to begin your video by asking a question that the person on the other end wants to know the answer to. “Are you looking to buy or sell a home but need information?” These questions get mentally answered. I would hold off introducing yourself till you get them hooked on some attention-getting initial content. Then, tell the audience who you are and how you can help them. It’s always important to add a strong call to action so people either call, email, or fill out a form to contact you. Your end goal is to meet them face-to-face and do business.

### Do Your Prospects a Favor

In the website introduction video, let your prospects know who you are and what you are about. The objective is to get your target audience onto your website and to keep them there. Feel free to let your audience know what great content they will find when they click on each of your website tabs and how it benefits them. You want people to essentially walk up and down the shopping aisles, and at the end, check out and buy something. A website introduction video will keep consumers on your website longer and increase your conversion rates.

Another reason you should consider adding a video to the front of your website is because most of your REALTOR® competition doesn’t. It’s a great way to gain a marketing advantage by communicating to your target audience through a medium they prefer — video. These videos don’t have to be professionally done, though I think it’s important to come across as professional as possible. I would look at it as an investment into your real estate business that helps you stand out in a crowd. Remember, these videos last forever! They can sell for you 24/7 and can lead to business today and years from now.



Wade Vander Molen is the Director of Sales/Marketing for Stewart Title in the Northern Virginia/Washington, D.C., area and has been in the title industry since 2005. Wade helps real estate

professionals with all facets of their marketing and teaches a new sustainable business model to help them grow their businesses. You can visit Wade at [www.DCTitleGuy.com](http://www.DCTitleGuy.com).





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# Legal Disclosure

## So ... which contract controls?

### ►► legal hotline

By Keith Barrett

Throughout Virginia, form contracts are provided by Realtor® Associations to the membership they serve to create efficiencies through the use of legally enforceable contracts for the purchase and sale of residential real estate. These form contracts provide a familiarity and comfort level for real estate agents, who in Virginia enjoy an exception to the unauthorized practice of law rules for contract work they engage in for clients they represent.

However, on certain deals, this familiarity and comfort can be disturbed by the introduction of additional legal documents. For example, deals involving bank real estate owned

(REO) property or relocation (RELO) deals will almost certainly come with contract documents that are not part of a real estate agent's standard repertoire. An example will shine a spotlight on the potential pitfalls.

Buyer's Agent Betty and Buyer Brian submit an offer on a relocation property using NVAR's standard form contract. As part of the offer, they select the home inspection with void only option. It is Buyer Brian's intention and understanding that he will either take the property as-is or exercise his unilateral right to void. After submitting the offer, they receive a counter from the Listing Agent which contains an addendum

to the purchase agreement. The following language appears in the addendum:

*"In the event any provision of this Addendum conflicts in whole or in part with the terms contained in the main body of the Agreement, the provisions of this Addendum shall control, and the conflicting terms in the Agreement are hereby considered deleted and expressly waived by both Buyer and Seller."*

Language such as this should immediately raise a red flag and prompt extreme attention to the provisions contained therein. The addendum further states with respect to inspections:

*"If Buyer or Buyer's Agent discovers any substantial/material defect in the condition of the Property and its contents, Buyer shall promptly notify Seller in writing and identify such defect in reasonable detail on or before the expiration of the inspection period. Seller shall have 20 days from receipt of such notice (i) to correct such defect; or (ii) to cancel the Agreement by written notice of cancellation to the Buyer."*

The language in the RELO addendum regarding inspections supersedes the home inspection contingency language in the NVAR standard contract. The home inspection provision Buyer Brian thought he was getting has been substantially changed by the RELO addendum. Buyer Brian no longer has the right to unilaterally void after his inspection. Rather, he must provide the RELO seller a notice, which notice should only identify a substantial/material defect. If the RELO seller agrees to repair such defect, Buyer Brian must move forward with the contract.

Be cautious upon receiving contract addenda from sophisticated parties like banks and relocation companies. When in doubt, it is best practice to inform your client that they may seek legal counsel if they desire.



*Keith Barrett is a licensed attorney in Virginia, New York, Connecticut, and DC, a licensed title agent, and a Virginia Real Estate Board approved instructor. Keith is the founder of Vesta Settlements. He also serves on the NVAR Standard*

*Forms Committee (including as Past Chairman), the NVAR Attorney Roundtable Committee, is a member of the Virginia Bar Association Real Estate Section and serves on the Virginia Bar Association Real Estate Council.*



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# What Is the Strangest Thing You Have Ever Seen On a Showing?



**DUSTIN FOX**  
**PEARSON SMITH REALTY**

Shotgun on the bed and hundreds of pill bottles on the dresser.



**AMINA BASIC**  
**KELLER WILLIAMS REALTY**

Four-foot alligator in FFX basement. His name was Pete.



**WILL LAWRENCE**  
**KELLER WILLIAMS CAPITAL PROPERTIES**

Got to a house and the key was missing from the lockbox, and the door was cracked open. We walked in and we're greeted by children. There was no furniture, but definitely people living there. The adult (male) was sitting Indian style on the dining room floor. We walked upstairs and there was a teenager in the empty master bedroom sitting on the floor on his cell phone. He said, "Don't go in the closet! My mother is in there." The closet door was closed. They kept the women in the closet for the showing.



