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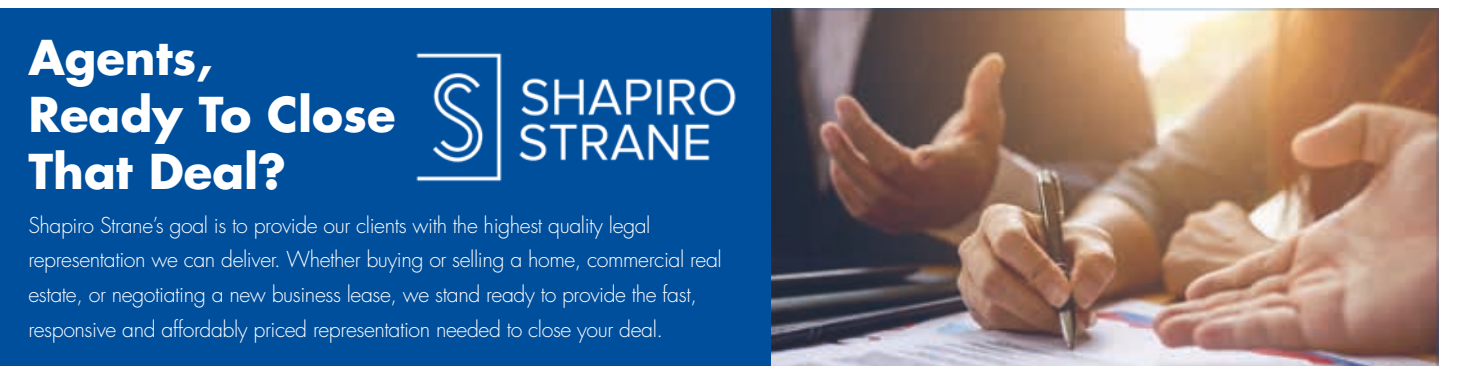
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The choice of a lawyer is an important decision that should not be based solely upon advertisements. The Supreme Court of Illinois does not recognize certifications of specialties in the practice of law. Certificates, awards and recognition are not requirements to practice law in Illinois. Justin C. Strane is responsible for this content. Shapiro Strane's principal place of business is 53 W. Jackson Blvd., Ste. 1760, Chicago, IL 60604.

### Justin's Recent Accomplishments Include:

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Ania Kozera has over **fifteen years** of mortgage industry experience, accumulating her knowledge from various brokers, mortgage banks and lenders. She is a **four-time** Chicago Magazine 5 Star winner with a primary focus on providing the best customer service experience possible through her understanding of client needs.

“We are truly happy with the experience of working with Ania and Tim. They saved the day when another mortgage company told us we were not approved. Very patient with inexperienced buyer who has questions. 100% would refer to my friends and family. Thank you!!

-Julie D.

“I could have not asked for someone more dedicated and accurate at what she does. The whole transaction from beginning to end was smooth and in reasonable time frame. Thank you Ania for your excellent services.

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-Keon W.



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Gratitude doesn't even begin to scratch the surface of the positive emotions I feel toward our staff, the summer panelists, everyone involved at 900 WEST, and the Chicago Real Producers community who made our summer event a success. I would also like to give Agnes Mroczkowski and Christina Ocampo from Saturn Title a shout out for being our marquee sponsors for the event. Watching Melanie, Danielle, Tommy, Matt, and Phil was such an honor. I did my best to absorb every minute of real estate wisdom that they shared. Most of the concepts discussed could be applied to any business model. Every individual on the panel had such a unique perspective and it really confirms the fact that there is no "one way" to flourish in real estate. Here are some of my personal takeaways from each panelist:

**Melanie Everett** – I've been extremely fortunate to have two team members who align with our vision to work with buyers and sellers. This allows me the freedom to come up with creative ways of building our brand.

**Danielle Dowell** – One of my main goals for our team is to have each individual enjoy their life outside of work. I want each person to get to a level of success that they can take a few weeks of vacation guilt-free!

**Matt Laricy** – Seasonality is a myth. There are positive reasons to buy or sell during any time of the year. The key is to be able to effectively communicate this to the buyer or seller you're working with.

**Tommy Choi** – Josh and I made a goal at the beginning of the year to add six people to our team this year. I know if we accomplish this, everything else will fall into place.

Phil Byers is truly a master of his craft. He has graciously moderated our last two panels and it takes a certain skillset to extract valuable information in a fashion that can be applied to everyday life. I am in awe of this man and love watching him work!

Please enjoy the summer event photos on page 70 courtesy of Heather Allison Love Photography and Carlos Miranda. Check out Facebook and Instagram to view the recap video of the event (compliments of Justin Barr).

SAVE THE DATE! We are excited to announce that our 2019 Fall Event will take place at TESLA Gold Coast (901 N. Rush St. Chicago, IL 60611) on October 24th (see page 76).



Fighting the good fight,

**Andy Burton**  
Publisher, *Chicago Real Producers*  
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► business  
By Luke Weiden

# A Guide to HVAC Systems What You Need to Know

As a REALTOR®, how many times have you gotten a deal down to the wire only to have it fall through because of an HVAC issue? Unfortunately, this exact problem is happening more than ever before. Investigating the following will help you identify any HVAC-related issues prior to the final inspection and help you seal the deal.

## Regular Maintenance

Has the seller performed regular maintenance on their HVAC system over the years? This is something that you should determine so you can figure out the best approach to solving any potential problems for your client. Split systems with a furnace and an air conditioner should be maintained annually. If the seller doesn't have their maintenance records on file, ask them to contact their HVAC service provider for evidence of maintenance. Regular maintenance will extend the life of a system, lower utility costs, and save on expensive repair costs over the years. Think of regular maintenance on an HVAC system the same way you do an oil change for your car. Would you buy a car knowing that the oil hadn't been changed in 15,000 miles? Most likely, the answer is no!

## The System's Age

In our world, an HVAC system is ripe for replacement after ten years. Beyond ten years, repairs to the system become frequent and costly. Also, ten years is an eternity in the HVAC world when it comes to technology and efficiency upgrades. Technology improvements have made homes much more comfortable over the past ten years. This new technology includes multistage equipment and variable speed for better dehumidification and overall comfort. Plus, the utility cost savings the new systems can provide, could outweigh the cost of a new HVAC system.

If the system is over ten years old, the buyer will most likely have to incur the cost of buying a new system within five to seven years after purchase.

## The Old R-22 Refrigerant

The fact that R-22 refrigerants are being phased out has been known for quite some time, but it is still taking some people by surprise. The EPA has stopped the production of the R-22 refrigerant altogether. This means that the only way to obtain one of these systems is by getting one from a warehouse. As these units get older, the demand and cost will continue to go up as the supply goes down. If you come across a system that has R-22, you should bring that fact to the attention of the buyer.

## The Biggest Problem of All

Prior to the real estate correction in 2007 there were many unqualified people slapping in HVAC systems across Chicago. Of course, this caused a chain reaction of problems that some homeowners are still dealing with to this day. The issues range from ductwork inefficiencies to oversized equipment, which can cause short cycling, lack of dehumidification, comfort issues, and ultimately lead to a shorten life span on the equipment. In fact, the Department of Energy reports that well over half of all installed HVAC systems are oversized. Oversized equipment coupled with ductwork inefficiencies lead to shortened lifespan, noisy equipment, and much more. If you notice that the ductwork or mechanical room is loud, there could be underlying problems with the system.

As an experienced HVAC professional, I've seen it more times than I can count: the seller brings in his guy to "fix" the problems only for that guy to end up being a cheap contractor who rushes through the work. In reality, the "cheap" guy who installed the improper equipment was the problem to begin with. Help your clients by knowing what potential HVAC system issues to troubleshoot for and avoid/address in the negotiation. You'll be their hero, and you'll be your own hero when you can hand over the keys knowing you've done your best for your client.

The moral of the story: Do your client a favor and get them a credit at closing so they have time to hire a trustworthy HVAC professional. That way, they will be able to upgrade the equipment and make their new home comfortable.

## About the Author:

Luke Weiden is the sales and marketing manager for Deljo Heating & Cooling where he leads and coaches a high performing team. He has been with Deljo for 6 years, and prior to that he spent 6 years building an HVAC company in central Illinois. He is also co-owner of American Home Heating & Air Conditioning in Chicago. Luke co-hosts an HVAC sales podcast called "Between Two Furnaces."



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# Heather ▶ agent feature HILLEBRAND

## Giving it Her All

By Chris Menezes • Photos by Carlos Miranda

When Heather Hillebrand starts something, she goes all-in. As a result, she often has a lot on her plate. By taking on more, she is able to accomplish more, whether it's being a mother to two active boys, earning an MBA while working full-time, running her own successful real estate business, or working as a managing broker. She's got a lot going on, but loves every minute of it!

Going above and beyond the call of duty is just how Heather likes to do things. When she was in college at the University of Denver, she spent her entire junior year studying abroad in Paris. While most students might only spend one semester abroad in college, one semester wasn't going to be enough for Heather. "I'd been studying French for years and if I was going to do it, I was going to be all-in, which was no surprise to my friends or family," she says.

