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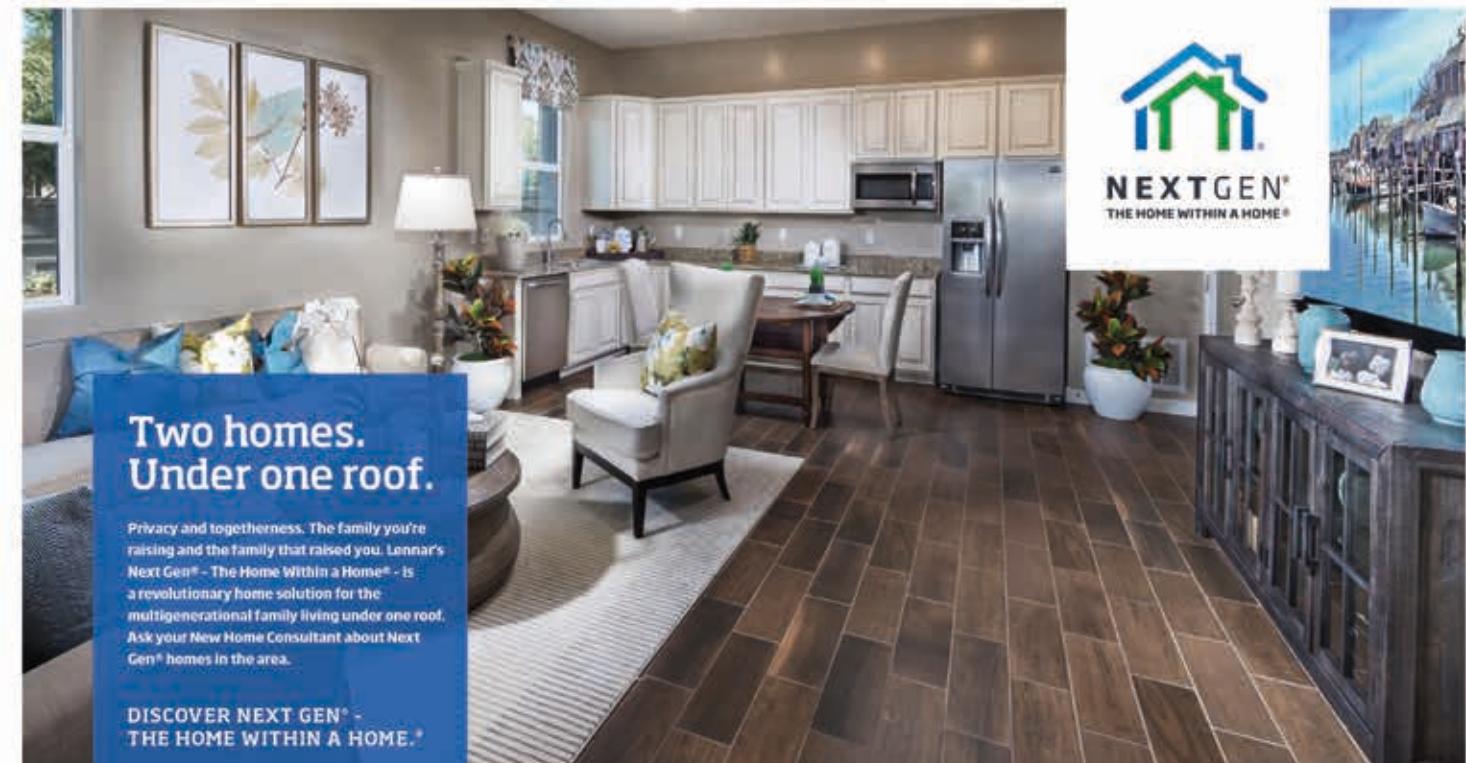
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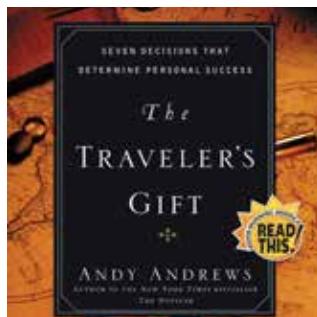
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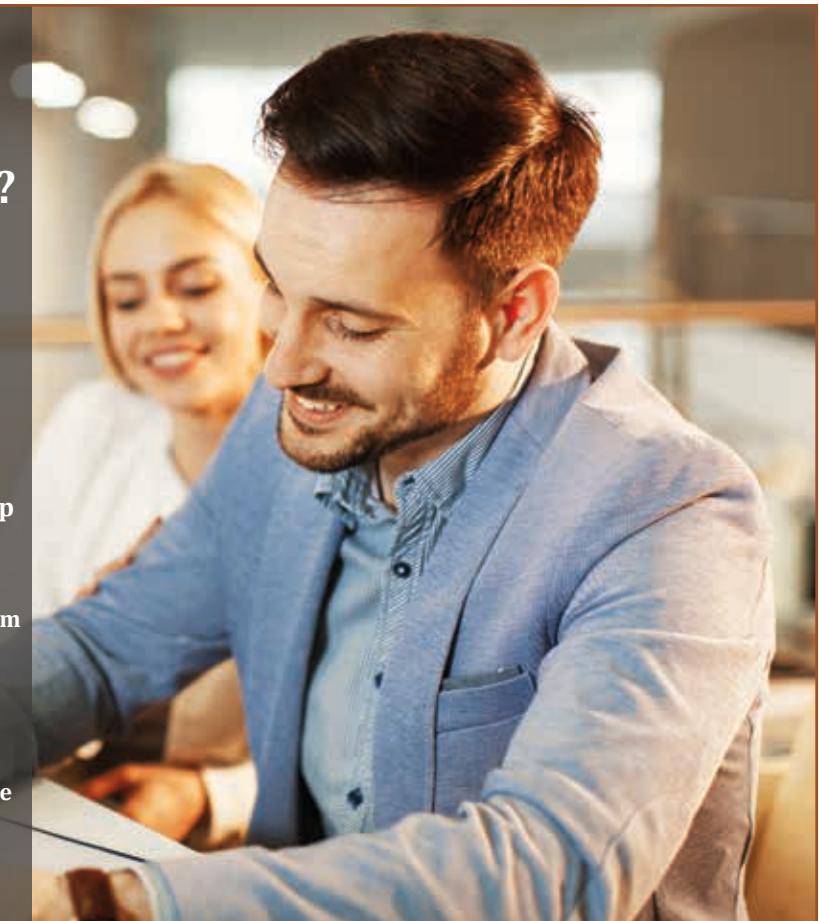
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► welcome note

By Mark A. Winsor, Esq. with Winsor Law Group



Finding **Hope** In A World Of Gloom and Doom

While this article was originally written mainly for attorneys, I decided to provide it to others I regularly train, mentor and serve. Financial advisors, real estate agents, entrepreneurs and even my clients. This message of developing an attitude of hope and cheerfulness can influence all aspects of life no matter who you are.

One of the great challenges for some attorneys is staying cheerful, positive and optimistic while working each day through the multitude of problems pressing their clients. Certainly, many face the challenge of overcoming discouragement and, for some, depression. The media seems intent on focusing on the gloom and doom of the day. I wonder, at times, if the gloom-and-doom attitudes actually lead to more gloom and doom.

I have been blessed with an inward sense of optimism (developed over the years with great effort) but still, there are times I have to

remind myself of certain "laws of happiness" and then talk myself into a cheerful attitude. Over the years, I have studied a generous share of literature encouraging techniques in developing a "positive mental attitude." For me, it has been helpful. In my opinion, if more people had positive attitudes and expressed optimism, much of the gloom and doom would change to possibilities and opportunity.

Let's face it, as attorneys, we sometimes add to the gloom-and-doom problem. We are, in a way, painted into a corner of "gloom-and-doom forecasting" with the client's paintbrush of high and sometimes unrealistic expectations. Clients, many times, expect the attorney to achieve unreasonable or uncertain results. The paint may be black or white for the client; attorneys understand all too well the color gray. Litigation, whether we practice it or study it in our transactional practice, soaks our attitudes with the reality of uncertain outcomes. We are compelled, for the good of the client and to protect ourselves, to paint a picture in our client's mind of the possible problems that could dash their hope

for an ideal case. We can be masters at gloom and doom. So, I ask you, is it possible to create an impression of optimism across a canvas of realistic expectations? I think so.

We still must inform the client of red flags that could be raised in their case. But that doesn't mean that the client must leave feeling like lawyers are cold and insensitive by waiving the red flags without the warm hope of a brighter day at the end of the case. I have found that issues in a demanding case can be presented to the client as challenges without adding to their burden of frustration and discouragement. In reality, the challenges that may arise in any given case are generally substantially smaller than the overwhelming situations the client faced before walking into my office.

