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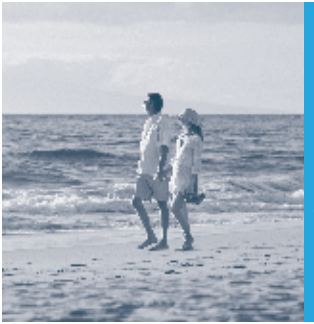
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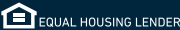
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► publisher's note

**NOVA
REAL PRODUCERS**

Dear Readers,

I'm finishing this month's letter while watching my 5-year-old jump in and out of the pool at our hotel in Universal Orlando. Universal Studios has definitely been on my bucket list. Last night, as we entered the park, my daughter grabbed my hand and made a straight line to Diagon Alley. She's a HUGE Harry Potter fan, so no wonder that was the first place we would go!

Spending just one day at the park brought a significant realization to mind: I immediately noticed a level of diversity that rivals even the suburbs of DC. While I could hear many different languages spoken around me, we shared a common awe and wonder as we took in the incredible sights, magnificent roller coasters, and a parade of Minions on the street. For me, the diversity enhanced the experience.

Diversity is very robust within the DC and Northern Virginia area; and

hopefully, the continued expansion of tech industry opportunities will attract people who will further enrich the fabric of our community. I truly believe that diversity is our key to success, especially within the ever-growing real estate industry.

We (REAL PRODUCERS) love to highlight local businesses and realtors that have diverse backgrounds and cool life stories. It shows how we can continue to grow as humans, parents, families, and businesses. In June, we featured Gina Tufano who overcame the hardship of Multiple Sclerosis; and in upcoming publications, we will be featuring cancer survivors and recognizing our Veteran service members. Read more about the strength and courage of these dedicated individuals in our October and November publications.

So, I mentioned bucket lists. Many of you might know, but I'm close to celebrating six years of being cancer-free. When you lay in hospital beds,

you dream of everything you wish you could have done. I'm checking that list off, and let me tell you it's a long list. Last year, I traveled to Paris, Hawaii, and Italy! This year, I want to jump out of an airplane at 10,000 feet! Skydiving has been on my list for years, and as my spouse won't do it, I'm looking for a group who wants to do it with me. It will be quite a wild ride for all of us! Let me know if you are interested.

If plummeting to the earth is not your thing, let me know what else is out there! I want to zip line, hike the Appalachian Trail, and cruise down the Chesapeake, to name a few. I'm open to all kinds of fun and adventurous experiences.

As summer starts to wind down, be on the lookout for our upcoming October Mastermind. We will be gathering at an awesome venue and potentially hosting our very first "best ball" golf tournament. Regardless of your skill level, it will be an event you won't want to miss. I hope to see you there.



I want to wish everyone a happy and safe Independence day. Thanks for reading - Kristin!



PRESENTS

Golden Nuggets



Bic DeCaro

Westgate Realty Group, Inc.

"I want to help make people's dreams come true through homeownership, investments, and wealth building. For my team, I want to provide a fun place to work and grow both personally and professionally, while making a positive difference in people's lives."

"Real estate can be tough and challenging at times, but the good far outweighs the bad. I'm always looking for the silver lining in tough situations and have faith that things will work out in the end."



Nikki Lagouros

Keller Williams Realty

"I don't sell homes; I educate buyers to make informed decisions in our real estate climate."

"Failure cannot cope in the face of perseverance."



Rick Rudman

Curbio

"We specialize in turnkey renovations for homeowners who want to sell their homes quickly for the best possible price, and we wait until settlement to get paid."

"We want REALTORS® to remember how easy it is to work with us. From the estimate to a proposal to the sale, we want Curbio to leave REALTORS® with the feeling of trust and ease. We are transparent and reliable through every step of the process."



Keith Barrett

Vesta Settlements

"We constantly look for ways to provide value through education and technology."

"Our team understands who their boss is – and it isn't me. It is the REALTOR® community we serve."



Matt Elliott

Keller Williams Realty

"Whether you think you can or you can't, you're right."



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~Kris W.





KEITH Barrett

Founder/President, Vesta Settlements, LLC



DRAWING ON HIS ROOTS

"We constantly look for ways to provide value through education and technology," Keith Barrett, founder and president of Vesta Settlements, LLC, begins. "Our team understands who their boss is – and it isn't me. It is the REALTOR® community we serve."

Roots in Education

Growing up in New York, both of Keith's parents were teachers. As a natural result, education was an essential element of life within the home.

Today, as a business owner, Keith aims to continue to work with the throughline of education in his life. "Providing real value to the real estate community through education

was a good fit, a great way to give back to the industry, and something I enjoy very much," Keith says.

Foundationally, Keith considers Vesta Settlements an education-based title company, and he strives to provide as much value as he can in educating the real estate community.

"I was also involved in sports and the arts all the way through college. Both provided opportunities to be guided by great mentors. Sports at a high level teaches one how to compete and the effort it takes to achieve a goal, which certainly helps in business. The arts provide great exposure for creativity and being comfortable with 'putting yourself out there.' I think a combination of all

these things created the backdrop against which Vesta was born and has grown."

Vesta is Born

After graduating from law school, Keith practiced commercial litigation in New York City and Washington, DC, before taking an opportunity to manage an office for one of the largest settlement companies in Virginia. In January of 2011, he opened Vesta Settlements in a small temporary office space (literally one office) in Fairfax, Virginia; and since then, Vesta has grown to three offices and over 20 employees.

Vesta is an education-based real estate title and settlement company, providing best in class service for the real estate community and their clients throughout Virginia and the metro DC area.

"The truth is that REALTORS®, real estate title and settlement companies, and mortgage lenders

...

are mostly commodity businesses,” Keith admits candidly. “That said, we slide down the spectrum toward differentiation by constantly trying to find ways to provide value.”

Through his love for teaching, Keith has found an avenue for differentiation. He offers relevant classes -- many of which are approved for realtor licensing credits -- and builds his business in a way that seeks to provide opportunities for his employees and partners alike.

“I’m proud to have established an Ownership Status Track for those employees who demonstrate a true commitment to the success of Vesta over time,” remarks Keith. “This year, we elevated four team members to ownership status.

“On a day-to-day basis, our team at Vesta subscribes to five simple words: engage, commit, educate, improve, and produce. We tackle every day with this as our goal and have incrementally built a great brand in our industry as a result.”

Family Values

When he’s not working, Keith can be found enjoying time with his family: his wife, Jackie, and their two children, Dylan and Megan, who are 16 and 12, respectively.

