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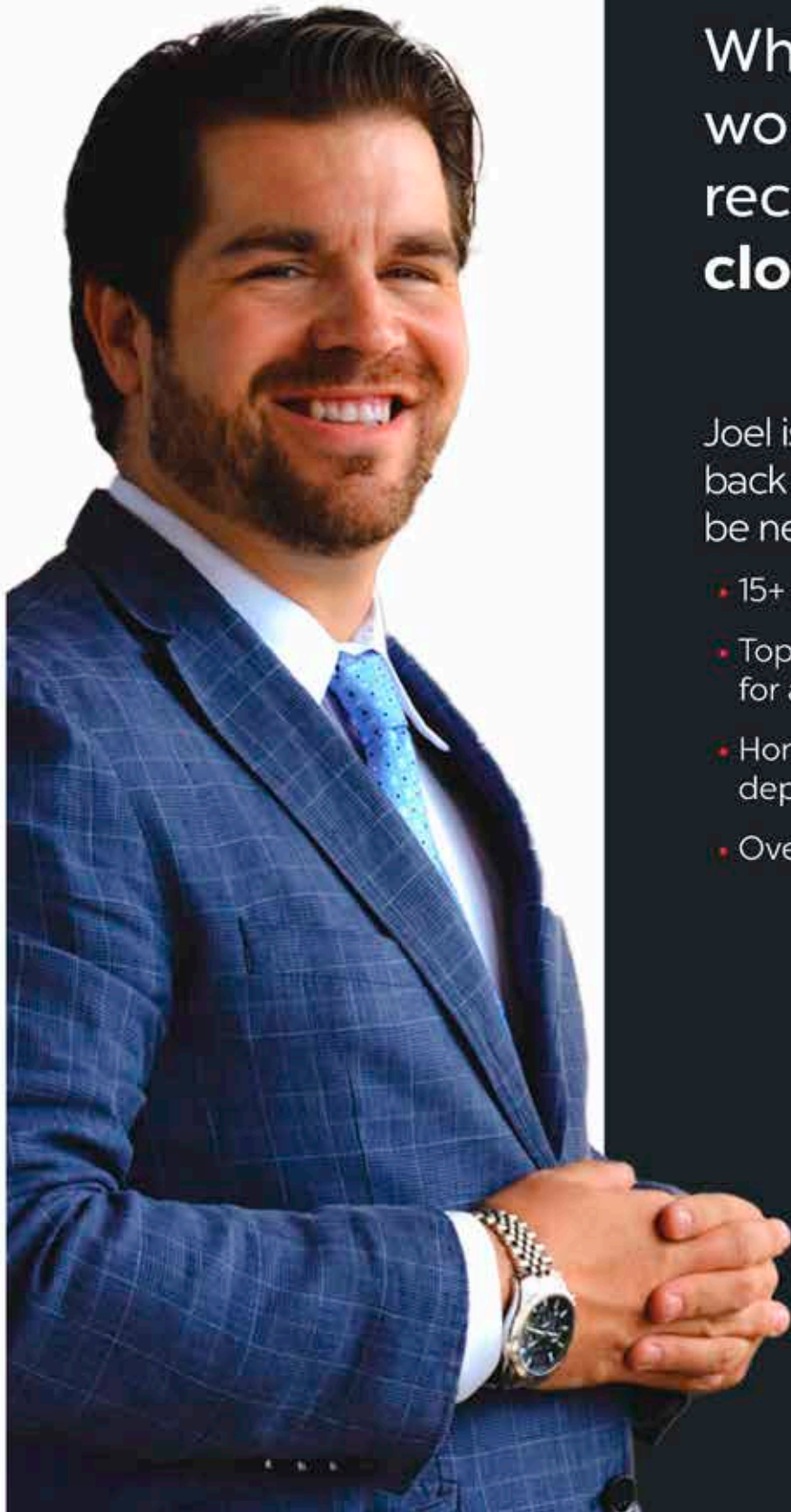
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2-Source: Mortgage Executive Magazine, 2018

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PUBLISHER'S **NOTE**

I never thought that back in January we would have to postpone a couple of our events. Things have definitely changed over the past six months and I am in awe of how society has adapted. I am intrigued by the methods people are using to engage with one another which shows that humans have an innate desire to be in connection. The level at which each individual strives for connection obviously fluctuates, but as John Donne said, "No man is an island, entire of itself; every man is a piece of the continent."

Going through 2020 has reminded me how blessed I am to be surrounded by so many successful entrepreneurs. This includes my fellow Real Producers publishers across the country, the REALTORS® here in Chicago, and our talented Preferred Partners. Entrepreneurs are used to solving problems, moving things forward, getting from A to Z, overcoming obstacles, staying focused to achieve a goal, and doing seemingly insignificant daily tasks that will ultimately produce a beneficial outcome for their business.

There are immediate unknowns for our organization like what our future events will look like or how we can add value to our community. In my personal life, I think about how Chicago Public Schools will approach the 2020/2021 school year or how I will continue to be successful while working shorter weeks. Sometimes I bombard myself with these types of thoughts that consume my mental energy. Waiting is sometimes the most difficult skill to master, but being surrounded by a community who seems to really understand the concept of waiting, makes the task an enjoyable experience instead of something that feels like a chore.

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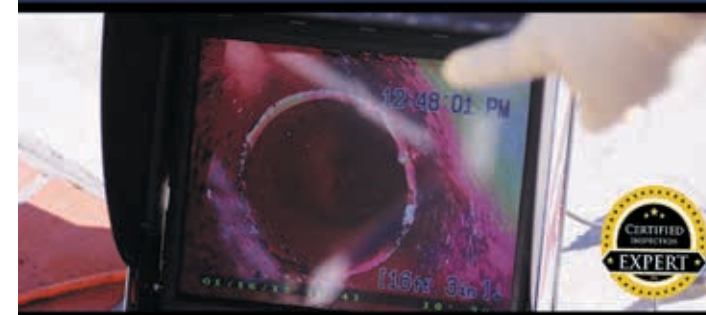


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Chicago Real Producers • 13



business
By Melanie Everett

FOUR WAYS TO CREATE GOOD BOUNDARIES

It's just past 9:30 p.m. on a Friday night, and my phone is aglow on the coffee table. I reach for it, not really wanting to at that hour, and mindlessly scroll through incoming texts and emails. Most of the messages are from clients or agents.

This is the life of a REALTOR®—we all know it! Most days I don't mind, and I'll respond to my buyers and sellers as fast as my fingertips will let me. But there are certainly moments when I feel overwhelmed by the constant communication. This is just one of the reasons why I've learned to set boundaries to protect my own mental health.

Maybe you're not bogged down with emails. Maybe, instead, you feel like you are spending countless hours taking buyers on unsuccessful showings. Or perhaps you find yourself playing REALTOR®, lender, financial planner, attorney, and inspector, instead of committing to your own role and referring your clients to others for their specific services. Wherever you're at, I hope I can provide you with a few ideas for how to reduce your stress and provide the best possible service to your customers.

Boundary #1: Set ground rules. After nearly six years of learning lessons and improving systems, I've discovered

the importance of expectations. For my firm's buyers, we always start with an initial consultation (usually in-person, but lately, over FaceTime or Google Hangouts). At this meeting, we explain the entire buying process from top-to-bottom, and we establish a few ground rules: we require them to be pre-approved before we begin showings; we ask them to narrow their favorite properties down to their top five to ten homes in priority order; and we remind them that nothing lasts forever in real estate, so if they love a particular listing and cannot live without it, we instruct them to let us know that ASAP. I can't begin to tell you how much time these "rules" have saved my team and me. Instead of running all over the city like crazy ladies, we clearly and kindly explain our process, and the buyers follow suit. This same system can be used with sellers and renters too!

Boundary #2: Don't sleep next to your phone. This is a personal boundary that I implemented this year. Instead of staring at my texts or Instagram feed until my eyelids are heavy, I read before bed. My phone stays in the kitchen, charging, so I don't feel tempted to grab it. Then, in the morning, I wake up with a clear mind. I check my phone when I'm fully awake, coffee in hand. This small tweak to my evening and morning routine has been a total game-changer for my peace of mind. I'm still

very responsive during working hours, but when bedtime rolls around, I love to unplug for the night.

Boundary #3: Know when to refer. My brokers and I can talk comps all day long. We can tell you our opinion on construction, design, and value. We can give you a high-level explanation of the pre-approval and loan process. But whenever our clients have a question to which we do not know the answer because it's not within our scope of practice, we're quick to point them to their attorney, lender, inspector, or another expert. Last year, I created a company vendor guide, and I've since filled it with the names of professionals we like and recommend in almost every industry. Need an estimate on a kitchen reno? I've got a guy. Looking for an electrician to give you a quote on your inspection findings? I've got a guy for that, too. This list comes in very handy, and our clients can refer back to this guide post-closing as well.