Heather started her corporate career as an executive compensation expert for several global consulting firms. She had spent three years earning her MBA from the Kellogg Graduate School of Management at Northwestern University while working full-time. Over the span of the next twelve years, she would eventually enter a human resources role and run compensation programs for a large global company.

Heather's interest in real estate piqued when she and her husband, Jens, decided to sell their respective condos and buy a home for their future family in Lakeview. "It's a classic story I've heard from many brokers over the years—I'd done a ton of research, seen about a million homes, and loved every minute of it," she says.

When Heather's previous job presented her with an opportunity to take a severance package, it provided a financial cushion for her to transition into real estate. The flexibility of being a REALTOR® would allow Heather and Jens to spend more time together when he was home during the week, to travel more together, and to be more involved when they had their sons, Pierce and Chase.

Heather started her real estate career in 2007. After building a successful business, she was given the amazing opportunity by the owner of Dream Town Realty, Yuval Degani, to be a manager and to work on brokerage-wide projects that would have a real impact on the company's brokers and their sales businesses. Today, Heather is not only the managing broker of the Lincoln Park office, which boasts over 125 brokers, but she also continues to work full-time as a REALTOR® with her team, selling \$14 million annually.

**"DON'T WORRY ABOUT WHAT OTHER AGENTS ARE DOING.**

*Figure out who you are going to be as a broker, what your business is going to look like, and give it 150 percent effort. Chicago is a big city. There's room for a lot of successful brokers."*





Heather with her family on their most recent trip to Puerto Rico



Heather with Anya Hargraves from her team

“I work very hard for both my clients and the brokers in my office, and I want everyone to be successful. I love any part I can play in ensuring the success of the brokers. I feel their successes and their disappointments personally, and I’m passionate about being there, being available, and helping in any way they need me. If my brokers sell more than I do, then I’ve done my job. Their success is my success,” she says.

It helps that Heather’s business has become completely referral based, which is no surprise, given

her history of going above and beyond. If she could give any advice to up-and-coming REALTORS®, she’d say, “Don’t worry about what other agents are doing. Figure out who you are going to be as a broker, what your business is going to look like, and give it 150 percent effort. Chicago is a big city. There’s room for a lot of successful brokers.”

Heather loves living in Chicago. “We could live literally anywhere in the world as long as Jens could get to NYC a few times a month for work, but we choose to stay in Chicago. We love it. It’s home,” she says. Heather grew up in Schaumburg and Jens is originally from Denmark. They live in South Lakeview, where

Pierce (11) and Chase (8) attend a Chicago Public School, Burley Elementary. They have two rescue dogs, Sydney and Laika, and they are strong proponents of pet rescue, supporting a number of rescue organizations in Chicago. As a family, they enjoy spending time at their summer house in Michigan, where they can unwind and unplug with family on the beach and boat.

“It’s not tiring wearing so many hats—it’s invigorating and a privilege,” she says. “I’m lucky, and won’t forget it anytime soon.”



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business

By Marki Lemons-Ryhal

# Give Them What THEY CRAVE: Authenticity & Transparency

As a fifth-generation entrepreneur, I started my first business in 1980, at the age of ten. Life was sweet, and I did not have a computer, pager, cell phone, or tablet. The business start-up was simplistic at the time—often, you operated your business with just a notepad and a calculator.

How things have changed! As of January 1, 2015, there are more mobile devices on planet earth than there are people or toothbrushes. How often do you leave home without your mobile device? I am going to assume NEVER, and that if you find you have forgotten it, you turn right around and go back to get it even if you will be late for work or an appointment. There are some of us who cannot survive a day without our mobile devices because we have not memorized a phone number in the past decade. But technology is such an asset. For example, mobile business cards are a way to give out

our information to people, and they make it easy for people to download our contact information. We'll no longer have to worry about running out of cards. Networking with the enhancement of technology is really going to allow us to supercharge our businesses moving forward.

Today with the high use of mobile devices and social media, you need to own your brand and make it consistent across all social media channels. One of the biggest challenges agents face in selling on social media is the belief that we have to be a persona to succeed, but that misses the point of technology entirely. Social media is not about being a personality or playing a role; it's actually the opposite. It should be seen as a means for us to be ourselves and highlight what makes us unique and what we care about. As real estate professionals, we should be striving to be known for providing value, men-

torship, and improving lives. Social media is a great way to do this seamlessly and sustainably. When we are doing our work, meeting and talking to people, many nuggets, and pieces of information on how to do our jobs better are given to us. We need to take that content and share it with the world because it has value.

"Technology has given us the opportunity to enrich what we do and highlight who we are as people." — Annette Anthony, Vice President of Technology Engagement, EXIT Realty Corp. International.

Hone into who you are, be comfortable in your own skin, and really highlight who that is online. While that really is key, when it comes to sharing online, many real estate agents struggle to find the balance between the personal, the professional, and what people actually want to see.

To make an impact via social media, it's not about you showing how many houses you sell. It's about giving

information that's relevant and impactful to consumers in your market. You have a wealth of information that can be valuable to the people who see your profile online, and if you can find someone to help you polish up your knowledge about social media, you can build solid relationships and boost your business.

Social media doesn't have to be difficult if we stick to a simple system. Building it into our schedules means we'll always be consistent. Keeping track of others' life events gives us something to connect with people on. Using videos makes us more engaging. It's all about using social media to *listen*, as well as to provide, allowing you to implement cost-effective strategies and tools that can increase your leads.

Put your authentic, professional, and social persona online. Find a balance between who you are as a REALTOR® and what people actually want to see on social media. After all, when it comes to contacting people, it's not about the initial numbers, it's about your closing ratio and the quality of the interactions you have.

### About the Author:

Licensed Managing Broker, REALTOR®, avid volunteer, and major donor, Marki Lemons-Ryhal is dedicated to all things real estate. With over 25 years of marketing experience, Marki has taught over 250,000 REALTORS® how to earn up to a 2682% return on their marketing dollars. As a REALTOR®, Marki has earned several sales awards, the REALTOR® Achievement Award and The President's Award from the Chicago Association of REALTORS®. Six-time REALTOR® Conference and Expo featured attendee, one of 100 speakers selected to speak at the REALTOR® Conference & Expo five times, and an Inman closing Keynote Speaker.

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▶ owner feature

By Jennifer Mitchell  
Photos by Carlos Miranda

# T.J. RUBIN

## Becoming the Man in the Arena— How a Company Was Built out of a Crisis

**W**alking into the new Fulton Grace Realty office in Wicker Park, you can't miss Teddy Roosevelt's "The Man in the Arena" quote painted on the wall. The quote praises the man who "spends himself in a worthy cause," "fails while daring greatly," and "strives valiantly." The quote is a favorite of owner T.J. Rubin and serves as a rallying cry for the 300-person Fulton Grace team.

Fulton Grace Realty is one of Chicago's leading providers of comprehensive real estate services. They help Chicagoans buy, sell, and rent homes and they help building owners manage rental properties.

T.J. founded Fulton Grace Realty in 2009 and his entry into the world of real estate management and brokerage was certainly unusual—when many agents were calling it quits, he chose to pick up the baton. He was working as a real estate attorney when the 2008 financial crisis hit and left him without a job. Though devastated at the time, T.J. looks back and notes the opportunity that was presented to him. He owned and managed two properties and realized that there was a financial opportunity in rental property management. With free time on his



hands and knowing that he thrived in an entrepreneurial environment, he decided to give managing rental properties a try.

After receiving his first commission check, T.J. was hooked. Fulton Grace Realty has grown into the 300-person team that managed 1,500 units, rented 3,300 units, and enjoyed over \$220 million in sales volume last year (eying \$325 million this year). The company has also made the *Inc. 5,000* list for five consecutive years. Though the growth has been incredible, it didn't come without the dust, sweat, and blood referenced in Roosevelt's quote.

"To build a successful firm you need to start with a foundation and infrastructure that supports agent growth," states T.J. "It's like building a house—you need to put in the hard work of building a solid foundation before you can reap the rewards of that shelter."

T.J. notes that the best way to build your foundation is to invest in brokers who subscribe to your vision, then provide value to your team. You need to build a community where people want to work, which he does by investing in marketing and a solid leadership team and by putting an emphasis on culture, community, and education.



“ To build a successful firm you need to start with a foundation and infrastructure that supports agent growth...It’s like building a house—you need to put in the hard work of building a solid foundation before you can reap the rewards of that shelter.”



# FULTON GRACE

“When you have a staff largely comprised of independent contractors, it’s easy for people to become siloed in their work,” explains T.J. “I want to build a collaborative environment, so we host a number of social and philanthropic events so everyone can get to know each other and learn to work as a team.”

Most recently, the Fulton Grace Realty team worked with Giveback Homes to build a house for a less fortunate family. And every month, the employee of the month gets to choose a local charity that the firm will donate to.

The work T.J. put into, and continues to put into, creating a positive culture, has paid off as evidenced by the number of agents who have left other firms to join Fulton Grace because they share his vision. T.J.’s ability to attract top producers in the incredibly competitive industry of real estate is impressive. So much so, that Fulton Grace Realty has been named one of *Crain’s* Top 100 Best Places to Work in Chicago for the last two consecutive years.