**KELLIE L.H. BRINDLEY**  
**NOVA REAL PRODUCERS**

When Kristin and I were first moving to the DC metro, we looked at a house that had about 20 people living in it. They were hiding in the basement, and the place was nothing but mattresses! I think they thought we were Police officers because they all ran out of the basement door.



**CHRISTINA ZANAKOS RICE**  
**PEARSON SMITH REALTY**

During a showing once, many years ago, a massive spider (probably about 3-4 inches) was dangling in the stairway of the basement and came within inches from my face. Still have nightmares. I also walked into a room set up with bondage paraphernalia once. Yikes!!! We ran quickly from that one.



**GAIL LAMMERSEN BELT**  
**KELLER WILLIAMS REALTY**

I didn't see it. The seller I represented did. He returned home, walked in, found the master bedroom in disarray with clothes everywhere (not his), and a pair of women's stockings on the unmade bed. No electronic reading of a lockbox back then. Never did find out who the agent and/or the agent's "guest" was, but you can be assured that listing was immediately changed to "appointment only."



**ANDY NORTON**  
**RE/MAX DISTINCTIVE REAL ESTATE**

A larger than life wall mural of a firing squad in a third world country. Hey, we all know that in DC we get people from all over the world, but that was strange.



**BRAD KIGER**  
**KELLER WILLIAMS METRO CENTER**  
Cat from hell.



**LAURIE MENSING**  
**LONG & FOSTER REAL ESTATE**  
Stripper pole and urinal -- same house.



**GEORGE KOUTSOUKOS**  
**LONG & FOSTER REAL ESTATE**  
Toilet in the kitchen. No door either.



**THERESA KIM**  
**RE/MAX ALLEGIANCE**  
Been doing this for 17-plus years; but one year, I counted 26 people living in rotation in a three-level, 1,000-square-foot duplex in Arlington. Bathtub beds; bunk beds in walk-in closets.



**CASEY MENISH**  
**PEARSON SMITH REALTY**

I once showed a townhome in Leesburg, Virginia, that was completely mint green – paint, furniture, accessories, you name it! Also in Leesburg, I showed a home that was completely full, wall-to-wall, with antique dolls, like something out of a horror movie! Apparently, everything strange I see is in Loudoun County. I once showed a home in Purcellville that had a narrow, rickety staircase down to a dark, damp basement. I turned the corner in the basement and found a room with at least 10 deer heads mounted on each wall. There must have been 50 in the room!



**RAYA FRIDENTAL**  
**REDFIN**

The strangest thing I've seen at a showing was red cross markings on the front door and multiple doors inside the house. The house was 100 years old with one owner living there for many, many years. He passed, and the house went on the market after his passing. The garage had a secret room with blankets hanging as a door. Needless to say, it was strange.



**DELAINE CAMPBELL**  
**KELLER WILLIAMS METRO CENTER**  
Is the question "strange" or "surprises." LOL!

I have discovered people in bed during a showing.

A rottweiler that we didn't know about who nearly took my head off.

One house had crosses and alters in pretty much every main room and a bedroom upstairs.

Wish I could remember some of them. Have definitely had a few.



**NIZAR BAAGUIG**  
**SPRING HILL REAL ESTATE**

The strangest thing I've seen is in a Falls Church high-rise condo where the owner had at least a couple thousand pairs of shoes. He kept them all in shoe boxes and stacked them against the walls leaving us only a narrow space to navigate through. It felt like we were lost in a maze.



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By **David Norod**, Principal Broker of WJD Management

# 9 REASONS WHY YOU NEED A GREAT PROPERTY MANAGEMENT PARTNER

Are you a REALTOR® who hates doing rentals? Is “I don’t do rentals” your mantra? But then, whether it’s out of the hope of a future buyer lead or simply a moment of generosity, you relent. “Okay, I’ll do a rental. Just this once....” And then the next thing you know, the thankless rental grind has begun. If the following scenarios sound familiar, you’ve experienced the notorious Northern Virginia “rental schlep” firsthand.

1. You take hours away from nurturing sales leads or planning your next marketing campaign to show rental properties to your client.
2. You wait...and wait...and wait for your rental client, who never actually shows up.
3. Your client finally decides on a rental. Hooray! Except, as you’ve come to find out, this is when your paperwork nightmare actually begins.
4. You have to collect application fees and earnest money and then scan/send the paper application.
5. You have to circle back to the tenant to let them know more information is needed because of some (surprise!) derogatory information that turned up in their credit report.
6. It turns out that if you want to close this thing, you’ll have to do even more work like overseeing the lease signing and making sure everyone gets a copy.

7. And then, once the lease is signed, it’s time to wait some more. The days drag by as you wait for your meager commission check.

8. After the lease is signed, you get back to focusing on sales (which is, after all, why you got into real estate in the first place). And you decide it’s probably best not to even calculate the opportunity cost of that rental you just took on.

9. “I hate doing rentals,” you tell your colleagues. And they all nod sympathetically, remembering the last time they did the rental schlep in the hopes of forging a client relationship.