“They are both busy kids, so our time together typically revolves around activities like soccer, music, and horseback riding. When we find downtime, movie nights are a popular way for us to relax. I enjoy spending time with my family and supporting my kids in their extracurricular activities. My wife and I always try to make time for dinner dates. I also enjoy poker (no limit Texas Hold ‘em), singing, and playing piano,” he shares.

Whether through business or personal and family relationships, Keith hopes that people feel he has positively touched or impacted their lives in some way. And, he continues to draw on the nourishment from his roots, pulling in his love for the arts into his business, keeping daily tasks fresh and creative.

“We have an intangible quality among our team. We have an expression: ‘Every time like the first.’ This was developed from my background in theater,” he explains. “The point is a theater cast may have



Sean Everhart, Curtis Takemoto, Lisa Seaman, Charlotte Haiz, Pam Greer, Cyndee Morgan, Melissa Fones, Sarah McKeone, Laurie Kauffman, Nichole Jenkins, Lisa Marciano, Keith Barrett

performed a show dozens or hundreds of times, but each audience is seeing it for the first time, so every show must have the same energy and care as the first. Similarly, at Vesta, despite having closed thousands of transactions, we have not turned into paper pushers. Rather, we approach each file with genuine care and passion, making sure each stakeholder has a positive, informed experience.”

For more information about Vesta Settlements, visit www.vestasettlements.com.

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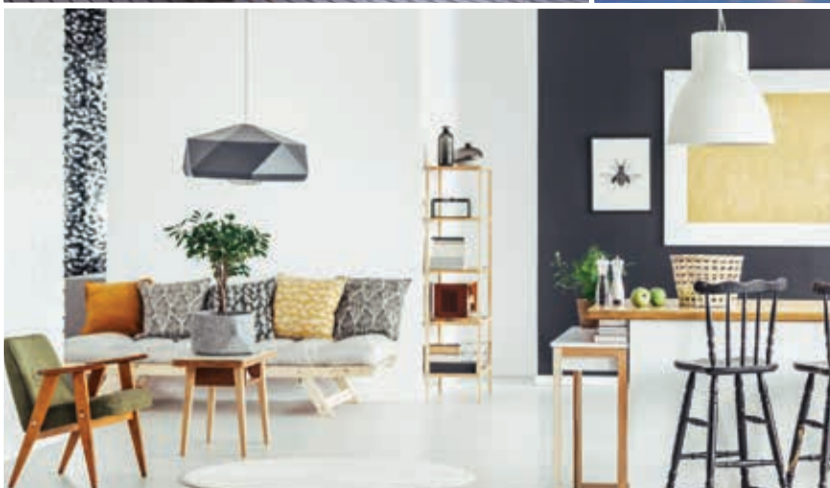
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» partner spotlight

Curbio

Rick Rudman, CEO

Helping Real Estate Agents Build Their Business Through Custom Pre-Sale Renovations



Specializing in pre-sale home improvement, Curbio is solidifying itself as a trusted resource for sellers and a respected partner for real estate agents. Curbio works with agents and sellers as one team, leveraging the local market expertise of the agent to deliver renovations that will drive up the sale price of the home.

By partnering with Curbio, there is the potential to add value. Agents can help their clients make significantly more money on the sale of their home and, as a result, drive loyalty.

“We specialize in turnkey renovations for homeowners who want to sell their homes quickly for the best possible price, and we wait until settlement to get paid,” Curbio CEO Rick Rudman reveals.

According to Curbio, homeowners typically see a 201 percent return on their renovation investment. “Our unique business model means that our company, home sellers, and agents are all on the same team with the same goal: getting on the market quickly and selling for the best possible price,” Rick explains.

As with any good startup, the idea behind Curbio all began with one person’s frustration over a simple process that became convoluted. With a vision for a system that better supports both sellers and real estate agents, Curbio was born.

“Thanks to developments in technology and communication, a company like ours can bring a level of quality, consistency, and timing

to residential renovations that was not possible at this scale before.”

The condition of a home is one of the most critical drivers of its sale price. Most buyers are looking for move-in ready homes, hoping to avoid the stress and expense of fixing up a property after purchase. Homes that are outdated or in need of repair tend to sit on the market, attract low-ball offers from flippers, and eventually sell for well below fair market value.

Most other home renovation businesses require money up front or offer to buy the home as-is. Curbio, on the other hand, allows the seller to realize the benefit of the renovations by performing the work before closing -- but not requiring payment until after the home has sold.

“What makes us unique is our ability to defer payment and scale at the same time. This is not too good to be true. We are a venture-backed, tech



approach to real estate that will make pre-sale renovations better for everyone. Realtors already know that renovated homes sell much faster. What we want them to know is that we have an enormous network of vetted professionals, and we don't over-invest in our projects. When you work with Curbio, you get the trustworthiness of a national brand with the expertise of a local contractor."

Real estate agents can add value for their clients by bringing Curbio's offering to the table. The home renovation is truly a win-win. The seller realizes a great benefit, and so does the real estate agent. Curbio only uses local teams that know the area they are working in intimately. The risks of pre-sale home renovations for the seller -- the upfront cost and finding a trustworthy contractor -- are removed from the equation.

"We want to do each project the right way and earn repeat business from all of the agents with whom we are working with," Rick states. "We are suc-

cessful when the homeowners reap the benefits of getting a higher sales price and when they see the value their REALTOR® brought to the table by knowing about Curbio."

Before beginning a project, Curbio considers several factors. Since homes at different price points present differing challenges, Curbio treats every renovation as

a custom project. They won't recommend work that will force the sale price over market value. And since they don't get paid until the home actually sells, they have a vested interest in doing right by their clients.

"We want REALTORS® to remember how easy it is to work with us.

From the estimate to a proposal to the sale, we want Curbio to leave REALTORS® with the feeling of trust and ease. We are transparent and reliable through every step of the process," concludes Rick.

To learn more about how a partnership with Curbio can add value to your real estate business, go to www.curbio.com.




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words by wade

By Wade Vander Molen

Video as a major tool to market your real estate business is not a secret. The issue is only a small portion of active realtors actually implement this weapon into their marketing plans. Perhaps it's the fear of being in front of a camera, or maybe your systems work and video isn't part of how you conduct business. Fine. In my opinion, there will be two types of agents going forward — those who use video in their business and those that do not.

Currently, 73 percent of homeowners say they prefer a real estate agent who uses video as part of their marketing plan to list their home, though only 9 percent of agents nationwide actively use video when marketing properties.

Engagement and Storytelling

Video is the best way to convey a value message to your targeted audience. The end game is to get your prospects and potential customers to "like and know you" before you ever meet them. It also allows you to use your videos of homes to market for more listings. It's like having an ultimate weapon in the bag when going on listing appointments. Telling the story of their property and getting interest above the other listed homes nearby will have your clients raving about you.