Despite the many accolades he and his company have received, the most important nod of approval to T.J. comes from his six-year-old son, Wyatt. There’s nothing more rewarding for T.J. than to bring his son into the office to either show off the new office space he’s furnishing or meet the team he’s built, and hear Wyatt say that he wants to work with his dad someday.

As for budding entrepreneurs, T.J. has some advice for getting started. He notes the hyper-competitive real estate industry and encourages entrepreneurs to think about their goals and specific value offering before getting started. If you can identify the unique value you bring to the space, then you can and need to put in the work to build a foundation for your company.

“If you’re looking to produce and build out a team, come join Fulton Grace Realty,” laughs T.J. “When opening your own company, you’re mostly doing administrative tasks. Know that going into it and be ready for the business-owner lifestyle, in which you’re always tethered to your work. If you’re okay with that, then go for it.”

Despite the rollercoaster of emotions that came with losing his job and starting his own business, watching Fulton Grace Realty grow and thrive has made it all worth it for T.J. The growth of his staff and the collective excitement around his vision is enough to prove his efforts have been successful. Much like the man in the arena, he “at the best knows in the end the triumph of high achievement” (from Theodore Roosevelt’s speech “Citizenship in a Republic,” given at the Sorbonne in Paris on April 23, 1910).



T.J. and his son, Wyatt.



Fulton Grace at a Give Back Homes philanthropy event





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home matters

By Shauna Osborne

# RECLAIMING YOUR BATHROOM THIS FALL



When you walk into your bathroom, what feeling hits you? Overwhelmed by the messy counter, perhaps? Between bathroom storage often being in short supply and the boom in grooming trends over the last five years, clutter is inevitable. So, with the kids back in school and the holidays just around the corner (yikes!), what better time to tackle the task of decluttering and organizing the smallest, most-used, and, usually, messiest room in our homes?

### TO BEGIN

A good way to begin is by pulling everything out. Have any items from other rooms migrated into the bathroom? Return them to their proper homes. Take this opportunity to wipe down the emptied insides of your cabinets and drawers, too. You'll also need a trash bag and recycling bin.

### THROW IT AWAY!

Decluttering unneeded items can be quite liberating. Dump it if:  
a. It's old/expired or broken/damaged or just gross. This especially applies to cosmetics and medications.

b. You don't use it. Ask yourself whether you use this product right now, not whether you might use it one day.

c. It's a sample or is almost empty. If it has less than one use left, toss it.

### ASSESS YOUR SPARES.

If you have multiples of personal care products, it might be time to consider donating them (if unopened) or moving them to another area more appropriate for storage. Remember, beauty products have a shelf life.

### CHOOSE APPROPRIATE STORAGE SOLUTIONS FOR WHAT YOU HAVE LEFT.

Make a game plan before putting everything away,

whether that's organizing like products together or sorting them by the person who uses them. Options for drawer organization, bins, and baskets that coordinate with your décor are endless. Try to keep what's left on your counter to a minimum with products you use daily and need to have conveniently located.

Once you've finished, be vigilant about purging old and unneeded items and keeping non-bathroom objects out of there. Bring order and tranquility back to your bathrooms this fall!



Heather Allison

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▶ partner spotlight

By Chris Menezes | Photos by Heather Allison Love Photography

# PHOENIX RISING

HOME STAGING & INTERIOR DESIGN

## PAUL & MONIKA CARNEY

Monika Carney first started staging houses as a real estate agent back in 2000. Always wanting to go above and beyond for her clients, she took classes in interior design with the sole purpose of helping her clients sell their homes faster and for more money. It was an essential part of her business for the better portion of eight years. She often used furniture and accessories from her own home. There were times that her husband, Paul Carney, never knew what he would be able to sit on any given evening, as she often used his favorite chair!

As we all know, the 2008 financial crisis brought about many changes. Homeowners had difficulty selling

their homes and many developers and homebuilders went out of business. It affected the entire real estate industry including Monika's real estate business. However, out of the ashes, Phoenix Rising Home Staging and Interior Design was born.

Amid the crisis, Monika was introduced to a developer who was just months away from foreclosure. In a matter of two years, he only sold one out of twenty-four units. Out of desperation, he asked for Monika and Paul's help. They knew that staging would give his units a competitive advantage, but Monika and Paul didn't have the capital to purchase what they needed to stage two units; they were also struggling financially.

Not having the needed capital, or the ability to use their own furniture this time, they used a Home Depot credit card to buy furniture and accessories. Two weeks after staging, they sold a unit, and then another, and another. Staging helped the developer avoid bankruptcy and his bank, a small community bank, from defaulting on the largest loan it had ever issued. Because of this success, the bank asked Phoenix Rising to stage several of their developers' properties.

Today, Phoenix Rising Home Staging and Interior Design is one of the largest staging companies in Illinois. With 60,000 square feet of warehouse space housing, over \$4.5 million in inventory, over 40 employees—including



••• ing their own movers and stagers who are fully insured, and the experience of staging 70–100 homes every month, they are fully equipped to do any job, whether it's an \$80,000 condo or an \$8,000,000 mansion like the Wrigley Mansion or the Pabst Mansion. Phoenix Rising Home Staging and Interior Design offers a myriad of services, including vacant home staging, occupied home staging, and luxury client staging. Their interior designers can assist home builders, rehabbers, and developers select all finishes and fixtures, cabinets, flooring, and paint colors ensuring the end product stands out among the competition.

Phoenix Rising Home Staging continually invests in new inventory and their employees. Instead of relying

on subcontracted moving companies, which can be a liability risk, they fully employ, train, continually educate, and take care of their own movers and home stagers. Their movers are taught how to prepare a home, how to hang art, and even how to iron sheets and comforters. On average, their home stagers have each staged over 500 homes and receive ongoing training. More importantly to Phoenix Rising, they provide all their employees with health insurance, paid time off, and sick leave. They believe they have the most talented home stagers and interior designers, and the most dedicated, trained, and careful movers in the business!

“Paul and I truly care for those that work for Phoenix Rising Home



Staging. We will never become rich in the staging business. We want to touch the lives of those that we work with. I am proud that we offer benefits, unlike many other companies. We want to help the lives of our designers, our movers, and our staff members—whether it's helping a mover earn enough money to buy his family a home, helping a young home stager become an interior designer, or



Phoenix Rising Home Staging and Interior Design Designers

“Not only are we focused on helping our agents sell their listing fast and for more money, but we are also focused on making them look great in the eyes of their clients.”



helping someone down on their luck with a second chance,” says Monika.

They extend the same care, compassion, and professionalism that they give to their employees, to the agents they work with. “I founded this company with the seller and agent in mind. As a real estate agent, I understand what agents go through. Bottom line, agents need to sell their listings. Not only are we focused on helping our agents sell their listing fast and for more money, but we are also focused on making them look great in the eyes of their clients,” says Monika.

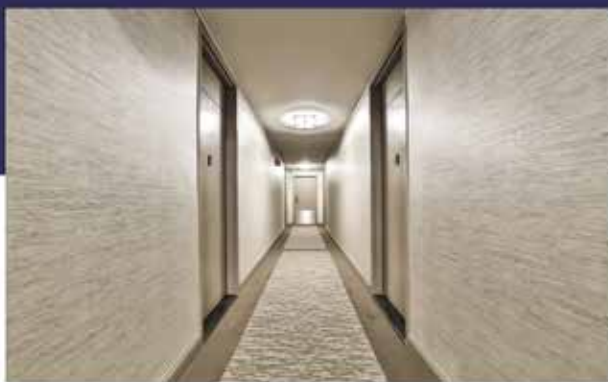
Monika came to the United States from Krakow, Poland, when she was twenty-one years old. Before getting into real estate, she worked as a childcare provider, a country club

waitress, and an insurance agent. Like many of Phoenix Rising Home Staging employees, Monika can speak several languages including Spanish, Russian, Polish, and English.

Paul remembers when he saw Monika for the first time. She was sitting on a couch in his mortgage office talking to a Polish-speaking loan officer she was working with. His executive assistant asked who she was, and Paul said, “That’s the future Mrs. Carney.” Soon after, they got engaged on that very couch. Today, they have five children: Travis, Riley, Paul Jr., Stefan, and Antonio. They are a big hockey family and love to travel together.

For more information regarding Phoenix Rising Home Staging and Interior Design, visit <https://chicagostaging.com>, or call 312-450-8365.





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business

By Nick Libert

# THEME DAYS FOR MAXIMIZED LEAD GENERATION

I think we all can agree that one of the greatest challenges in real estate is lead generation. Once you have that mastered, your only other hurdle will be building and maintaining a team to support your business. But alas, many agents never get that far. Lead generation—specifically, prospecting for new business and mining your existing database for more referrals—continues to be one of the biggest struggles for agents.