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show clients or the Beltway traffic while you drive to the next showing. But if you’ll open the door, we’ll promise to take care of the rest. Best of all, the tenants you bring us will remain your clients and prospective future home buyers because WJD Management does not sell real estate. Managing rental property is our ONLY business! To learn more about partnering with WJD Management, visit [www.wjdp.com](http://www.wjdp.com) and look for the “For REALTORS®” section. Also follow us on social media on Facebook @wjdpmanagement, Twitter @WJDManagement, and Instagram @wjdp.



**David Norod, Principal Broker of WJD Management**

*Licensed as a REALTOR® in 1986 and as a real estate Broker since 1996, David is the Principal Broker and managing partner of WJD Management, LLC. He has vast experience in the residential property management and leasing venue and has guided WJD to its present position as one of Northern Virginia’s premier property management firms.*

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# JC SILVEY

## TAKING FLIGHT

### ► rising star

By **Katie Moore** | Photos by  
**Ryan Covello Photography**

JC Silvey is not only a pilot, REALTOR®, and father of four, he is also one of the honest people in the real estate business. He doesn't sugar-coat his journey into becoming a REALTOR®, or of the business itself, though his competitive drive and all of the success he has achieved is far beyond inspiring.

"On the morning of 9/11, I was flying from IAD to LAX, and we landed short in Chicago. I was stuck there for five days and couldn't get home. I wasn't sure if I would still have a job. I needed a plan B, but the only thing I knew how to do was fly airplanes," JC, who started his aviation career in the Navy, explains.

A friend talked him into the appraisal business. After following their advice, JC underwent his 2,000-hour apprenticeship and became an appraiser, all the while still working as a pilot for the airline. "United never went out of business, so I never lost my job. I've worked two jobs since 2001," reveals JC.

It was the helping aspect of the appraisal business that proved to be the most rewarding, and he realized that he could use that knowledge to fur-







“I’M A FIRM BELIEVER IN HYPERLOCAL, THAT’S WHY I DON’T WANT TO SELL ANYWHERE ELSE THAN LOUDOUN. I WANT TO KNOW IT BETTER THAN ANYONE ELSE.

ther benefit clients in the home buying and selling process from an unbiased appraiser’s point of view. He decided to get his real estate license four years ago and loves seeing people get the house that they want for the price that they want.

With a focus on video marketing and a niche in promoting all things local, his real estate business has taken flight. Though he is often in the air, it is Loudoun that is his home. He balances both careers almost seamlessly. When he flies to Europe, he finds himself working hometown real estate in outdoor cafes and works his business abroad, and he then films *Inside Loudoun* when he returns.

“I’m competitive. I want to do well. I want to get that listing. I want to do better videos. I want to market it better than anyone else. I’m a firm believer in hyperlocal, that’s why I don’t want to



sell anywhere else than Loudoun. I want to know it better than anyone else,” declares JC.

That doesn’t mean that it has all been easy. “The hardest part of the job is managing expectations . . . Maybe 5 percent of the time there are those clients that suck every bit of energy out of me, and I come in the door and I tell my wife that I don’t want to do real estate anymore. I don’t need real estate to put food on the table for my kids, so why am I doing it? But then the next client is so awesome, and it all falls together. They are so happy, and I’m like, ‘I’m back! Let’s do it!’” he shares.

“I’ve built [my business], and I’ve put in a lot of work to get here. I think I have capitalized on what other agents weren’t doing, and a large part of that is getting on board with video, hoping it would pay off, and it has,” he notes. “I’ve become fascinated with marketing more than anything and how to build a brand.”

And build a brand he has. Silvey Residential is just getting started. With honesty, integrity, and JC Silvey in the pilot’s seat, there is no other option but to soar.

A Few of His Favorites



**His kids (ranging from ages 10 to 23):**  
Elise  
Jackson  
Jack  
Zach  
**Wife:** Vianne  
**Broker:** Pearson Smith  
**Books:**  
*This is Marketing* by Seth Godin  
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Sharon Fanti Photography

# Meet *Kristin*

**K**ristin Brindley lives by the motto, “Good People. Good Deeds.” Simple words with a tremendous impact. And it couldn’t be more symbolic of the great and profound way Kristin carries herself and her business.

Kristin started selling Cutco Cutlery during college, and her summer job turned into a 16-year business. “I’ve spoken at hundreds of events to thousands of REALTORS®,” she explains. “I then started Strategic Gifting by adding more suppliers and offering the gifts REALTORS® were asking for. I realized that my top 90 clients out of more than 1,000 REALTORS® did 90% of my business – the 80/20 rule magnified. They were also the clients I enjoyed working with the most. When I heard about Real Producers, it made so much sense to me. After 14 years of working in alignment with the same company, I ventured into publishing.”

In 2018, Kristin, entrepreneur, publisher, and president of DC Metro Real Producers Magazine, was noted as an up and coming contender within the N2 Publishing arena. With less than one year under her belt, she and her team of three contractors developed a local area publication with over 50 marketing ads, coordinated over 10 area networking events, and orchestrated three area masterminds all directed towards the real estate industry. She has become the vital key to bringing the Top 500 REALTORS® and top housing industry companies together. Kristin has earned the household meme as a real estate connector and someone to know as a who’s who within the real estate industry.