I have found a few things that help build hope and optimism in my clients while they face their challenges. First of all, I strive to be warm, friendly and compassionate. Now, you may think this is a no-brainer. But I hear a lot of stories! Therefore, I don't believe all attorneys understand how to be warm, friendly and compassionate. It starts with an awareness of our own attitude and a consistent effort to freshen it up. Next, I ensure that my clients understand how to rebuild their lives after dealing with their situations. I do my best help them solve their challenges, and I also spend some time helping my client see beyond the challenge. I try

to light some hope in their minds that they will overcome their challenges and emerge stronger and better.

I encourage my clients to be positive and optimistic about their future. Their time with me may be short and my influence limited, but a small flame can at times ignite a raging fire. I am just optimistic enough to believe that if I approach each client with the intent to build their self-confidence and hope in the future then some will indeed be ignited with my spark of optimism.

Remember the wonderful influence Pollyanna had in the community of Beldingsville, Vermont, with the "glad game" and her cheerful outlook on every challenge and disappointment. Remember, too, that her gifts of cheer she spread generously to others were returned abundantly when a tremendous challenge brought disappointment and discouragement to her.

Just as I wonder whether the gloom-and-doom attitudes of so many is bringing our society deeper into crisis, I wonder whether our recovery would be faster and stronger if more people felt and spread the cheerful, optimistic attitude Eleanor H. Porter portrayed in the character Pollyanna. I just wonder.

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Inspector's CORNER

CLEAR EXPECTATIONS PREVENT PROBLEMS

Setting expectations from the first meeting with a client can make communication throughout the sale easier, reduce stress, minimize surprises, and create an experience for your client that will have them talking to their friends.

Expectations of the Process

First and foremost, among the expectations you need to be setting with clients is how the process of buying and/or selling a house goes from start to finish. Go through each step in the transaction and what your client should expect.

Expectations of Each Party's Responsibilities

You have a job to do during this transaction. Often your client has a very different idea of what your job is than you do. So, it's important that you make sure that your client knows what you do during the transaction.

Expectations of Problems that Arise

Surprises in a real estate transaction aren't like surprise birthday parties. They are almost never good news. So, you need to prep your clients that problems happen in real estate transactions.

Expectations of Helping You Grow Your Business

If you look at the stats that NAR puts out, only about half of the people who use a Realtor to buy or sell use the same Realtor for their next transaction. Ask for a referral. Then ask again and again.

Now for the actionable ways to do this:

1. Ask your clients the right questions! Asking the correct questions can even give you some foundation on your clients' past realty encounters.
2. Now dig deeper! A client may state she needs a big backyard, however when you investigate the inspiration, all she really wants is an outdoor space for her children to play.
3. Be honest about the market! This is for both buyers and sellers.
4. Talk about the inspection upfront! Let both the buyers and sellers know about the home inspection. Also know how and what they do here in Arizona.
5. Have a Negotiation Strategy! There are many ways you can come into negotiating a deal. Many agents have one for offers, but less have a plan (for either sides of the transaction) for the inspection.
6. Do you follow up with your clients? If you are doing a great job, you should be in front of past clients often. They are your real referral source.

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Bill Borkowski

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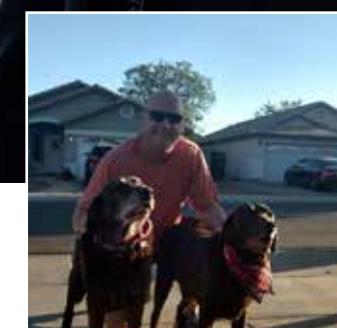
By Sarah Wind

How many lenders do you know that view their business as relational rather than transactional? How many lenders actually give you qualified leads? And how many lenders have you worked with that take personal responsibility for their part of the purchase process and don't shy away from it? Bill Borkowski, loan officer at Camelback Mortgage, LLC, takes personal responsibility, gives qualified leads, sees his clients through a relational lens, and much more.

Bill has been in the mortgage business for almost 29 years with a career volume of around \$380 million. He is passionate about creating a five-star experience for his clients and bringing real value in the form of qualified lead generation to his committed real estate agent partners. He uses video to connect with people and to help them feel comfortable with him, both before and after they become clients.

The most rewarding part of the business for Bill is coaching his clients and hearing them say things like, "I never thought it would be this easy to buy a house." Or, "I wish I would have called you for the last house." He also loves hearing the sound of relief in their voices when he tells them their loan has been cleared to close and all they need to do is go sign docs.

Coaching homebuyers in his business isn't the only coaching Bill does, however. He has coached youth



Bill with his two dogs.



Bill hiking in Saint Lucia.

photo credit
Cyndi Hardy



Bill proposing to Renee on Piestewa Peak.



Bill with his fiancée, Renee.

The person Bill names as most inspirational to him is Shaun Aguano, who is going to be the head coach at ASU, and who was the head coach at Chandler High School. Shaun didn't change the football program as much as he changed the focus for the teachers and the students. Now, both parties work towards making sure the students are eligible for college, and they have seen massive success. Chandler is a very diverse school and there have been many opportunities for student-athletes to go to college who may not have thought that would be a possibility for them.

At one point, Bill himself was uncertain of whether getting a college degree would be in his future. His parents were getting divorced as Bill was going into college, and all of the sudden he went from being told that his college education would be paid for to having to pay for it all by himself. It took an enormous amount of determination and hard work, but Bill did end up paying his way through school and graduated with a BS in economics from the University of Washington.

One summer Bill lived on a budget of \$5 a week for food. He says, "To this day I cannot eat a bologna and cheese sandwich because of that summer. Luckily I can still eat peanut butter and jelly sandwiches."

When we asked Bill what his definition of success is, he said, "I define it as reaching your potential. In business, it means I'm maximizing my skills, time, and resources. The more I continue my education, the more I find unrealized potential in myself and ways I can become more efficient."

"Being successful is a constant climb. I think that if we ever sit still and say we've made it, we're automatically going to begin to slide. It is similar in football. We always say, 'You're getting better or you're getting worse. There's no sitting still.'"

In order to continue his upward growth journey, Bill listens to audiobooks and reads, finishing about two books a month, and he also subscribes to coaching by Todd Duncan. Attending the High Trust Sales Academy annually and taking time to digest and apply what he's learned at that event during the days directly after it is pivotal to his business development.

His advice to REALTORS® is, "Consistency is king. Do the right thing all the time and you'll be safe. And it is all about relationships. When your focus moves from the transaction to the relationship, that will change your business."

In addition to coaching both his clients, and students, Bill is dedicated to staying fit. He recently got engaged after a hike up to Piestewa Peak over the holidays. Bill and his fiancé often race each other to see who can reach the top first.

Bill's value for people is at the center of everything he does, so what he wants to be remembered for is no surprise. He says, "I want to be remembered as someone who always gives back, whether that be as a husband, which I will be for the first time soon, as a coach, as a loan officer, or as a REALTOR'S® business partner."



► featured team

By **Jacob Cabezudo**
photo credit **Cyndi Hardy**

"A rolling stone gathers no moss," Darwin Wall's father once told him. It's a sentiment that has carried Darwin far in his over 20 years in the industry. Not only has he always been rolling and constantly growing, he has also been rocking to the tune of his own success as well as that of his team.