Boundary #4: Embrace REALTOR® referrals. I know, I know . . . we want to *close all* the business that comes our way! But there are instances where it just doesn't make sense. For example, one of my brokers was working with clients in Logan Square last month. They suddenly changed

direction and set their sights on Oak Park. My broker took them on a showing or two, but very quickly she realized that she was not the best person to serve them in this particular suburb. Instead, she found a rockstar Oak Park agent for them, and that agent ended up representing these clients. Even though I know my broker would have loved to get her clients to the finish line, she ultimately knew what was best for them. They needed a neighborhood expert. These days, I'm very quick to refer a client out if I don't think my team can fully serve them. We're great at what we know—city condos—and that's that! Not only has this practice helped me and my team be able to stay focused and on task, but it shows our business integrity and allows us to cultivate relationships with REALTORS® we may not otherwise have had the opportunity to get to know.

About the Author:

Melanie Everett is an award-winning Chicago broker and founder of her boutique real estate firm, Melanie Everett & Company (M&Co.). She is a writer, negotiator, thinker, marketer, teacher, reader, and leader in her industry. Melanie's small-but-mighty team is the secret to her success. 2019 marked M&Co.'s first year as an independent brokerage and Melanie's best one yet with over \$25 million closed.

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RNP Real Estate Group

Grigory Pekarsky, Brad Robbins,
and Scott Newman



Working Locally, Thinking Globally

The team at RNP is unlike any in Chicago—and not just because they’re one of the top five residential broker firms in the city. The firm’s three partners—Grigory Pekarsky, Brad Robbins, and Scott Newman—are driven by a shared ideology. They want the same things for their business, their industry, their community, their families, and their children, so they partnered together to make a bigger impact.

“We are humanitarians and strive to be more globally-minded citizens,” says Scott. “We value diversity and believe in giving back to the community. Because we own the business and aren’t part of a larger corporation, we can be more transparent and vocal about our beliefs and how we run our business.”

Brad echoes Scott’s sentiment, saying, “All three of us have extremely different personalities but live our lives in the same way, so we have a very positive and productive work environment.”

RNP’s three partners each bring unique skills to the table, resulting in a harmonious relationship. They claim their business is like a three-legged chair, with equal weight on residential transactions, foreclosures, and rentals. With this approach, regardless of market changes and geopolitical issues, they’re able to continue working to restore and repair neighborhoods.

The firm first emerged after Brad and Grigory worked together at a larger brokerage. They branched off to form Vesta Preferred Realty. Grigory met Scott through the Young Professionals Network with the Chicago Association of REALTORS®, and the two quickly became friends. At the time, Scott was heading up Newman Realty. Because both brokerages were top performers in the city, and since Brad, Scott, and Grigory had complementary skills, they decided to merge the two firms to form RNP Real Estate Group.

Thanks to the partners’ dedication to clients, and the systems they put in place, the firm is thriving.

“Not only is it important to build a network of clients, but you need to create a systematic way to stay in touch with them and remain top of mind,” notes Grigory. “If you create a group of fifty VIP clients that want to send business your way, you’ll be set for life. That starts with calling twenty to thirty people every day for eighteen months, and working harder than you ever imagined possible. But if you stick with it, those systems will pay you back dividends.”

“Once you’ve built that machine, it never turns off,” adds Scott. “If you invest in systems, software, and staff early on, they’re in place when your business grows and you need them. Otherwise, you’ll never be able to take a break, and you risk burning out.”

...

Though RNP's partners are strategically aligned, their journeys into real estate were quite different.

"My family immigrated to the United States from Russia when I was five years old," notes Grigory. "The struggle my family endured to give me the best chance of success is the reason I am the person I am today. Whenever I feel like giving up, I remind myself what true struggle looks like, and I keep pushing forward."

"We are humanitarians and strive to be more globally-minded citizens. We value diversity and believe in giving back to the community."
— Scott Newman

In college, Grigory was studying to become a veterinarian but changed paths to focus on business.

"I started a few businesses in high school and college, and have always had an entrepreneurial spirit," states Grigory. "I kind of fell into real estate and didn't know much about selling at first. But I understood how to run a business and treat clients well, so once I learned the ins and outs of the industry, everything clicked."

...



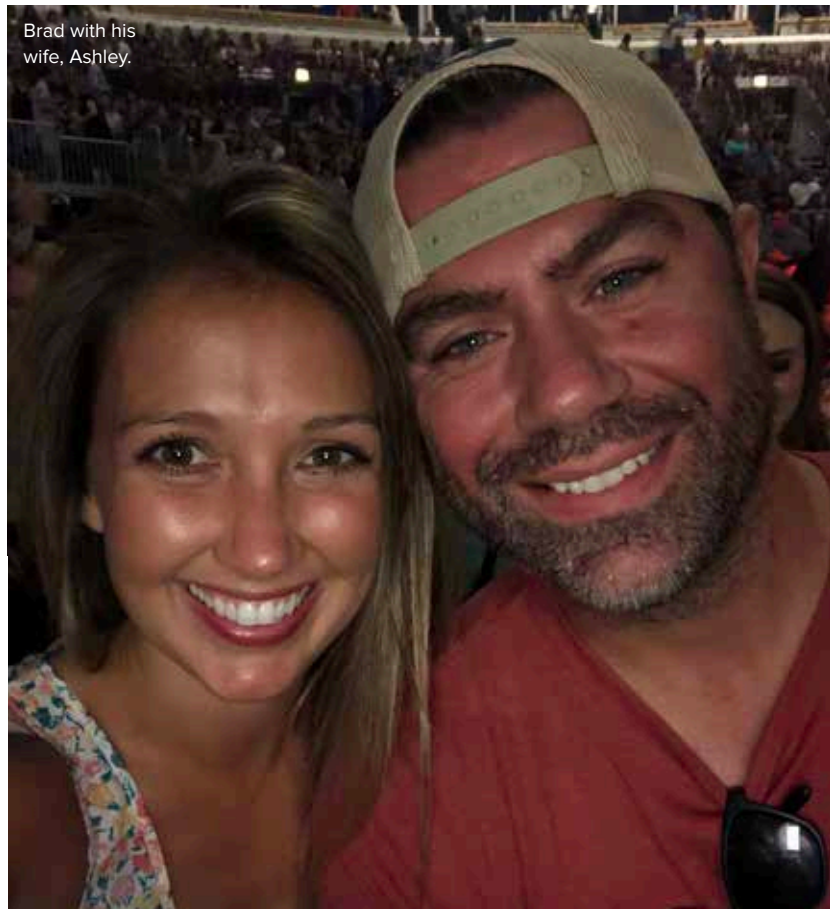
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Brad began his career in real estate immediately after graduating from Miami University in 2008. With a heavy entrepreneurial thirst and a background in business, Brad thought real estate would be a perfect fit. "I found real estate to be a great opportunity," says Brad. "It's a profession where you get out of it what you put in. There are no politics and no favorites; the success you have is solely based on your work ethic"

Meanwhile, Scott was working for a private client group at Merrill Lynch, but felt wealth management wasn't speaking to his soul. His mom gifted him the book *Rich Dad Poor Dad* by Robert Kiyosaki, which he read twice in eight hours. After watching his dad attempt to flip a few houses back in the day, Scott always felt there was something comfortably tangible about investing in real estate, and that book awakened an unrealized passion in him for the industry.

Together, the RNP partners not only help people find "home," but they also help raise funds for those less fortunate than they. They run the Chicago Real Estate Rumble, now in its eighth year, which raises money for charities supporting children such as Big Brothers Big Sisters of America and Mercy Home for Boys & Girls.

"More than anything, we're passionate about family," notes Grigory. "Supporting our families is the number one driver of the work we do. And it's this shared purpose that makes us great partners."



Brad with his wife, Ashley.



Scott and his family.



Grigory and his family.

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» agent feature

By Jennifer Mitchell
Photos by Carlos Miranda

Lance Kirshner

STAYING ON TOP BY ADAPTING AND EVOLVING

Lance Kirshner is all about growth and the understanding that goals change as you evolve. Whether it's personal growth, professional growth, or encouraging his team to grow, Lance is always looking to the future and finding ways to improve.

When speaking about his upbringing, Lance likes to say he grew up in the northwest suburbs with a “healthy dose of Chicago.” His father worked for, then purchased, a small extermination business in the Jefferson Park/Mayfair neighborhood.

“Throughout much of my youth, I watched as my father expanded the business with a partner, then eventually bought out his partner to become the sole owner,” reminisces Lance. “My father’s entrepreneurial drive had a strong influence on my desire to have complete control over my own business.”

To jump-start his career, Lance earned a degree in entrepreneurship from the University of Illinois at Urbana-Champaign, where he was heavily influenced by adjunct lecturers who were also successful business people. One such lecturer suggested that Lance go into real estate because he felt Lance’s drive, ability to connect with people, and business acumen would serve him well as an agent. That vote of confidence was the push Lance needed.