Eyes to You!

Video posted on your website keeps people there 88 percent longer than if you don't have video. That is huge! Realtors spend tons of money to get

eyes to their business, such as postcards, flyers, newspaper ads, magazines, and more. These all cost large sums of money and get thrown away after a short period of time. Viewers retain 95 percent of what they see on a video versus only 10 percent of what they are reading.

Videos About What?

What are some good video topics? The key is not only making videos that the consumer would want to watch, but videos they would look for online when they have a real estate need. Here are some examples of video topics to consider:

- Subdivision videos (your farm).
- Listing property videos.
- Market stats in your area (overview).
- Short sale vs. foreclosure.
- The home buying process in Northern Virginia.
- Why staging is a good idea.
- Steps to downsizing for seniors.
- Why waiting to purchase a home is more costly.
- Things to do in Fairfax, Virginia.
- Video interviews with your favorite vendors.
- What is the difference between FHA/VA/conventional loans?
- Why do you need title insurance for your home?
- Market forecast for your farm area.
- My listings.
- Open house information on listings.

- When does my seller get their proceeds after closing escrow?

Be Progressive!

Think about your competition. Are they still marketing to consumers the old way? Break away from the herd and develop your own marketing plan around something that fits what the consumer wants: video. The stats tell us consumers retain and learn more by watching videos, and they are a great way to create a 24/7 selling proposition for your business. Get ahead of the competition by implementing video into your real estate business!



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.



Nikki Lagouros

A Passion for Client Education

► rising star

By Zach Cohen

"I don't sell homes; I educate buyers to make informed decisions in our real estate climate."

Before her career in real estate sales, Nikki Lagouros was a sales manager for new construction home companies. While Nikki had a passion for her work in real estate, her position dictated her loyalty was to the builder.

"I wanted to continue helping people find their dream homes, but this time serve their best interests," Nikki confides. Two years ago, she left her role as a sales manager and took the leap to become a residential real estate agent.

Success has come fast! Nikki was a 2017 Rookie of the Year alongside her recognition as a member of the NVAR Multi-Million Dollar Sales Club (2017), Top Agent by the Washingtonian (2018), and Best Real Estate Agent by NOVA Magazine (2018, 2019). In 2018, her business continued to grow as she closed over \$25 million in volume.

Nikki is quick to remind us she didn't become an agent for the awards. "[My favorite part of being a REALTOR® is] educating my clients about all the nuances of purchasing a new home so they can make smart decisions," she explains.

Nikki regards herself as an excellent listener – an area where many real estate agents fall short. "I ask open-ended questions to find the real motive for the new home purchase," Nikki says. "I never stop asking questions, and I don't assume I know the answers. I am accessible at all times to my clients – and I have a feverish use of emojis," she adds with a laugh.

...

Photos by Ryan Corvello Photography

• • •

In her first two years, Nikki worked as part of a team. Toward the end of 2018, she decided to venture out as a solo agent. She’s aware she still has a lot to learn about everything from the numbers that keep the business afloat to how to order a yard sign.

“I think just understanding the finances is my next big conquest,” she admits. “Creating more leverage in my business to free me up to prospect further would be ideal.” Nikki has found great success working with Zillow; an astonishing 75 percent of her business today comes from Zillow leads.

Nikki and her husband, Brad, have two daughters: Dorian is 17, and Bella is 15. “I have a great little family,” Nikki boasts. “Brad is a Marine helicopter pilot with HMX-1. I have a gorgeous 17-year-old daughter, Dorian, who leaves for the University of Georgia this summer, and the funniest 15-year-old daughter, Bella. We are a very tight-knit family. We do everything together. My mom, Janis, also lives five minutes from me. She is my admin guru.”

While Nikki has a taste for fast, exotic cars, live music, comedy, and college football, her favorite pastime is the simplicity of relaxing with her family. “Just spending time together is my favorite thing,” she smiles.

While her husband travels 275 days a year for business and her daughters are getting older, Nikki continues to strive for a work/life balance daily. “My kids are older, and they help me out at home, and they are very independent and self-sufficient. My husband, when he is home, is such a hands-on man. He is involved with the kids, chores, house, and me. He is really the unsung hero at home. We work smarter by using Instacart to deliver our groceries and HelloFresh to send us meal kits, dry cleaners who deliver – just little things to offer us some leverage. Oh, and lots of massages!” she notes.



“Real estate, I am sure, would offer me more flexibility if I wasn’t a workaholic,” Nikki laughs. She hopes that her drive to succeed in business provides a welcome invitation and example for Dorian and Bella.

“Success for me would be both my daughters viewing my work ethic, drive, and dedication as motivation to pursue all of their personal and professional goals,” she affirms.

Looking ahead, Nikki aspires to continue to grow her business and begin to build a team of her own. She keeps her focus on what she does best: deep listening and client education.

She states, “I really do have the most vibrant, fun, interesting clients. Just being able to educate customers constantly is invigorating for me – seeing them come full circle from maybe not knowing how the process works to becoming a happy homeowner who has an arsenal of information.”



Brad, Layne (Belle), Nikki and Dorian

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By Keith Barrett

LEGAL DISCLOSURE

Our Standard Real Estate Contract Isn't Worth the Paper It's Written On

This is a pretty outrageous statement, particularly coming from a member of the Standard Forms Committee.

A few times a year, we handle transactions in which one party or the other decides they don't want to go through with it. However, sometimes by the time they make this decision, a contract has already been signed and all available avenues to void the contract have expired.

Recently, a seller contacted their buyers to inform them they had changed their minds and no longer wanted to sell their home. They told the buyers they were not going to show up at closing. Situations like this lead to frantic calls from the real estate agents involved wondering what to do or how they should handle it. There is a strong moral sense that the party

should show up and close on the deal as promised in the contract.

A contract is a legally enforceable agreement between two or more parties. The operative words here are "legally enforceable." It doesn't say "self-help" enforceable or "strong man" enforceable. The power or enforceability of our contract is ultimately only through the judicial system. We may point fingers at one party or the other claiming a breach of contract, but only one person has the power to decide which party breached and what damages were suffered: a judge! So, our standard real estate contract, or any contract for that matter, isn't worth the paper it's written on unless a party is willing to enforce it legally (i.e., pursue legal action). Anything short of that isn't legally enforcing the agreement,

but rather, the parties coming to mutually agreeable terms regarding the sale, or not, of a property, which for most is more palatable than litigation.

There is no magic bullet solution to one party breaching the contract. If it can't be worked out between the parties and their agents, going to court (or some form of alternative dispute resolution) or simply walking away and starting over are the only available options.



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.

