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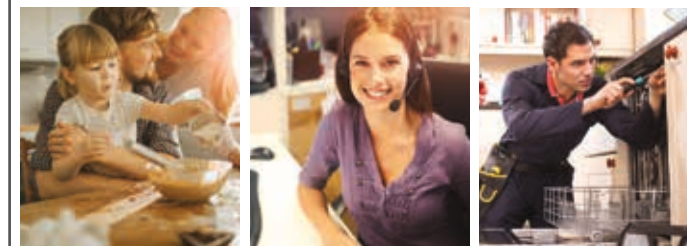
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CHOICE HOME WARRANTY

SHARP CHEN

What do you want people to know about Choice Home Warranty?

There are two separate lines of business within Choice Home Warranty. There is the CHW “Direct to Consumer” side of the business (found online) and there is the CHW “Real Estate” side (chwpro.com—exclusive for REALTORS® and can be paid for at close of escrow). I work on the CHW Real Estate side of the business; a completely separate product line from the consumer side. It is important for agents and brokers to know there is a vast difference in the product lines and understand that the real estate product is exclusive for REALTORS® and their clients because it is more robust and has more coverage. Not all home warranties are created equal, and the cheapest isn’t always the best. I’d love to have every agent call or meet with me for at least ten minutes to learn key factors and differences in plans. This would drastically reduce unnecessary strife. Knowledge is power.



Photo Credit Margareth Jaeger

It’s an agent’s professional best interest to invest time to learn and understand the home warranty piece of your business.

What quirks do you have?

I like to wash/scrub the dishes before putting them in the dishwasher. I have to be clean to get into my bed, so I have to be showered. I like to eat my food fresh and hot. I can’t work out with my hair down—it must go in a ponytail, off my face and neck. My cash must all go in a certain direction and in order. Toilet paper must be wrapped over, if not, I will change it.

What is the best compliment that you have ever received?

The best compliment I have ever received was several years ago when I went to my ten-year high school reunion—my classmates and I ended up at a local bar. This guy that I hadn’t seen since junior high came up to me and re-introduced himself to me, saying, “You were the only one that was nice to me in Mrs. Massey’s class. Thank you for being nice to me.” I think it’s so important to try to be nice and be a good person. You really never know what others are going through and the effect you may have on someone.

What absolutely excites you right now?

I’m super excited about my growing business and that people are finally getting to see what Choice Home Warranty Real Estate is all about. This is the first time in my life that I have been this happy with what I was doing and who I work for. Having a great work/ life balance is important to me. I love that my manager is so supportive and is always there to help provide me the tools to grow. The owners of Choice Home Warranty are dedicated to my success and are very active in listening and helping me with clients in real time. I’ve never had this kind of support before. I greatly value my relationships with my agents and industry partners. Agents and vendor partners are learning that I am a hard working team player that takes pride in the service level I provide. As I continue to work hard and do the right thing, my business will continue to grow, and it absolutely excites me and makes me happy to see it all pay off.

What’s your favorite food?

This is a tough question because I don’t think I have a single favorite. I like all kinds of food. I proclaim myself a foodie and am one of those people that likes to photograph my food (don’t judge me). If I had to pick a style of food that I prefer, it would be Asian, but it could range from Chinese, Thai, Korean, Japanese, Viet-



Circa 1980 the Chen Family



Mission Trip to Malawi, Africa



Sharp with her sisters, at a Luau in Hawaii

• • •

namese, and Filipino. My parents owned a Chinese restaurant in Oklahoma where I grew up, and our meals were always family style. Mom would prep several dishes for dinner and we would all eat whatever she made. I blame my mom and her delicious cooking for always wanting a variety of options when dining and always needing to share with whomever I’m eating with. Choosing and eating just ONE item seems so unfulfilling!

What are three facts about you that you can share about yourself?

As a kid, I took ballet, tap, jazz, piano, drawing, sculpting, gymnastics, and played soccer all at once. I graduated from UCI with a Psychology degree, and at one time I was going to become a sports psychologist. I’m afraid of heights and falling. I don’t love roller coasters and I will never bungee jump, cliff dive, or jump out of an airplane willingly.

What is something you think everyone should do at least once in their lives?

I think everyone should spend some time living the life where people have less and where you are completely out of your element and very uncomfortable. You can do this by going on a mission trip or venturing out on your own, but this is the only way to be able to see from the eyes of others and experience first-hand what it’s like to live in someone else’s shoes. I think this is when you learn true gratitude. We live a very abundant life, and I think we need reminders of how much we really have.

What’s cluttering up your life?

Ha ha ... business cards—they are coming out of my ears! And laundry. I have no problem washing and drying my clothes, but when it comes to hanging them and folding/putting them away, I totally struggle with that.

You are on an island, and you can only take three things. What would they be?

I have so many questions I need answered before I can give you the three items. Is this a deserted island where I’m trapped? Do the items I choose get replenished? Is this an island that’s inhabited? Is there power and Wi-Fi on this island? Is there anyone

else with me on the island and do they have the option to take three things, too? LOL!

What’s the most important thing I should know about you?

I’m an introvert with extrovert tendencies. As much as I like people and being involved, sometimes I need a little time away to recharge—traveling does that for me.

What do you value more, intelligence or common sense?

As much as I value intelligence and think it is important to be well-read, I believe that common sense wins every time. Intellect and knowledge are teachable, but without common sense, it doesn’t matter how smart you are. Common sense is definitely underrated.

What would be the most amazing adventure to go on?

To travel around the globe and stop at every country to explore and eat my way through the world.

What is your least favorite thing about humanity?

I struggle with how selfish and cruel humans can be to other humans and animals. I think that the world could be a much nicer place if people would not act out in selfish unkind ways and would take the time to consider the circumstances and other people before speaking or acting. It’s tough living in a “me, me, me,” entitled society. I’m thankful we have sparks of awesomeness in people or else it would be a really ugly place to be. I just hope for more and more of that!

What’s the coolest animal you’ve seen in the wild?

I was lucky to go on a one-day safari while I was on a mission trip in Africa a few years back and got to see so many amazing creatures in their natural habitat—lions, elephants, giraffes, hippos, and even a leopard!

What would you do if you won the lottery?

It would be beyond amazing if I won the lottery. I would tell NO one that I had won. I would definitely stash away in savings/invest a third of my winnings. I would donate and do good things



Photo Credit Margareth Jaeger

with the other third. And the rest I would probably use to travel, eat, explore, and experience the world with friends. And I’d hire a trainer, a masseuse and someone to clean for me.

What superpower would you have if you could have one?

This is easy—teleporting!

What do you use Facebook for?

I use FB to keep in touch with friends and clients. I like to see other people’s FB pages and what they share. It helps me get to know them and find interests we share. I use it for branding and marketing, but I also like using it for a place to house my photos and memories.

What if someone wrote a story about you? Would you be a considered a hero or villain in your story?

I hope a hero, and never a damsel in distress.

What do you think is the best feeling in the world?

Love. Either being in love or giving love to others. Volunteering and doing good things for others is so rewarding to me.

What’s the first thing you notice about a person?

A smile (or lack of a smile).

What’s the most useless thing you’ve ever purchased?

An iron. I don’t iron because most of my clothes don’t require it. If it requires ironing, then I usually don’t buy it or I send it out to be dry cleaned.

Most favorite thing about your career?

Hands down, the friendships I gain with the people that I work with.

What songs have you completely memorized?

“I’ve Got Friends in Low Places,” “Baby Got Back,” and “The Star-Spangled Banner.”

What takes up too much of your time?