After college, Lance spent two years as a leasing agent, which allowed him to learn Chicago’s neighborhoods and the ins and outs of the business.

“Leasing parallels sales in many ways,” notes Lance. “It provided a great training ground for my sales career.”

After spending two years as a leasing agent, Lance acquired his real estate appraisal license to expand his knowledge base. While working as an appraiser, he sold real estate part-time. He moved to selling real estate full-time at the end of 2009.

“As a real estate appraiser, I honed the skills needed to value property, which is incredibly valuable when it comes to pricing my listings and analyzing potential homes for my buyers,” states Lance. “Now that I’m working as a REALTOR® full-time and am running a team, I’m constantly looking to improve and add more tools to my team’s toolbelt, so we continue to add value for our customers.”

...



...

Lance's current focus is on creating a better marketing plan, as well as initiatives for his team and his clients, but he plans to dive into development next.

"I flipped a condo in Logan Square and a house in the North Shore, and both were very positive experiences," says Lance. "I think getting more involved in a small condominium or single-family home development would complement the services my brokerage already offers."

Lance is very strategic about the way he goes about growing his business. "I never set out to build a huge real estate team, but rather to perfect our systems and methodologies so we can provide concierge-level real estate services to our clients as our business expands."

As Lance adds on services and areas of expertise, he continues to set new goals and measurements of success for his firm and for himself. Originally, success meant personally selling \$10 million in a year, then \$30 million. But then, something changed.

"I had been burning myself out and I knew I couldn't keep up," remembers Lance. "I was often working seven days a week, and when I asked myself what I wanted more of, it was time and balance I was craving."

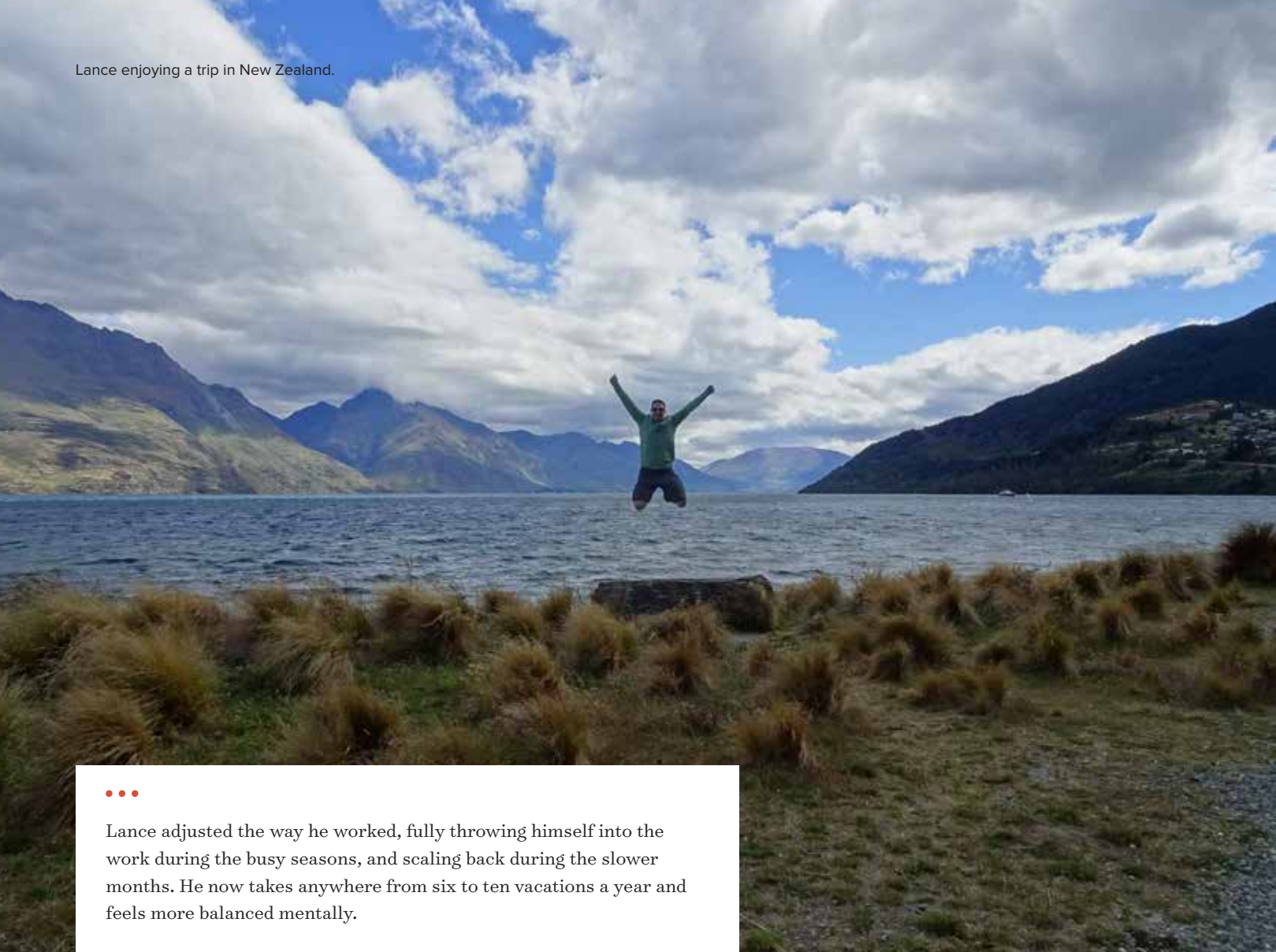
"As I move into new stages in my career, my definition of success changes. If you ask me in another ten to fifteen years what success looks like, my answer will most likely have changed again." ...



Lance with his team (from left to right): Cristina Tu, Nancy Gordon, Lance Kirshner, Joanne Balbarin, and Laura Lando.

Lance with his wife, Amanda, and their two dogs.

Lance enjoying a trip in New Zealand.



...

Lance adjusted the way he worked, fully throwing himself into the work during the busy seasons, and scaling back during the slower months. He now takes anywhere from six to ten vacations a year and feels more balanced mentally.

“As I move into new stages in my career, my definition of success changes,” says Lance. “If you ask me in another ten to fifteen years what success looks like, my answer will most likely have changed again.” And that’s what makes Lance so successful—his ability to adapt and evolve. That, and the value he places on his relationships with clients, team members, and other brokers.

“I love collaborating with other brokers in the industry,” says Lance. “Winning the 2019 Industry MVP Award from *Chicago Agent Magazine*, and knowing my peers view me as someone they want to work with, was one of my proudest moments. When two brokers come together and work collaboratively to get a deal done, everyone wins.”

The most important relationship in Lance’s life is the one with his wife, Amanda, who he has been with for seventeen years. Together, they love exploring Chicago’s neighborhoods, traveling to new places, taking their two Goldendoodles to dog parks across the city, and supporting local pet organizations like One Tail at a Time and PAWS Chicago.

“From a personal growth perspective, I’d like to continue to travel extensively and see new places,” says Lance. “Whether it’s traveling with my wife, taking a ‘guys’ trip,’ or heading out on a solo adventure, I hope there’s a lot of exploring in my future.”

Lance in Maui, HI.