Redefining her success was instrumental in driving what the close of 2018 would look like. In February of

...





Kristin, Kellie and Avery



2019 STEVIE American Business Awards - Entrepreneur of the Year for Marketing

2018, Kristin launched her second publication, this time focusing on the Northern Virginia (NOVA) real estate community and its supporting teams. Again, she rose to the challenge, bringing together the Top 500 REALTORS® with the area's best-in-the-business housing industry companies. Her team grew from three to nine contractors, she dual launched over 18 networking events, five area masterminds and was able to support several charitable functions. In addition, she doubled her company's net worth by increasing marketing ad sales and growing it by \$600,000.

Now, in 2019, Kristin is on track to cultivate her success and has a vision to double the size of her company with the concept of more publications on the horizon.

"Connecting the Real Producers with each other and the best businesses to support them inspires me," she states. "I see the platform being a center for

communication and collaboration for the top real estate agents to move into the future together. This is a talented group of people who do the majority of the business out of 20,000-plus agents."

Not that there haven't been challenges along the way both personally and professionally, but Kristin chooses to look at them as "growth opportunities." In 2013, Kristin survived cervical cancer while her wife Kellie was pregnant.

"I went through about 40 radiation treatments. I learned a lot about myself and the people around me during that time," Kristin describes. "Avery came five weeks early and three days before I finished treatment. What a blessing it is when you have four pounds of joy to take care of, there is no time to feel bad. I now look at things like working out as something I get to do, not have to do. There is so much to be grateful for."

Kristin has carried that gratitude along with a determination to connect with people into all aspects of her life. She wakes up early and loves having a miracle morning. She makes evenings and weekends with her family a priority with Kellie and their now five-year-old, Avery. Three words show up on her phone

daily: legacy, impact and growth. "I ask myself what am I doing to create these things in the lives of my family and the people around me? How am I moving the needle every day?"

And move the needle she has. "We are starting a Be Local publication, and it looks like a couple more publications are on the way in the next 18 months," she says. "We are constantly thinking about the value we bring to partnerships and how do we undersell and over deliver. Creating a digital app with a partner and a CRM was a big initiative, and the fruit of that labor is about to be realized. We are acquiring great talent and are very excited about the future!"

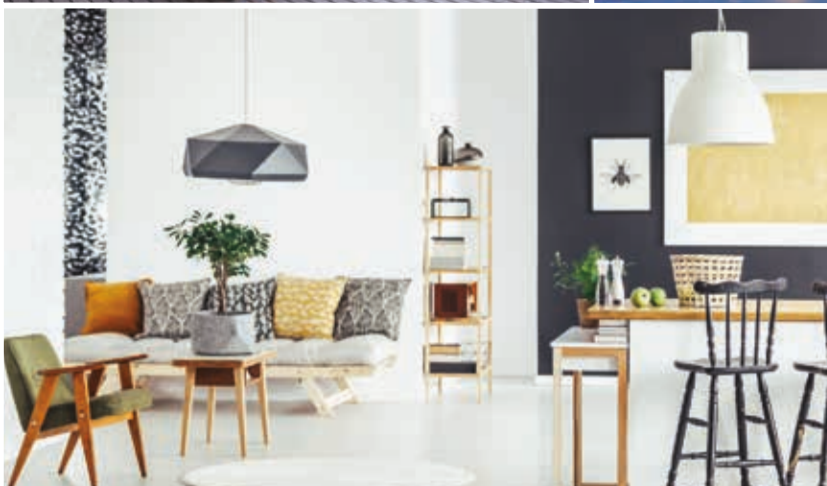
What began with cutlery has grown exponentially -- one day, one page, one goal at a time. With Kristin's genuine warmth and personality combined with her relentless determination and immeasurable vision, there is no limit on what she can not only bring to this industry, but to this world.

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# KHALIL EL-GHOUL

## AT THE TOP OF HIS GAME

*"Don't be afraid to take risks and test new ideas. The industry is constantly changing, especially in recent years, and success will come from the future, not the past."*

Fourteen years ago, Khalil El-Ghoul launched his real estate career by taking a dose of his own advice. He wasn't afraid to take a risk, to start a

company with a fresh approach. At a young age, he was prepared to launch the type of real estate company that could change the industry.

Khalil earned his real estate license during his senior year of college at George Mason University. His initial concept – a real estate technology company – was bold.

While Khalil had a passion for real estate, as he dove into the business, he learned a hard lesson. "I quickly realized that real estate is first about people and then about technology," he reflects.

So, Khalil shifted gears. "After having to step in and sell, I was hooked," he continues. "In 2010, I launched Glass House. It's a traditional real estate company in the sense of how we serve our clients, but we do it with transparency and technology."

Today, Khalil has solidified himself as one of the top agents in the DC metro area. His accolades are long and impressive. He achieved his goal of becoming a top agent when he was named 2017 and 2018 No. 1 Real Estate Agent in Sales Transactions for the DC Metro Area by REAL Trends/WSJ.