The internet and cleaning.

How do you relax after a hard day of work?

Hot shower, couch, glass of wine.

What is something that a ton of people are obsessed with but you just don’t get the point of?

Harry Potter, *Lord of the Rings*, and the Vampire stuff.

What do you wish your brain was better at doing?

Remembering and working faster. Is this adulting?

What stereotype do you completely live up to?

Well, I know what stereotypes I don’t live up to—being a 6-ft Asian from Oklahoma that drives a truck and played D 1 basketball in college! Ha. Besides that, I like to take pictures like most Asian tourists ... and I love good food.

What is one of your favorite smells?

Fresh cut lemons, mint and rain.

If your childhood had a smell, what would it be?

Do you remember the Strawberry Shortcake doll? That smell is totally my childhood. That, and sweaty gyms from my basketball days.

What animal would be cutest if scaled down to the size of a cat?

A panda or hippo.

A penguin walks through that door right now wearing a sombrero. What does he say and why is he here?

He says, “I’m cool. You’re cool. Let’s go get tacos and margaritas!” And I would say, “I’m totally in, my penguin friend. Let’s go!” Ha ha.

Shawn Camacho

A B U N D A N C E



Photo Credit
Margareth Jaeger



▶▶ featured agent

By Jacob Cabezudo

Look up Shawn Camacho on YouTube or Facebook and you will see just how much real estate means to him. His dedication is on full display in the marketing he employs, the performance guarantee he offers, and most importantly the reviews his many satisfied clients post. For Shawn, the success he has experienced in real estate has confirmed the sentiment that you get out of your business what you put into it. "Investment in yourself, your community and real estate is a proven formula for abundance in life," he proclaimed.

From early on, Shawn realized the importance of investing in yourself. He was raised knowing that hard work was the only way to achieve greater success. "Ever since I was a young man," he said, "I have always had an entrepreneurial inspiration inside me. Coming from several generations of blue-collar workers and farmers, I wanted to apply the hard work ethic I was raised with into a business or a service that would serve the community and help others win in life."

A proud East Valley native, Shawn attended Arizona State University, and while in school, he worked

at a bank as a bill collector. He credits his work there in teaching him the values of communication, problem-solving, investing, and negotiation when running a business.

In his early 20s, Shawn bought his first home, and he immediately fell in love with the transaction process. "The feeling of pride of ownership and building wealth inspired me to want to share and help others achieve their dreams of home ownership." After six years at the bank, Shawn decided to take a leap of faith and start selling real estate in 2003. So began his 15+ years of abundance in the industry.

...

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While the numbers are great and the awards are aplenty, it all comes down to the fact that Shawn loves what he does. “Being in a family’s corner and helping them invest in their future is amazing for me to be a part of.”

At United Brokers Group, Shawn goes the extra mile in order to prove to clients that he indeed has their back. So much so, that he’ll put his own commission on the line to hold himself accountable.

“I have a performance guarantee that I will sell your home in 100 days, or I will sell it for free. This is because I am confident in my marketing strategies, the connections I have in the community and my negotiating skills. I can make that promise and take that risk. I came up with my performance guarantees because I feel homeowners deserve results and the industry should have them.”

On top of his guarantee, Shawn is a master marketer. He has a skilled sense of what his homebuyers actually want to see. “Curb Appeal, kitchens, landscape, bathrooms, price, promotion and presentation are what sells homes fast and for top dollar,” he described. “I’m always thinking of how I can add value to my sellers and my buyers.” And one of the best ways Shawn adds value is through his networking connections. When inventory is low, he thinks outside the box utilizing Craigslist for FSBO’s and Facebook groups to search for upcoming listings.

Shawn and his wife, Krystal, have two young children: a three-year-old daughter and a newborn son. Together, they love to be active and generous, and they enjoy being a part of the growth and future of their Gilbert community.

For the aspiring top producers out there, Shawn suggests that you get your mind ready for whatever the industry throws at you. Real estate has its ebbs and flows, but it is those that stick around and persistently grind that will make it. “As the industry gets tougher, some people are going to decide to leave,” he explained. “The people with the right vision and path will take this as an opportunity. I have a saying: ‘You’ve got to create your own piece of the pie; you have to create your own economy.’ I learned that from Grant Cardone in his book, *The 10X Rule*, which means, create your own community. There will always be consumers that need your help.”

“

You’re not just a real estate agent. You’re a leader in the community, and you just happen to sell real estate. You’re not starting a business—you are a business.

”

And when working with those consumers, you must put their needs over your own. “Put the consumer first,” he emphasized. “You have to identify what that means to you. What it means to me is I want to save them money. I want to help them downsize or upsize. Yeah, the market may slow down, but people are always going to downsize or upsize. People want to get out of debt, people want to retire, people want to go from the 3-bedroom house to the 6-bedroom house.”

Lastly, perhaps the greatest takeaway from Shawn Camacho’s incredible career thus far is that mindset is everything. From his youth where he learned the value of hard work to his business where he has flourished, it’s all about how he looks at it. Shawn challenges himself by holding himself accountable to his clients. He improves himself and others through his creativity and knowledge of his craft.

“You’re not just a real estate agent. You’re a leader in the community, and you just happen to sell real estate. You’re not starting a business—you are a business.”



How To Win In Real Estate... *Long Term*



► coaching corner

Jason Crittenden - Jason Crittenden
Team at Realty ONE Group and CEO of
PERMANENT ESTATE Media

We sat down with Jason Crittenden of Realty One Group for part two of our video marketing series. Jason is a multi-million dollar producer ranked in the top 1% of agents in the United States and an East Valley expert. His video marketing practices have been so instrumental in propelling his business to the next level that he started his own video marketing company, Permanent Estate Media. Below, he shares a little about his views on real estate videos and the importance of incorporating it in your overall marketing strategy.

for all of my personal listings. It was a Christian decision, to be honest. I believe all humans deserve the best service, regardless of how much they are paying me. From mobile homes to mansions, we spent money on producing the best quality photos and video for *every* listing.

However, like many principles, they sometimes have unintended consequences. I started getting more calls from strangers asking me to list their home, and to help them buy a house. Where were they coming from? How did they find me?

What I found is that these clients were seeing my listing videos on Facebook or Zillow and thinking “I want that kind of agent representing me.” I was starting to gain a reputation as a professional in my space, all because of a commitment to deliver high-quality video. What started out as just a video for marketing my client’s listings, quickly turned into brand growth and recognition for my company.

As a bonus, when I went on these “cold” listing appointments, I never lost when going up against other agent interviews. When sellers listed their

home, they always listed with me. Why? Because the other agents showed up with just the standard listing materials: comps, numbers and photos. The sellers saw my listing presentation and professional videos and in their mind, there was no comparison. All three agents are charging the same commission, but only one agent (me) is spending money on high-quality videos and photos that will sell their home faster and for top dollar. Choosing me was a no brainer for the sellers.

Bottom line, video marketing has been a game changer for my business all because of the decision to shoot quality cinematic videos for every listing. I went from \$250K in GCI to \$500k in just two years and you can too. What I’ve learned is that the investment of \$20-30k a year in production costs yielded \$200-\$250k in new business. That’s more than 733% ROI.

The overall takeaway is if you make the investment in your clients, your business will undoubtedly flourish. I’ve experienced it firsthand in my business and know the same can happen for you.



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There are a lot of ways to do a lot of things; of that I have no doubt. You can build a business calling expired listings and FSBO’s. That works, but it’s not very fun.

You can build a business by holding mega open houses three to four times a week. That really does work! But again, not very fun.