» making a difference

By Zach Cohen
Photos by Alimond Photography

MATT ELLIOTT

FinishLyme





Matt, Kaiti, Penny, Laura, Summer and Isabelle

“Lyme disease is an epidemic here in the DC metro area. It often goes undiagnosed, misdiagnosed and mistreated.”

Matt Elliott approaches all aspects of his life with a heart of service. Whether he’s involved in business, spending time with family, or out in his community, he brings the same giving spirit.

“My dad was an entrepreneur and ran his own business,” Matt states. “He taught me to have a very strong work ethic, for which I am very thankful, and of which I am very proud.”

Matt defines success as a measure of his impact on others. “If I am impacting the lives of people in a positive way, I count that as a success. Having others in my life feel unconditionally loved by me, that is a legacy of success I would hope to leave,” he expresses.



In business, Matt is fortunate to have a team that shares his passion for serving others. Together, they understand that service comes above all else. “That shows in the actions we take daily – to serve our clients and our community with a servant’s heart. I’m blessed to have, without exception, agents on my team who believe in this mantra,” Matt boasts. When he’s with his wife, Laura, and their three daughters, the same sense of giving his heart applies.

Within the community, Matt has translated his servant’s heart into action, devoting his efforts towards FinishLyme. FinishLyme benefits Nat-CapLyme, an organization that brings education, awareness, and support to those affected by Lyme disease.

Matt has been involved with FinishLyme since the beginning. A friend and neighbor started the charity to support those close to him that have suffered from Lyme disease, and Matt jumped in with support.

“As an avid runner, they asked if I would help them manage their run course to make the race and fun run an event that participants would want to come back to year after year. I’m also proud to have been a platinum sponsor every year since its inception,” Matt says. “We have several fundraisers throughout the year, but our largest single event is our annual 5K and 1K fun run/walk held every year, typically in May.”

The Lyme community is very supportive of each other, and they love what Matt and FinishLyme are doing to help battle this epidemic. “Every year at our 5K/fun run, we see participants out on the course who suffer from Lyme disease so badly they can barely walk, some of whom are being pushed in

wheelchairs because they want to show their support of what we are doing to help the Lyme community.”



Matt notes that Lyme disease has the potential to affect anyone of us. The work that he does with FinishLyme directly makes a difference for the awareness, education, and treatment of anyone who has Lyme disease.

“FinishLyme indirectly impacts someone you know. Everyone who may be reading this article is likely to know someone who suffers from Lyme disease. Get involved by attending our annual 5K/fun run by volunteering or by donating,” urges Matt.

For more information about the 5K/fun run or how you can help, visit www.FinishLyme.com.

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What's the Best Vacation You Have Had In the Last 3 Years?



CATHY POUNGMALAI
FRANKLY REAL ESTATE INC.

A wonderful vacation I had was a trip to Marbella via Madrid, Spain. It was for a real estate mastermind and thinking big trip. We got to visit an amazing town called Rhonda, as well as make a one day trip via ferry to Tangier, Morocco.

Another one that was more local was camping over Memorial Day weekend at Assateague Island, Maryland. We rented a cute cottage on wheels, so it was more like glamping. My daughter and I had a wonderful time seeing all the wild horses and wildlife. One night, there was a heavy thunderstorm. We enjoyed our cozy cottage protected from the wild rains.



LYNDA ROTHCHILD
TOWN & COUNTRY MOVERS, INC.

I'm in Mexico now, so I would say today.



LISA PATTON
LONG & FOSTER REAL ESTATE, INC.

Oahu.



PHYLLIS PATTERSON
TTR SOTHEBY'S INTERNATIONAL REALTY

I took my four grown kids and significant others to Harbor Island in the Bahamas last sum-



JOAN STANSFIELD
KELLER WILLIAMS REALTY

mer. We rented a house and three golf carts for the week. It was great family time.

Easy question! I took my FIRST vacation in 12 years where I went "off the grid" for over a week -- since internet and cell phones were not an option. We toured the Galápagos Islands via a private yacht with 16 friends/clients, and every day there was new scenery and a new adventure! Should be on everyone's bucket list! Truly, a magical trip. And although I was off the grid, my team picked up new business and kept things rolling in my absence! Amazing!!!



NIKKI LAGOUROS
KELLER WILLIAMS REALTY

Last year for my 18th anniversary, my husband took me to Antigua. Seven days of absolute bliss. Water so clear you could see your toes. Amazing fresh food, which we overindulged in. We are lazy vacationers though, we didn't do anything except sunbathe, visit the spa, drink, and eat the whole time. We've been to a bunch of different Caribbean Islands, but this one was the best so far.