Even in just the past three years, the awards Khalil has received are a mouthful. His career volume exceeds \$500 million; and in 2017-2018, he averaged over \$100 million each year.

With his business firing on all cylinders and success flowing, Khalil isn't ready to take the pedal off the metal yet. He still works seven days a week and is inspired to continue to dive into how he and his team can continue to serve their clients better and more efficiently.

"I am examining what processes can be automated so that I can free up our team to spend even more time with our clients and family and less time on rudimentary details," Khalil explains.

From the beginning, his vision was to start a real estate company that was unique in its approach. With

...





Glass House Real Estate, he began by breaking down the idea that the only way to provide high-quality real estate services was by charging a 6 percent commission.

“I was 25 years old when I got my real estate license; and, like most new agents, I had no idea what I was doing. It just didn’t make sense that buyers or sellers should pay me the same amount as the top agents in the industry,” he discloses. “What I realized is that by offering a lower commission, buyers and sellers became more involved in the transaction.

“They proactively identify homes they wanted to see, were more educated in the process, and were thrilled that I did a good job at a lower commission

rate. It didn’t take me long to realize that these are the buyers and sellers I wanted to work with, and the business model was born. I charge 1.5 percent, or \$6,500, whichever is greater, whether clients are buying or selling.”

Khalil has learned through experience that it is possible to run a top-notch brokerage with lower fees. He’s proving it day by day. “I believe that affordability doesn’t have to come at the expense of service . . . It’s still a challenge today, but we have a lot of believers now,” he says.

Khalil met his wife, Courtney, at George Mason, and they now have 4-year-old twins, Nahla and Ava. Between running Glass House Real Estate and spending time with his family, he doesn’t have much time for hobbies, but he loves the life he lives.

In the time he does have, he enjoys reading, home design, modern architecture, and landscaping, is a

political junkie, and an aspiring Zen master. In all aspects of his life, Khalil defines success by a refusal to settle. “I am constantly looking for ways to improve myself and my business,” Khalil affirms.

When we asked Khalil what tips he might have for up-and-coming agents, his response was reflective of his relentless dedication. “Underpromise and overdeliver. No days off; this is a lifestyle. Join the best team possible and learn from agents who are actively selling,” he advises. “Lastly, instead of focusing on gimmicks and looking for your next client, just do a great job with your existing clients. That will deliver more return than anything else.”



**Instead of focusing on gimmicks and looking for your next client, just do a great job with your existing clients. That will deliver more return than anything else.**



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TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–June 30, 2019

#	Name	Office	Sales	Total
1	Keri K Shull	Optime Realty	262	\$167,712,112
2	Debbie Dogrul	Long & Foster Real Estate, Inc.	239.5	\$139,261,520
3	Sarah A Reynolds	Keller Williams Chantilly Ventures LLC	217	\$104,214,792
4	Phyllis G Patterson	TTR Sotheby's International Realty	65	\$59,884,908
5	Jennifer D Young	Keller Williams Chantilly Ventures LLC	123.5	\$58,725,524
6	Sue S Goodhart	Compass	67.5	\$54,680,880
7	Dianne R Van Volkenburg	Long & Foster Real Estate, Inc.	41	\$52,344,560
8	Janet A Callander	Weichert, REALTORS	52	\$50,683,328
9	Jennifer L Walker	McEneaney Associates, Inc.	63	\$47,095,308
10	Bruce A Tyburski	RE/MAX Executives	62.5	\$38,716,368
11	Cynthia Schneider	Long & Foster Real Estate, Inc.	74.5	\$36,598,856
12	Lilian Jorgenson	Long & Foster Real Estate, Inc.	28.5	\$35,530,900
13	Jean K Garrell	Keller Williams Realty	51	\$34,306,520
14	Tom Francis	Keller Williams Realty	26	\$33,953,088
15	Carla C Brown	Samson Properties	47	\$29,901,844
16	James W Nellis II	Keller Williams Fairfax Gateway	57.5	\$29,327,948
17	Brian Wilson	KW Metro Center	49	\$28,273,044
18	Irina Babb	RE/MAX Allegiance	43	\$28,253,600
19	Laura C Mensing	Long & Foster Real Estate, Inc.	24.5	\$26,455,100
20	Raymond A Gernhart	RE/MAX Executives	42	\$26,024,140
21	Lenwood A Johnson	Keller Williams Realty	63	\$25,852,580
22	Jon Robert Appleman	Berkshire Hathaway HomeServices PenFed Realty	23	\$25,674,590
23	Christina M O'Donnell	RE/MAX West End	31	\$24,841,090
24	Anthony H Lam	Redfin Corporation	45	\$24,699,300
25	Barbara G Beckwith	McEneaney Associates, Inc.	15	\$24,603,000
26	Wes W Stearns	M. O. Wilson Properties	50	\$24,571,914
27	Scott A MacDonald	RE/MAX Gateway	47	\$24,484,650
28	Erin K Jones	KW Metro Center	57	\$24,393,722
29	Damon A Nicholas	Coldwell Banker Residential Brokerage	43	\$24,169,956
30	Akshay Bhatnagar	Virginia Select Homes, LLC.	43	\$24,086,560
31	Eve M Weber	Long & Foster Real Estate, Inc.	45.5	\$23,987,500
32	Christopher J White	Long & Foster Real Estate, Inc.	25	\$23,920,004
33	Timothy D Pierson	Keller Williams Realty Falls Church	35.5	\$23,589,526
34	Martin K Alloy	SMC Real Estate Corp.	46	\$23,018,184
35	Kimberly A Spear	Keller Williams Realty	36.5	\$22,807,750