You can pay third-party platforms to provide lead generation, and that can yield some success, but like the others, is definitely not fun.

For me personally, the way to build a business in real estate has, and always will be, with referral business. There is no better feeling than hearing prospective new clients call and say, “John told me I should call you.”

Besides referral business, what other business should you be intentional about pursuing? Are you leaving money on the table? The answer, if you’re not doing consistent video, is absolutely!

Here’s why. A couple of years ago, I committed to producing 4K ultra HD cinematic listing videos

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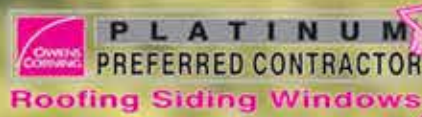
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JASON STROTHER



The Strother family enjoying the snow, building snowman and sledding in Payson.

“What you see is what you get.” A simple saying, but a powerful one when it comes to rising top producer Jason Strother. “I like who I am in this business. I don’t have to be anybody else,” he declares. Being genuine with his relationship-building and his approach to improving himself and the industry at large is the calling card to his success in his very young real estate career.

Jason grew up in a small town where he set his sight on doing landscaping for the rest of his life. He really had no desire to go to college, either. However, one conversation with his high school physics teacher, of all people, changed the trajectory of his life.

“I was going down the wrong path and he pulled me aside one day,” Jason recalled. “He was like, ‘You’re smarter than this. I have a deal for you.’” His teacher allowed Jason to bend the rules and take multiple science courses at once, giving him a renewed interest in education. He would go on to get his master’s in technology management and another degree in electronic engineering.

Before real estate, Jason was a senior manager in the corporate world as well as an engineer. However, when his company was bought out, Jason was forced to look for another job. The corporate life had worn him out with 60-80-hour work weeks and constant phone calls. His wife, Theresa, a long-time REALTOR®, suggested that he join her, as he had actually been helping her serve families for over a decade.

In late 2017, he got his license, and since then his business has taken off. Just about a year and a half into his career, Jason has already amassed a career volume of \$7.4 million on 26 transactions.

Jason’s mentor in the business world once told him, “Action creates wealth, and wealth creates knowledge.” Jason concludes, “I think that’s some of the best advice I’ve gotten. It’s enabled me not to just sit in front of a computer or read a book. It’s given me the courage to go out and try things and see if they work and then learn from it.”

Jason is most passionate about being there for his clients and doing his best to help. “I’ve talked to a lot of REALTORS®, and some of them are really focused on the checks and the money. I love money. But I feel that if I can just help out some people, then that’s going to come back to me tenfold.”

Although he thinks it sounds “hokey,” Jason finds it extremely rewarding to hand the keys over to his clients and close the deal. “I give them a nice closing gift because I want them to remember me and I want to make it special. I like to see the joy. No one

...



Jason, Theresa, Lillian and Levi

is ever mad when you give them the keys to their house. They're always so excited." It's a simple concept, but by going all-out for his clients and creating a great experience from the beginning to the end of the transaction, Jason creates long-lasting relationships and has them coming back for repeat business and referrals.

What sets Jason apart is his dedication to his marketing. He puts a large fraction of what he makes back into his investments in marketing his listings and himself. His success has proven that you can't skimp on advertising and promoting your business if you want to make it.

For this year, Jason wants to create a passive income model for his business. He wants to hire three agents so he can train and work with them. The ultimate goal for Jason is that he wants to own a beachside B&B in the Caribbean a decade or so down the line, and he'll do that by gradually letting his business run itself.

Success to Jason is, most importantly, keeping his family close, all the while having enough money to be free to do what he wants. He has seen too often, especially in corporate America, that people get too caught up with money and don't have great relationships with their kids. Family is the most important aspect of a successful life.

Jason and Theresa have been married for over 14 years. They have a super smart 8-year-old daughter, and a 5-year-old son who always wants to wrestle. Jason is into martial arts as well. He is a black belt in Taekwondo, and he teaches at a faith-based martial arts organization in his free time.

In real estate and in life, Jason wants to be remembered for his integrity. Doing the right things for his clients, his future trainees, and most importantly his family. For Jason, having integrity is easy because that's who he is. And simply being himself puts him on the path to that beachside dream.

"Action creates wealth, and wealth creates knowledge."

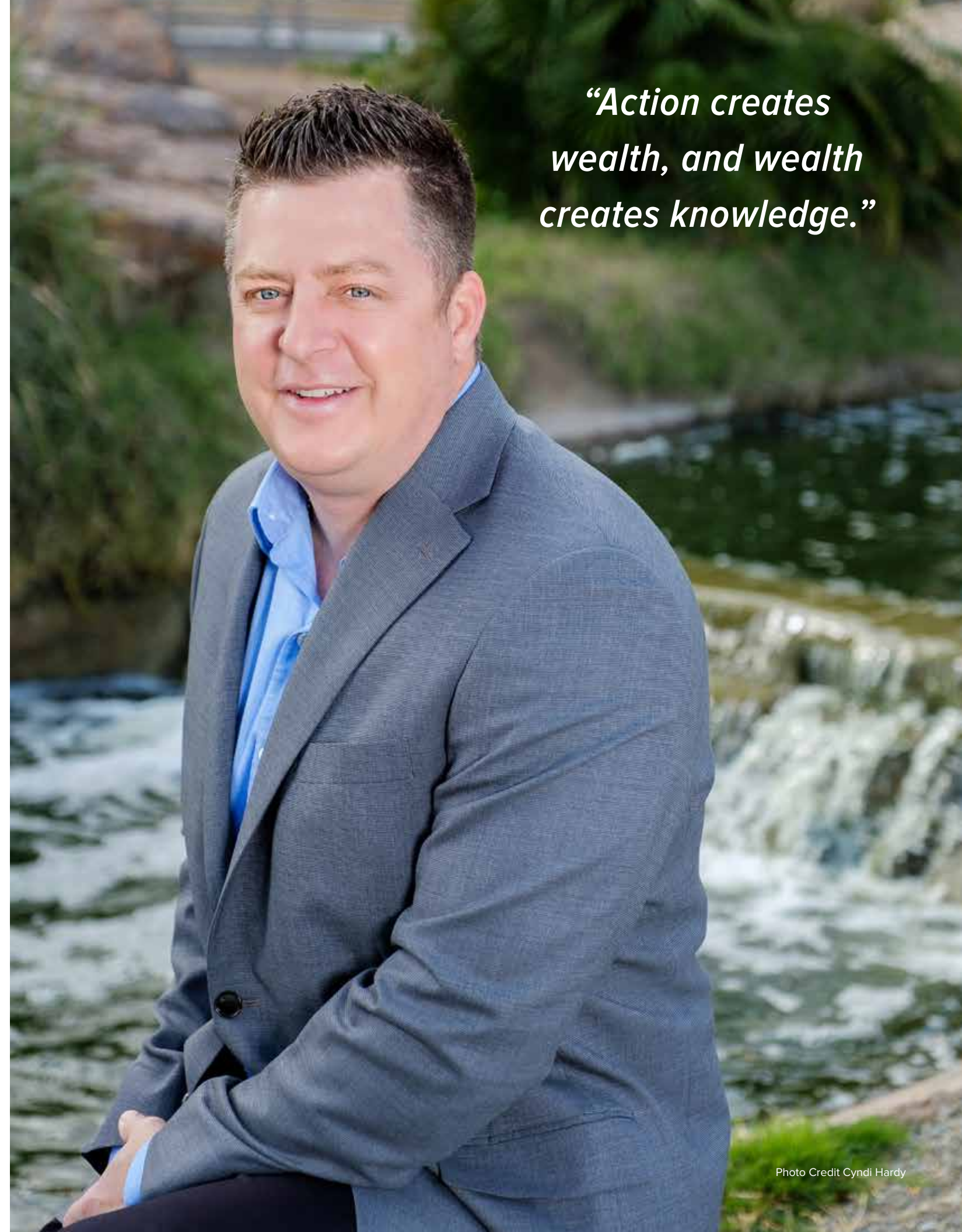


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Photo Credit Cyndi Hardy

real story ◀◀

By Jacob Cabezudo



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MIKE & MINDY WEINSTEIN

DEFYING THE ODDS

Mindy was 14 years old. For her whole, young life she had felt that something wasn't right. Then one morning, she was in a life or death situation.