It's no mystery that you need to block out time each day for lead generation. I hear many coaches say that, at the minimum, you need to put in two hours, and some now recommend as much as three hours a day. But what exactly do you DO during that time? For many, the feat of prospecting for several hours gets lost between the inability to focus for that long and the lack of clarity on what exactly to focus on during that time. If given our entire database and simply told, "start dialing," most of us would not know where to begin, or how to adequately continue to service existing business and incoming leads.

The best solution I have seen for overcoming this problem is "REALTOR® Theme Days" as perfected by the CORE coaching program, an intense two-year program that I just graduated from this summer. In their program (I've seen other coaching companies offer a version of it), each day of the week gets its own theme. So, yes, you are prospecting for a minimum of two hours each day, but the kind of prospects you target depends on what day of the week it is.

Before we go any further, I'd like to note that for hard-core lead generation, I cannot recommend any other time than the morning. After reading the book *The Miracle Morning* by Hal Elrod and training for my first marathon last year, I became absolutely convinced that the ONLY optimal time for prospecting is the morning—right after your morning exercise, meditation/visualization, and so forth. This is when you are at your freshest, and it's the time you have before the world starts to creep in with its own issues and "fires" to put out. You can absolutely deal with those fires midday; they will still be there, as will the solutions. If you fiercely protect the first two hours of your day for ONLY lead generation, you've already put your health in focus (the exercise and meditation part) and your body has awoken, so you can get the most vital part of your job done before everything else comes around to distract you. Because by the afternoon, the idea of picking up the phone and calling potential clients—whether they be warm or cold leads—is tiresome, and you are very likely to put off making those calls to another day.

So here is how these theme days lay out:

**Monday**—VIP Calls: These are the top fifty people in your sphere who refer business to you (or should be doing so). It's nice to start off your week this way because these are the people with whom it would be natural to catch up with and talk to about weekend gatherings, sporting events, and so forth. These are lighthearted calls with people you enjoy.

**Tuesday**—Status Calls: Check in with each of your current clients, whether they are buyers under contract or people who have active/pending listings with you. Call each one, even if you don't have much to update them on. They will appreciate the opportunity to ask questions and give feedback. This tactic has extended the life of many of my tougher-to-sell listings!

**Wednesday**—Current & Old Lead Calls: Call your fresh leads to secure and set up appointments, but also check in with those older, stale leads too—the ones that may need a reminder about why now is the time to act (or call even just to see what is changing in their status).

**Thursday**—Past Client Calls: Old clients are a group of people that many of us seem to forget about altogether when we don't make ourselves schedule a time to call them. If you checked in with your past clients, offered them vendor recommendations, and invited them to events, don't you think they would be keeping you top of mind and referring you more business?

**Friday**—Business Building Calls: Friday is your day to reach out to the "big dogs" that could help your business, but with whom you don't already have a professional relationship or connection. Big dogs include large-scale investors, developers, attorneys, and business owners who have a large database of people.

These theme days have been transformative for my business, and for the businesses of the many REALTORS® I coach.

## About the Author:

Nick Libert has dedicated his entire adult career to empowering lives through real estate. His passion for finding his clients the ideal home or investment property has manifested itself into rave reviews from many of his past clients. His depth of nearly two decades of industry experience has made him a sought after sales coach, speaking in front of thousands of real estate agents and appearing on nearly every major TV network including multiple stints on HGTV's staple *House Hunters*. Nick owns and operates one of EXIT Realty's most productive offices in America, EXIT Strategy Realty, with offices on both the north and south side of Chicago. Nick is still an active sales agent, winning Top Producer awards from CAR consistently for the past decade, as well as coaching his nearly 225 agents daily.

If you would like to receive a copy of *Greatness Tracker*, the tool Nick created that helps him chart these activities daily, simply email [Nick@NickLibert.com](mailto:Nick@NickLibert.com).

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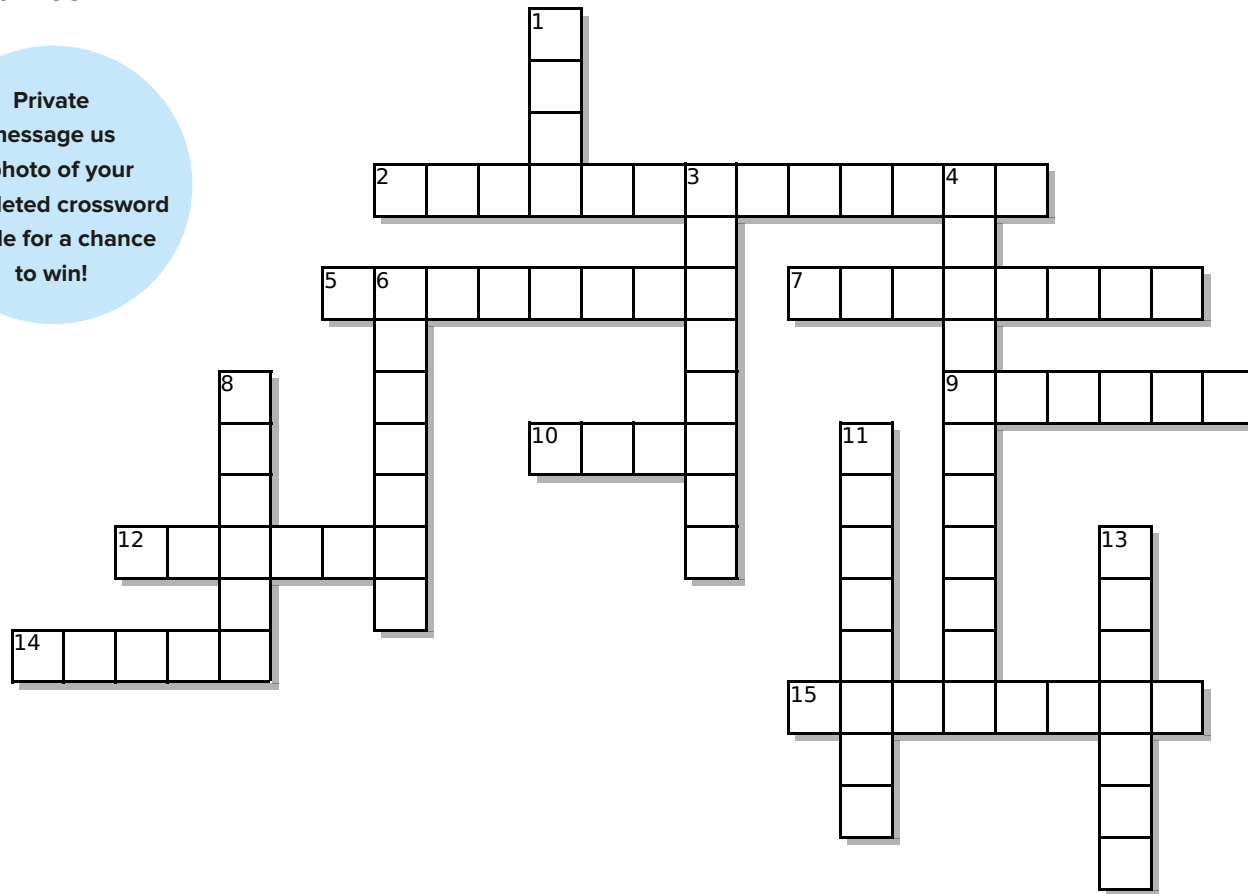
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### ACROSS

- 2 Melissa Siegal looked up to her mother as an independent and successful \_\_\_\_
- 5 What type of office did Paul first meet Monika in?
- 7 T.J. Rubin and the Fulton Grace Realty team has worked with \_\_\_\_ Homes
- 9 The age Stephany Oliveros emigrated from the Philippines
- 10 Melissa Siegal graduated from the University of \_\_\_\_
- 12 Boris met his (now) wife, Maria, when he was \_\_\_\_ years old
- 14 Where Heather Hillebrand studied abroad while in college
- 15 Heather Hillebrand's summer house is in this state

### DOWN

- 1 Name of Melissa Siegal's son
- 3 Her hobbies include SoulCycle, cooking, and traveling the world
- 4 T.J. Rubin states, "To build a successful firm you need to start with a foundation and infrastructure that supports \_\_\_\_."
- 6 What month is the Chicago Real Producers Fall Event taking place?
- 8 Phoenix Rising does not subcontract work, they fully employ, train, continually educate, and take care of their own \_\_\_\_\_ and home stagers.
- 11 The summer panel confirmed that there is no "one way" to \_\_\_\_ in real estate
- 13 Boris Lehtman was born in [the] \_\_\_\_

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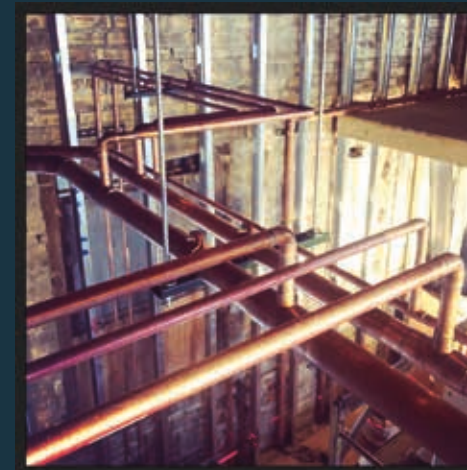
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▶ cover story

By Chris Menezes

Photos by Heather Allison Love Photography

# MELISSA SIEGAL

The Business of   
 RELATIONSHIPS

Melissa Siegal has a natural ability to connect with people. Upon graduating from the University of Iowa with a degree in finance, she took a business-to-business sales job at Cbeyond and signed up a client to purchase technology services for two daycare centers before she even went to the company's onboarding training program. "I just built a wonderful rapport with her," says Melissa.