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» cover story
By Zach Cohen

Bic DeCaro

COMING HOME

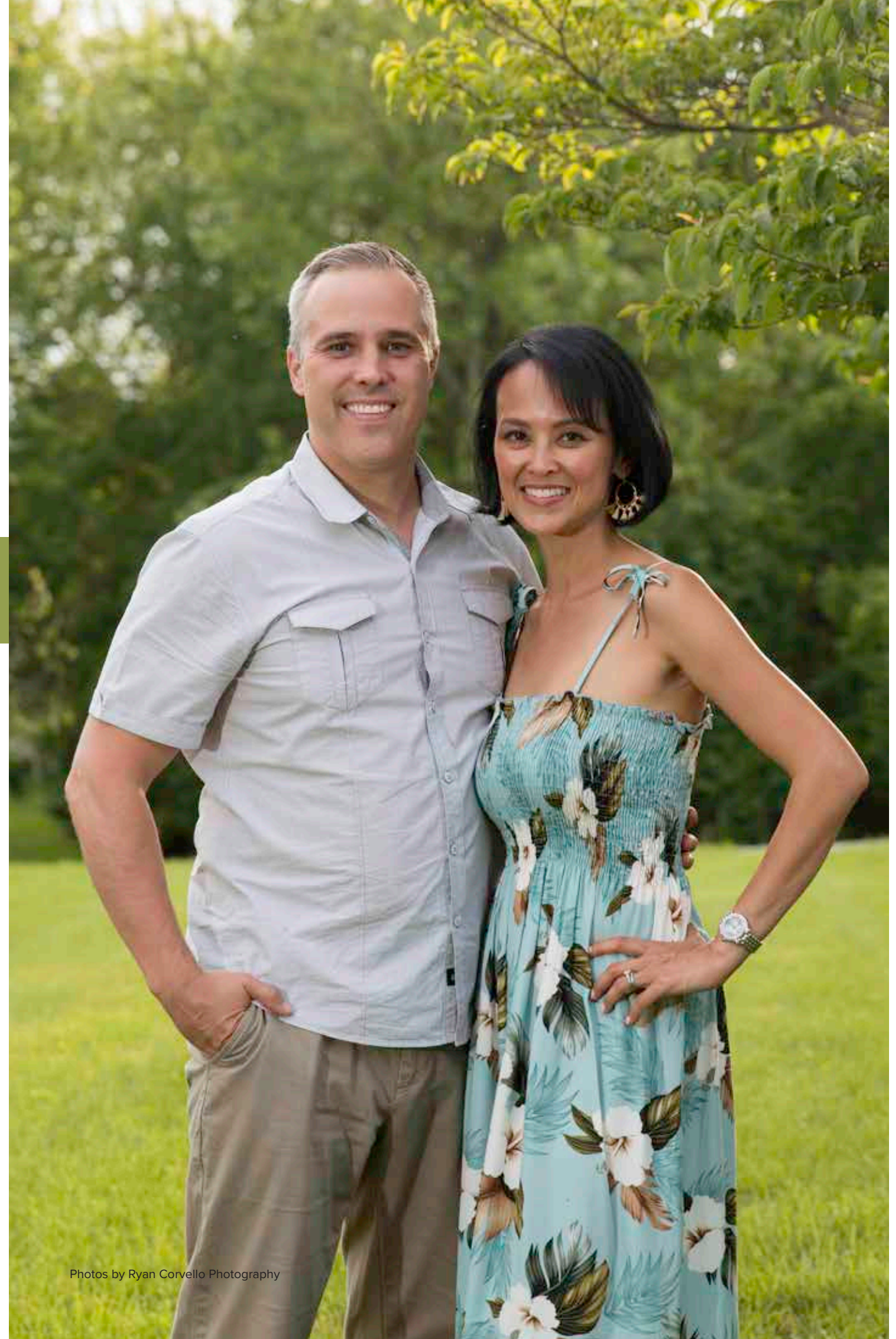
Bic DeCaro was raised in Northern Virginia but was born far from the place she now considers her home. Bic's family was living in Danang, Vietnam, when Saigon fell in 1975, forcing them to flee with a host of other refugees. She was just a baby when her family fled to the United States.

"I watched as my family overcame many obstacles and created a new life for our family here in the United States. I always looked up to my parents and siblings," Bic says. "They're great role models in so many areas and shaped who I am today."

Bic has always been curious about her family's history, but she has had a challenging time getting the answers about her ancestry she was after. "I've felt guilty over the years about how my family made it to America safely while many did not. It haunts me, and it is painful to think about how so many

soldiers lost their lives for our freedom. It was the reason I avoided the subject and didn't push for answers growing up. I could tell by the blank stares when I asked questions that it was too hard to discuss. I would hear bits and pieces of stories over the years but was often left wondering and having to fill in the blanks using my own imagination."

In 2017, Bic and her husband travelled with their two children to Vietnam, giving Bic the opportunity to learn about her heritage and share it with her family. "Like many other parents, mine sacrificed so



Photos by Ryan Corvello Photography



Bic with her husband Brandon, son Luke, and daughter Madison



Bic at home with family

much for our family. We had a lot of ups and downs, but through it all, they taught us the importance of family, sticking together, and perseverance. They were so brave to leave everything we had to start a new life in America. It was the only choice they had with the Fall of Saigon, but to carry on despite the odds with so much hope, faith, and optimism, with eight young children in tow, was incredible. Our family was fortunate.

“I believe my perseverance, grit, optimism, and never-give-up attitude are results of what my family had to endure. These traits have helped me in my career.

Real estate can be tough and challenging at times, but the good far outweighs the bad. I’m always looking for the silver lining in tough situations and have faith that things will work out in the end.”

Bic’s trip to Vietnam was filled with cultural experiences, kind people, valuable life lessons, and wonderful memories that she’ll cherish forever. “Our trip inspired me to do more and work towards giving back,” Bic explains.

The gratitude for the life she lives today has never been more alive. Bic hopes that her work in real estate can continue to positively impact others -- an offering of gratitude and service to the community that has become her family’s home.

Real Estate Beginnings

Back in 2000, Bic was working as a branch car sales and finance manager for Enterprise Rent-A-Car. “My brother, Vinh Nguyen, recruited me and told me I would do well in real estate,” Bic reflects. “I was living in Roanoke and kept coming home on weekends to visit family and friends. Although I loved the company I worked for, I knew my next opportunity for promotion meant I would have to move out of state, which I didn’t want to do.”

With the encouragement of her brother, as well as her now husband, Bic decided to take the leap of faith and try something new. What began as “giving it a shot” has turned into

a wildly successful career that’s spanned almost two decades.

A Passion for Service

Today, Bic lives in Great Falls, Virginia, with her husband, Brandon, two children, Madison and Luke, and their two dogs, Winnie and Pippa. She loves spending time with family and friends, traveling, and playing tennis.

Bic is most passionate about growing her team in a way that allows them to be a part of the future of real



Paul Nguyen, Bic DeCaro, Kat Massetti

estate – a future that is decidedly about providing the best service possible.

“I want to help make people’s dreams come true through homeownership, investments, and wealth building. For my team, I want to provide a fun place to work and grow both personally and professionally, while making a positive difference in people’s lives,” Bic reports.

Growing a team has its challenges, but finding the right people has allowed Bic to find her way. Bic DeCaro & Associates currently includes Client Care Coordinator Cora Bacosa, REALTOR® Kat Massetti, and Director of Client Services Paul Nguyen.

Although it’s a relatively small team, Bic DeCaro & Associates exceeded

\$40 million in volume in 2018. Bic’s total career volume is \$277 million.

“Our team is looking to grow this year. We’d love to have more like-minded, service-oriented, and driven professionals join us,” Bic says. “If you are looking for a team to align with to help you grow, we should talk.”

Bic’s advice to new agents: Find a great mentor and accountability partner and model what works for them. She recommends setting big individual and team goals and then tying the reward to a personal passion or purpose. “It’s a great motivator, especially during tough times,” she notes.

Bic’s personal reward is generally tied to a bucket list trip, like the one she made with her family to Vietnam. “It’s a great reminder of why we work so hard and make the sacrifices that we do being away from family on nights and weekends. It’s an incred-

ibly rewarding feeling when you hit your goals, knowing that in the process, you positively impacted others, and as a bonus, you get to celebrate and make memories with the ones you love. That’s priceless.”

In real estate and in the community, Bic continues to draw on the incredible gratitude she has for life. She supports Hope for Tomorrow, Habitat for Humanity, and the Make-A-Wish Foundation. Bic aspires to be remembered as a caring and loving mother, wife, daughter, sister, leader, and friend, and as an inspiration to others – someone that’s always there for people, especially in their time of need.