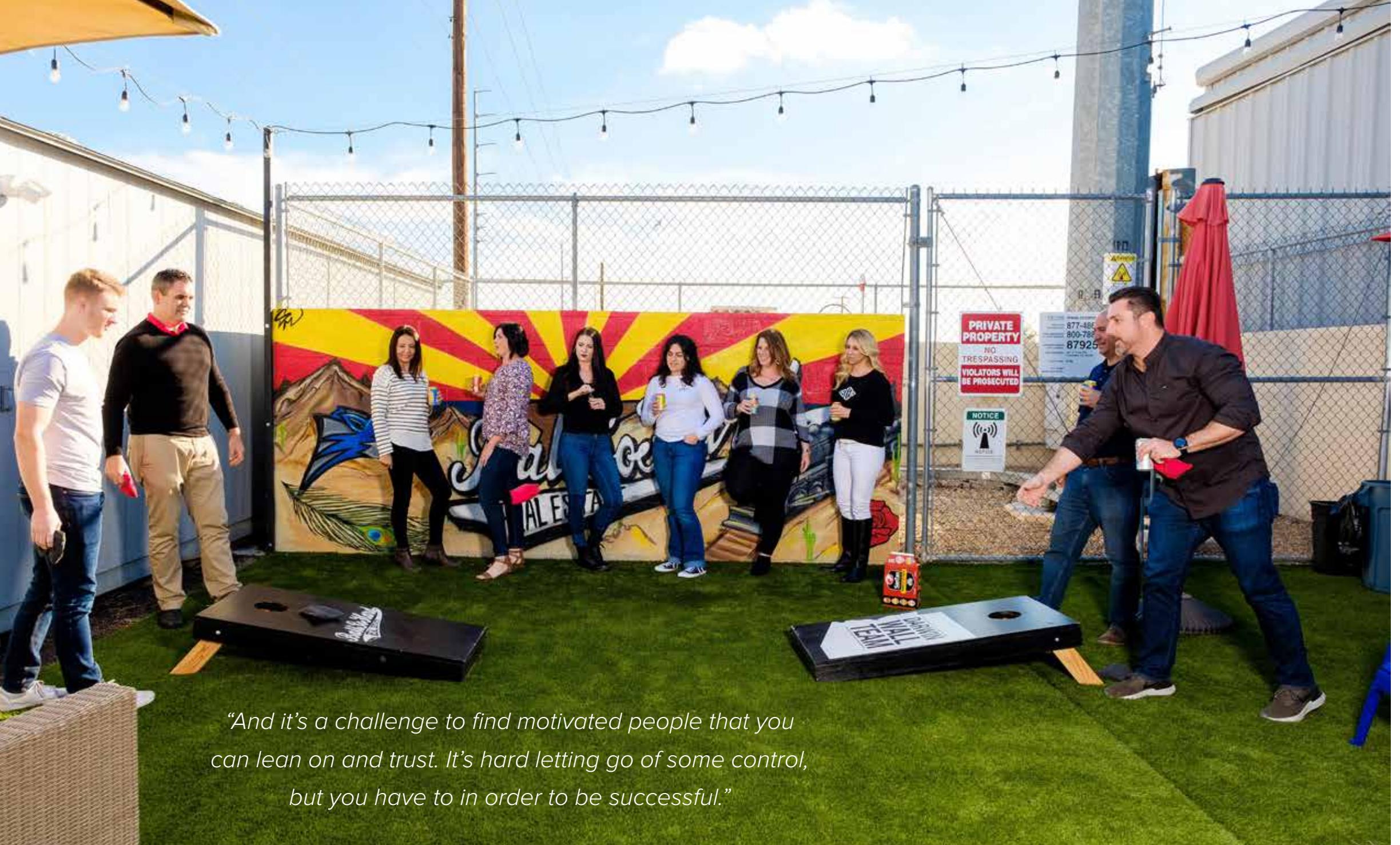
Growing up in Chandler, Darwin worked for his father, a custom home builder, in his early teenage years. As a junior at Arizona State University (ASU) and at only 21 years old, Darwin's work with his father inspired him to become a REALTOR®. He did this while he was still attaining a business finance degree from ASU.

Darwin's real estate career got off to a quick start. His first ever home sale was one of his father's custom homes in Ahwatukee to former Arizona

Cardinals star fullback Larry Centers. "I had to play it cool like I wasn't starstruck," Darwin recalled. "It was so amazing, and I knew that this was the business I was supposed to be in."

In just two short years, Darwin became a multi-million dollar producer. And for the past two decades, Darwin has stacked up the accolades for himself and for his team that likes to be known as "Ball So Hard Realty." He has won Realty Executives and ProSmart Realty specific awards such as Team of

...



“And it’s a challenge to find motivated people that you can lean on and trust. It’s hard letting go of some control, but you have to in order to be successful.”

•••

the Year and REALTOR® of the Year. Additionally, he was named to the Top 40 under 40 and was ranked as one of the Top 20 Arizona agents in his use of social media. Most impressively, he is ranked in the top 1 percent of all agents in the Grand Canyon State.

His team of 12 has the privilege to work in an office that Darwin likens to an Apple Store. Located in Chandler, it is complete with an Apple-esque central work table and a yard with a clear garage door, turf, and a barbecue. The work environment Darwin has created for his team makes collabora-

tion infectious and gives way to a great deal of team unity and productivity. Darwin puts it simply: “It’s where we can ball so hard.”

Darwin’s favorite part of real estate is just how dynamic and exciting it is in comparison to a traditional nine-to-five cubicle job. “People always ask me, ‘What’s your normal day like?’ Well, I don’t have a normal day. There’s something different every day. The marketing is changing with social media. The industry is always changing. That keeps it fun and fresh for me.” A lifelong learner, Darwin makes an effort to stay on top of the ever-evolving

industry through what he reads and who he communicates with.

“YOU’VE GOT TO LIST TO LAST,” Darwin advises other agents. It was the best advice he could receive early on his business, and he has used it to be successful in the long term. “Staying active and treating your business like a job rather than a hobby is what is going to keep you at the top in the industry. Being persistent and consistent is key.”

For such a busy and successful business owner, delegating his work is essential. “You have to find good

people,” he explained. “And it’s a challenge to find motivated people that you can lean on and trust. It’s hard letting go of some control, but you have to in order to be successful.”

Being a native Arizonan, Darwin has the experience and knowledge about the East Valley and insights about its past which help him stay ahead of the market. He grew up in Chandler, attended schools in the Chandler Public School District, and stayed in-state for college. Now, he’s based in his hometown and is able to expand his reach to Scottsdale, Paradise Valley, the West Valley, and much more because of his understanding of his home state.

Coupled with his expertise on the Valley, Darwin’s ninja networking talents are something to behold. He can get business from anywhere because he is very approachable and authentic. “I can get business from my sons’ hockey games. I even helped a buddy in a fantasy football league buy a home.”

What Darwin finds most rewarding in his business is the outreach he and the team participate in. They initiated the “Downtown Chandler Save Second Base Pub Crawl for Breast Cancer Awareness” six years ago, which is an annual event held in October and is now also a 501c3. Each year the team collectively selects someone they know or have a connection with to donate the proceeds to form the “Save Second Base Pub Crawl.” The Darwin Wall Team organizes food drives for Thanksgiving, toy drives at Christmas, back to school backpack drives for local schools in need, and raises money for those battling cancer. Among the numerous charities they have donated to are the Ronald McDonald House, Phoenix Children’s Hospital, Boys & Girls Clubs, iCan of Chandler, AZCEND, and the list goes on.

Outside the business, Darwin and his wife, Jenny, enjoy traveling around the country and into Canada to watch their two sons, Caleb and Jackson, play hockey. Traveling as well as working out, helps him get his mind off his business and on his family and his self-health.

As the leader of Ball So Hard Real Estate of Realty One Group, Darwin Wall has kept on rolling to grow his business and help his team. His commitment to learning in an ever-changing industry ensures that his team won’t be left behind in the wake of shifts, but in fact will be on the up and up.

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Mortgage Options for the Modern Homebuyer looking to **D O W N S I Z E**

Over the past decade, Baby Boomers (those born from 1944 to 1964) have been the generation to watch both as consumers and homebuyers. Although a shift is taking place and many industries (including real estate) are beginning to focus on the Millennial generation's housing needs, preferences, and purchasing behavior, the Boomers still represent a significant portion of overall home sellers and buyers in 2019. Why? With their children out of the house, many Boomers are looking to downsize.

While they may be looking to transition into smaller homes that complement their modern, active lifestyles, they still expect the same high-end amenities and finishes that come standard in a larger residence.

In this article, we're sharing a couple of tips for those Baby Boomers looking to downsize, as well as mortgage options that complement their next forever home.



A good mortgage adviser is like a four leaf clover ... hard to find and lucky to have.

Give the experts at Cardinal Financial a call to learn more about today's rates and opportunities.



REVERSE MORTGAGES

Reverse Mortgages hit the scene in 1961 and really gained popularity in 2018. It is a type of loan available to homeowners that are 62 years of age or older and have a high amount of equity built up in their current home. Borrowers are not required to make monthly principal and interest payments to their bank or lender, as they would be required to do with a traditional purchase or refinance mortgage. Instead, their bank or lender pays them in a lump sum(s) or via a line of credit based on their home's equity.

Why is this a good option for the modern Boomer? Picture a couple that would love to find a smaller home with less maintenance, etc. They no longer need to live in the best school district and want a lifestyle that allows them the freedom to travel and be more active. The amount of equity they have in their current home, although high, may not allow them to buy a small house or townhome outright because of their desired area's higher home values. A reverse mortgage would allow them the opportunity to purchase the home they want, and still have money left over to travel because they are receiving their equity as additional income vs. rolling it into a traditional purchase.