...



A

nd that's exactly how Melissa has built her real estate business, by developing relationships. Well, that and by possessing a remarkable power for persuasion. Needless to say, she has always loved sales, but not just any style of sales. Working for Cbeyond helped her define exactly what she wanted in a sales job.

"I loved sales, but I didn't love the hard sale. I wanted to do something that allowed me to build a nice relationship with my clients, yet not have to sell them so hard on what they were buying," she says.

Real estate would prove to be the perfect fit for her. When considering her next step, she recalled how when she was in college, she had helped her mother find a place in River North. Melissa had grown up in Glenview, looking up to her mother as an independent and successful businesswoman. When her mother was ready to move downtown, Melissa was with her throughout the entire process, and even picked the place her mother would decide to buy, knowing her interests very well.

Although she seemed to have a natural talent for real estate as well as persuasion, when Melissa entered real estate in 2009, she quickly found that it was not so easy. "The first few years were a lot of hard work with not a lot of benefits. I missed out on numerous social events [as I was] always having to work," she says. Despite telling her mother she wanted to quit real estate several times, Melissa stuck it out and gave it her all.

It turns out that helping her mother buy in River North would be the first of many, many more transactions in that area. Much of Melissa's success has come from handling and selling 65 percent of all the resales in the 303 W. Ohio building in River North.

Last year, she was the number 2 agent in the 60654 zip code, and is currently selling the new construction development, Superior House, in River North. With a career volume of over \$266 million, she has been a Top 1% Agent since 2015, and a Top Producer since 2012.

"Real estate is so much a part of my everyday life that I never feel like I'm working. It's definitely a lifestyle and not a job," says Melissa. "I love forming new relationships while nurturing past relationships. I pride myself in staying in touch with everyone!"

When Melissa isn't directly focusing on real estate, she loves spending time with her family and friends. Melissa and her husband, Rotem, just welcomed a new baby boy, Shai, into their lives four months ago. They love to travel and just got back

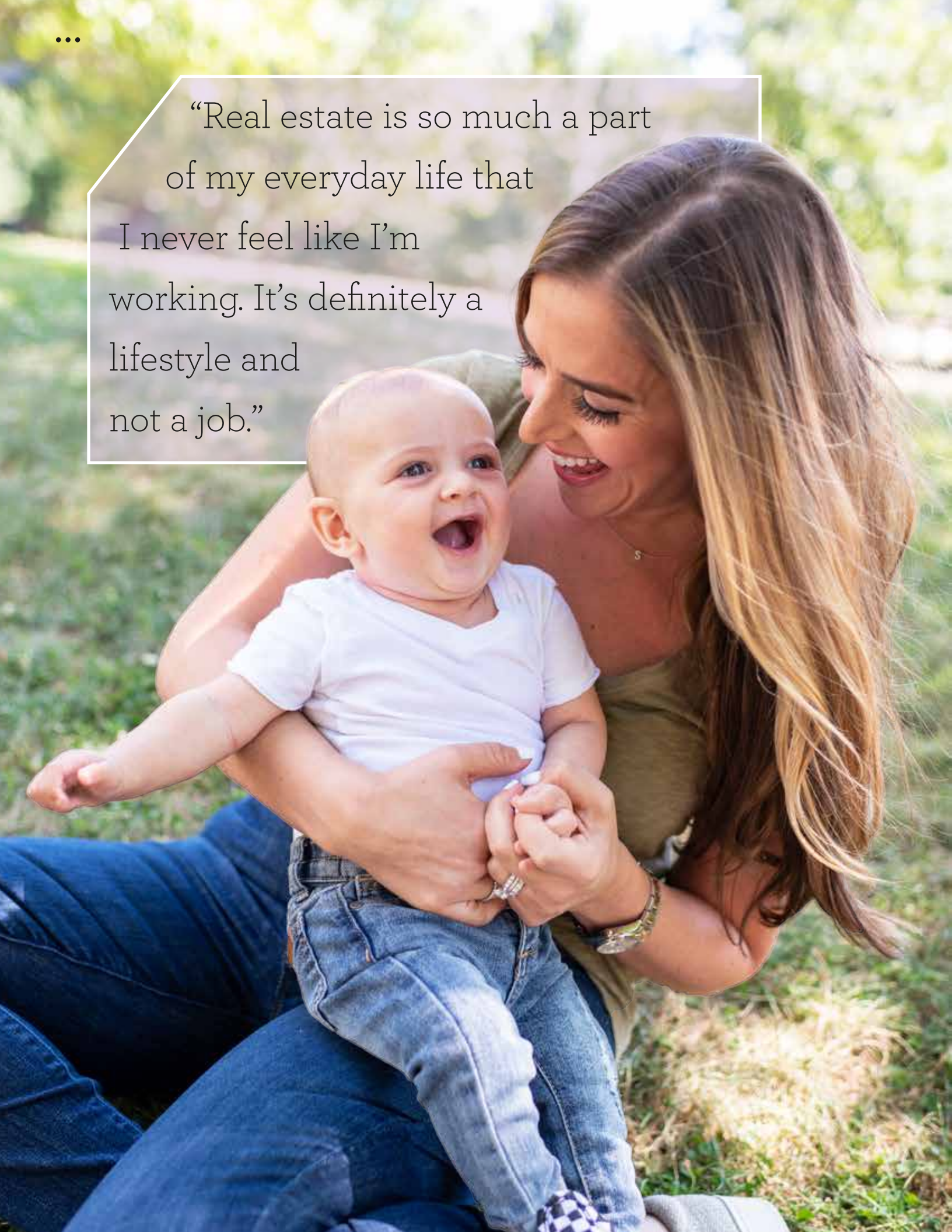


from visiting Rotem's family in Israel. They also love exploring new restaurants in the area.

As a general contractor, Rotem also loves to help many of Melissa's clients, whether by getting their listings ready by painting cabinets and refinishing floors, or by gutting, rehabbing, and remodeling their new homes. "It's nice to have someone I trust to refer clients to," says Melissa.

"My business revolves around two key elements: the love I have for real estate and the fierce loyalty my clients have shown since the beginning. Their happiness is my number one priority!"

“Real estate is so much a part of my everyday life that I never feel like I’m working. It’s definitely a lifestyle and not a job.”



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# ▶▶ on the rise **Boris** LEHTMAN

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## It's a Balancing Act

---

By **Nora Wall** | Photo by **Carlos Miranda**

With three children, a new home in the suburbs, and running several businesses, Boris Lehtman says, **“Keeping it all together is a balancing act.”**

Born in the Ukraine, Boris Lehtman grew up in Chicago's tight-knit Russian immigrant community. Boris met his future wife, Maria, who was born in Russia, when he was twelve years old. They were both young children when their families moved to Chicago, and it wasn't long before their parents knew each other. Boris and his wife became friends in junior high and started dating while they were both attending college at DePaul University. After they graduated, they moved to Napa in 2013 where Maria pursued her culinary degree at the Culinary Institute of America. They had their first daughter, Maya, while they were living in California. At first, they played with the idea of moving to San Francisco, but the sticker-shock inducing price tags on the real estate there made them pause. In 2016, they decided to move back to Chicago where they knew

they had a strong network of family and friends, and good business opportunities. They also knew Chicago could offer them a great and affordable real estate market. It was the right decision.

Boris has been around the real estate industry pretty much his whole life, and he bought his first condo while in college. Given his passion for real estate and his own entrepreneurial spirit, going into real estate seemed like a natural career choice for him, and when they moved back to Chicago, he says, “I saw a great business opportunity to work alongside family and friends who are developers and brokers.” He became a licensed broker in 2016 and hasn't looked back. He has closed an impressive \$12,464,000 in real estate sales over the course of his career. ...



Boris found his entrepreneurial passion when he was in college. He had an internship with UBS Wealth Management, earning just \$8 or \$10 dollars an hour. At the same time, he had a small online business. When orders started coming in and he compared what he could earn as an entrepreneur versus as an employee in a corporate position, he knew he wanted to work for himself. As an entrepreneur, Boris explains, “You’re only as good as your last project. While there’s a certain comfort level with going the corporate route, there is not nearly the level of opportunity [there that] an entrepreneur has.” Today, Boris owns several businesses including a condo property management company, and he enjoys taking calculated risks.

Boris joined Fulton Grace because he saw a lot of synergy between himself and the firm. As an agent, he works closely with busy Chicago developers with lots of new construction projects in the pipeline. His experience managing condominium and homeowner’s associations complements Fulton Grace’s rental property management division. It was a win-win for Boris and Fulton Grace.