"I woke up one morning with a severe headache and flu-like symptoms," Mindy said. "My parents took me to a doctor and then to the hospital. My brain had swelled to four times its normal size."

She was diagnosed with hydrocephalus, which is the build-up of fluid in the brain that in her case was caused by a smaller-than-normal ventricle. The ER staff at first didn't know what was causing it and warned Mindy's parents that she might not make it.

A shunt—a tube that carries fluid from the brain to another part of the body--was needed to save Mindy. Thankfully, the doctors successfully operated on Mindy and she survived unharmed.

"It's a miracle that I came out okay and beat the odds," she said. "I remember at that time the neurologist said that only about ten percent of people with this condition would make it without severe damage."

For the next six years, Mindy didn't suffer through any major episodes with hydrocephalus. Subsequently, she and Mike Weinstein had fallen in love, and they got married in 2000.

"My mom sat him down before we got married and gave him a talk," Mindy explained. "She told him all the things to look out for. I was like, 'I'm fine. There's not going to be anything else.'" Unfortunately, that was not the case, as just a month after they were married, Mindy had another horrendous headache. At that time, she discovered the devastating news that she would need to have another surgery. However, Mindy made it through the procedure without complication. Little did Mindy or Mike know that the real health battle was ahead.

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Just seven months after that surgery, Mindy's condition had suddenly taken a turn for the worst.

"I was getting ready to leave for work," Mike said, "and I just noticed something wasn't right. I had to make a decision. I almost went to work that morning, and I was told by the doctor had I done that, she would not have made it." This time three surgeries were required to save her, and thanks to Mike's intuition and one of the world's leading brain surgeons, she survived.

Since the surgeries, which spanned over the course of more than a year, both Mike and Mindy have let their perseverance define their approach to life. "That event impacted and shaped us as a couple," Mike said. "It transformed our approach on how we handle our marriage, and more importantly, how we handle being parents, and how we handle our careers."

Mike is a longtime REALTOR® in the Phoenix area and the executive vice president of West USA Realty. He is the founder of "Six Figure Mind Shift" which develops real estate agents into skilled entrepreneurs and helps them achieve growth. He also hosts a radio talk show, *It's Business Time*, on 92.3 KTAR.

Mindy is a full-time marketing professor at Grand Canyon University. She is also the founder of "Market Mindshift," a search engine optimization (SEO) training company. She is an expert on marketing strategies, and many companies such as Facebook, Putman Media, and the Weather Channel have sought her guidance on the latest trends and ways to expand their reach. She has written multiple books including *Rich and Thin* and *Money Trouble*.

Equally successful, Mike and Mindy credit their hard work and strong partnership with one another for attaining their achievements. "We've come to the point in our careers that we believe there's no such thing as luck," Mike stated. "Everybody could say, 'You're a lucky person, and everything falls into place.' Everything that we've achieved, we've worked our butts off for."

"Personality-wise," Mindy added, "I'm not someone who's very aggressive at meeting people. But the joke I say to myself in my head is, 'How bad can it be? It's not brain surgery.' So, whether it's calling prospects or going to an event where you don't know anyone, just do it because you never know what can happen and who you could meet."



Photo Credit Cyndi Hardy

The two of them collaborate to spread knowledge at conferences and inspire future top producers and entrepreneurs to achieve success. But perhaps the most inspired person out of all of this is Mike, when he looks at the accomplishments of his wife.

"Mindy has been a true inspiration to me because we know that no one's guaranteed tomorrow," he said. "Her work ethic is beyond belief because she knows she's got to work hard to achieve what she wants to achieve. But the best thing about it is, Mindy has gained her level of success because she puts herself out there all the time; she tackles every opportunity that she wants, and she makes things happen."

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Have you ever hired a real estate coach? If so, how has it impacted your business? *Part 2*



ADRIANNE LYNCH, CONWAY REAL ESTATE

I wanted to enhance my current sales technique, learn other ways to generate leads and take my business to the next level, so I hired Blair Ballin to be my mentor. It wasn't easy to let my guard down, be vulnerable and trust a process I didn't understand. Having him help me map out a plan, be accountable, commit to change, and be open to listening and learning made an impact on my business, and my production increased by over 40%. For 2019, I still have my mentor and hired a business coach for team growth as I want to continue to challenge myself and help others achieve their goals.



SHEILA TOUHEY, HOMESMART

I have a coach and I relish her advice. When times are hard, she gives me wonderful counsel. When times are going great, she celebrates with me and we look back at what made it happen. She is an accountability partner that has helped me remain consistent year after year. I know I need to do the work; clients will come if we remain consistent.



MELANIE NEMETZ, KELLER WILLIAMS REALTY

Yes, I currently use a coach for my business. The impact on my business has been powerful. Coaching has allowed me to have a clear focus on the growth and direction of my business with a level of accountability connected to these goals. Real estate is so much more than just selling homes. Coaching provides professional and proven advice and systems that guide me through the non-sales aspect of my business, which allows me to keep the team running while also allowing me to continue to guide families into and out of their homes.



CHERYL KIRBY, KELLER WILLIAMS INTEGRITY FIRST REALTY

When I started my career, I did have a coach that I worked with. The real estate business was so foreign to me and everyone was telling me different things to do to get my business going but I really wasn't comfortable with anything they were telling me. My coach helped me to get focused on what I was comfortable with and what I could be passionate about. They held me accountable for reaching my goals that I set and helped me to see



ROSANN WILLIAMS, THE WILLIAMS & MCBEAN TEAM

I never hired a coach for my business. I attended seminars for new marketing ideas and ways to keep 'pumped,' but I never had a one-on-one coach. Prior to real estate, I ran several small businesses and I also had a background in corporate America. Based on knowing what it takes to start a business and build and cultivate your network, I started the wheels in motion. This business, as any, is all about relationships. People work with who they know and trust. Reaching out and touching people is what it's all about; the personal connection and contact.

I make it a point to be involved in community, networking with others and doing the very best job possible so the referrals continue. My business is about 98% referrals. It's a nice place to be after 17 years.



KELLY JENSEN, HOMESMART ELITE GROUP

In my previous career of engineering and construction I hired professional engineers and architects to prepare construction plans and oversee construction on many large-scale projects because that was the way to get work completed. I've also hired consultants to assist in training staff and mentoring/coaching professionals so they're more efficient in managing their workload.

Since retiring from that profession, I've been 100% in my real estate business which has been based on sure effort and hard work, which has worked well for me up to now. This year I'll be changing my business plan and starting a new real estate brokerage. To be more effective on the brokerage I'll be hiring an experienced broker to provide recommendations and look over my shoulder, so I hope to save some time and shorten the learning curve as I ramp up this company. I do think as REALTORS® we need to pick the most efficient ways to create business, so hiring a business coach/broker is one of the ways I plan to be more productive in 2019.