CONDOS

Many of today's higher-end condo communities offer a variety of upscale amenities to complement their convenient location and accessibility, making it a very desirable option for the modern Boomer. However, it has been difficult in the past to acquire a loan on a condo because of factors like community occupancy percentage (how many units are owner-occupied versus investment properties) and HOA status, including financial reserves and arrearages. The good news is that tools like Freddie Mac's Condo Project Advisor now lets the buyer request unit-level exceptions for existing condominium projects early in the loan origination process so condo sales and financing are more streamlined.

There are many great finance options available for homebuyers looking to downsize, which gives REALTORS® the freedom to provide their clients with more housing options.



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Garrett Carpenter, Barbi King, Janna Low, Alicia Chavez and Mary Newton.

► real story

Barbi King

Overcoming Breast Cancer

By Sarah Wind

Ring. Ring. She took a deep breath as she answered the call from her doctor's office. "Hello."

"Hello, may I speak to Barbi King?"

"This is Barbi."

"Your test results are in. We're so sorry to tell you that you do indeed have breast cancer."



Barbi and Garrett.



Barbi and Garrett, Gilbert, AZ.



Gondola in Venice with Mary Newton (sister), Katie Wright (friend), Barbi King, adorable Gondolier, JoAnne King (sister) and Bernie King (mom).

That dreaded news was delivered almost 10 years ago to Barbi King while she was halfway up the steps behind the Keller Williams office. She had a choice to make that day.

*"I remember sitting down and thinking, *okay I've got this news. Now, what do I do? Do I go up the stairs and go to work? Or do I go down the stairs, get in my car, go home, and cry?* I told myself, *this is what you do. You just have to keep going.*"*

That she has done. We sat down with Barbi to get the story of her journey in overcoming breast cancer.

"The story began when I was referred a group of people that were moving to Arizona for work. I had heard one of them was sick, but I wasn't sure which one. One night this person was the only one who could look at homes, and he told me that he had been diag-

nosed with leukemia. I asked him how he found out, and he said it was because they had to have an annual physical exam at the company he worked for."

"I said, 'Oh my gosh. I've been putting my mammogram off for two years. I had such a horrible experience I don't want to go through it again.' He told me that by the time we got together again the following week to look at houses, I needed to have scheduled my mammogram. I agreed."

"There I was a week later, scrambling to get the paperwork together to show the group more homes, when I remembered I told the man I would call my doctor. I picked up the phone to schedule my mammogram and the receptionist said, 'We just had a cancellation and we can get you in tomorrow.' I didn't really want to go in the next day, but I took the appointment begrudgingly."

"I went in and they saw something suspicious on the mammogram results. I just knew it was cancer, even before they ran more tests and confirmed that it was. About a month later, in June 2009, they did tell me that it was estrogen receptor positive stage two breast cancer."

"After I was diagnosed, so many friends offered me books and advice. One weekend I went away by myself to my friend's cabin to research all that I

...

...

could about breast cancer. After that, I interviewed four different doctors. My client who had leukemia recommended that I go to the University of Arizona, and when I investigated it, I found out it is one of the best cancer treatment centers in the United States! I loved the University of Arizona Medical Center. It was comfortable and well run."

"I met with Dr. Julie Lang and she was the only doctor I had spoken with who thought she could perform surgery and save a portion of my breast, instead of doing a mastectomy. So I took my chances and had the surgery two months later, in August. They took out six or seven lymph nodes at that time to test them for cancer, and thankfully they came back clean.

"I was given the choice whether or not to do chemotherapy in addition to having surgery. I always thought that the doctor told you what to do when you are diagnosed with cancer, but that is not the case. They present you with treatment options, along with their recommendation, but they leave the choice up to you. It was recommended that I receive chemotherapy and radiation treatment."

"My son was going into the fifth grade that year and I knew I didn't want any regrets. I wanted to go to sleep knowing that I did everything I could to prevent the cancer from coming back. I didn't want to take any shortcuts. So I decided to take the doctor's recommendation."

"Several months before I was diagnosed with cancer, my sister-in-law had called me and asked, 'Do you want to sign up to do the Susan G. Komen breast cancer walk in Phoenix?' One of her dear friends had passed away from cancer, which inspired her to do the walk. I said I would join her and so we signed up for the walk, which was going to be in October."



Garrett and Barbi catching a big one!

"On a Friday in October, I had my first chemo treatment. On Tuesday all of my hair fell out, and on the following Friday, Saturday, and Sunday we did the breast cancer fundraising walk. It took me about five minutes to raise the contribution of \$2,500. I had such good friends. I was one of maybe ten people that participated in the walk who were bald.

"After you have breast cancer you need to have mammograms every six months until five years pass. They say your chances are really good of it not coming back if it hasn't after five years. The next milestone is ten years, which will be coming up for me this year. I am so grateful to be alive.

"I am also very grateful for all of my family, friends, and fellow REALTORS® who supported me during this difficult time in my life. Agents and other people in our industry (some who I barely knew) brought me and my son lunches and dinners. Countless people prayed for me. Keller Williams Integrity First paid for a deductible on one of my surgeries, which left me speechless and in tears. The kindness I received happened during one of the worst real estate climates in Arizona's history! Had I not experienced such generous support, I would have likely had a different end to my story."

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► on the rise

Amber McBride

By Jacob Cabezudo
photo credit Margareth Jaeger

Amber McBride would label herself as a sassy woman. "I don't beat around the bush," she said. "I tell it like it is and I don't sugarcoat things." Even though she is early into her real estate career, she has rapidly developed into one of the biggest names in the valley with her straight-to-the-point communication, her emphasis on integrity, and a tremendous work ethic passed down from her entrepreneurial parents.

A third-generation California girl, Amber grew up with her father in real estate and her mother always being her own boss. Amber's mother is her greatest inspiration.

"My mom is the matriarch of our family," Amber explained. "She's my rock. She has been an entrepreneur my whole life, so I have watched her and her success. I've never seen her punch a time clock or ask a boss for a vacation. I knew growing up, as soon as I started working in high school, I wanted to be an entrepreneur."

As the owner of multiple delis and RV dealerships, Amber's mom put Amber to work early, fostering the tremendous work ethic she has to this day. She also conveyed the value of communication. "She has taught me my whole life that 'communication is the key to success.' And it is so true. It's true in every area of life, not just business."

With her parents' background in running their own businesses, Amber was destined to follow in their footsteps. She took up real estate in 2017 and quickly fell in love with it.

Right off the bat, her business blew up. She totaled a volume of \$12.5 million in just her second year in real estate in 2018. In addition to that, Amber was rewarded as a top solo lister at her brokerage of over 800 agents at Revelation Real Estate.

"I'm passionate about being a true professional," she said. "I feel like in real estate nowadays, a lot of people look at REALTORS® like everyday salesmen. I think that true professionalism really needs to come back into play. You don't want to be that agent that is just about the commission. I want to be the advocate, the advisor, and the person that



people will go to as the expert, knowing that I will put their interests first and add value to their lives."

Amber is overjoyed with the impact she has made on her clients' lives and the relationships that have been made through her business. "I would've never met the glorious people that I have throughout the last two years."

Self-branding and omnipresent marketing are two of the most significant points of emphasis Amber has for her business. "In today's day and age, with millennials and technology, if you're not branding yourself, you're just one of many that can produce the same information any other agent can produce." Differentiation in marketing and branding is huge in determining who rises to the upper echelons of the industry.

"I'm not one of those people that compare themselves to others," she said. "I look at what others are doing to gain insight, but I'm pretty true to myself in that I stay in my own lane." It sounds simple, but her drive to be herself has ultimately made her quite the agent that clients want to work with and tell their friends about.

She is constantly striving for personal growth and knowledge. "If you're stagnant, you die. That's a firm belief that I have. Never be stagnant. I want to always be moving, evolving, learning. Until the day we die we should always be learning and growing. Especially in this industry, it changes like the wind. So, you'd better be on top of it."

Amber also supports the Rise and Dream Foundation. Founded by Kristin Hodge, the foundation is a non-profit that feeds, clothes and helps the needy in the Valley in addition to providing youth athletics. "Kristin helps children with sports, but then she sees a need in their family, and she will donate clothing items, hygiene products, and more." Rise and Dream also organizes a Christmas meal and gifts for families. "I'm so honored to know Kristin and get to help with her organization."

While Amber has achieved a lot in her young stint in real estate, Amber says her greatest achievement is the health and happiness of her family. "I've been married to a wonderful man for 20 years. That is a great accomplishment. And out of that, we have produced two beautiful children. My daughter is a junior in college at GCU. She's already doing bigger and better things than I ever did at her age. My son is a freshman in high school who is destined to do great things." With everything going right in her family life and business life, Amber feels nothing but blessed about how everything is shaping up.

To Amber, success is "when you are truly happy doing what you're doing. It doesn't matter how many transactions you have or how much money you put in your pocket. If you can go to bed every night feeling happy with yourself and the progress you've made, that is true success."