Boris loves developing properties. He gets a lot of satisfaction from the experience. It’s a side of the real estate business that he is beginning to dip his toes into. He explains, “I love seeing something go from vacant land to multiple homes. Seeing something go from nothing to something, and knowing

all the time and effort [that’s] involved in bringing multiple projects to life is pretty special, especially when the development is completed and fully occupied, and [you know] you’re the one who did it.”

Boris and his wife, Maria, just bought a house in Northbrook. With three children—Maya (three years old), Liya (two years old), and Miles (four months old)—they are busy parents. The hardest part about moving to the suburbs for Boris has been the added commute time of 35 to 45 minutes both in and out of the city every day. Making sure he gets the quality time he wants with his family has been a challenge, but he makes sure he is home in time to

give his daughters a bath and help put them to bed every night. It’s really important to him.

He and his wife have a date night every weekend so they can connect with each other without the children. The secret to their marriage is that they are best friends. Having known each other most of their lives, they’ve developed a real synergy and they know each other very well. They share similar mindsets and values. Family, peace, and prosperity are their priorities. Boris strives to maintain a balance between work and family, which can be a real challenge at times. With a vision and a plan, Boris is a rising star on track to continue accomplishing great things.



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# STEPHANY OLIVEROS HALLSTEIN

## THE HEART OF ENTREPRENEURSHIP

Imagine that you have just moved to a new country. You don't know the culture, the area, or many people at all. You have a passion for real estate and want to enter the local industry, but you have no capital with which to start a business nor a mentor to show you the ropes. That's what it was like for Stephany Oliveros Hallstein when she arrived in Chicago after emigrating from the Philippines at age twenty.

Stephany's interest in real estate comes from watching her grandmothers work hard to turn the properties they owned—farmlands, small apartments, and empty lots—into sources of income and wealth for their families.

"As an immigrant, I feel very fortunate to live in a country that encourages entrepreneurship and diversity. Because of my family upbringing, I saw my parents work every day non-stop, including weekends and evenings, it instilled in me a sense of responsibility and motivated me to work very hard," says Stephany.

Stephany came to the U.S. after finishing her degree in economics. Initially, she wanted to become a real estate investor like her grandmother. However, she knew she needed to learn the business first, as she was starting from scratch in a new city, and figured becoming a real estate agent would be the best way to do that.

Stephany obtained her license in mid-2003 and made her first sale in the beginning of 2004. Working with that first buyer opened her eyes to the value of the agent/client relationship. She did everything she could to learn about the different neighborhoods in Chicago and how to run a real estate business, having no support from a team or coach. And she did well.

"The market was really good at the time and everyone felt good about the intrinsic value of owning real estate as a primary residence and investment. Then 2008 came and the market crashed. It was so challenging that it made me think twice about continuing in the business. But I told myself 'There is no Plan B,' and I'm glad I stuck it out," says Stephany.

Stephany made it through the storm and in 2011 won the Chicago Association of REALTORS® (CAR) Top 1 percent Silver Award, and was awarded Gold the next two years in a row. She has sold over \$107 million in total production, 727 units. This year, she is on track to surpass last year's production.

Today, she is passionate about growing her team, the CHI Properties Group at Compass. It took her some time to find the right people, having brought in several members who didn't work out in the past. She is excited to finally have the



▶▶ agent feature

By Chris Menezes  
Photos by Heather Allison  
Love Photography

••• right group of individuals in the right roles—roles that fit with the team members’ talents and natural abilities. She loves being able to make an impact in more lives now—from clients, to team members, to partners. “As a team, we can achieve more, help more people, and give our clients more personalized attention,” she says.

One of those great team members is Stephany’s sister, Angelie, who is a partner at CHI Properties Group. In her free time, Stephany loves hanging out with her niece, nephews, and her husband, Michael, who is “My rock and best friend,” she says. She also loves going to SoulCycle, riding her bike to work, cooking, and seeing different perspectives by traveling the world.

“I am grateful for every success, challenge, and opportunity that I’ve had the fortune of experiencing,” says Stephany. “I wish to continue to do more to make my family and industry proud.”



**FAR LEFT:** At Biergarten in Koln, Germany with her husband, Michael Hallstein

**CENTER:** Stephany’s wedding day at London House in Chicago.

**LEFT:** In front of our latest project with Angelie Andry, sister and partner at Alexius Properties

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# SUMMER EVENT

HOSTED BY 900 WEST  
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Photos by Heather Allison Love Photography and Carlos Miranda



Our Summer Event, hosted by **900 West** and **Agnes Mroczkowski** and **Christina Ocampo** from **Saturn Title**, was a huge success. The panel discussion was filled with great insight and the unique perspective among the panelists showcased the fact that there is no "one way" to flourish in real estate. Following the panel, everyone enjoyed mingling while absorbing the breathtaking views of Chicago from the patio of the penthouse. A special thank you to everyone who joined us, provided raffle prizes, and helped make it a fantastic summer morning. We look forward to seeing you at the last event of 2019 on October 24th. Details on page 76. Enjoy the photos!







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# FALL EVENT

Contact [Melissa.Lopez@realproducersmag.com](mailto:Melissa.Lopez@realproducersmag.com)  
for event details

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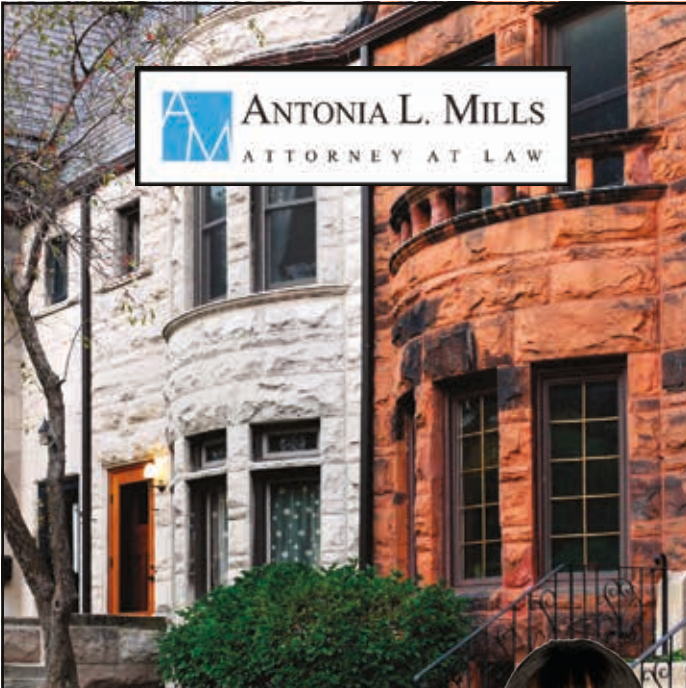
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# TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to July 31, 2019

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	96	\$104,206,895	46	\$53,489,296	142	\$157,696,191
2	Matt	Laricy	126	\$54,146,753	124	\$65,714,877	250	\$119,861,630
3	Emily	Sachs Wong	52	\$71,142,000	29	\$45,594,999	81	\$116,736,999
4	Erin	Ward	17	\$66,022,500	7	\$29,225,000	24	\$95,247,500
5	Mario	Greco	119	\$63,219,531	38	\$29,510,461	157	\$92,729,992
6	Timothy	Sheahan	68	\$73,799,544	13	\$11,339,500	81	\$85,139,044
7	Leigh	Marcus	94	\$56,707,917	19	\$12,443,500	113	\$69,151,417
8	Scott	Newman	56	\$22,194,900	86	\$46,480,302	142	\$68,675,202
9	Jennifer	Ames	30	\$41,793,385	15	\$19,118,535	45	\$60,911,920
10	Karen	Biazar	83	\$44,759,458	19	\$10,720,388	102	\$55,479,846
11	Chezi	Rafaelli	20	\$27,501,000	13	\$25,126,325	33	\$52,627,325
12	Sophia	Klopas	44	\$34,661,875	26	\$14,388,020	70	\$49,049,895
13	Melanie	Giglio	42	\$27,403,676	38	\$21,424,559	80	\$48,828,235
14	Nancy	Tassone	16	\$42,835,026	2	\$1,064,500	18	\$43,899,526
15	Carrie	McCormick	31	\$24,412,900	30	\$18,353,500	61	\$42,766,400
16	Philip	Skowron	14	\$28,063,500	5	\$13,596,000	19	\$41,659,500
17	Sam	Shaffer	21	\$11,695,000	46	\$28,248,064	67	\$39,943,064
18	Natasha	Motev	10	\$23,647,944	3	\$14,449,395	13	\$38,097,339
19	Eugene	Fu	16	\$29,232,000	4	\$5,970,000	20	\$35,202,000
20	Millie	Rosenbloom	22	\$20,991,750	13	\$13,846,250	35	\$34,838,000
21	Elizabeth	Brooks	21	\$34,623,025	0	\$0	21	\$34,623,025
22	Katharine	Waddell	25	\$14,689,500	28	\$18,238,372	53	\$32,927,872
23	Ryan	Preuett	9	\$16,912,500	11	\$15,760,000	20	\$32,672,500
24	Colin	Hebson	24	\$21,794,697	15	\$9,452,697	39	\$31,247,394
25	Brad	Lippitz	26	\$17,494,584	17	\$13,242,900	43	\$30,737,484
26	Joshua	Weinberg	23	\$9,544,036	37	\$21,069,500	60	\$30,613,536
27	Jill	Silverstein	13	\$8,296,000	29	\$22,255,800	42	\$30,551,800
28	Jennifer	Mills	30	\$19,385,632	15	\$10,710,500	45	\$30,096,132
29	Konrad	Dabrowski	34	\$20,372,700	16	\$9,323,388	50	\$29,696,088
30	Timothy	Salm	17	\$17,464,000	7	\$11,579,013	24	\$29,043,013
31	Aaron	Sklar	7	\$7,558,500	12	\$20,471,500	19	\$28,030,000
32	Erin	Mandel	19	\$22,626,750	6	\$3,346,800	25	\$25,973,550
33	Jason	O'Beirne	35	\$20,367,723	18	\$5,237,500	53	\$25,605,223
34	Julie	Busby	20	\$14,140,550	14	\$11,267,000	34	\$25,407,550