#	Name	Office	Sales	Total
36	Christopher Craddock	Keller Williams Realty	56	\$22,497,478
37	Gregory A Wells	Keller Williams Realty	34.5	\$22,490,300
38	Jeremy G Browne	TTR Sotheby's International Realty	25.5	\$22,187,390
39	Paul Thistle	Take 2 Real Estate LLC	40	\$21,759,600
40	Debbie P Kent	Cottage Street Realty LLC	42	\$21,680,528
41	Deborah D Shapiro	TTR Sothebys International Realty	16.5	\$21,171,000
42	N. Casey Margenau	Casey Margenau Fine Homes and Estates, Inc.	13.5	\$21,013,000
43	Kevin C Samson	Samson Properties	26.5	\$20,911,350
44	Elizabeth A Twigg	McEneaney Associates, Inc.	21	\$20,521,250
45	Kristen K Jones	McEneaney Associates, Inc.	16	\$20,401,004
46	Patricia Fales	RE/MAX Allegiance	27	\$19,906,100
47	Patricia Ammann	Redfin Corporation	31.5	\$19,786,300
48	Victoria(Tori) McKinney	KW Metro Center	23.5	\$19,612,900
49	Roy Kohn	Redfin Corporation	37	\$19,553,760
50	Janet Pearson	Pearson Smith Realty, LLC	31	\$18,924,078
51	Paramjit K Bhamrah	Redfin Corporation	34	\$18,834,948
52	Michael I Putnam	RE/MAX Executives	39.5	\$18,637,000
53	Christine G Richardson	Weichert, REALTORS	30	\$18,340,400

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# TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–June 30, 2019

#	Name	Office	Sales	Total
54	Bichlan N DeCaro	Westgate Realty Group, Inc.	30	\$18,223,990
55	Melissa A Larson	KW Metro Center	16	\$18,129,710
56	Kay Houghton	KW Metro Center	36	\$17,979,250
57	Nikki Lagouros	Keller Williams Realty	41	\$17,831,200
58	Vicky Z Noufal	Pearson Smith Realty, LLC	26	\$17,526,032
59	Khalil I El-Ghoul	Glass House Real Estate	27.5	\$17,250,590
60	Deborah L Frank	Deb Frank Homes, Inc.	22	\$17,096,740
61	Bradley W Wisley	Berkshire Hathaway HomeServices PenFed Realty	28.5	\$16,875,230
62	Dinh D Pham	Fairfax Realty Select	30	\$16,727,768
63	Ashley C Leigh	Linton Hall Realtors	34	\$16,577,454
64	Joan Stansfield	Keller Williams Realty	21.5	\$16,484,412
65	Dean P Yeonas	Yeonas & Shafran Real Estate, LLC	13.5	\$16,207,000
66	Richard J DiGiovanna	RE/MAX Allegiance	35.5	\$16,194,800
67	Natalie H McArtor	Long & Foster Real Estate, Inc.	27	\$16,076,750
68	Branden L Woodbury	Redfin Corporation	41	\$16,060,597
69	Megan Buckley Fass	FASS Results, LLC.	20.5	\$16,048,250
70	Elizabeth H Lucchesi	Long & Foster Real Estate, Inc.	19	\$16,001,752
71	Elizabeth Kline	RE/MAX Premier	29	\$15,910,574
72	Dennis P Lee	Douglas Realty of Virginia LLC	31	\$15,841,500
73	Abuzar Waleed	RE/MAX Executives LLC	41	\$15,759,048
74	MaryAshley Rhule	Compass	19.5	\$15,676,600
75	Kevin E LaRue	Century 21 Redwood Realty	25	\$15,673,575
76	William R Davis	Century 21 New Millennium	16.5	\$15,661,655
77	Kendell A Walker	Redfin Corporation	31	\$15,584,245
78	Sarah Harrington	Long & Foster Real Estate, Inc.	20	\$15,583,716
79	Diana Morahan	Long & Foster Real Estate, Inc.	16	\$15,498,460
80	Thomas R Moffett Jr.	Redfin Corporation	30	\$15,374,050
81	Lyndie Votaw	Redfin Corporation	29	\$15,336,620
82	Colette LaForest	Redfin Corporation	32	\$15,310,900
83	Edward R Lang	RE/MAX Premier	31	\$15,280,790
84	Cathy V POUNGMALAI	FRANKLY REAL ESTATE INC	22	\$15,207,118
85	Darren E Robertson	Keller Williams Fairfax Gateway	41	\$15,199,225
86	Lex Lianos	Compass	25.5	\$15,142,298