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TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–May 31, 2019

#	Name	Office	Sales	Total
1	Keri K Shull	Optime Realty	201	\$127,657,240
2	Debbie Dogrul	Long & Foster Real Estate, Inc.	196	\$112,841,656
3	Sarah A Reynolds	Keller Williams Chantilly Ventures LLC	174.5	\$87,280,968
4	Janet A Callander	Weichert, REALTORS	44.5	\$43,857,832
5	Jennifer D Young	Keller Williams Chantilly Ventures LLC	91.5	\$43,677,444
6	Phyllis G Patterson	TTR Sotheby's International Realty	47.5	\$43,631,616
7	Sue S Goodhart	Compass	53.5	\$41,729,312
8	Jennifer L Walker	McEnearney Associates, Inc.	48.5	\$37,757,528
9	Dianne R Van Volkenburg	Long & Foster Real Estate, Inc.	27.5	\$35,092,740
10	Cynthia Schneider	Long & Foster Real Estate, Inc.	61	\$29,511,004
11	Lilian Jorgenson	Long & Foster Real Estate, Inc.	22.5	\$28,090,900
12	Tom Francis	Keller Williams Realty	20	\$25,968,090
13	Bruce A Tyburski	RE/MAX Executives	42.5	\$25,700,112
14	James W Nellis II	Keller Williams Fairfax Gateway	45	\$22,909,548
15	Raymond A Gernhart	RE/MAX Executives	33	\$21,128,490
16	Carla C Brown	Samson Properties	34	\$20,647,304
17	Lenwood A Johnson	Keller Williams Realty	52.5	\$19,994,192
18	Laura C Mensing	Long & Foster Real Estate, Inc.	17.5	\$19,603,600
19	Irina Babb	RE/MAX Allegiance	31	\$19,595,700
20	Christina M O'Donnell	RE/MAX West End	24.5	\$19,472,290
21	Christopher J White	Long & Foster Real Estate, Inc.	19	\$18,850,004
22	Erin K Jones	KW Metro Center	43.5	\$18,793,624
23	Susan W Wisely	Berkshire Hathaway HomeServices PenFed Realty	12	\$18,789,848
24	Kathryn R Loughney	Compass	20	\$18,720,000
25	Timothy D Pierson	Keller Williams Realty Falls Church	28.5	\$18,682,526
26	Victoria(Tori) McKinney	KW Metro Center	21.5	\$18,558,900
27	Elizabeth A Twigg	McEnearney Associates, Inc.	18	\$18,431,250
28	Eve M Weber	Long & Foster Real Estate, Inc.	35.5	\$18,105,900
29	Christopher Craddock	Keller Williams Realty	45.5	\$17,954,428
30	Damon A Nicholas	Coldwell Banker Residential Brokerage	33.5	\$17,739,456
31	Barbara G Beckwith	McEnearney Associates, Inc.	11	\$17,577,000
32	Anthony H Lam	Redfin Corporation	32	\$17,473,300
33	Jon Robert Appleman	Berkshire Hathaway HomeServices Pen-Fed Realty	14	\$17,354,870
34	N. Casey Margenau	Casey Margenau Fine Homes and Estates, Inc.	10.5	\$16,925,000
35	Jean K Garrell	Keller Williams Realty	25	\$16,851,220

#	Name	Office	Sales	Total
36	Kristen K Jones	McEnearney Associates, Inc.	13	\$16,673,000
37	Deborah D Shapiro	TTR Sothebys International Realty	13.5	\$16,396,000
38	Debbie P Kent	Cottage Street Realty LLC	30	\$16,253,429
39	Akshay Bhatnagar	Virginia Select Homes, LLC.	27	\$16,130,160
40	Paul Thistle	Take 2 Real Estate LLC	30	\$16,018,800
41	Wes W Stearns	M. O. Wilson Properties	35	\$15,718,514
42	Kimberly A Spear	Keller Williams Realty	26	\$15,625,000
43	Martin K Alloy	SMC Real Estate Corp.	34	\$15,521,254
44	Richard J DiGiovanna	RE/MAX Allegiance	33	\$15,287,400
45	Scott A MacDonald	RE/MAX Gateway	29	\$15,094,520
46	Patricia Fales	RE/MAX Allegiance	20.5	\$14,538,600
47	Roy Kohn	Redfin Corporation	29	\$14,473,961
48	William F Hoffman	Keller Williams Realty	14	\$14,448,780
49	Heidi F Robbins	William G. Buck & Assoc., Inc.	14.5	\$14,307,751
50	Bichlan N DeCaro	Westgate Realty Group, Inc.	23	\$14,305,490

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TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–May 31, 2019

Rank	Agent	Office	List #	Sell #	Total #	Total \$
51	Katherine D Colville	Century 21 Redwood Realty	26	\$14,211,310	23.5	\$10,361,600
52	Lauren A Bishop	McEneaney Associates, Inc.	12	\$14,112,500	21	\$10,309,355
53	Christine G Richardson	Weichert, REALTORS	23	\$14,066,400	18	\$10,269,303
54	Vicky Z Noufal	Pearson Smith Realty, LLC	20	\$13,999,460	12	\$10,219,000
55	Bradley W Wisley	Berkshire Hathaway HomeServices PenFed Realty	23.5	\$13,916,330	21	\$10,120,620
56	Kendell A Walker	Redfin Corporation	27	\$13,815,245	19	\$10,087,600
57	Megan Buckley Fass	FASS Results, LLC.	17.5	\$13,675,800	21	\$10,070,755
58	Kay Houghton	KW Metro Center	27	\$13,591,250	12	\$10,048,614
59	Kevin E LaRue	Century 21 Redwood Realty	21	\$13,431,075	14	\$9,864,000
60	Khalil I El-Ghoul	Glass House Real Estate	21.5	\$13,352,090	23	\$9,753,797
61	Brian Wilson	KW Metro Center	25	\$13,302,400	2	\$9,750,000
62	Deborah L Frank	Deb Frank Homes, Inc.	17	\$13,234,740	17	\$9,727,003
63	Kevin C Samson	Samson Properties	17	\$13,191,100	19.5	\$9,719,399
64	Joan Stansfield	Keller Williams Realty	16.5	\$13,157,913	16	\$9,657,750
65	Brittany Lambrechts Camacho	Century 21 Redwood Realty	19.5	\$13,154,958	10	\$9,605,565
66	Mickey Glassman	RE/MAX Premier	27	\$13,099,600	6.5	\$9,578,500
67	Gregory A Wells	Keller Williams Realty	20.5	\$13,030,400	5	\$9,524,900
68	Michael I Putnam	RE/MAX Executives	28.5	\$12,954,565	19	\$9,524,000
69	Elizabeth H Lucchesi	Long & Foster Real Estate, Inc.	16	\$12,843,750	12	\$9,516,500
70	Lex Lianos	Compass	19	\$12,805,198	12	\$9,516,500
71	George W Lodge	Christes Properties	9	\$12,780,000	19	\$10,087,600
72	Ryan Rice	Keller Williams Capital Properties	25	\$12,753,200	21	\$10,070,755
73	Patricia Ammann	Redfin Corporation	23	\$12,574,900	12	\$10,048,614
74	MaryAshley Rhule	Compass	15.5	\$12,472,600	14	\$9,864,000
75	Jeremy G Browne	TTR Sotheby's International Realty	17.5	\$12,412,250	23	\$9,753,797
76	Kristin M Francis	Keller Williams Capital Properties	17	\$12,374,780	2	\$9,750,000
77	Thomas R Moffett Jr.	Redfin Corporation	25	\$12,364,050	17	\$9,727,003
78	Elizabeth Kline	RE/MAX Premier	23	\$12,302,574	19.5	\$9,719,399
79	Abel Aquino	Redfin Corporation	28	\$12,103,519	16	\$9,657,750
80	Marianne K Prendergast	Washington Fine Properties, LLC	10	\$11,895,625	10	\$9,605,565
81	Paramjit K Bhamrah	Redfin Corporation	23	\$11,875,447	6.5	\$9,578,500
82	Richard M Mountjoy Jr.	Keller Williams Realty	12.5	\$11,848,533	5	\$9,524,900
83	Helen E MacMahon	Sheridan-Mac Mahon Ltd.	8	\$11,794,900	19	\$9,524,000
84	Branden L Woodbury	Redfin Corporation	29	\$11,749,497	12	\$9,516,500