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Gwen	Farinella	4	\$12,400,000	3	\$12,425,000	7	\$24,825,000
36	Kathleen	Malone	11	\$9,832,500	12	\$14,462,000	23	\$24,294,500
37	Matthew	Liss	34	\$17,455,900	16	\$6,738,050	50	\$24,193,950
38	Hayley	Westhoff	19	\$10,904,901	16	\$12,867,500	35	\$23,772,401
39	Katherine	Malkin	4	\$10,185,000	4	\$13,115,000	8	\$23,300,000
40	Layching	Quek	2	\$1,180,000	34	\$22,087,634	36	\$23,267,634
41	Phil	Byers	14	\$6,649,700	21	\$16,309,650	35	\$22,959,350
42	Debra	Dobbs	11	\$12,677,500	14	\$10,022,500	25	\$22,700,000
43	Barbara	O'Connor	34	\$15,813,947	14	\$6,514,500	48	\$22,328,447
44	Lauren M.	Wood	20	\$7,439,500	26	\$13,670,450	46	\$21,109,950
45	Lucas	Blahnik	20	\$9,072,500	18	\$11,617,400	38	\$20,689,900
46	Bari	Levine	18	\$7,990,500	21	\$12,364,400	39	\$20,354,900
47	Margaret	Baczowski	12	\$12,072,000	8	\$7,661,500	20	\$19,733,500
48	Ian	Schwartz	17	\$13,651,500	8	\$5,893,900	25	\$19,545,400
49	Noah	Birk	7	\$16,026,000	3	\$3,513,000	10	\$19,539,000
50	Alishja	Ballard	16	\$8,069,025	20	\$11,373,900	36	\$19,442,925

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# TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to July 31, 2019


#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Joe	Zimmerman	23	\$10,779,300	14	\$8,629,900	37	\$19,409,200
52	Douglas	Smith	7	\$4,265,000	8	\$15,123,500	15	\$19,388,500
53	Eudice	Fogel	12	\$9,367,000	8	\$9,923,000	20	\$19,290,000
54	Nadine	Ferrata	19	\$14,121,000	7	\$5,097,000	26	\$19,218,000
55	Nicholaos	Voutsinas	4	\$1,910,900	36	\$17,070,700	40	\$18,981,600
56	Keith	Brand	0	\$0	39	\$18,941,400	39	\$18,941,400
57	Elizabeth	Ballis	7	\$7,370,000	12	\$11,502,000	19	\$18,872,000
58	Bruce	Glazer	10	\$5,337,300	14	\$13,342,062	24	\$18,679,362
59	Steve	Meyer	40	\$17,669,000	2	\$997,428	42	\$18,666,428
60	Emily	Phair	17	\$4,840,900	32	\$13,818,201	49	\$18,659,101
61	Amanda	McMillan	25	\$8,975,825	24	\$9,642,460	49	\$18,618,285
62	Joanne	Nemerovski	11	\$15,940,500	4	\$2,635,000	15	\$18,575,500
63	Frank	Montro	76	\$14,924,674	27	\$3,437,651	103	\$18,362,325
64	Danielle	Dowell	26	\$10,622,600	12	\$7,705,530	38	\$18,328,130
65	Joel	Holland	12	\$4,700,900	29	\$13,391,150	41	\$18,092,050
66	Santiago	Valdez	26	\$9,671,200	23	\$8,186,957	49	\$17,858,157
67	Nicholas	Colagiovanni	12	\$9,181,000	8	\$8,652,000	20	\$17,833,000
68	Daniel	Close	8	\$4,092,500	25	\$13,712,300	33	\$17,804,800
69	Marci	Trick	0	\$0	33	\$17,660,736	33	\$17,660,736
70	Megan	Tirpak	7	\$6,229,000	6	\$11,429,000	13	\$17,658,000
71	Gary	Lucido	17	\$7,791,000	11	\$9,810,500	28	\$17,601,500
72	James	Athanasopoulos	50	\$17,453,005	1	\$137,200	51	\$17,590,205
73	Robert	Picciariello	42	\$16,197,700	1	\$1,295,000	43	\$17,492,700
74	Owen	Duffy	28	\$14,476,840	4	\$2,870,000	32	\$17,346,840
75	Nancy	Huetteman	37	\$16,191,900	1	\$825,000	38	\$17,016,900
76	Richard	Kasper	16	\$14,814,500	6	\$2,055,899	22	\$16,870,399
77	Ivona	Kutermankiewicz	16	\$13,035,650	4	\$3,705,000	20	\$16,740,650
78	Cynthia	Sodolski	9	\$6,713,000	12	\$9,950,750	21	\$16,663,750
79	Dennis	Huyck	15	\$7,451,500	14	\$9,129,000	29	\$16,580,500
80	Amy	Duong	14	\$9,350,500	13	\$7,188,900	27	\$16,539,400
81	Mark	Icuss	10	\$12,352,000	4	\$4,153,900	14	\$16,505,900
82	Sara	Mccarthy	19	\$11,001,000	12	\$5,219,500	31	\$16,220,500
83	Ryan	Smith	96	\$16,110,630	0	\$0	96	\$16,110,630
84	Lance	Kirshner	26	\$10,564,650	12	\$5,378,400	38	\$15,943,050

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Melissa	Siegal	18	\$7,520,500	10	\$8,247,900	28	\$15,768,400
86	Weston	Harding	12	\$7,980,040	15	\$7,758,390	27	\$15,738,430
87	Tanni	Wong	12	\$8,796,500	9	\$6,842,000	21	\$15,638,500
88	Michael	Maier	16	\$6,194,150	7	\$9,188,961	23	\$15,383,111
89	Michael	Hall	22	\$11,414,200	8	\$3,721,000	30	\$15,135,200
90	Melissa	Govedarica	14	\$11,726,150	4	\$3,260,500	18	\$14,986,650
91	Barbara	Proctor	8	\$11,227,500	3	\$3,640,000	11	\$14,867,500
92	Christopher	Mundy	11	\$6,700,000	9	\$8,059,900	20	\$14,759,900
93	D	Waveland Kendt	17	\$10,330,787	7	\$4,319,000	24	\$14,649,787
94	Stephanie	Cutter	20	\$6,586,100	17	\$8,062,000	37	\$14,648,100
95	Ryan	McKane	37	\$14,621,250	0	\$0	37	\$14,621,250
96	Melanie	Everett	9	\$2,929,400	33	\$11,649,200	42	\$14,578,600
97	Eric	Hublar	2	\$1,095,000	29	\$13,365,798	31	\$14,460,798
98	Sam	Jenkins	11	\$6,039,000	14	\$8,356,500	25	\$14,395,500
99	Karen	Schwartz	15	\$6,465,400	16	\$7,763,000	31	\$14,228,400
100	Todd	Szwajkowski	11	\$4,587,500	15	\$9,487,500	26	\$14,075,000

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3 5 Star Professional  
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# TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to July 31, 2019