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#	Name	Office	Sales	Total
87	Katherine D Colville	Century 21 Redwood Realty	28	\$15,068,810
88	Ryan Rice	Keller Williams Capital Properties	31	\$15,061,200
89	Lauren A Bishop	McEneaney Associates, Inc.	14	\$15,040,000
90	Steven C Wydler	Compass	11	\$14,877,040
91	Rheema H Ziadeh	Redfin Corporation	31.5	\$14,850,650
92	Laura R Schwartz	McEneaney Associates, Inc.	19	\$14,812,386
93	Heidi F Robbins	William G. Buck & Assoc., Inc.	15	\$14,782,501
94	Brittany Lambrechts Camacho	Century 21 Redwood Realty	22.5	\$14,704,958
95	Karen A Briscoe	Keller Williams Realty	15	\$14,639,190
96	Mark R Sirianni	Ayr Hill Realty	15	\$14,533,500
97	Danilo D Bogdanovic	Redfin Corporation	29	\$14,509,332
98	William F Hoffman	Keller Williams Realty	14	\$14,448,780
99	Michael S Webb	RE/MAX Allegiance	26	\$14,422,506
100	Lisa Dubois-Headley	RE/MAX West End	18.5	\$14,407,850
101	Marcia Burgos-Stone	Redfin Corporation	27	\$14,342,200
102	Heather Carlson	RE/MAX Allegiance	27	\$14,334,700
103	Catherine F Ryan	Long & Foster Real Estate, Inc.	22	\$14,334,520
104	Benjamin J Grouby	Redfin Corporation	28	\$14,312,625
105	Mickey Glassman	RE/MAX Premier	29	\$14,271,300
106	Shaun Murphy	Compass	23	\$14,235,901
107	Jeddie R Busch	Coldwell Banker Residential Brokerage	25	\$14,222,300
108	Matthew R Elliott	Keller Williams Realty	28.5	\$14,172,250



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# TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–June 30, 2019

#	Name	Office	Sales	Total
109	Raghava R Pallapolu	Fairfax Realty 50/66 LLC	23	\$14,153,865
110	A. Casey O'Neal	RE/MAX Allegiance	23	\$14,108,200
111	Jennifer H Thornett	Washington Fine Properties, LLC	10	\$14,025,820
112	Abel Aquino	Redfin Corporation	33	\$14,017,016
113	Brian J Gaverth	Redfin Corporation	26	\$13,923,000
114	Mary Beth Eisenhard	Long & Foster Real Estate, Inc.	30	\$13,865,400
115	Donna C Henshaw	Avery-Hess, REALTORS	19	\$13,811,600
116	Kathryn R Loughney	Compass	22	\$13,803,800
117	Deborah L Wicker	Keller Williams Realty	18	\$13,658,190
118	Jason Quimby	KW Metro Center	19	\$13,635,800
119	Michael C Manuel	Long & Foster Real Estate, Inc.	20	\$13,634,021
120	William S Gaskins	Keller Williams Realty Falls Church	14.5	\$13,591,390
121	Billy Buck	William G. Buck & Assoc., Inc.	15.5	\$13,541,885
122	Marilyn K Brennan	Long & Foster Real Estate, Inc.	20.5	\$13,509,525
123	Kristin M Francis	Keller Williams Capital Properties	19.5	\$13,500,224
124	Mara D Gemon	Redfin Corporation	20	\$13,463,950
125	Chris Earman	Weichert, REALTORS	13	\$13,413,500

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#	Name	Office	Sales	Total
126	Constantine S Anthony	Pearson Smith Realty, LLC	25	\$13,374,655
127	Margaret J Czapiewski	Keller Williams Realty	33.5	\$13,339,025
128	Kelly L Gaitten	Berkshire Hathaway HomeServices PenFed Realty	21	\$13,331,099
129	Melinda L Schnur	Keller Williams Realty Falls Church	14.5	\$13,299,000
130	Christine R Garner	Weichert, REALTORS	17	\$13,284,500
131	Robert T Ferguson Jr.	RE/MAX Allegiance	19	\$13,267,500
132	Brad C Kintz	Long & Foster Real Estate, Inc.	25	\$13,243,700
133	Jennifer Mack	Pearson Smith Realty, LLC	23	\$13,236,602
134	Dina R Gorrell	Redfin Corporation	23	\$13,221,750
135	Jillian Keck Hogan	McEneaney Associates, Inc.	15.5	\$13,152,175
136	Linh T Aquino	Redfin Corporation	27	\$13,148,699
137	Lisa T Smith	Pearson Smith Realty, LLC	21.5	\$13,140,720
138	Sridhar Vemuru	Aragami, LLC	21	\$13,119,100
139	Richard M Mountjoy Jr.	Keller Williams Realty	14.5	\$13,062,533
140	Kristina S Walker	Keller Williams Realty Falls Church	18.5	\$13,028,300
141	Ann M. Wilson	KW Metro Center	14	\$12,964,800
142	Anna Vidal	Keller Williams Realty	34	\$12,953,581
143	Kyle R Toomey	Keller Williams Capital Properties	30	\$12,868,000
144	Kimberly D Ramos	Keller Williams Chantilly Ventures LLC	19	\$12,855,630
145	Nathan Daniel Johnson	Keller Williams Capital Properties	34.5	\$12,850,735