What book has impacted your life and business the most?



MERRILL JENCKS, EXP REALTY

I tell anyone who will listen that the *Go Giver* is my favorite business book. The book teaches the five laws of stratospheric success in a really easy-to-read story. It taught me that the key to success is not about working harder or about being a high-pressure salesperson, but rather it is about being a giver. Give more in value than you take in payment. Put other people's needs first. I have found that most successful people live by the teachings of this book naturally, and I am a firm believer in its principals.



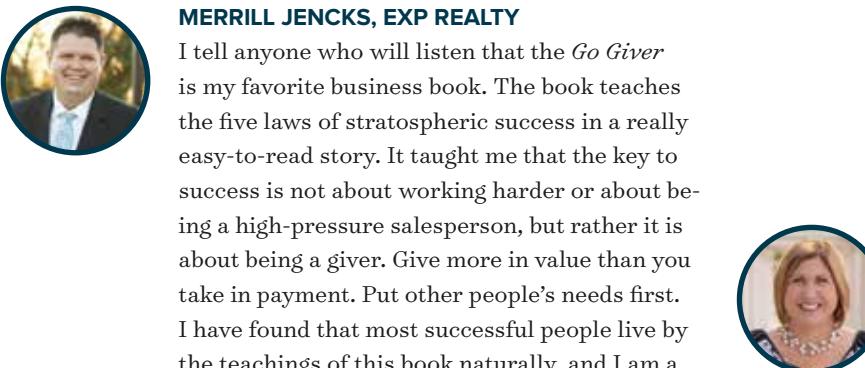
KELLY OXFORD, CONWAY REAL ESTATE

The Millionaire Real Estate Agent by Gary Keller. It's true, what you learn in RE school does not teach you the tools to succeed. My broker recommended this book as a good step-by-step guide to help you get organized from the start and motivate you to become successful. It is one of the tools that has helped me in many ways to become a successful REALTOR®, being ranked in the top 2% of all 46K+ licensed agents in Maricopa County for 2018. I highly recommend this book to all agents.



TAMMY PARKER, DPR REALTY

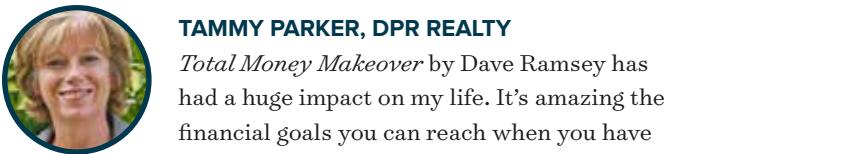
Total Money Makeover by Dave Ramsey has had a huge impact on my life. It's amazing the financial goals you can reach when you have



a budget and every dollar has a purpose. My favorite business book to date is *Clients First* by Joseph and JoAnn Callaway. They write that the three keys to extraordinary success are honesty, competence, and caring.



HEATHER WERNER, RAVENSWOOD REALTY
I've been a REALTOR® for 15 years and considered myself "passionate about home ownership" since day one until I read Chris Hogan's *Retire Inspired*. Well, let's be honest. I listened to it on Audible twice and then bought multiple copies to read and share. What I love about this book is that it challenged me to consider what retirement will really mean to me. Retirement isn't just an AGE; it's a NUMBER. It's an amount you need to live the retired life you've dreamed of. The author helped me identify a plan and to set realistic expectations because "your wishes will remain wishes until you put a plan in place." I realized I had only been preaching "pride of homeownership." Refueling the fire of my "homeownership passion" was the reminder that it's not just the immediate benefits of renting vs. owning, but rather the simple concept that when your mortgage is paid off, and you truly own your home, you don't need to make as much money to live. I know it's simple, but reading this book was the first time I really fully comprehended how important it is to own a home, free



and clear. More and more, I'm seeing parents moving in with their adult children because the parents can't afford to live on their own once they are at retirement age. If they owned their home, they wouldn't be subject to rising rents with a fixed income. I don't want to retire broke! I want to retire inspired!

MIKE WARREN, VISIONARY PROPERTIES
Michael Maher's book *Seven Levels of Communication* had the biggest impact on me. I immediately connected with his methodology. I am still working on implementing his seven levels into my business model, but I know it will improve my results and positively impact more clients.

MATT KOCHIS, KELLER WILLIAMS REALTY EAST VALLEY
Chop Wood Carry Water by Joshua Medcalf is a great book for staying grounded. The truth about success is that it is difficult to achieve and there are no shortcuts. We must work at our craft every day, pushing through the failures to find success.

KENNY KLAUS, KELLER WILLIAMS INTEGRITY FIRST
I would say the *4 Disciplines of Execution* by Chris McChesney, Sean Covey, and Jim Huling shaped my business the most. It helped us create a visual scoreboard for our team to see and track

many different pieces of our business and also create competition within.

RALPH GUARIGLIO, AZRC REALTY
I read *Rich Dad, Poor Dad* in 2001 and six months later I left my 22-year corporate job to pursue the art of being an entrepreneur. I've since heard rumors that the book was slightly embellished in a few areas, but the concept is what I held onto: doing for me and my family and not for some white tower board of directors. It gave me the confidence to break the ties. I did fix-n-flips for a year and a few friends encouraged me to get my real estate license so I could sell these houses I was flipping. One thing led to another and I have been a full-time REALTOR® since 2003. It was an easy transition because I really do love helping people. As a matter of fact, "Ralph" means "helper," according to a coffee mug I bought a million years ago!

MATTHEW POTTER, STUNNING HOMES REALTY
Green Eggs and Ham by Dr. Seuss. When most people ask me this question and I give them this answer they think I am joking because I am known as a jokester or a sarcastic person if you will. I am dead serious. If you take a step back and look at it, it is the ultimate sales training and

life training book. The very premise of it is "Every no gets me closer to yes." Most people would have given up after a couple of times but Sam-I-am is on a mission to succeed. He gets him to try to green eggs and ham and what do you know, he likes it. That's the funny thing about life. You don't grow if you don't try new things and many times you need to push yourself, your associates, and your family out of their comfort zones to grow. Many people try to overcomplicate things but when it really comes down to it, keep asking until you get the result you want. If you get 30 no's but then get a yes on number 31, will you keep going again in the future? Undoubtedly the answer should be a resounding yes.

STEPHANIE COFFMAN, UNITED BROKERS GROUP

The Entrepreneur Roller Coaster, by Darren Hardy. This book is written specifically for entrepreneurs and that's what real estate agents are! There are so many good lessons and encouraging thoughts in this book. If you don't love what you do, you won't be successful. Once you find your what, why, how and who, it's easier. Don't try to sell, try to help people instead. Spend 90 percent of your time focused on the 10 percent client type – the people with the highest lifetime value. They are going to buy or sell the most expensive or the most often and give you the most referrals. Get out of your comfort zone and don't be afraid to fail. #jointheride

SHANE COOK, MY HOME GROUP

Good to Great, by Jim Collins. Jim Collins and his team do a detailed study on how good companies are able to become and sometimes stay great companies for a long time. The core "hedgehog concept" is what I have based my professional choices on time and time again.

"The hedgehog concept is...a simple, crystalline concept that flows from deep understanding about the intersection of three circles: 1) what you are deeply passionate about, 2) what you can be the best in the world at, and 3) what best drives your economic or resource engine. Transformations from good to great come about by a series of good decisions made consistently with a hedgehog concept, supremely well executed, accumulating one upon another, over a long period of time."



AUBRIE D. JONES, BERKSHIRE HATHAWAY HOMESERVICES

One of the most powerful books for me over the last four years has been *One Word* by Jone Gordon, Dan Britton, and Jimmy Page.

One Word teaches you to think very intentionally about just one word that can help shape and focus your life and business for the year. I started in 2016 with the word "Refine"; this word to me kept me focused in on refining my business processes so that I could more efficiently manage my business programs to take better care of clients. For 2019, I decided that my one word would be "Relationship." This incorporates another book that was impactful to my business last year *7-Levels of Communication* by Michael Maher. The *7 Levels of Communication* model is very aligned with my 100% referral-based business in that you take a more natural and genuine approach to taking care of people. The motivation that I find with my one word "Relationship" and the *7 Levels of Communication* is to take more intentional care of my past clients and sphere of influence. This includes sending handwritten holiday cards, special invitation-only customer appreciation events, birthday messages etc. I find that my business is more about naturally taking care of people and creating more and more friends. In this friend status, my friends want to take care of their friends by referring them to me. It is all about great service, responsiveness, and a genuine care for other people which has helped my business to thrive.