• • •

KRISTINE VOWLES, THE LUXURY LOOK

No matter what stage your business is at, a business coach will hold you accountable, causing you to work hard, but the results will bring progress faster than you would normally achieve on your own.

Getting personal attention from someone who knows your business extremely well is the one aspect that a coach brings, where group sessions or mentors do not. There is something to be said for when someone is going to focus just on you for an entire hour on a regular basis.

Your coach has only one goal—to make your ideas into reality. Although you may have many brilliant ideas for your company, sometimes it's hard to know where to start and what to tackle first. And we all know that in order to have major growth, personally and professionally, we need to be pushed out of our comfort zone.

They also provide a sounding board, and assist in problem-solving and challenges you may face.

The more you surround yourself with successful people, the more you will succeed. Networking provides opportunities. Doors will open up when your business coach is advocating for you, which has happened for me on multiple levels; my coach has paid for herself many times over. A good business coach will help you make more money.

A business coach can do wonders for busy entrepreneurs. As you run a growing organization, everything gets complex; you get busy and sometimes push off things you know are important. This is where a business coach comes in. You can discuss the vital things you need to accomplish in order to achieve your goals, and your coach will hold you accountable. That alone will make you more effective.

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Three Feet from Gold:

Turn Your Obstacles into Opportunities!

by Sharon L. Lechter,
Dan John Miller



» book review
Reviewed By **Scott Warga**

One of my all-time favorites.

Over 100 years ago Napoleon Hill began the research that ultimately resulted in his bestseller *Think and Grow Rich*. Now, a hundred years later, in *Three Feet from Gold*, Sharon L. Lechter (co-author of the #1 New York Times best-seller *Rich Dad Poor Dad*) and Greg S. Reid (a successful author, and motivational speaker) have given us more than the story of one man's troubled pursuit of success.

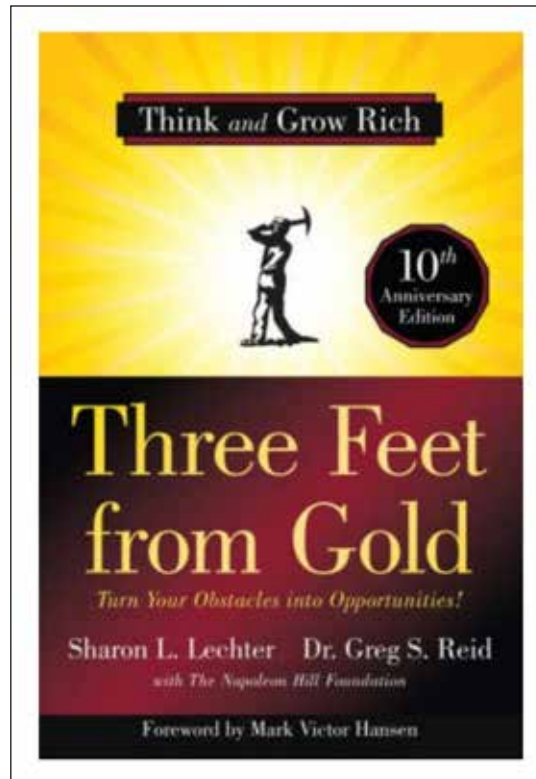
A young entrepreneur whose life is falling to pieces, finds himself following in Hill's footsteps after a unique encounter. He ends up getting something that does not belong to him, but that leads to a meeting with a powerful businessman who sees the young man's potential and sets him on a challenging journey of personal, spiritual, and financial growth. He must interview other successful people and come back to him. I absolutely loved the structure. Mr. Reid used his story to frame the other success

stories. I found this to be an incredibly inspiring book with powerful lesson of persistence. We have all heard phrases like: lesson learned, never give up, finish what you've started, it's always darkest before the dawn, but in this book he give examples of these and how to persist even when you think you are done.

This amazing business parable tells a fascinating story while demonstrating the key principles of *Think and Grow Rich*. READ THIS BOOK. you'll find encouragement and motivation to believe in yourself, and to never give up. You are just three feet from gold!

If you are open minded and seeking to improve yourself in any way, this is a relatable tale of perseverance and purpose. If you want to be solely entertained, it is not for you. If you have no desire to change or improve your life (to take real action) it's probably not for you either. I highly recommend it for reflective and determined individuals, which is hopefully most of the people reading this.

Nugget from the book: you are the sum of the books you read, the conversations you have, and the people you keep closest. You are just three feet from gold!



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TIME BLOCKING
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In today's fast-paced real estate environment, you can easily become overwhelmed by unimportant or non revenue-generating tasks. Protect your precious work time by adopting these simple time blocking habits. By dedicating a certain number of hours to just one task, you "block off" your time (and your mind) from other projects – and the myriad of other demands on your attention.

You might schedule an uninterrupted block of time to prospecting in the morning and showings only in the afternoons. I time-block when I am doing any social media, both business and personal. My friends know I only respond on Facebook twice a week.

QUICKTIP: If you spend a good amount of time each day answering calls, texts, and emails, set aside a certain time each day for these tasks. Communicate these "office hours" on your voicemail message and

in your email signature. Your clients and co-workers will appreciate knowing when you'll respond. They won't have to guess how busy your day is and when you'll finally get around to answering your messages.

Stop clock-watching by scheduling tasks to complete each day. Leave your "workplace" when you've met your goals – not when the clock says it's time to escape. Instead of leaving a project for the next

day, finish it now, when all your ideas are flowing. Not only will you increase your productivity, you'll impress your colleagues and clients with your work ethic!

Use the event time strategy to hold off on lunch breaks, trips to the water cooler, etc. Finish everything you start and seldom again feel the dread of needing to get something done, caught up, or finished by deadline.

If you're like me, you love spending time on work-related activities that don't really count as work. I turn off my email when needing to focus on another project, and many times even turn off the cell phone.

You can dramatically increase your productivity by limiting the amount of time you spend dreaming about your goals and fiddling with your spreadsheets. Use time blocking and a time tracker to balance necessary planning with actual work. Many people spend more time getting ready to prospect, market, and other pipe line activity than actually doing it! You do not need your list of contacts on your desk "just right." For example, you can, at the beginning of each month, dedicate an hour to monthly and weekly goal-setting. At the beginning of your week, you can sit down for an hour and schedule your projects into daily time blocks.

Schedule your most important work first. It's that simple.

When you make your yearly time blocking plan, consider which task—once completed— would make all your other work easier (or even unnecessary). Put this task front-and-center. Do your most important work first, like revenue-generating work. Later in the day, when you have less energy, you can go online, comment on cute cat videos, and subtly name-drop your brand.

Of course, if morning isn't your most high-energy time, you aren't alone. Schedule your most important task for your best-feeling time of day!

Use the same method to front-load essential monthly and daily tasks.

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►► pam's monthly update
By Pam Frestedt CEO of SEVRAR

SEVRAR:

Servicing the Community and Our Members

Member empowerment and engagement is the foundation that SEVRAR is built upon, and we are proud to provide professional development and support to our association membership and community. The past few months have been an exciting time for SEVRAR because we have had the pleasure of providing our members with opportunities to enhance their business skills and contribute to our Critical Needs Fund.