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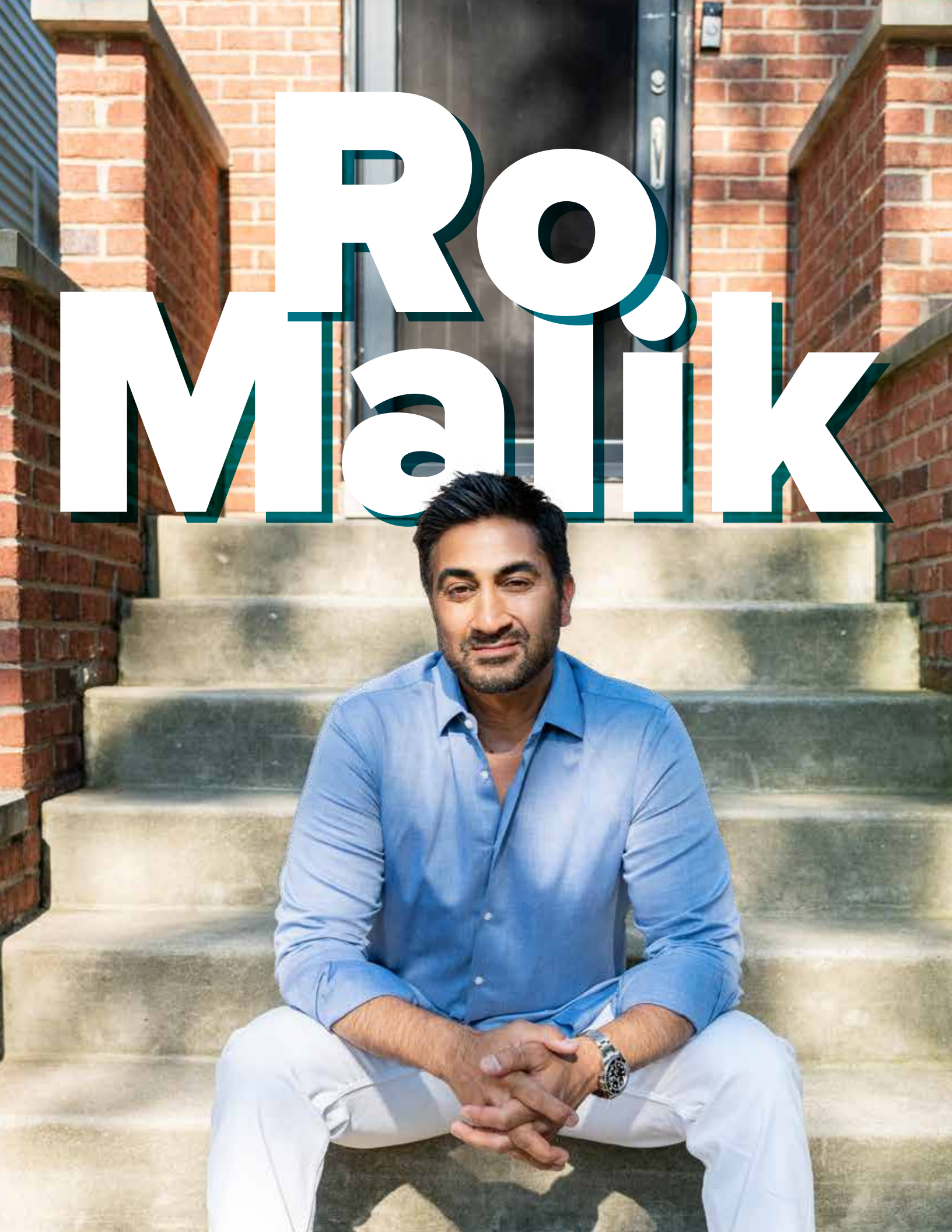
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Ro Malik



▶ agent feature

By Chris Menezes

Photos by Heather Allison Love Photography

BUILDING AN EMPIRE



Ro with his wife, Nila, and their daughter, Avainna (six).

Ambitious, tenacious, and industrious, Ro Malik refuses to settle for your average real estate business. Ro is the team leader of Chicago Homes 360 in Chicago. He is also the CEO and co-founder of Conversion Monster, a company in Buffalo, New York, that helps real estate agents all over the country convert internet leads into closings. And as if that weren't enough, he just launched an expansion real estate team in Buffalo and has plans to establish a third expansion team and a second Conversion Monster office in Southern California.

...

...

You might think Ro is just a natural businessperson with extensive experience and education in building large companies, but you'd be mistaken.

"I was born and raised in a science family, and spent my entire childhood around other families that discussed science not business," he says. "I am not a 'natural' when it comes to business at all. Everything I've learned has been from failing and making mistakes. I've been fortunate to have 'failed forward.'"

Ro grew up in Michigan thinking he was destined to follow in his father's footsteps and become a doctor. His father

emigrated from New Delhi as a doctor in the 1960s. The majority of family members on his father's side are doctors as well. Ro entered Michigan State University as a pre-med major, but changed paths because, as he says, "I was drawn to business like a magnet." Ro graduated with a degree in marketing and finance but explains, "I wasn't that interested in textbooks or school. However, I developed an absolute thirst for knowledge and self-improvement well after leaving college."

Ro started his career on the mortgage side of the real estate business in 2003. Prior to that, he was in IT,

"I JUST KEPT TELLING MYSELF ONE THING: 'YOU'VE ONLY FAILED IF YOU GIVE UP.'"



Ro with his family visiting New York City.



providing support for financial software and systems. During the Great Recession, he began buying foreclosures, renovating them, and selling them as an investor, which led to him obtaining his real estate license. He left his position as a director of mortgage banking for inside sales and became a REALTOR® just eight years ago.

"I initially became a REALTOR® because I have an absolute passion for real estate and helping others. Like many others, I love the freedom and flexibility. You're in control of your destiny, and you have uncapped earning potential in this business," says Ro.

Although Ro had extensive experience as an investor and mortgage lender, he made

a miscalculation starting out as a REALTOR® by partnering with the wrong person.

"I am a naturally trusting person, and I got burned early in my real estate career by someone I considered a close, personal friend. I had to start completely over from scratch and, brick by brick, built my business back up alone," says Ro.

After rebuilding his business, in late 2015 he decided to start another company—Conversion Monster—in Buffalo, New York, with a new business partner who had the needed infrastructure already in place in Buffalo. Ro's daughter was only a year old at the time, and he was still trying to grow his real estate business in Chicago. While you might suppose this was another miscalculation, Ro was determined to make it work.

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"I definitely underestimated the amount of energy, time, money, and stress that launching a start-up so far away would have on myself and my family," he says. "I just kept telling myself one thing: 'You've only failed if you give up.' Trust me, there were plenty of times when my checking account balance was negative because I had to put more money into my start-up; plenty of times I thought to myself, 'Why am I doing this to myself and my family?' Luckily for me, I have a very supportive wife who'd always say, 'It's your dream . . . you can't give up on it.' My business partner at Conversion Monster also remained positive [believed in their ability to succeed], and worked just as hard. We lifted each other up during some of the low points."

Outside of business, Ro loves spending his time with his wife, Nila, and their daughter, Avainna (6). He has a passion for non-profit organizations that focus on children. A former president of the Young Associates Board at Lurie Children's

Hospital, he went on to become the president of the Thalassemia Action Board at Lurie Children's Hospital as well.

Now that Conversion Monster is thriving, Ro is in hyper-growth mode for both companies. The main challenge he faces now is keeping up with demand (especially after winning Keller Williams's futuRE tech pitch battle in December of 2019)—hiring enough licensed agents as inside sales agents for Conversion Monster, and more agents to handle all the leads he has coming in at Chicago Homes 360. Of course, those are great challenges to have at this point in his career.

"I'm passionate about helping agents succeed, and providing them with leverage, so they don't feel like they need to work 24/7 to be successful in this business," says Ro. "My goal is to have a top 1 percent real estate team, and for Conversion Monster to help other real estate agents have top-performing businesses all across the country."



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business
By Jennifer Duncan

“COVI-QUENCES”

IMPORTANT LESSONS I LEARNED

DURING THE STAY-AT-HOME ORDER

After over three months of staying at home due to the new Coronavirus, I realized that I didn't really have everything as together as I previously thought.

After my March transactions fell apart, I spent about a week crying. I was literally in bed, an absolute pathetic mess, responding as if the world were going to end. I often say there is a day or a moment in a person's life when they realize, "If I don't make the right decision here, I'm making the decision to allow things to fall apart." I saw that I'd hit that moment. So I decided to take a microscope to the most important parts of my life. I started with my time-blocked days. I forced myself to analyze how realistic that rigid schedule was for my life and my business. That microscope showed me that I had scheduled myself far away from self-care. I had let my business take control of my personal relationships, as well as my *me* time, and that needed to change. It was this revelation that gave me a "legitimate to me" reason to schedule a day off. Sounds silly, right? Having to prove to myself that taking a day off was okay? This new day off each week gives me an opportunity to confront the things I feel are stressors. I gave myself permission to acknowledge, confront, resolve, or just walk away from things that distract me from my values and what I want to focus on.

My daughter is still really little, and during that same, rough week, as much as I thought she was pulling away, she was still hanging on. As I struggled to keep my business and sanity intact, I was also unsuccessfully attempting to balance home, school, and precious mommy time. I noticed that she was feeling overwhelmed, but didn't have the vocabulary to communicate those feelings. She had gone from very limited technology time before the start of the shutdown to suddenly being asked to spend endless hours online with very little support, because mom was so busy. I was able to give her my sole attention on a couple of days, and on those days, I confess to typing everything she needed to do for school for her. It was on those same days, though, when I realized how much my setting aside laser-focused time intended only for #TheTinyExecutiveAssistant changed her ability to handle the hard stuff. It was then that we decided to have a nightly manicure and Netflix binge, so that

we could spend more dedicated time together. I had forgotten how much we both enjoyed all things girly, and giggles. As much as she's become my "super big girl," she is also very much still my baby girl. Oh boy, she's going to have to move out when she's older to avoid doing things like this with me all the time in the future!