MARK TOON, RE/MAX ALLIANCE GROUP

Think and Grow Rich started my career in real estate. By stating my goals and responding to them with a commitment to make them happen, the continual exercise over the years without a doubt will make goals come to life. When I didn't commit to my goals and dreams, nothing happened. It is imperative you have goals, write them down, with an ending date and remind yourself every day what the end goal is. It is planted in your subconscious mind. Commit, focus, be persistent, everything else falls into place.

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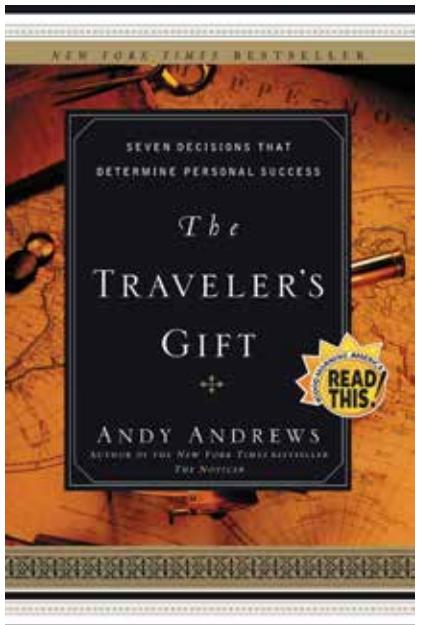
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The Traveler's Gift

– Andy Andrews



Andy Andrews has an incredible amount of wisdom and a gift for sharing it in a simple and often humorous way that cuts straight to the heart.

Andy's first major bestseller was *The Traveler's Gift*. Interestingly, 51 separate publishers rejected this book before Andy finally found one to take it. Since then, the book spent more than four and a half months on the *NY Times* Best Seller List, was featured on *Good Morning America* and has been translated into more than 20 languages.

The book tells the story of David Ponder. David was a successful, hard-working executive who lost his job when his company was bought out. He hits rock bottom when the doctor says his daughter needs her tonsils removed. He is jobless and out of money with no way to provide for her surgery. One day he is driving and wondering what to do when his car slides off an icy bridge and he is knocked unconscious.

While he is out, he is transported to seven different periods of history where he meets famous historical figures as they are preparing to make decisions that would define their legacy. These leaders share with David seven decisions that will determine personal success.

The Seven Decisions

His first stop is with President Harry Truman as he is preparing to make the decision to drop the atomic bomb on Hiroshima and Nagasaki. Harry

The stories are very well researched works of fiction; however, the principles are dead on. You could benefit from just reading the seven decisions or get more from reading the seven letters; however, reading the stories with the letters make them come alive in a way that is difficult to describe. This is an exceptional book, one I think everyone should read, particularly young people. I recommend using each of the decisions as a daily affirmation.

This book and its seven decisions helped me through a dark time in my life. Since then I have given away over 20 copies to others. The recipients have all let me know how much they loved the book. If you apply the seven decisions to your life and then to your business, they will both be transformed.

To find a list of books I recommend or to get audio or printed copies of this book, go to <https://scottwarga360.com/reading/>.

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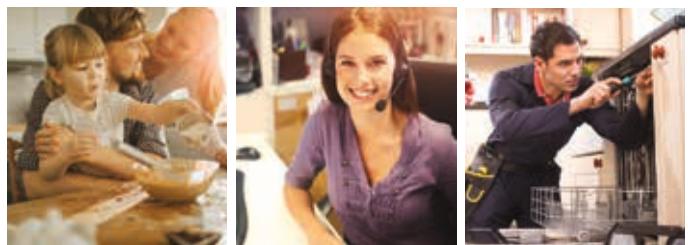
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► pam's monthly update

By Pam Frestedt CEO of Sevrar

SEVRAR's Bright Future Heading into 2019

SEVRAR's Education Department is working tirelessly to provide our more than 13,000 members with informative and professional development courses for the betterment of their businesses. We're excited to announce that SEVRAR will be hosting a new Speaker Series this year, in which we have invited premier instructors to teach our members. The first Speaker Series began on Feb. 20, with the one and only Leigh Brown who made a name for herself in the real estate world for her no-holds-barred approach to motivation and ways to create a delightful client experience. The popularity of the class has been so immense that we had over 400 attendees. Our next Speaker Series will be on May 7 from 9:00am–4:00pm with Craig Grant, who is a leader in Real Estate and Business Technology.

Our Young Professionals Networking is gearing up for their yearly 40 Under 40 Award Ceremony on March 7 to recognize 40 of the most outstanding SEVRAR REALTORS® under the age of 40.

This year, conversations of collaboration between SEVRAR and West Maricopa Association of REALTORS® (WEMAR) have presented an opportunity for both Associations to begin the process of a potential merger. The prospective merger would bring new advantages to members of both Associations such as enhanced member benefits and services, economies of scale, and access to offices in the East and West Valley. Membership is invited to attend an Information Meeting on March 12 from 2:00–4:00pm with a Special Membership Meeting on March 15 at 1:00pm to allow our members the opportunity to vote on whether or not to proceed with the merger.

Lastly, the Avion Center is available for rent from SEVRAR members and the general public. SEVRAR members receive special discount prices to hold team building meetings, specialized education

events, or office meetings. Reach out to our event planner, Barb Christensen, for more details at BChristensen@avioncenter.com.

Since 1946, SEVRAR's goal has been to be a beacon for real estate professionals in the Valley and a place where they can better themselves professionally. We hope that 2019 will be no different.



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MARCH

schedule details

Listing & Marketing Comm Prop

Event Date: March 4
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – General Education, 3.00 Credits, Instructor Patrick Sheahan
 Location: SEVRAR

Agency & the Comm Licensee

Event Date: March 4
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – Agency Law, 3.00 Credits, Instructor Patrick Sheahan
 Location: SEVRAR

The Code of Ethics

Event Date: March 5
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Commission Standards, 3.00 Credits, Instructor Dana Booth
 Location: SEVRAR

New Member Orientation

Event Date: March 5
 Event Time: 12:30 p.m.– 2:00 p.m.
 Event Description: Instructor Tiffany Jones
 Location: SEVRAR

All You Need to Know About VA

Event Date: March 5
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – General Education, 3.00 Credits, Instructor Jimmy Vercellino
 Location: SEVRAR

Termites: The Uninvited Guest

Event Date: March 6
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Disclosure, 3.00 Credits, Instructor David Bair
 Location: SEVRAR

Agency Law

Event Date: March 6
 Event Time: 1:00 p.m.– 4:00 p.m.
 Event Description: Course Type – Agency Law, 3.00 Credits, Instructor David Compton
 Location: SEVRAR

Emeritus Panel Lunch

Event Date: March 8
 Event Time: 12:00 p.m.–1:30 p.m.
 Event Description: Course Type – Self-Improvement
 Location: SEVRAR

It's All About Disclosure - Winsor Law Group, PLC

Event Date: March 12
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Disclosure, 3.00 Credits, Instructor Mark Winsor
 Location: Prescott Area Association of Realtors, 3719 Karicio Ln, Prescott AZ 86303

Full Disclosure in the Market

Event Date: March 12
 Event Time: 10:30 a.m.–1:30 p.m.
 Event Description: Course Type – Disclosure, 3.00 Credits, Instructor Brian White
 Location: SEVRAR

Fair Housing Awareness II

Event Date: March 13
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Fair Housing, 3.00 Credits, Instructor Marlene Olsen
 Location: SEVRAR

What Does Agency Mean?