In April, SEVRAR had the distinct pleasure and honor of graduating our 15th Leadership Class. The graduating class of 12 extraordinary SEVRAR members completed the 12-week program, during which time each student was immersed in educational and professional development courses that centered on community involvement, team building skills, enhancing leadership skills, and a class project. The class project, which was chosen by this Leadership cohort, is designed for the group

to serve and support their community in whatever capacity they see fit. This year, the class decided to focus their efforts on supporting veterans in the Metro-Phoenix area. The group came together to make 200 "boxes of sunshine" that were filled with different items and presented the boxes to veterans at the Arizona State Veterans' Home in Phoenix.

In addition, our members have shown immense support to our Critical Needs Fund, which aides a SEVRAR member who has undergone an unexpected-life tragedy. So far, in 2019, SEVRAR has been fortunate enough to donate nearly \$27,000 to 15 members. Donations to this fantastic cause have equaled to roughly \$40,000 this year alone. Our Affiliate Committee showed support to the Critical Needs Fund by hosting their annual Member Appreciation Picnic on April 12th, which all the proceeds from the event were donated to the Critical Needs Fund. It is truly inspiring to see our members take charge in providing support to SEVRAR members who need it the most.

As our members continue to grow and prosper in 2019, we look forward to the opportunity to continue to serve our communities.

MAY

schedule details

Fair Housing

Event Date: May 6
Event Time: 9:00 am - 12:00 pm
Event Description: Course Type Fair Housing 3.00 Credits
Instructor: Brenda Russell Basso
Location: SEVRAR

New Member Orientation

Event Date: May 6
Event Time: 10:30 am - 12:00 pm
Event Description: Course Type Non-Accredited
Instructor: Christie Ellis
Location: SEVRAR

Buying and Selling Golf Course

Event Date: May 6
Event Time: 1:00 pm - 4:00 pm
Event Description: Course Type Real Estate Legal Issues 3.00 Credits
Instructor: Ben Gottlieb
Location: SEVRAR

Working w/ Today's Consumer

Event Date: May 7
Event Time: 9:00 am - 12:00 pm
Event Description: Course Type Non-Accredited
Instructor: Craig Grant
Location: SEVRAR

How to Market Like a Rockstar

Event Date: May 7
Event Time: 1:30 pm - 4:30 pm
Event Description: Course Type Non-Accredited
Instructor: Craig Grant
Location: SEVRAR

Selling a Home

Event Date: May 9
Event Time: 9:00 am - 11:00 am
Event Description: Course Type Non-Accredited
Instructor: Mark Poisson
Location: SEVRAR

Affiliate Certification

Event Date: May 10
Event Time: 8:00 am - 9:00 am
Event Description: Course Type Non-Accredited
Location: SEVRAR

Flipping Panel

Event Date: May 10
Event Time: 9:00 am - 11:00 am
Event Description: Course Type Self-Improvement
Location: SEVRAR

Keep Current with HOA's

Event Date: May 13
Event Description: Course Type Disclosure 3.00 Credits
Instructor: Marlene Olsen
Location: SEVRAR

Fair Housing: Fact or Fiction

Event Date: May 13
Event Description: Course Type Fair Housing 3.00 Credits
Instructor: Marge Peck
Location: SEVRAR

Listing & Selling Homes

Event Date: May 14
Event Time: 10:30 am - 1:30 pm
Event Description: Course Type General Education 3.00 Credits
Instructor: Brian White
Location: SEVRAR

Culture:Asian Indian & Chinese

Event Date: May 15
Event Time: 9:00 am - 11:00 am
Event Description: Course Type Non-Accredited
Location: SEVRAR

New Member Orientation

Event Date: May 15
Event Time: 9:00 am - 10:30 am
Event Description: Course Type Non-Accredited
Instructor: Martha Fuller
Location: SEVRAR

Global Class: Generations

Event Date: May 15
Event Time: 1:00 pm - 3:00 pm
Event Description: Course Type Non-Accredited
Location: SEVRAR

Disclosure Issues

Event Date: May 16
Event Description: Course Type Disclosure 3.00 Credits
Instructor: Patrick MacQueen
Location: SEVRAR

Improving Your Memory Power

Event Date: May 16
Event Time: 9:00 am - 11:00 am
Event Description: Course Type Self-Improvement
Instructor: Sean O'Neal
Location: SEVRAR

What Does Agency Mean?

Event Date: May 16
Event Time: 1:00 pm - 4:00 pm
Event Description: Course Type Agency Law 3.00 Credits
Instructor: Keri Means
Location: SEVRAR

The Reverse Mortgage Loan

Event Date: May 20
Event Time: 9:00 am - 12:00 pm
Event Description: Course Type Real Estate Legal Issues 3.00 Credits
Instructor: Susan Pullen
Location: SEVRAR

COE and Commissioner's Rules

Event Date: May 20
Event Time: 1:00 pm - 4:00 pm
Event Description: Course Type Commissioner's Standards 3.00 Credits
Instructor: David Compton
Location: SEVRAR

Disclosure Law & NAR Ethics

Event Date: May 21
Event Time: 9:00 am - 12:00 pm
Event Description: Course Type Disclosure 3.00 Credits
Instructor: Ed Ricketts
Location: SEVRAR

HomeSmart Class

Event Date: May 21
Event Time: 11:00 am - 2:00 pm
Event Description: Course Type Accredited 3.00 Credits
Location: SEVRAR

The Broker Self- Audit

Event Date: May 21
Event Time: 1:00 pm - 4:00 pm
Event Description: Course Type Real Estate Legal Issues 3.00 Credits
Instructor: Ed Ricketts
Location: SEVRAR

Foreign Buyers and Sellers

Event Date: May 22
Event Time: 9:00 am - 12:00 pm
Event Description: Course Type Real Estate Legal Issues 3.00 Credits
Instructor: Mike Abel
Location: SEVRAR

Let's Chat Contracts

Event Date: May 22
Event Time: 1:00 pm - 4:00 pm
Event Description: Course Type Contract Law 3.00 Credits
Instructor: Mark DeMichele
Location: SEVRAR

Dominating a Geographic Farm

Event Date: May 23
Event Time: 9:00 am - 11:00 am
Event Description: Course Type Non-Accredited
Instructor: Mark Poisson
Location: SEVRAR

New Member Orientation

Event Date: May 23
Event Time: 12:00 pm - 1:30 pm
Event Description: Course Type Non-Accredited
Instructor: Liz Hill
Location: SEVRAR

GRI: Anatomy of the COE

Event Date: May 24
Event Time: 9:00 am - 4:00 pm
Event Description: Course Type Multiple Categories 6.00 Credits
Instructor: Mike Mulvena
Location: SEVRAR

The Future of Your RE Business

Event Date: May 29
Event Time: 9:00 am - 12:00 pm
Event Description: Course Type Commissioner's Standards 3.00 Credits
Instructor: Jimmy Garcia
Location: SEVRAR

Going for Broke(R®)

Event Date: May 29
Event Time: 1:00 pm - 4:00 pm
Event Description: Course Type Commissioner's Standards 3.00 Credits
Instructor: Liz Hill
Location: SEVRAR

New Member Orientation

Event Date: May 30
Event Time: 5:00 pm - 6:30 pm
Event Description: Course Type Non-Accredited
Instructor: Tiffany Jones
Location: SEVRAR