#	Name	Office	Sales	Total
85	Constantine S Anthony	Pearson Smith Realty, LLC	22	\$11,742,905
86	Dennis P Lee	Douglas Realty of Virginia LLC	21	\$11,677,500
87	Barbara J Ghadban	Weichert, REALTORS	15	\$11,655,300
88	Natalie H McArtor	Long & Foster Real Estate, Inc.	20	\$11,649,250
89	Michael S Webb	RE/MAX Allegiance	21.5	\$11,639,606
90	Abuzar Waleed	RE/MAX Executives LLC	31	\$11,603,548
91	Shellie M Coury	Keller Williams Realty	16	\$11,512,447
92	Christine R Garner	Weichert, REALTORS	15	\$11,506,500
93	Billy Buck	William G. Buck & Assoc., Inc.	12.5	\$11,492,551
94	Jason Quimby	KW Metro Center	16	\$11,430,800
95	Kelly L Gaitten	Berkshire Hathaway HomeServices PenFed Realty	17	\$11,362,099
96	Dinh D Pham	Fairfax Realty Select	19	\$11,360,390
97	Desiree Rejeili	Samson Properties	29	\$11,351,987
98	Ashley C Leigh	Linton Hall Realtors	24	\$11,251,779
99	Catherine F Ryan	Long & Foster Real Estate, Inc.	17	\$11,203,520
100	Lyndie Votaw	Redfin Corporation	21	\$11,192,120

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TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–May 31, 2019

Rank	Agent	Office	List #	Sell #	Total #	Total \$
101	Linh T Aquino	Redfin Corporation	23	\$11,191,699	23.5	\$10,361,600
102	Marilyn K Brennan	Long & Foster Real Estate, Inc.	17	\$11,172,025	21	\$10,309,355
103	William S Gaskins	Keller Williams Realty Falls Church	11.5	\$11,168,890	18	\$10,269,303
104	Mara D Gemond	Redfin Corporation	17	\$11,121,950	12	\$10,219,000
105	Dina R Gorrell	Redfin Corporation	19	\$11,117,850	21	\$10,120,620
106	Dean P Yeonas	Yeonas & Shafran Real Estate, LLC	10	\$11,112,500	19	\$10,087,600
107	Brian D MacMahon	Redfin Corporation	15	\$11,061,500	21	\$10,070,755
108	Lisa T Smith	Pearson Smith Realty, LLC	18.5	\$11,046,700	12	\$10,048,614
109	Kyle R Toomey	Keller Williams Capital Properties	25	\$11,040,000	14	\$9,864,000
110	Benjamin J Grouby	Redfin Corporation	22	\$11,011,625	23	\$9,753,797
111	Kristina S Walker	Keller Williams Realty Falls Church	15.5	\$10,963,300	2	\$9,750,000
112	Donna C Henshaw	Avery-Hess, REALTORS	16	\$10,951,600	17	\$9,727,003
113	Deborah L Wicker	Keller Williams Realty	15	\$10,892,200	19.5	\$9,719,399
114	Rheema H Ziadeh	Redfin Corporation	24.5	\$10,891,725	16	\$9,657,750
115	Sylvia S Cowles	Builder Information Service	14	\$10,867,640	10	\$9,605,565
116	Diana Morahan	Long & Foster Real Estate, Inc.	11	\$10,851,560	6.5	\$9,578,500
117	William R Davis	Century 21 New Millennium	11	\$10,776,865	5	\$9,524,900
118	Raghava R Pallapolu	Fairfax Realty 50/66 LLC	19	\$10,772,795	19	\$9,524,000
119	Janet Pearson	Pearson Smith Realty, LLC	17	\$10,760,397	12	\$9,516,500
120	Catherine B DeLoach	Long & Foster Real Estate, Inc.	16.5	\$10,721,050	12	\$9,516,500
121	Mary Beth Eisenhard	Long & Foster Real Estate, Inc.	24	\$10,706,750	19	\$10,087,600
122	Melinda L Schnur	Keller Williams Realty Falls Church	12	\$10,630,000	21	\$10,070,755
123	Brian J Gaverth	Redfin Corporation	18	\$10,529,000	12	\$10,048,614
124	Scott C Shawkey	Keller Williams Realty	8	\$10,504,912	14	\$9,864,000
125	Lisa Dubois-Headley	RE/MAX West End	15	\$10,495,450	23	\$9,753,797
126	Janet C Price	McEneaney Associates, Inc.	6.5	\$10,454,515	2	\$9,750,000
127	Shaun Murphy	Compass	18	\$10,426,851	17	\$9,727,003
128	Marcia Burgos-Stone	Redfin Corporation	20	\$10,334,600	19.5	\$9,719,399
129	Jennifer H Thornett	Washington Fine Properties, LLC	7.5	\$10,333,820	16	\$9,657,750
130	Lauren M Kivlighan	Northern Virginia Real Estate Inc.	14	\$10,309,053	10	\$9,605,565
131	Peter J Braun Jr.	Long & Foster Real Estate, Inc.	15	\$10,268,400	6.5	\$9,578,500
132	Elizabeth W Conroy	Keller Williams Realty	9	\$10,260,886	5	\$9,524,900
133	Edward R Lang	RE/MAX Premier	22	\$10,258,800	19	\$9,524,000
134	Heather Carlson	RE/MAX Allegiance	19	\$10,171,900	12	\$9,516,500