As my week-long pity party drew to a close, I was forced to look at my reality. Did I really lose anything? Nope. Was I, or anyone in my immediate circle, sick? Nope. Did I lose my business? *Nope*. Most importantly, I saw that I was still surrounded by love and support—neither the pandemic, the sudden economic halt, nor my week-long upset had taken that away. Going to bed with a grateful heart each night led to waking up with a grateful heart each morning. Why hadn't I seen how impactful this small intentional act was before? I mean, I *knew* the importance of gratitude, and *sometimes* intentionally focused on it, but with very little consistency. It was at that

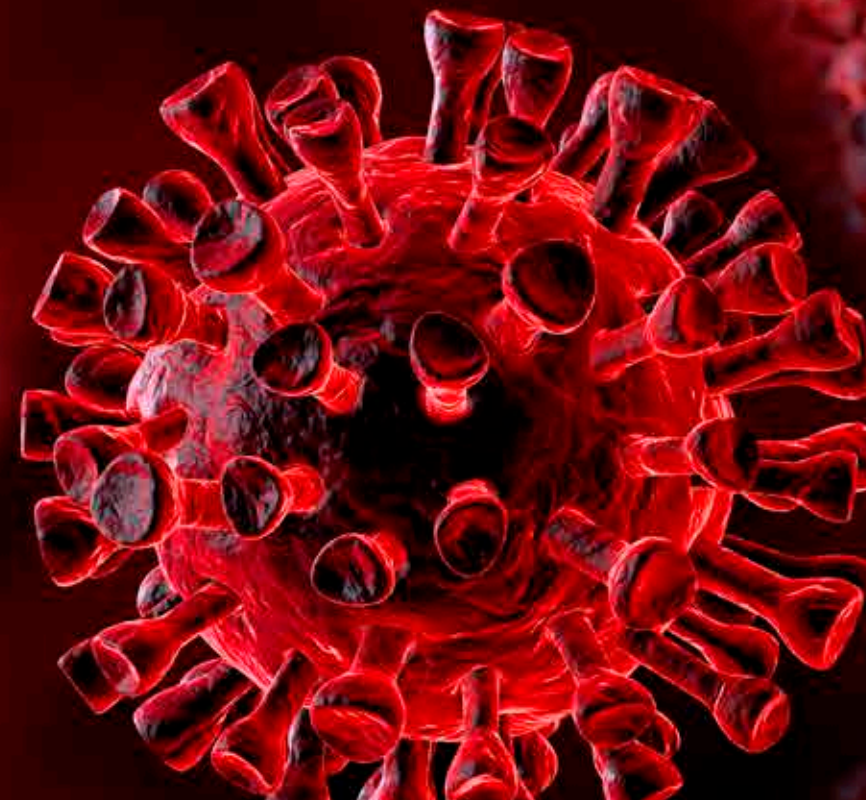
point that I decided to really dig into this void. I had had very little patience in the past, and being forced to slow down made it clear that all the rushing and panic was of my own doing.

These past three months have also revealed that some practical things needed attention and changes too. Three months of asking myself, "Do I need XYZ enough to endure standing in line, and possibly too close to others in public?" has really been a blessing for my budget. All of the time I've spent analyzing, redirecting, and rebuilding showed me that I had a pretty extensive list of spending leaks, as well as reasons for the additional pounds I've been carrying on my hips (chips, I just don't know how to quit you). So, after weeks of fewer snacks, and zero Uber rides, I have saved an embarrassing amount of money—to the tune of a couple of paid-off credit cards.

I realize these admissions may invite others' judgment, but I don't mind. And that's because I am so very happy for these changes. I feel more connected to myself, I have more structure in place that's serving me far better now and will in the long-term too. And I imagine I'm not alone in seeing that some of the "Covi-quences" have become very beautiful blessings.

About the Author:

Jennifer R Duncan is a veteran of the United States Air Force. She studied international business, marketing, and Spanish at UMSL, and considers her joining the real estate industry as her third and best chapter.





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PAUL A. YOUKHANA

THE LAW OFFICES OF PAUL A. YOUKHANA

▶ partner spotlight

By **Chris Menezes**

Photos by **Carlos Miranda**



Paul and his wife with their three children—Olivia Grace (seven), Pierce Alexander (three), and Alexis Lilly (two).

Going into real estate law was a natural choice for Paul A. Youkhana because he already knew so much about the industry. His father, an entrepreneur with an eye for real estate, exposed Paul to the real estate world at a young age, giving him the opportunity to meet with various players in the business, including many attorneys, who Paul admired.

From the time Paul was in high school, he knew he wanted to become a lawyer. After graduating from DePaul University in 2003, however, he did not go directly into law school. Instead, he followed in his father's entrepreneurial footsteps, working and growing numerous businesses, including a public parking company, a hotel, and multiple restaurants.

By 2009, Paul already had many friends in the real estate industry—lenders, investors, and REALTORS® alike—and he felt the time was ripe to finally fulfill his childhood goal. He took a job with a law firm and was accepted into the, now, UIC John Marshall Law School in 2010. He served as a clerk leading into law school and during his final two years of law school and envisioned starting his own firm someday. ...

Paul with his wife, Arbella.



Most of Paul's clients are referred to him through REALTORS®, so he understands that, when it comes to his business, it's not only his reputation on the line, but also the reputation of the referring REALTOR®. That's why he strives to ensure everything goes as smoothly as possible while protecting the interests of his clients at all times.

••• Paul's dedication to fulfilling his goal of combining his passions for real estate, law, and running his own business did not come without its share of sacrifice. He married his wife, Arbella, while in law school, and they were expecting their first child during his final year. In fact, the due date was a week before he was to sit for the Illinois bar exam. But the baby decided to time her arrival with Paul's big day.

Paul stayed with Arbella in the hospital until 1:00 a.m., before leaving her in the care of her family to get some sleep before taking the exam at 8:00 a.m. His daughter, Olivia Grace, was born during that first morning session of the test on July 30, 2013.

"There was a one-hour lunch [break] after the morning session, so I decided to race to the hospital and see my

wife and daughter for five minutes before having to race back to the test center for the next session. I made it back to my seat with only a couple of minutes to spare," he says. "Seeing my daughter and my wife for those few minutes brought me such joy and a sense of relief that I was able to finish out the bar exam knowing that regardless of the outcome, this would be one of the happiest times in my life."

Although he was sad to miss the birth of his daughter, Paul passed the bar and soon after started the Law Offices of Paul A. Youkhana, showing the same kind of dedication to his clients and new business as he does to everything important to him. In fact, when his second child, Pierce Alexander, was born on October 31, 2016, at around 5:45 a.m., he still made it to his 11:00 a.m. closing that day, and then returned to the hospital to be with his family again.

"My clients' interests always come first," says Paul. "It's very important to me to be available to my clients to answer questions, talk through issues, and provide legal guidance when needed. I give each client the same level of attention and quality service they expect and deserve. Knowing I can help someone through a transaction and get them to closing is very gratifying."

Of course, Paul tries to spend as much time as he can with his family when he is not working. He and Arbella have been married for nine years now and have three children—Olivia Grace (seven), Pierce Alexander (three), and Alexis Lilly (two).

"I don't expect REALTORS® to work with me for no reason," says Paul. "All I ask for is the opportunity to prove myself."

For more information about the Law Offices of Paul A. Youkhana, visit YoukhanaLaw.com or call 312-809-7023.

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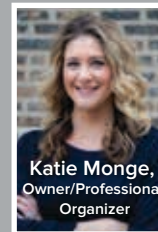
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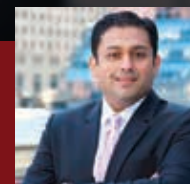
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business
By Sam Shaffer

THE ART AND SCIENCE OF WINNING THE BID FOR YOUR BUYER



Every good REALTOR® wants to find their client the perfect home, and negotiate the best price and terms on their behalf. However, that is easier said than done. There are many nuances that go into crafting an offer that will showcase your client's financial wherewithal without tipping your hand too much, or losing your competitive edge in the eyes of the seller.

It should be fairly obvious to the seller that your client loves the home, right? I mean, you've only submitted an offer to actually purchase the property (duh). But don't shy away from that narrative. I feel it's important to communicate to the listing agent that your client absolutely loves the home. A nice touch is to include a personal letter about how much your client could see themselves living and growing in the home. Go ahead and pull on those heart-

strings of the seller. Sappy? Yes. Effective? Undoubtedly. It's also important to align your buyer with a great lender who is able to advocate for the buyer's financial qualifications to the listing agent. The right lender can really help solidify a deal if they take a proactive approach. The lender should make themselves easily accessible to the listing agent, and have a track record of closing deals. Heck, encourage the listing agent to reach out directly to the lender to make the case for your buyer. It takes a village!

When presenting an offer, it's incredibly important to highlight the full package. This means putting together a meticulously prepared offer, consisting of all of the disclosures, information for all parties (including attorneys' contact information and brokers' license numbers), as well as an updated pre-approval statement. Don't rush to fire this thing off; measure twice, cut once. After all, there is nothing worse than receiving a sloppy offer that you yourself need to clean up before presenting it to your own sellers, right? Furthermore, I find it helpful to include an offer summary that

highlights the high-level terms of the offer. By providing a clear and concise summary, a complete offer package, and a personal letter, you're setting yourself, and your client, apart from the competition. The goal is for the listing agent and the seller to view your offer as the more favorable offer.