Event Date: March 13
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – Agency Law, 3.00 Credits, Instructor Keri Means
 Location: SEVRAR

It's All About Disclosure - Winsor Law Group, PLC

Event Date: March 14
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – Disclosure, 3.00 Credits
 Instructor Mark Winsor
 Location: Fidelity National Title 1745 E. River Rd. #145 Tucson, AZ 85718

Open for Business

Event Date: March 14
 Event Time: 9:00 a.m.–11:00 a.m.
 Event Description: Course Type – Non-Accredited, Instructor Mark Poisson
 Location: SEVRAR

New Member Orientation

Event Date: March 15
 Event Time: 8:00 a.m.–9:30 a.m.
 Event Description: Instructor Martha Fuller
 Location: SEVRAR

What You Need to Know

Event Date: March 19
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Real Estate Legal Issues, Instructor Keri Means
 Location: SEVRAR

Foundation Repair

Event Date: March 19
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – Disclosure, 3.00 Credits, Instructor Robert Brown
 Location: SEVRAR

Asset Protection - Winsor Law Group, PLC

Event Date: March 20
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Legal Issues, 3.00 Credits, Instructor Matthew Palfreyman
 Location: On Q Financial, 3530 S. Val Vista Dr., Suite 211, Gilbert, AZ 85297

Self-Employed Buyer

Event Date: March 20
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Real Estate Legal Issues, 3.00 Credits, Instructor Patrick Ritchie
 Location: SEVRAR

Are you being fair? Winsor Law Group, PLC

Event Date: March 27
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Fair Housing, 3.00 Credits, Instructor Mark Winsor
 Location: 1733 E Northrop Blvd, Chandler, AZ 85286, USA

Solar Lease Addendum - Key Points

Event Date: March 20
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – Contract Law, 3.00 Credits, Instructor Patrick Ritchie
 Location: SEVRAR

New Member Orientation

Event Date: March 20
 Event Time: 3:30 p.m.–5:00 p.m.
 Event Description: Instructor Christie Ellis
 Location: SEVRAR

Agency Law & Ethics

Event Date: March 27
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – Agency Law, 3.00 Credits, Instructor Marlene Olsen
 Location: SEVRAR

The Code of Ethics

Event Date: March 29
 Event Time: 9:00 a.m.–12:00 p.m.
 Event Description: Course Type – Commission Standards, 3.00 Credits, Instructor Dana Booth
 Location: SEVRAR

New Member Orientation

Event Date: March 29
 Event Time: 12:30 p.m.–2:00 p.m.
 Event Description: Instructor Keri Means
 Location: SEVRAR

Delivering the Ultimate Listing

Event Date: March 29
 Event Time: 1:00 p.m.–4:00 p.m.
 Event Description: Course Type – General Education, 3.00 Credits, Instructor Dana Booth
 Location: SEVRAR

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
APRIL	24	25	26	27	28	01
						02
	03	04	05	06	07	09
		<p>Listing & Marketing Comm Prop 9:00 a.m.–12:00 p.m.</p> <p>Agency & the Comm Licensee 1:00 p.m.–4:00 p.m.</p>	<p>The Code of Ethics 9:00 a.m.–12:00 p.m.</p> <p>New Member Orientation 12:30 p.m.–2:00 p.m.</p> <p>All You Need to Know About VA 1:00 p.m.–4:00 p.m.</p>	<p>Termites: The Uninvited Guest 9:00 a.m.–12:00 p.m.</p> <p>Agency Law 1:00 p.m. – 4:00 p.m.</p>		<p>Emeritus Panel Lunch 12:00 p.m.–1:30 p.m.</p>
	10	11	12	13	14	16
			<p>It's All About Disclosure - Winsor Law Group, PLC 9:00 a.m.–12:00 p.m.</p> <p>Full Disclosure in the Market 10:30 a.m.–1:30 p.m.</p>	<p>Fair Housing Awareness II 9:00 a.m.–12:00 p.m.</p> <p>What Does Agency Mean? 1:00 p.m.–4:00 p.m.</p>	<p>It's All About Disclosure - Winsor Law Group, PLC 1:00 p.m.–4:00 p.m.</p> <p>Open for Business 9:00 a.m.–11:00 a.m.</p>	<p>New Member Orientation 8:00 a.m.–9:30 a.m.</p>
	17	18	19	20	21	23
			<p>What You Need to Know 9:00 a.m.–12:00</p> <p>Foundation Repair 1:00 p.m.–4:00 p.m.</p>	<p>Asset Protection - Winsor Law Group, PLC 9:00 a.m.–12:00 p.m.</p> <p>Self-Employed Buyer 9:00 a.m.–12:00 p.m.</p>	<p>ADRE & The Code of Ethics 9:00 a.m.–12:00 p.m.</p> <p>HOAs and All That Jazz 1:00 p.m.–4:00 p.m.</p>	
	24	25	26	27	28	30
				<p>Are you being fair? Winsor Law Group, PLC 9:00 a.m.–12:00 p.m.</p> <p>Agency Law & Ethics 1:00 p.m.–4:00 p.m.</p>		<p>The Code of Ethics 9:00 a.m.–12:00 p.m.</p> <p>New Member Orientation 12:30 p.m.–2:00 p.m.</p> <p>Delivering the Ultimate Listing 1:00 p.m.–4:00 p.m.</p>
						31

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TOP 150 STANDINGS

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

#	First Name	Last Name	Office Name	Total #	Total \$
				01/01/2019 - 01/31/2019	01/01/2019 - 01/31/2019
1	Derek	Dickson	Offerpad	80	\$20,560,200
2	Karl	Tunberg	Midland Real Estate Alliance	6.5	\$11,459,950
3	Carol A.	Royse	Keller Williams Realty East Valley	16.5	\$5,598,750
4	Dawn	Faraci	Lennar Sales Corp	12	\$4,086,920
5	Benjamin	Arredondo	My Home Group Real Estate	11.5	\$4,068,500
6	Spencer	Lindahl	Main Street Renewal, LLC	17	\$3,889,000
7	Brian	Cunningham	List 3k, LLC	10	\$3,621,270
8	Kenny	Klaus	Keller Williams Integrity First	13	\$3,264,080
9	Dalen	Linnerson	Midland Real Estate Alliance	1	\$3,252,450
10	Rebecca	Rains	Berkshire Hathaway Homeservices Arizona Properties	10.5	\$3,123,817
11	Brent	Hickey	Central Real Estate Co	2	\$3,100,000
12	Rick	Metcalfe	Canam Realty Group	12	\$3,084,100
13	Kelly	Khalil	Redfin Corporation	8	\$3,029,300
14	Jason	Crittenden	Realty One Group	7	\$2,900,700
15	Becky	Kolb	Keller Williams Integrity First	6	\$2,855,900
16	Gina	Mcmullen	Redfin Corporation	7	\$2,602,000
17	Kelly	Jensen	Homesmart	7	\$2,481,500
18	Kent	Kleiner	Pathway Arizona, LLC	5.5	\$2,466,117
19	Richard	Johnson	Coldwell Banker Residential Brokerage	6	\$2,342,000
20	Bob and Sandy	Thompson	Revelation Real Estate	8	\$2,196,193
21	Mike	Radoi	Homesmart	1	\$2,150,000
22	Alan	Kittelman	Realty Executives	11	\$2,134,900
23	Jonnea	Bennett	Gehan Homes	6	\$2,119,950
24	Tanner	Milne	The Menlo Group Commercial Real Estate	4	\$2,040,000
25	Carlie	Goulet	Keller Williams Realty Phoenix	4	\$2,005,250
26	Jill	Dames	Realty One Group	5.5	\$1,853,000
27	Diane & Larry	Bearse	Realty Executives	2	\$1,795,000
28	Kaushik	Sirkar	Call Realty, Inc.	5	\$1,787,246
29	Henry	Wang	Revelation Real Estate	4.5	\$1,778,500
30	Terry	Young	Revelation Real Estate	4.5	\$1,774,700
31	Mark	Captain	Keller Williams Legacy One	5	\$1,706,525
32	Zachary	Cates	Revelation Real Estate	8	\$1,680,500
33	Tyler	Blair	Keller Williams Realty East Valley	6.5	\$1,673,750
34	Michael	Flanagan	Revelation Real Estate	2	\$1,663,000

#	First Name	Last Name	Office Name	Total #	Total \$
				01/01/2019 - 01/31/2019	01/01/2019 - 01/31/2019
35	Johannes	Rath	Coldwell Banker Residential Brokerage	3	\$1,649,500
36	Russell	Mills	Gentry Real Estate	6	\$1,648,945
37	David	Larsen	West Usa Realty	5	\$1,645,000
38	David	Arustamian	Russ Lyon Sotheby's International Realty	5	\$1,639,900
39	Michael	D'Elena	North & Co	5.5	\$1,623,100
40	Christie	Ellis	United Brokers Group	4	\$1,620,000
41	Kimberly	Dempsey	Kd Realty, LLC	4	\$1,606,000
42	Gloria	Hastie-Stueland	Desert Life Real Estate Company	3.5	\$1,589,166
43	Angela	Patten	Realty One Group	4.5	\$1,584,000
44	Rebecca	Kallhoff	RE/MAX Precision	4	\$1,577,200
45	Stacia	Ehlen	RE/MAX Solutions	4	\$1,517,899
46	Kim	Helfenbein	RE/MAX Infinity	3	\$1,514,000
47	Lacey	Lehman	Realty One Group	5	\$1,502,950
48	Gregory	Crespo	Purplebricks	3.5	\$1,501,250
49	Rachael	Richards	Rachael Richards Realty	3	\$1,500,900
50	Ian	Smith	Homesmart	1	\$1,500,000