MAY

SUNDAY	MONDAY	TUESDAY
28	29	30
05	06 Fair Housing 9:00 a.m.–12:00 p.m. New Member Orientation 10:30 am - 12:00 pm Buying and Selling Golf Course 1:00 pm - 4:00 pm	07 Working w/ Today's Consumer 9:00 am - 12:00 pm How to Market Like a Rockstar 1:30 pm - 4:30 pm
12	13 Keep Current with HOA's 9:00 am - 12:00 pm Fair Housing: Fact or Fiction 1:00 pm - 4:00 pm	14 Listing & Selling Homes 10:30 am - 1:30 pm
19	20 The Reverse Mortgage Loan 9:00 am - 12:00 pm COE and Commissioner's Rules 1:00 pm - 4:00 pm	21 Disclosure Law & NAR Ethics 9:00 am - 12:00 pm HomeSmart Class 11:00 am - 2:00 pm The Broker Self- Audit 1:00 pm - 4:00 pm
26	27	28

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
01	02	03	04
08	09 Selling a Home 9:00 am - 11:00 am	10 Affiliate Certification 8:00 am - 9:00 am Flipping Panel 9:00 am - 11:00 am	11
15 Culture:Asian Indian & Chinese 9:00 am - 11:00 am New Member Orientation 9:00 am - 10:30 am Global Class: Generations 1:00 pm - 3:00 pm	16 Disclosure Issues 9:00 am - 12:00 pm Improving Your Memory Power 9:00 am - 11:00 am What Does Agency Mean? 1:00 pm - 4:00 pm	17	18
22 Foreign Buyers and Sellers 9:00 am - 12:00 pm Let's Chat Contracts 1:00 pm - 4:00 pm	23 Dominating a Geographic Farm 9:00 am - 11:00 am New Member Orientation 12:00 pm - 1:30 pm	24 GRI: Anatomy of the COE 9:00 am - 4:00 pm	25
29 The Future of Your RE Business 9:00 am - 12:00 pm Going for Broke(R®) 1:00 pm - 4:00 pm	30 New Member Orientation 5:00 pm - 6:30 pm	31	01

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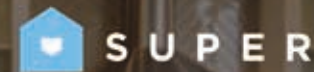


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TOP 150 STANDINGS

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

#	First Name	Last Name	Office Name	Total # 01/01/2019 - 03/31/2019	Total \$ 01/01/2019 - 03/31/2019
1	Derek	Dickson	Offerpad	295	\$72,402,436
2	Carol A.	Royse	Keller Williams Realty East Valley	63.5	\$20,370,965
3	Dawn	Faraci	Lennar Sales Corp	48.5	\$16,648,140
4	Karl	Tunberg	Midland Real Estate Alliance	20	\$16,519,180
5	Rick	Metcalfe	Canam Realty Group	46	\$14,498,650
6	Kenny	Klaus	Keller Williams Integrity First	49.5	\$12,913,665
7	Rebecca	Rains	Berkshire Hathaway Homeservices Arizona Properties	41	\$12,686,226
8	Brian	Cunningham	List 3k, LLC	30.5	\$11,161,220
9	Mindy	Jones Nevarez	Keller Williams Integrity First	29	\$11,028,300
10	Kimberly	Healy-Franzetti	West Usa Realty	13	\$9,440,688
11	David	Arustamian	Russ Lyon Sotheby's International Realty	20	\$9,403,000
12	Brock	O'Neal	West Usa Realty	25	\$9,055,379
13	Benjamin	Arredondo	My Home Group Real Estate	27	\$8,947,700
14	Becky	Kolb	Keller Williams Integrity First	22	\$8,724,850
15	Jason	Crittenden	Realty One Group	21.5	\$8,346,800
16	John	Payne	United Countryreal Estate-Arizona Property & Auction	1	\$7,880,000
17	Zachary	Cates	Revelation Real Estate	16	\$7,847,500
18	Spencer	Lindahl	Main Street Renewal, LLC	33	\$7,689,900
19	Van D.	Welborn	Redfin Corporation	10	\$7,354,500
20	Bob and Sandy	Thompson	Revelation Real Estate	22	\$7,209,200
21	Alan	Kittelman	Realty Executives	37	\$7,084,300
22	Angela	Larson	Keller Williams Realty Phoenix	22	\$6,855,400
23	Mary Jo	Santistevan	Berkshire Hathaway Homeservices Arizona Properties	16	\$6,718,450
24	Kristine	Smith	Kb Home Sales	24	\$6,516,394
25	Kelly	Jensen	Kj Elite Realty	19	\$6,354,500
26	Tyler	Blair	My Home Group Real Estate	22	\$6,275,200
27	Shivani	Dallas	Keller Williams Integrity First	15.5	\$5,926,150
28	Jody	Poling	Hyres International, LLC	7	\$5,921,000
29	Bonny L.	Holland	Keller Williams Realty Sonoran Living	5.5	\$5,860,250
30	Jason	Witte	Realty One Group	18.5	\$5,753,250
31	Darwin	Wall	Realty One Group	6	\$5,693,150
32	Donna	Mortensen	Redefy	16	\$5,659,975
33	Rachael	Richards	Rachael Richards Realty	14.5	\$5,561,300
34	Kathy	Camamo	Amazing AZ Homes	19	\$5,365,800

#	First Name	Last Name	Office Name	Total # 01/01/2019 - 03/31/2019	Total \$ 01/01/2019 - 03/31/2019
35	Janine	Igliane	Keller Williams Realty East Valley	13.5	\$5,345,700
36	Lori	Blank	Lori Blank & Associates, LLC	14	\$5,315,550
37	Robin	Rotella	Keller Williams Integrity First	20	\$5,294,800
38	Gina	Mckinley	RE/MAX Fine Properties	18.5	\$5,280,300
39	Catherine	Renshaw	Lennar Sales Corp	12	\$5,223,375
40	Randy	Courtney	Weichert, Realtors - Courtney Valleywide	12	\$5,219,080
41	Terry	Young	Revelation Real Estate	13.5	\$5,217,850
42	Lacey	Lehman	Realty One Group	19	\$5,180,058
43	Michael	D'Elena	North & Co	13.5	\$5,137,050
44	Kelly	Khalil	Redfin Corporation	13	\$5,083,800
45	Eric	Williams	Realty Executives	5	\$4,904,947
46	Shawn	Rogers	West Usa Realty	17.5	\$4,855,590
47	Tara	Hayden	Redfin Corporation	12	\$4,708,675
48	Henry	Wang	Revelation Real Estate	13.5	\$4,637,500
49	Scott	Dempsey	Redfin Corporation	10	\$4,634,900
50	Karl	Freund	Kenneth James Realty	10.5	\$4,557,900