I know what you might be thinking: doesn't it all come down to price? In some cases, yes. However, a good listing agent knows that there is more value in working with a buyer's broker who's organized and comes across as a total pro versus an agent who didn't take an extra few minutes to present their client's offer in the best possible light. Think of your offer as the first impression that the sellers get from the *right* buyer. You've done the work: you've found the right home, you've cleaned up nicely, and you've shown up to the dance. Don't get caught without your dancing shoes!

About the Author:

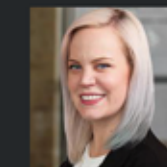
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Sharial Howard

When Purpose Meets Passion



▶ on the rise

Written by **Chris Menezes**
Photos by **Sonya Martin**

Sharial Howard became a **REALTOR®** just two years ago and has already seen much success. Before that, she worked in real estate law for over fifteen years. Although her focus on helping people has not changed, she has found a way to use her previous experience to help others and plans to do a lot more in the future.

After graduating from the University of Illinois at Urbana-Champaign in 2003 with a degree in speech communication, Sharial originally planned to attend law school. She attained a job at a residential law firm, where her mother also worked, in order to gain practical experience and to see if law school would be a good fit.

Sharial always appreciated her mother for instilling her with a strong work ethic. “My mom somehow raised my sister and me as a single parent working three jobs, and made every band concert, basketball game, softball game, award ceremony, chorus event, and talent show. She taught me to work hard for what I want and for those I love,” says Sharial.

Sharial chose to obtain a paralegal certificate from Northwestern Business College instead of going to law school. She went on to become a senior real estate paralegal at the residential law firm, where she worked for five years, and then at the Walgreens Corporation, the McDonald’s Corporation, and Athletico Physical Therapy. The more she worked in real estate law, the more her fascination with real estate grew. She’d frequently drive around different cities just to look at homes and attend open houses.

...





Photo Credit: Ollie Photography



•••


Ultimately, Sharial decided to combine her love of helping people with her passion for real estate, and she became a REALTOR® in 2018. Although she had an extensive background in real estate law, she experienced an exponential learning curve during her first year as a REALTOR®, only making \$500 that year. However, she established many connections and gained a tremendous amount of knowledge that has since allowed her to flourish and produce over \$4 million in volume. Sharial is passionate about continuing her education to better serve her clients, and plans to double her volume in the upcoming year. Looking into the future, she hopes to start a foundation that will offer paid internships to children to learn about real estate.

Sharial and her husband, Damien, have been actively involved in the community for years. Damien even started a ministry to address socio-economic needs in the community, and together they support a number of organizations. The couple's daughter, Gabrielle (9), is


an avid dancer, and wants to teach people “the chemistry of dance.” Sharial explains that a day with the Howard family consists of watching movies, bike riding, shopping, laughing, a little drama, good eating, and sleeping. During her free time, Sharial personally enjoys shopping and fine dining at Chicago's best restaurants.

Sharial is ready to continue building her business with her focus on helping others, prioritizing healthy relationships, and community altruism so that she can make a positive impact not only within the local real estate industry, but within the local community as well.

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Laura McGreal & Karen Schwartz

The BFFs of Real Estate: Building Each Other Up while Building a Client Base



Laura McGreal and Karen Schwartz have been running a real estate business in Chicago for six years, but this dynamic duo first started working together in 2005. The two met while selling new construction developments at Pulte Homes, a national homebuilder. After selling multiple developments with a volume totaling more than \$325 million, they decided to branch off and start their own brokerage.

“When we first started our careers in 2005, it was like Candyland,” explains Karen. “At grand opening events for new developments, we’d have hundreds of people sleeping overnight in parking lots, waiting to sign contracts and purchase new homes. Then the market crashed in 2008 and it taught us what it meant to work insanely hard. Every deal was incredibly difficult to put together, and even more difficult to keep together.”

But learning how to hustle, and developing a good work ethic early on, paid off when it came time to start their own brokerage, which was no easy task. Both Karen and Laura note that they learned their work ethic from their parents, and were able to take a leap of faith and start their own business thanks to the support of their families.

“At the time, I was pretty scared to leave a good job with a large company and a steady salary,” says Laura. “But we learned a lot at Pulte Homes and were ready to take the next step. We put together a plan and made it happen!”

...

▶ agent feature
By Jennifer Mitchell
Photos by Sonya Martin

Laura McGreal



•••

Because Karen and Laura cut their teeth selling new construction, it still remains a big part of their business today. But they're also passionate about helping clients find the right home. In fact, they've carved out a niche for themselves in helping people make the transition from the city to the suburbs—something with which Laura has personal experience. Although Karen and Laura both love their work and their clients, the thing they love most is working together.

"Laura is the best work partner and friend, ever," claims Karen. "The best part of running our business is the

**"The best part of running our business is the fun we have together! We can commiserate on the bad days and celebrate the wins on the good days."
– Karen Schwartz**

fun we have together! We can commiserate on the bad days and celebrate the wins on the good days. We were trained by the same builder, so our work ethic is very similar, but our strengths and weaknesses complement each other well. It's amazing to have a business partner [who] you want to hang out with all the time, and is also someone you look up to."

"Karen is the hardest worker I know," notes Laura. "You face a lot of challenges in this business, but we support each other, and I can't imagine surviving [in] this business without Karen."

•••

Karen Schwartz



...

Not only do these two women build each other up, but they volunteer their time to help build up other women as well. They are team lead volunteers for Women Build through Habitat for Humanity, which brings women together to build homes, and stronger, safer communities.

Though these fierce women spend much of their time together, they do (occasionally) spend time apart. Karen enjoys playing tennis, eating good food, and spending time with friends and family. Laura loves spending time with her husband and two daughters, whether they're going out to dinner or relaxing at home. She also started playing volleyball this past year with a group of women and is loving every minute of it.

Beyond working hard and finding a great partner, Karen stresses the importance of having and showing respect for everyone you're working with. "Respect all parties, including the brokers on the other side, and the lenders, attorneys, and inspectors. It will make the transaction much smoother and you can learn something in the process."

Laura adds that, at the end of the day, it's best to focus on being a good person. And based on the great mutual respect and friendship between these two women, it seems like they're both succeeding at that.

Karen with her family.



Laura with her husband, Roger, and their two daughters, Ceili (seven) and Ellie (six).

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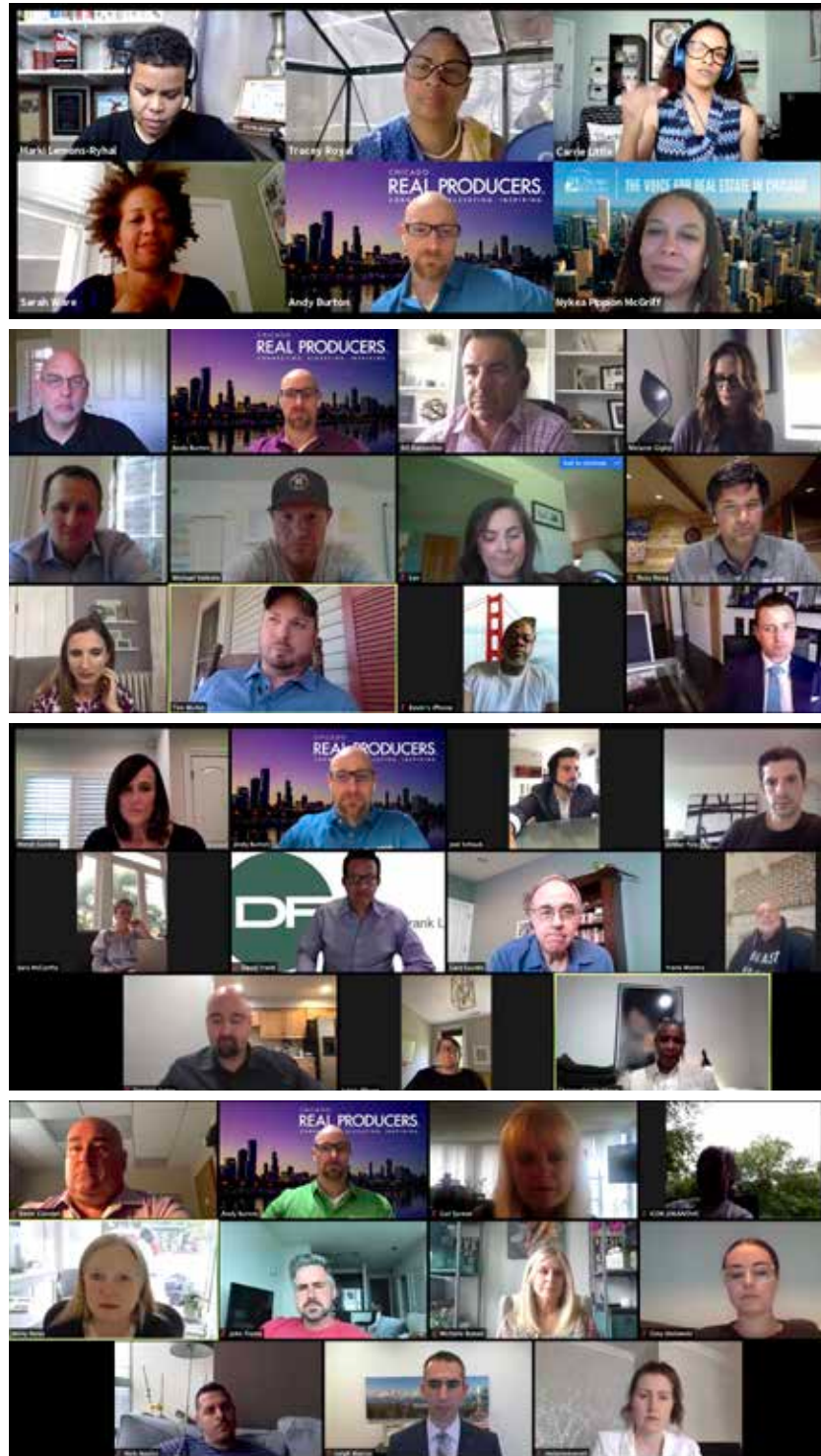
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Chicago Real Producers and Preferred Partners Engaging Virtually