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TOP 150 STANDINGS

[Teams and Individuals](#) Closed date from Jan. 1–Jan. 31, 2019

#	First Name	Last Name	Office Name	Total #	Total \$
				01/01/2019 - 01/31/2019	01/01/2019 - 01/31/2019
51	Josh	Simonton	Sun American Properties, LLC	3	\$1,500,000
52	Cara	Wright	Revelation Real Estate	3	\$1,492,350
53	Karen	Johnson	United Brokers Group	3.5	\$1,487,000
54	Bryan	Gremillion	Better Choice Homes, LLC	6	\$1,467,900
55	Jason	Witte	Realty One Group	4	\$1,448,950
56	Kandi	Andresen	Rachael Richards Realty	4	\$1,429,000
57	Frank	Bennett Jr	Frank Bennett Realty	6	\$1,427,000
58	Kristine	Smith	Kb Home Sales	5	\$1,406,305
59	Cathy	Joyce	Choice One Properties	4.5	\$1,393,400
60	Danny	Perkinson	Perkinson Properties LLC	3.5	\$1,385,500
61	Douglas	Hopkins	Realty Executives	4	\$1,384,000
62	Jeffrey	Dumas	Home Ventures Realty	4	\$1,381,890
63	Rachel	Krill	Revelation Real Estate	4	\$1,380,800
64	Devin	Hollis	Homesmart	3	\$1,377,350
65	Keith	Howard	Jk Realty	5	\$1,369,400
66	Jamin	Denham	Denmar Realty	1	\$1,365,000
67	Carol	Gruber	Revelation Real Estate	5	\$1,363,000
68	Sheresa	Pompay	Delex Realty	5	\$1,355,000
69	Mary Jo	Santistevan	Berkshire Hathaway Homeservices Arizona Properties	3.5	\$1,352,000
70	Daniel	Mullins	Altus Realty LLC	4	\$1,342,500
71	Shivani	Dallas	Keller Williams Integrity First	3.5	\$1,341,900
72	Kimberley	Stoegbauer	Tomkat Real Estate	1	\$1,325,000
73	Marilee	Roberge	Keller Williams Realty Phoenix	4	\$1,324,500
74	Susan	Seiber	Revelation Real Estate	4	\$1,301,900
75	Scott	Cook	RE/MAX Solutions	4	\$1,291,000
76	Charlotte	Young	Revelation Real Estate	3	\$1,287,200
77	Bryce	Henderson	Four Peaks Brokerage Company	5	\$1,283,395
78	Brenton	Fernandez	Realty One Group	3.5	\$1,283,000
79	Shawn	Rogers	West Usa Realty	4.5	\$1,281,500
80	Michael	Kent	RE/MAX Infinity	3	\$1,277,000
81	Tracey	Wilsey	Long Realty Partners	3	\$1,276,500
82	Alan	Fletcher	RE/MAX Solutions	3.5	\$1,269,975
83	Jason	Laflesch	Results Realty	3	\$1,248,000
84	Christy	Rios	Revelation Real Estate	2	\$1,239,000

#	First Name	Last Name	Office Name	Total #	Total \$
				01/01/2019 - 01/31/2019	01/01/2019 - 01/31/2019
85	Joseph	Kao	Call Realty, Inc.	2	\$1,237,998
86	Mary	Almaguer	Apache Gold Realty, LLC	5.5	\$1,237,500
87	Cynthia	Dewine	Century 21 Arizona Foothills	3	\$1,237,000
88	Julie	Gallego	Redfin Corporation	3	\$1,237,000
89	Kelly R.	Mattice	RE/MAX Infinity	3	\$1,237,000
90	Brett	Tanner	Keller Williams Realty Phoenix	5	\$1,234,750
91	Ryan	Loeding	Keller Williams Realty Phoenix	5	\$1,232,400
92	Lori	Blank	Lori Blank & Associates, LLC	5	\$1,231,800
93	Tara	Hayden	Redfin Corporation	3	\$1,231,775
94	Don	Juvan	Gentry Real Estate	9	\$1,229,000
95	Shawn	Camacho	United Brokers Group	4	\$1,221,000
96	Mindy	Jones Nevarez	KW Integrity First Realty	4	\$1,220,000
97	Sarah	Lossing	RE/MAX Infinity	3	\$1,217,500
98	Michelle	Anderson	Platinum Realty Group	3	\$1,211,500
99	Kraig	Klaus	Keller Williams Integrity First	4.5	\$1,205,450
100	Van D.	Welborn	Redfin Corporation	3	\$1,205,000

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TOP 150 STANDINGS

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

#	First Name	Last Name	Office Name	Total #	Total \$
				01/01/2019 - 01/31/2019	01/01/2019 - 01/31/2019
101	Josh	Randall	Keller Williams Realty East Valley	4	\$1,199,785
102	Heather	Openshaw	Keller Williams Integrity First	3.5	\$1,189,900
103	Richard	Evans	Dpr Realty LLC	3	\$1,187,000
104	Erica	Lupori	Realty One Group	2	\$1,177,500
105	Timothy J	Cusick	Homelife Professionals	3.5	\$1,172,834
106	Kimberly	Healy-Franzetti	West Usa Realty	2	\$1,170,000
107	Nicole	Drew	Keller Williams Realty Phoenix	3	\$1,165,000
108	Amy	Laidlaw	Realty Executives	3.5	\$1,161,500
109	Jaime	Blikre	My Home Group Real Estate	4	\$1,157,700
110	Lindsay	Bingham	My Home Group Real Estate	4	\$1,157,500
111	Sarah	Luzi	Tyche Real Estate LLC	3	\$1,155,500
112	Beti	Waddington	Realty One Group	3	\$1,155,000
113	Barbara	Forsyth	The Real Estate Firm	2	\$1,150,900
114	Josh	Garcia	Homesmart	2	\$1,140,000
115	Damian	Godoy	Argo Real Estate Professionals	3.5	\$1,137,175
116	Mark	Sloat	Realty One Group	3	\$1,137,000
117	James	Sanson	Keller Williams Realty Phoenix	4.5	\$1,132,950
118	Kelly	Judy	Mesa Verde Real Estate	3	\$1,129,000

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#	First Name	Last Name	Office Name	Total #	Total \$
				01/01/2019 - 01/31/2019	01/01/2019 - 01/31/2019
119	Debi	Gotlieb	Key Results Realty LLC	4	\$1,126,000
120	Teresa	Burkhart	Vibe Real Estate Services	1.5	\$1,125,000
121	Deanna	Calkins	Revelation Real Estate	3	\$1,119,000
122	Mark	Toon	RE/MAX Alliance Group	2.5	\$1,117,500
123	Scott	Dempsey	Redfin Corporation	3	\$1,115,000
124	Nick	Bastian	Realty Executives	3.5	\$1,106,000
125	Torie	Ellison	Revelation Real Estate	2.5	\$1,103,110
126	Rebecca	Sowder	Century 21-Towne & Country	2	\$1,101,500
127	Donna	Mortensen	Redefy	4.5	\$1,098,012
128	Matthew	Potter	Stunning Homes Realty	4.5	\$1,096,450
129	Jarl	Kubat	West Usa Realty	6	\$1,095,900
130	Robin	Rotella	Keller Williams Integrity First	5.5	\$1,092,500
131	Connie	Walker	Delex Realty	6	\$1,089,850
132	William	Nager	Stunning Homes Realty	4	\$1,089,815
133	William	May	Breinholt May Realty & Investments	3	\$1,087,000
134	Judy	Alvis	RE/MAX Power Realty	4	\$1,079,900
135	Penny	Seahorn	American Allstar Realty	4	\$1,078,000
136	Karen	Jordan	Thomas Popa & Associates LLC	1	\$1,075,000
137	Jason	Miszuk	Realty One Group	2	\$1,070,000
138	Scott	Fleming	Lra Real Estate Group, LLC	1	\$1,059,300
139	Darlin	Gutteridge	RE/MAX Renaissance Realty	4	\$1,057,100
140	Jason	Rosenberg	Homesmart	2.5	\$1,056,900
141	Pam	Olmstead	Homesmart	4	\$1,047,900
142	Trent	Windsor	S. J. Fowler Real Estate, Inc.	2	\$1,043,900
143	Erik	Mccormick	Choice One Properties	1.5	\$1,042,500
144	Brittany	Meyer	Dpr Realty LLC	2	\$1,037,000
145	Andrew	Leal	Realty One Group	3	\$1,034,206
146	Gwen	Monaco	Monaco Realty	2	\$1,034,000
147	Benjamin	Graham	RE/MAX Infinity	2	\$1,033,000
148	Bruce	Fraser	Moose Group Real Estate	3	\$1,032,500
149	Laurie	Robbins	Keller Williams Realty Sonoran Living	2.5	\$1,023,000
150	Laurie	Neal	Homesmart Lifestyles	4	\$1,021,900

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