#	Name	Office	Sales	Total
135	Michael C Manuel	Long & Foster Real Estate, Inc.	17	\$10,126,900
136	Nikki Lagouros	Keller Williams Realty	25	\$10,116,300
137	Daan De Raedt	Property Collective	20	\$10,097,900
138	Natalie Perdue	Long & Foster Real Estate, Inc.	17	\$10,096,350
139	Laura R Schwartz	McEneaney Associates, Inc.	13	\$10,061,536
140	Lisa B Ford	RE/MAX Premier	17	\$10,059,224
141	Lizzie A Helmig	Pearson Smith Realty, LLC	24	\$10,031,500
142	Tammy L Roop	Century 21 New Millennium	22.5	\$10,027,400
143	Karen A Briscoe	Keller Williams Realty	10.5	\$9,965,440
144	Matthew R Elliott	Keller Williams Realty	19.5	\$9,952,950
145	LeAnne C Anies	Pearson Smith Realty, LLC	19	\$9,913,100
146	Danilo D Bogdanovic	Redfin Corporation	20	\$9,806,882
147	Cheryl L Hanback	Redfin Corporation	17	\$9,768,300
148	Jon P Blankenship	Pearson Smith Realty, LLC	19	\$9,737,239
149	Heather E Heppe	RE/MAX Select Properties	16	\$9,733,342
150	Diane V Lewis	Washington Fine Properties, LLC	7.5	\$9,725,500

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TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–May 31, 2019

#	Name	Office	Sales	Total
151	Michael T Reiley	RE/MAX Allegiance	17	\$9,721,700
152	Spencer R Marker	Long & Foster Real Estate, Inc.	15.5	\$9,705,900
153	Jennifer Mack	Pearson Smith Realty, LLC	17	\$9,688,602
154	Sarah Harrington	Long & Foster Real Estate, Inc.	12.5	\$9,671,556
155	Samantha I Bendigo	Berkshire Hathaway HomeServices PenFed Realty	20.5	\$9,587,900
156	Joseph M Grzesiak	RE/MAX Real Estate Connections	6	\$9,576,998
157	Theresa Valencic	Long & Foster Real Estate, Inc.	4	\$9,525,000
158	Guy F Golan	Redfin Corporation	16	\$9,515,700
159	Rebecca D McCullough	McEneaney Associates, Inc.	14	\$9,435,270
160	Mark R Sirianni	Ayr Hill Realty	10	\$9,383,500
161	Cristina B Dougherty	Long & Foster Real Estate, Inc.	16.5	\$9,368,400
162	Jeddie R Busch	Coldwell Banker Residential Brokerage	17	\$9,318,500
163	Susan L Hand	Washington Fine Properties	8	\$9,300,200
164	Thomas Arehart	Samson Properties	17	\$9,296,522
165	Ariana R Gillette	Pearson Smith Realty, LLC	13	\$9,244,990
166	Nicole M McCullar	KW Metro Center	10	\$9,232,000
167	Charles Witt	Nova Home Hunters Realty	22.5	\$9,201,446
168	Steven C Wydler	Compass	6.5	\$9,192,040
169	Kathleen L Fong	KW Metro Center	10.5	\$9,162,200

#	Name	Office	Sales	Total
170	Terry M Belt	Keller Williams Realty	13	\$9,132,358
171	Elizabeth L Kovalak	Keller Williams Realty	18	\$9,130,500
172	Brad Kiger	KW Metro Center	19.5	\$9,127,000
173	Robyn B Bomar	Compass	8.5	\$9,079,956
174	Colette LaForest	Redfin Corporation	18	\$9,070,400
175	Stanley B Brock	Howard Brock Realty Company, Inc.	8	\$9,051,400
176	Katherine Karafotas	SWD Realty LLC	6	\$9,020,000
177	Aaron A Probasco	Keller Williams Realty Falls Church	11	\$8,995,320
178	Darren E Robertson	Keller Williams Fairfax Gateway	28	\$8,940,425
179	Monica Gibson	Keller Williams Realty	10	\$8,927,700
180	A. Casey O'Neal	RE/MAX Allegiance	16	\$8,911,200
181	Andrea M Hayes	Living Realty, LLC.	19	\$8,875,599
182	Jon C Silvey	Pearson Smith Realty, LLC	12	\$8,858,000
183	Angela R Mitchell	Long & Foster Real Estate, Inc.	16	\$8,825,000
184	Laura T Bailey	Coldwell Banker Residential Brokerage	23	\$8,705,700

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TOP 200 STANDINGS

Teams and Individuals Closed Date from Jan. 1–May 31, 2019

#	Name	Office	Sales	Total
185	Karen L McGavin	Keller Williams Capital Properties	17	\$8,673,790
186	Bhavani Ghanta	Long & Foster Real Estate, Inc.	14	\$8,601,687
187	Deyi S Awadallah	D.S.A. Properties & Investments LLC	17	\$8,577,000
188	Mary Ann Bendinelli	Weichert, REALTORS	23	\$8,576,546
189	Alasgar Farhadov	Compass	7.5	\$8,558,250
190	Richie Hanna	Keller Williams Fairfax Gateway	17	\$8,543,250
191	John W Denny	Long & Foster Real Estate, Inc.	17	\$8,532,699
192	Cathy Howell	Keller Williams Realty	20.5	\$8,526,519
193	Nathan Daniel Johnson	Keller Williams Capital Properties	24.5	\$8,517,235
194	Keith K Howard	Keller Williams Realty	9	\$8,430,500
195	Aaron Podolsky	KW Metro Center	17	\$8,425,800
196	Sheri F Allen	Weichert, REALTORS	19	\$8,419,500
197	Christopher C Tapper	Redfin Corporation	14.5	\$8,394,551
198	E. James Souvagis	Long & Foster Real Estate, Inc.	12	\$8,359,700
199	Theresa S Twiford	Pearson Smith Realty, LLC	11	\$8,352,583
200	Jennifer R Smith-Kilpatrick	Keller Williams Realty	15.5	\$8,335,250

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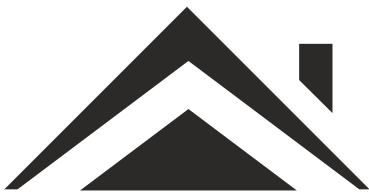
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