As an organization, we are fully aware of the need to continue to connect, inspire, elevate, and add value to both our REALTORS® and Preferred Partners during a time when we are unable to host in-person events. We have found creative ways to encourage our *Chicago Real Producers* community to continue to engage in a virtual way.

We started with a virtual mastermind called “Pivoting in the Pandemic” where panelists shared what they were doing to capitalize and shift the way they do business during the stay-at-home order.

Another thing we are doing and will continue to do, are virtual jam sessions. These small group Zoom calls were designed to get a handful of experts on a call (both REALTORS® and Preferred Partners) to discuss what they are seeing in their industry and to help add value to the individuals who are able to attend. This is a great way to meet people on a more personal level and to get to know what’s happening in different industries in the real estate community.

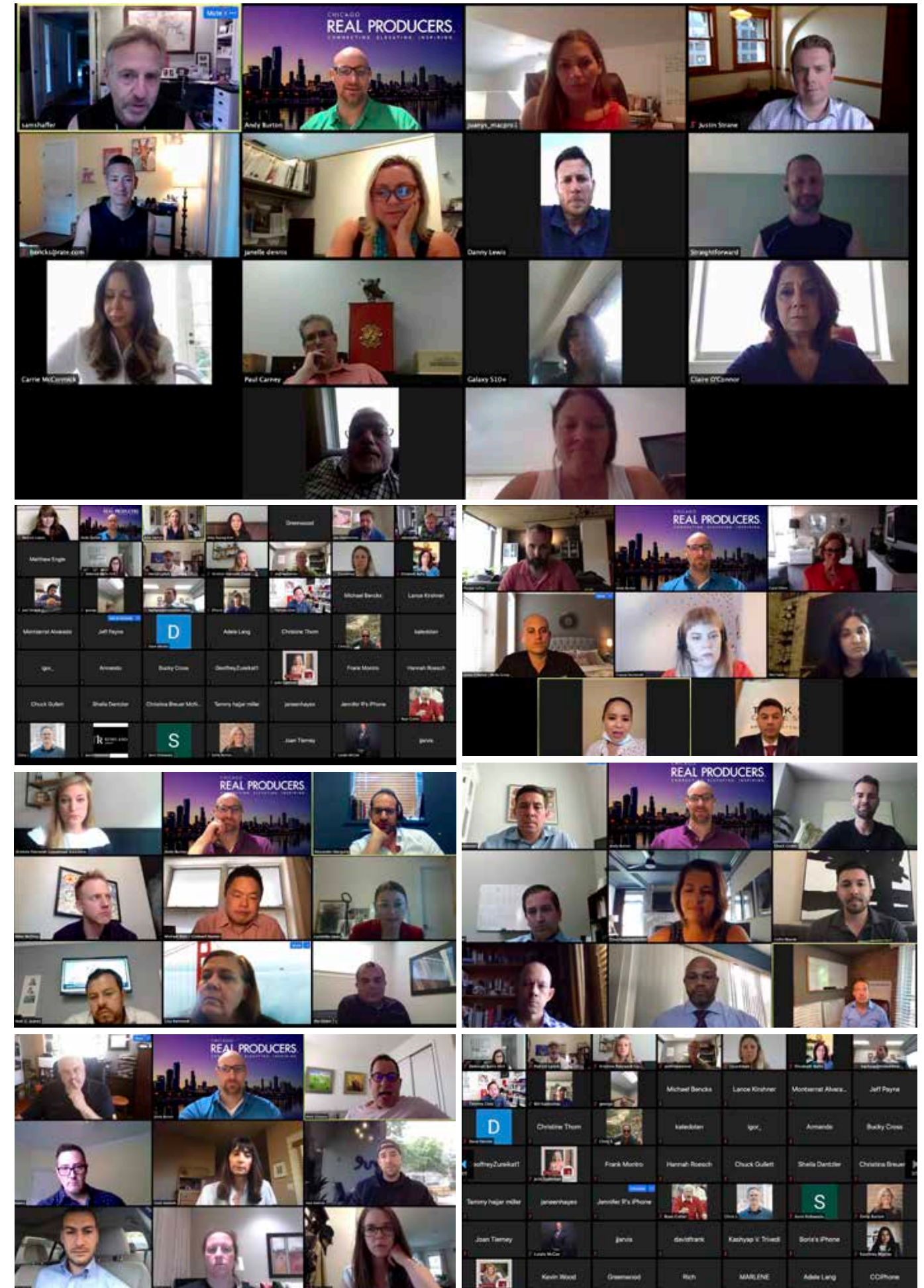
The final thing we’ve done during this time was have an unscripted and very real panel discussion about race in real estate. This was a way to bring awareness to a topic that doesn’t get discussed enough on our platform. This was an enlightening conversation that will help guide future decision-making in our organization.

The conversations we’ve had during these virtual masterminds, jam sessions, and panels have been insightful and constructive. Plus, the opportunity to build relationships has been a great experience.

We are excited to share a handful of screenshots from some of our recent virtual events.

A huge thank you to all our amazing REALTORS® and Preferred Partners for your willingness to join together as a community and maintain our human connection!

We have received great feedback about these types of events so we are continuing to put them together! Want to join one or have a topic you would like us to discuss? Let us know by emailing us at andy.burton@realproducersmag.com





TOM HERBST

and Tri-State Restore

HELP IN TIMES OF TROUBLE

As we've all learned in recent months, disaster can strike at any moment. Although there is little we can do to prevent natural catastrophes from hitting us at home (outside of measures like sandbagging, and addressing the causes of climate change), businesses like Tri-State Restoration Group, also known as Tri-State Restore, can help breathe new life into affected properties, and bring a sense of normalcy back to people's lives.

"We are here to help," says Tom Herbst, president of Tri-State Restore. "From full-service water and fire restoration, mold remediation, and biohazard clean up, to just offering expert advice to help you get through whatever your property needs, we are here for you."

Helping people has always been Tom's priority in life. There were two elements he looked for in a career after graduating college: a recession proof industry that truly helped people. Restoration hit it right on the head. ...

...

Growing up on a dairy farm, Tom became accustomed to hard physical labor. His strong work ethic, ability to solve problems, and willingness to take on large tasks were perfect traits for starting his own business. His parents always stressed the importance of education, as well as working for what you get. So, finding like-minded people to join Tri-State Restore was essential for Tom.

“What really sets us apart is our people,” he says. “We approach every situation with two fundamental credos: treat others as we want to be treated, and serve others. ‘Help is on the Way,’ is one of our sayings.”

Tom finds great enjoyment in turning a wrecked property into a brand-new space. The ultimate joy for him, however, is making a positive impact on the lives of everyone with whom he works. It’s what keeps him going.

“Success to me is how you make other people feel,” he says. “I love having a client tear up when [they see how] we are able to transform their home or space. When you walk out of a room, people will always remember how you made them feel. I always keep that fact top of mind.”

Tom devotes the majority of his time to his business, making sure his employees have what they need and that their clients are well taken care of. Outside of work, he enjoys going to the Art Institute of Chicago, where, he says, he could walk around all day. He has also been to the Field Museum over 300 times and still gets inspired. His eight nieces and nephews keep him on his toes, and he loves spending time with his family.

“I hope to be remembered as just a great employer, brother, and friend,” he says.

For more information regarding Tri-State Restore or to contact Tom, visit www.tri-staterestore.com or call 888-839-6917.



Tom and brother, Scott.



We approach every situation with two fundamental credos: treat others as we want to be treated, and serve others.