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TOP 150 STANDINGS

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

#	First Name	Last Name	Office Name	Total #	Total \$
				01/01/2019 - 03/31/2019	01/01/2019 - 03/31/2019
51	Timothy J	Cusick	Homelife Professionals	12	\$4,551,856
52	Carol	Gruber	Revelation Real Estate	18	\$4,544,500
53	Carlie	Goulet	Keller Williams Realty Phoenix	11.5	\$4,516,550
54	Shanna	Day	Keller Williams Realty East Valley	8.5	\$4,506,750
55	Cara	Wright	Revelation Real Estate	5	\$4,492,350
56	Dawn	Carroll	Lori Blank & Associates, LLC	12.5	\$4,483,750
57	Kraig	Klaus	Keller Williams Integrity First	15	\$4,457,800
58	Damian	Godoy	Argo Real Estate Professionals	16.5	\$4,454,850
59	Richard	Johnson	Coldwell Banker Residential Brokerage	11	\$4,390,000
60	Justin	Cook	RE/MAX Solutions	17	\$4,298,025
61	Thomas M	Speaks	Revelation Real Estate	13	\$4,281,090
62	Michaelann	Haffner	RE/MAX Infinity	12	\$4,259,000
63	Daniel	Brown	My Home Group Real Estate	12	\$4,257,500
64	Heather	Openshaw	Keller Williams Integrity First	14	\$4,232,034
65	Marc	Slavin	Realty One Group	11	\$4,179,150
66	Jennifer	Felker	RE/MAX Infinity	11	\$4,172,000
67	Kirk	Erickson	Schreiner Realty	12	\$4,148,900
68	Jasson	Dellacroce	My Home Group Real Estate	12.5	\$4,126,740
69	Christy	Rios	Revelation Real Estate	10	\$4,079,390
70	Russell	Mills	Gentry Real Estate	13	\$4,018,945
71	Lorraine	Ryall	Kor Properties	9	\$3,997,900
72	Tanner	Milne	The Menlo Group Commercial Real Estate	9	\$3,955,335
73	Shawn	Camacho	United Brokers Group	15	\$3,948,500
74	Curtis	Johnson	Exp Realty	11.5	\$3,930,640
75	Brett	Tanner	Keller Williams Realty Phoenix	16	\$3,910,605
76	Jason	Laflesch	Results Realty	8	\$3,897,000
77	Gina	Mcmullen	Redfin Corporation	10	\$3,895,000
78	Charlotte	Young	Revelation Real Estate	9.5	\$3,840,400
79	Annette	Holmes	Rachael Richards Realty	9	\$3,828,000
80	Shannon	Gillette	Launch Real Estate	11	\$3,808,400
81	Gus	Palmisano	Keller Williams Integrity First	11	\$3,800,350
82	Scott	Morgan	Revelation Real Estate	14	\$3,784,874
83	Kelly	Courvisier	Homesmart	9	\$3,777,900
84	Renee'	Merritt	Russ Lyon Sotheby's International Realty	6	\$3,760,000

#	First Name	Last Name	Office Name	Total # 01/01/2019 - 03/31/2019	Total \$ 01/01/2019 - 03/31/2019
85	Dalen	Linnerson	Midland Real Estate Alliance	2	\$3,757,450
86	Mike	Mendoza	Keller Williams Realty Sonoran Living	11	\$3,746,012
87	Mark	Captain	Keller Williams Legacy One	13	\$3,710,775
88	Michele	Edison	United Brokers Group	5.5	\$3,679,000
89	Michael	Kent	RE/MAX Infinity	14	\$3,676,600
90	Jonas	Funston	Venture Rei, LLC	9	\$3,660,150
91	Bill	Olmstead	Keller Williams Realty East Valley	10.5	\$3,658,000
92	Jill	Dames	Realty One Group	12	\$3,653,000
93	Geoffrey	Adams	Realty One Group	16	\$3,640,995
94	Preston	Mann	Lra Real Estate Group, LLC	15	\$3,621,000
95	Bob	Lisk	Network Realty	5	\$3,610,277
96	Beau	Tanner	Thg Realty, LLC	1	\$3,600,000
97	Kim	Williamson	Revelation Real Estate	9	\$3,575,900
98	Rebecca	Kallhoff	RE/MAX Precision	12.5	\$3,573,600
99	James	Sanson	Keller Williams Realty Phoenix	15.5	\$3,568,250
100	Rob	Hale	Elite Results Realty	15	\$3,565,300

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TOP 150 STANDINGS

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

#	First Name	Last Name	Office Name	Total # 01/01/2019 - 03/31/2019	Total \$ 01/01/2019 - 03/31/2019
101	William G	Barker	Farnsworth Realty & Management Company	12.5	\$3,543,000
102	Kelly	Money	Redfin Corporation	10.5	\$3,489,204
103	Steve	Helmstadter	Helmstad Realty	8	\$3,475,000
104	Eleazar	Medrano	Homesmart	13	\$3,461,200
105	Julie	Gallego	Redfin Corporation	10	\$3,449,500
106	James	Watson	Keller Williams Realty Sonoran Living	8	\$3,438,350
107	Jarl	Kubat	West Usa Realty	15	\$3,431,900
108	Shamra	Harrison	Revelation Real Estate	15	\$3,427,500
109	Cindy	Flowers	Keller Williams Integrity First	13	\$3,395,400
110	Raegan	Kraft	Redfin Corporation	10	\$3,390,054
111	Michael	Hernandez	Revelation Real Estate	10	\$3,388,000
112	Jaime	Blikre	My Home Group Real Estate	10	\$3,383,994
113	Nicholas	Kibby	Keller Williams Realty Phoenix	10	\$3,351,929
114	Gordon	Hageman	My Home Group Real Estate	10	\$3,328,000
115	Amy N	Nelson	Keller Williams Realty East Valley	11	\$3,303,390
116	Carla	Holzer	Realty One Group	6	\$3,300,500
117	Stephany	Bullington	Revelation Real Estate	8.5	\$3,286,150
118	Nick	Bastian	Realty Executives	11.5	\$3,284,000

#	First Name	Last Name	Office Name	Total # 01/01/2019 - 03/31/2019	Total \$ 01/01/2019 - 03/31/2019
119	Sanjog	Gopal	Oz Realty	16	\$3,283,100
120	Jessica	Santa Cruz	Revelation Real Estate	11	\$3,247,200
121	Don	Juvan	Gentry Real Estate	20	\$3,239,900
122	Kiran	Vedantam	Kirans And Associates Realty LLC	7.5	\$3,228,250
123	Michael	Cunningham	West Usa Realty	8	\$3,212,052
124	Nate	Randleman	Revelation Real Estate	13	\$3,208,200
125	Beverly	Berrett	Berkshire Hathaway Homeservices Arizona Properties	11	\$3,153,946
126	Kim	Webster	Coldwell Banker Residential Brokerage	12	\$3,153,400
127	Katie	Shook	Redfin Corporation	11	\$3,146,950
128	Heather	Taylor	Prosmart Realty	9	\$3,146,500
129	Elmon	Krupnik	Stunning Homes Realty	11	\$3,145,000
130	Michael	Barron	RE/MAX Infinity	9	\$3,143,900
131	Patrick	Smith	Nexthome Alliance	10	\$3,143,180
132	Debra	Allen	Berkshire Hathaway Homeservices Arizona Properties	7	\$3,133,900
133	Hani	Aldulaimi	Keller Williams Realty East Valley	6	\$3,131,000
134	Amy	Laidlaw	Realty Executives	9	\$3,112,400
135	Ben	Swanson	RE/MAX Precision	12	\$3,111,500
136	Trent	Windsor	S. J. Fowler Real Estate, Inc.	6	\$3,086,800
137	Marshall	Hancock	Delex Realty	9	\$3,076,828
138	Scott	Cook	RE/MAX Solutions	11	\$3,061,500
139	Mark	Sloat	Realty One Group	8	\$3,060,900
140	Adam	Coe	Revelation Real Estate	12	\$3,055,100
141	Andrew	Wise	Realty One Group	3	\$3,035,000
142	Paul	Whittle	American Allstar Realty	15	\$2,999,338
143	Frank	Bennett Jr	Frank Bennett Realty	13	\$2,982,000
144	Mark	Hanson	My Home Group Real Estate	3	\$2,977,000
145	Gregory	Hagopian	RE/MAX Solutions	9	\$2,977,000
146	Kent	Norgard	Farnsworth Realty & Management Company	11.5	\$2,961,000
147	Dean	Thornton	Redfin Corporation	8	\$2,937,900
148	Felecia	Rozansky	Platinum Realty Group	9.5	\$2,896,900
149	Penny	Secor	Western Lifestyle Realty	10	\$2,878,900
150	Claudia	Wilson	Realty One Group	10	\$2,878,502

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