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Michael	Shenfeld	13	\$7,757,900	9	\$6,299,000	22	\$14,056,900
102	Scott	Curcio	17	\$6,251,400	24	\$7,743,899	41	\$13,995,299
103	Nancy	Hotchkiss	19	\$7,602,330	15	\$6,348,310	34	\$13,950,640
104	Helaine	Cohen	5	\$5,860,000	7	\$8,025,400	12	\$13,885,400
105	Danny	Lewis	10	\$5,613,400	11	\$8,242,900	21	\$13,856,300
106	Kieran	Conlon	10	\$7,393,250	5	\$6,410,000	15	\$13,803,250
107	Cindy	Weinreb	6	\$3,703,000	22	\$9,773,900	28	\$13,476,900
108	Jacqueline	Colando	31	\$12,760,100	2	\$707,500	33	\$13,467,600
109	Elena	Theodoros	14	\$6,958,000	11	\$6,391,600	25	\$13,349,600
110	Christopher	Helland	0	\$0	29	\$13,228,000	29	\$13,228,000
111	Pamela	Rueve	9	\$5,629,000	8	\$7,540,500	17	\$13,169,500
112	Emily	Smart Lemire	10	\$7,066,050	7	\$6,074,250	17	\$13,140,300
113	Mary	Haight	17	\$9,518,900	8	\$3,574,150	25	\$13,093,050
114	Michael	Rosenblum	17	\$9,506,147	4	\$3,484,500	21	\$12,990,647
115	Rachel	Krueger	9	\$6,090,000	8	\$6,889,000	17	\$12,979,000
116	Brooke	Vanderbok	8	\$5,862,500	11	\$7,111,500	19	\$12,974,000
117	Steven	Jurgens	5	\$6,094,500	5	\$6,843,000	10	\$12,937,500
118	Ashley	Carter	17	\$6,666,000	12	\$6,252,890	29	\$12,918,890
119	Deborah	Hess	16	\$8,490,600	9	\$4,233,899	25	\$12,724,499
120	Keith	Wilkey	5	\$9,020,000	3	\$3,664,000	8	\$12,684,000
121	Laura	Meier	12	\$4,513,500	13	\$7,963,000	25	\$12,476,500
122	Camille	Canales	12	\$5,307,000	16	\$7,168,900	28	\$12,475,900
123	Samantha	Porter	12	\$7,701,500	2	\$4,625,000	14	\$12,326,500
124	Lisa	Kalous	5	\$4,040,000	9	\$8,174,400	14	\$12,214,400
125	Greg	Vollan	9	\$8,808,500	6	\$3,312,500	15	\$12,121,000
126	Michael	Battista	10	\$10,813,550	1	\$1,305,000	11	\$12,118,550
127	Nathan	Wilks	11	\$3,298,900	28	\$8,811,775	39	\$12,110,675
128	Boris	Lehtman	19	\$11,539,000	1	\$520,000	20	\$12,059,000
129	Jennifer	Liu	25	\$10,989,700	4	\$1,049,929	29	\$12,039,629
130	Laura	Rubin Dresner	3	\$10,380,000	1	\$1,650,000	4	\$12,030,000
131	George	Furla	7	\$5,676,075	4	\$6,321,325	11	\$11,997,400
132	Danielle	Inendino	0	\$0	28	\$11,807,350	28	\$11,807,350
133	Kelly	Parker	13	\$7,274,000	8	\$4,476,432	21	\$11,750,432
134	Michael	Linden	25	\$10,643,500	3	\$1,043,750	28	\$11,687,250

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Kelly	Angelopoulos	8	\$6,700,000	8	\$4,951,029	16	\$11,651,029
136	Morgan	Sage	12	\$5,737,500	11	\$5,779,500	23	\$11,517,000
137	Philip	Schwartz	15	\$5,469,000	16	\$6,018,900	31	\$11,487,900
138	Stephanie	Loveverde	13	\$6,381,400	8	\$5,062,000	21	\$11,443,400
139	Kristi	Gunther	7	\$8,985,500	4	\$2,415,000	11	\$11,400,500
140	Dominic	Irpino	13	\$3,931,578	21	\$7,432,100	34	\$11,363,678
141	Steve	Horvath	3	\$11,345,000	0	\$0	3	\$11,345,000
142	Mark	Bystrowicz	7	\$8,065,000	7	\$3,246,000	14	\$11,311,000
143	Rubina	Bokhari	14	\$8,400,250	5	\$2,865,500	19	\$11,265,750
144	Elizabeth	Lothamer	9	\$5,121,425	14	\$6,124,900	23	\$11,246,325
145	Beth	Gomez	12	\$8,327,800	5	\$2,884,500	17	\$11,212,300
146	Alexa	Hara	2	\$1,982,500	5	\$9,202,499	7	\$11,184,999
147	Clare	Spartz	6	\$6,805,000	1	\$4,350,000	7	\$11,155,000
148	Chris	Bauer	10	\$4,482,000	9	\$6,624,500	19	\$11,106,500
149	Karen	Ranquist	11	\$10,117,300	3	\$977,000	14	\$11,094,300
150	Christopher	Norton	10	\$9,449,339	5	\$1,607,900	15	\$11,057,239

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# TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to July 31, 2019

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Stacey	Dombar	25	\$9,752,325	3	\$1,296,000	28	\$11,048,325
152	Peter	Angelo	11	\$10,865,050	0	\$0	11	\$10,865,050
153	Qiankun	Chen	11	\$3,407,000	20	\$7,441,000	31	\$10,848,000
154	Christopher	Pertile	8	\$3,830,500	6	\$7,007,000	14	\$10,837,500
155	Sharon Kay	Rizzo	3	\$765,000	34	\$10,055,035	37	\$10,820,035
156	Thomas	Moran	8	\$6,204,500	6	\$4,598,500	14	\$10,803,000
157	Meredith	Manni	3	\$5,429,000	4	\$5,355,000	7	\$10,784,000
158	Allen	Johnson	6	\$8,551,500	2	\$2,202,500	8	\$10,754,000
159	Eileen	Brennan	4	\$10,243,787	1	\$420,000	5	\$10,663,787
160	James	Buczynski	10	\$5,222,000	8	\$5,361,500	18	\$10,583,500
161	Joanna	Olszynska	18	\$9,076,000	2	\$1,489,000	20	\$10,565,000
162	James	D'Astice	6	\$2,825,500	12	\$7,723,643	18	\$10,549,143
163	Shay	Hata	12	\$5,395,500	9	\$5,142,400	21	\$10,537,900
164	Christina	Delgreco	12	\$6,301,000	6	\$4,215,000	18	\$10,516,000
165	Sarah	Ziehr	22	\$9,588,000	1	\$916,000	23	\$10,504,000
166	Haley	Levine	9	\$2,705,001	22	\$7,720,570	31	\$10,425,571
167	Vincent	Anzalone	9	\$4,625,000	12	\$5,799,000	21	\$10,424,000
168	Salvador	Gonzalez	23	\$5,349,600	18	\$5,068,900	41	\$10,418,500
169	David	Heck	1	\$551,000	17	\$9,827,500	18	\$10,378,500
170	Paul	Mancini	9	\$3,686,000	16	\$6,644,750	25	\$10,330,750
171	Brent	Hall	14	\$8,697,912	2	\$1,631,000	16	\$10,328,912
172	Steve	Otwell	0	\$0	19	\$10,313,200	19	\$10,313,200
173	John	Berdan	5	\$2,251,050	19	\$8,049,900	24	\$10,300,950
174	Mario	Barrios	6	\$2,618,900	18	\$7,674,050	24	\$10,292,950
175	Janelle	Dennis	14	\$5,571,150	10	\$4,712,900	24	\$10,284,050
176	Darrell	Scott	4	\$1,891,500	12	\$8,309,000	16	\$10,200,500
177	Daniel	Glick	7	\$6,127,000	6	\$4,069,400	13	\$10,196,400
178	Giovanni	Leopaldi	8	\$3,425,400	22	\$6,765,450	30	\$10,190,850
179	Carol	Collins	11	\$6,412,500	4	\$3,752,963	15	\$10,165,463
180	Richard	Anselmo	8	\$6,407,500	4	\$3,730,000	12	\$10,137,500
181	Colleen	Berg	26	\$10,117,327	0	\$0	26	\$10,117,327
182	Craig	Isacson	5	\$3,405,000	4	\$6,705,500	9	\$10,110,500
183	Lawrence	Dunning	7	\$4,447,500	9	\$5,658,900	16	\$10,106,400
184	Paul	Barker	13	\$6,550,038	6	\$3,526,638	19	\$10,076,676

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Kaylin	Goldstein	7	\$4,031,000	8	\$6,039,000	15	\$10,070,000
186	Stephen	Hnatow	11	\$4,817,000	9	\$5,187,400	20	\$10,004,400
187	Harold	Blum	10	\$7,765,500	4	\$2,226,000	14	\$9,991,500
188	Kathryn	Schrage	24	\$9,978,500	0	\$0	24	\$9,978,500
189	Matthew	Engle	1	\$93,000	21	\$9,782,650	22	\$9,875,650
190	Caroline	Druker	5	\$4,963,000	7	\$4,875,000	12	\$9,838,000
191	Sohail	Salahuddin	20	\$7,605,799	5	\$2,183,000	25	\$9,788,799
192	Gail	Spren	20	\$6,724,500	6	\$3,051,500	26	\$9,776,000
193	Wayne	Beals	15	\$6,919,549	7	\$2,745,128	22	\$9,664,677
194	Krystal	Sauber	0	\$0	27	\$9,661,400	27	\$9,661,400
195	Linda	Levin	9	\$7,069,000	6	\$2,583,722	15	\$9,652,722
196	Hasani	Steele	32	\$7,788,592	8	\$1,835,700	40	\$9,624,292
197	Juliana	Yeager	13	\$5,091,500	9	\$4,454,000	22	\$9,545,500
198	Kathleen	Menighan	3	\$3,435,000	5	\$6,046,500	8	\$9,481,500
199	Nick	Rendleman	12	\$3,431,958	24	\$6,040,208	36	\$9,472,166
200	Nathan	Binkley	7	\$2,786,000	12	\$6,650,616	19	\$9,436,616

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