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# TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–June 30, 2019

#	Name	Office	Sales	Total
146	Spencer R Marker	Long & Foster Real Estate, Inc.	20.5	\$12,842,900
147	Jon C Silvey	Pearson Smith Realty, LLC	18	\$12,798,000
148	Marianne K Prendergast	Washington Fine Properties, LLC	11	\$12,745,625
149	Peter J Braun Jr.	Long & Foster Real Estate, Inc.	18.5	\$12,732,900
150	Lauren M Kivlighan	Northern Virginia Real Estate Inc.	18	\$12,703,431
151	Diane V Lewis	Washington Fine Properties, LLC	9.5	\$12,656,100
152	Aaron Podolsky	KW Metro Center	24	\$12,651,013
153	Gitte Long	Redfin Corporation	25	\$12,631,500
154	Catherine B DeLoach	Long & Foster Real Estate, Inc.	19.5	\$12,570,550
155	Sandra Shimono	Redfin Corporation	22	\$12,552,790
156	Elizabeth W Conroy	Keller Williams Realty	11	\$12,305,136
157	Venugopal Ravva	Maram Realty LLC	23	\$12,186,783
158	Desiree Rejeili	Samson Properties	32	\$12,178,987
159	Mark G Goedde	Long & Foster Real Estate, Inc.	14	\$12,168,950
160	Helen E MacMahon	Sheridan-Mac Mahon Ltd.	9	\$12,114,900
161	Nicole M McCullar	KW Metro Center	14	\$12,094,000
162	Derek J Huetinck	Beacon Crest Real Estate LLC	9	\$12,039,660
163	Jon P Blankenship	Pearson Smith Realty, LLC	22.5	\$11,997,050
164	Candee Currie	Redfin Corporation	20	\$11,941,900
165	Deyi S Awadallah	D.S.A. Properties & Investments LLC	24	\$11,915,900
166	Cristina B Dougherty	Long & Foster Real Estate, Inc.	21	\$11,913,300
167	Cheryl L Hanback	Redfin Corporation	21	\$11,910,800
168	Tana M Keeffe	Long & Foster Real Estate, Inc.	11.5	\$11,809,900
169	Susan W Wisely	Berkshire Hathaway HomeServices PenFed Realty	11	\$11,789,849
170	Benjamin D Heisler	Pearson Smith Realty, LLC	21	\$11,726,369
171	Barbara J Ghadban	Weichert, REALTORS	15	\$11,655,300
172	Lisa B Ford	RE/MAX Premier	20	\$11,651,379
173	John Murdock	Keller Williams Realty	23	\$11,636,367
174	Jon B DeHart	Long & Foster Real Estate, Inc.	18	\$11,636,000
175	Natalie Perdue	Long & Foster Real Estate, Inc.	19.5	\$11,632,850
176	Cathy Howell	Keller Williams Realty	26.5	\$11,592,969
177	Brad Kiger	KW Metro Center	25	\$11,590,450
178	Lizzie A Helmig	Pearson Smith Realty, LLC	28	\$11,565,500
179	Bhavani Ghanta	Long & Foster Real Estate, Inc.	20	\$11,518,530

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#	Name	Office	Sales	Total
180	Kevin J Carter	RE/MAX Select Properties	18	\$11,496,456
181	Kenneth E Tully	RE/MAX Preferred Prop., Inc.	16	\$11,495,860
182	John D Shafran	Yeonas & Shafran Real Estate, LLC	6.5	\$11,481,000
183	Guy F Golan	Redfin Corporation	19	\$11,461,588
184	Brian D MacMahon	Redfin Corporation	16	\$11,411,500
185	Heather E Heppe	RE/MAX Select Properties	19	\$11,408,342
186	Thomas Arehart	Samson Properties	20	\$11,356,622
187	Mercy F Lugo-Struthers	Casals, Realtors	30.5	\$11,273,700
188	Ariana R Gillette	Pearson Smith Realty, LLC	16	\$11,129,990
189	Juliet Mayers	Keller Williams Realty/Lee Beaver & Assoc.	23	\$11,113,650
190	Tammy L Roop	Century 21 New Millennium	25.5	\$11,104,900
191	David A Moya	KW Metro Center	17	\$11,068,950
192	Samantha I Bendigo	Berkshire Hathaway HomeServices PenFed Realty	23.5	\$11,062,900
193	Kristy Moore	Local Expert Realty	25	\$11,051,200
194	Lyssa B Seward	TTR Sotheby's International Realty	14	\$11,047,860
195	Caitlin Ellis	Pearson Smith Realty, LLC	22	\$11,032,033
196	Andrea M Hayes	Living Realty, LLC.	24	\$11,011,498
197	Daan De Raedt	Property Collective	22	\$10,991,400
198	Spencer R Stouffer	Miller and Smith Homes, Inc.	18	\$10,984,868
199	Glynis C Canto	Keller Williams Realty	6.5	\$10,984,750
200	Aaron A Probasco	Keller Williams Realty Falls Church	12	\$10,695,320



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