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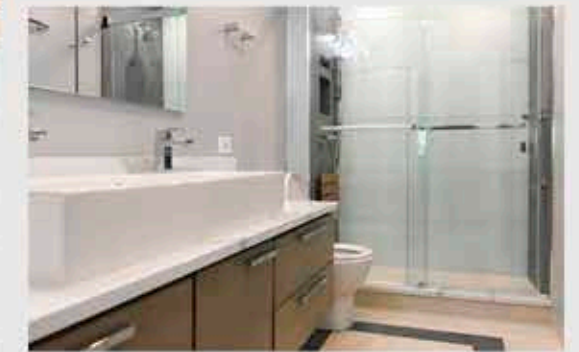


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3	Emily	Sachs Wong	35	\$39,544,875	19	\$25,668,875	54	\$65,213,750
4	Mario	Greco	71	\$36,769,100	29	\$16,668,000	100	\$53,437,100
5	Leigh	Marcus	68	\$40,646,500	20	\$10,692,200	88	\$51,338,700
6	Karen	Biazar	70	\$35,849,984	14	\$8,601,000	84	\$44,450,984
7	William	Goldberg	34	\$24,491,527	17	\$10,120,208	51	\$34,611,735
8	Carrie	McCormick	28	\$18,101,400	17	\$15,460,000	45	\$33,561,400
9	Melanie	Giglio	26	\$16,973,300	38	\$16,583,350	64	\$33,556,650
10	Grigory	Pekarsky	32	\$9,187,414	48	\$24,327,550	80	\$33,514,964
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12	Steve	Genyk	13	\$16,551,500	7	\$8,076,500	20	\$24,628,000
13	Nathan	Wilks	21	\$10,251,325	34	\$14,279,200	55	\$24,530,525
14	Daniel	Close	12	\$6,295,000	28	\$17,985,387	40	\$24,280,387
15	Keith	Brand	10	\$4,187,150	37	\$18,846,749	47	\$23,033,899
16	Millie	Rosenbloom	8	\$8,771,500	17	\$14,167,500	25	\$22,939,000
17	Sam	Shaffer	10	\$5,037,500	33	\$17,875,899	43	\$22,913,399
18	Timothy	Sheahan	28	\$18,925,000	9	\$3,589,950	37	\$22,514,950
19	Barbara	O'Connor	25	\$11,760,500	15	\$9,849,000	40	\$21,609,500
20	Hayley	Westhoff	19	\$10,481,000	14	\$11,092,000	33	\$21,573,000
21	Benyamin	Lalez	9	\$6,032,000	31	\$15,328,600	40	\$21,360,600
22	Tommy	Choi	19	\$9,192,000	22	\$11,141,850	41	\$20,333,850
23	Katharine	Waddell	17	\$8,189,500	22	\$11,341,000	39	\$19,530,500
24	Kimber	Galvin	22	\$13,636,950	9	\$5,257,800	31	\$18,894,750
25	Brad	Lippitz	16	\$9,592,000	14	\$9,151,000	30	\$18,743,000
26	Bari	Levine	18	\$10,027,400	12	\$8,193,000	30	\$18,220,400
27	Matthew	Liss	23	\$13,791,900	7	\$4,409,000	30	\$18,200,900
28	Jennifer	Ames	16	\$12,981,000	7	\$5,201,450	23	\$18,182,450
29	Layching	Quek	1	\$243,000	29	\$17,774,500	30	\$18,017,500
30	Melissa	Siegal	16	\$9,840,500	10	\$7,974,909	26	\$17,815,409
31	Nicholaos	Voutsinas	10	\$5,143,250	24	\$11,847,300	34	\$16,990,550
32	Jill	Silverstein	10	\$5,954,500	15	\$10,858,000	25	\$16,812,500
33	Daniel	Glick	9	\$8,769,000	12	\$7,933,650	21	\$16,702,650
34	Jennifer	Mills	20	\$11,401,400	7	\$5,297,000	27	\$16,698,400

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Kevin	Hinton	17	\$7,419,682	24	\$9,033,400	41	\$16,453,082
36	Joel	Holland	17	\$8,756,500	14	\$7,556,800	31	\$16,313,300
37	Ivona	Kutermankiewicz	18	\$12,265,650	6	\$3,772,250	24	\$16,037,900
38	Ryan	McKane	35	\$13,936,600	4	\$2,015,000	39	\$15,951,600
39	Gwen	Farinella	4	\$14,170,000	1	\$1,229,900	5	\$15,399,900
40	Melanie	Everett	8	\$3,620,500	26	\$11,416,200	34	\$15,036,700
41	Richard	Kasper	7	\$4,770,000	15	\$10,257,015	22	\$15,027,015
42	Scott	Curcio	15	\$4,972,084	22	\$9,928,400	37	\$14,900,484
43	Amanda	McMillan	15	\$7,263,000	11	\$7,532,001	26	\$14,795,001
44	Julie	Busby	14	\$9,115,250	11	\$5,468,100	25	\$14,583,350
45	Ryan	Preuett	10	\$13,190,000	1	\$1,370,000	11	\$14,560,000
46	Santiago	Valdez	24	\$8,997,900	15	\$5,282,000	39	\$14,279,900
47	Lauren M.	Wood	13	\$6,847,000	13	\$7,405,000	26	\$14,252,000
48	Lance	Kirshner	17	\$7,378,900	13	\$6,668,150	30	\$14,047,050
49	Sara	McCarthy	12	\$5,012,500	14	\$8,834,900	26	\$13,847,400
50	Kelly	Angelopoulos	11	\$8,266,500	9	\$5,531,000	20	\$13,797,500

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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to June 30, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Jason	O'Beirne	23	\$11,613,300	4	\$1,272,000	27	\$12,885,300
52	Natasha	Motev	3	\$7,925,000	2	\$4,875,000	5	\$12,800,000
53	Nadine	Ferrata	12	\$8,230,000	8	\$4,549,499	20	\$12,779,499
54	Erlend	Candea	15	\$10,975,000	2	\$1,770,000	17	\$12,745,000
55	Darrell	Scott	7	\$3,667,000	18	\$8,984,000	25	\$12,651,000
56	Suzanne	Gignilliat	3	\$6,283,000	1	\$6,250,000	4	\$12,533,000
57	Danielle	Dowell	17	\$8,699,000	10	\$3,819,500	27	\$12,518,500
58	Chezi	Rafaeli	10	\$10,425,000	3	\$2,033,900	13	\$12,458,900
59	Frank	Montro	47	\$9,135,099	20	\$3,312,475	67	\$12,447,574
60	Debra	Dobbs	8	\$7,799,000	9	\$4,536,500	17	\$12,335,500
61	P Corwin	Robertson	9	\$12,295,843	0	\$0	9	\$12,295,843
62	D	Waveland Kendt	15	\$7,348,400	7	\$4,934,500	22	\$12,282,900
63	Cynthia	Sodolski	9	\$6,262,000	10	\$5,905,900	19	\$12,167,900
64	Camille	Canales	11	\$5,180,900	14	\$6,856,513	25	\$12,037,413
65	Kelly	Parker	11	\$5,785,500	10	\$6,193,000	21	\$11,978,500
66	Alexa	Hara	1	\$8,400,000	8	\$3,552,400	9	\$11,952,400
67	Paul	Barker	9	\$6,426,600	7	\$5,426,700	16	\$11,853,300
68	Laura	Meier	11	\$5,672,500	14	\$6,065,250	25	\$11,737,750
69	Amy	Duong	11	\$4,527,300	11	\$7,173,000	22	\$11,700,300
70	Stephanie	Cutter	12	\$6,710,000	11	\$4,765,000	23	\$11,475,000
71	Mark	Icuss	4	\$8,684,000	5	\$2,775,500	9	\$11,459,500
72	Lisa	Sanders	18	\$7,804,500	7	\$3,640,000	25	\$11,444,500
73	Karen	Schwartz	13	\$6,520,500	8	\$4,779,900	21	\$11,300,400
74	Alishja	Ballard	15	\$8,638,001	4	\$2,566,500	19	\$11,204,501
75	Philip	Skowron	10	\$7,948,500	3	\$3,195,000	13	\$11,143,500
76	Robert	Picciariello	27	\$11,084,934	0	\$0	27	\$11,084,934
77	James	D'Astice	6	\$2,463,000	19	\$8,488,000	25	\$10,951,000
78	Christopher	Engelmann	1	\$326,000	23	\$10,570,600	24	\$10,896,600
79	Brent	Hall	16	\$10,515,400	1	\$376,000	17	\$10,891,400
80	Joseph	Kotoch	5	\$2,626,000	15	\$8,204,500	20	\$10,830,500
81	Timothy	Salm	3	\$10,300,000	1	\$445,000	4	\$10,745,000
82	Nicholas	Colagiovanni	10	\$6,382,000	5	\$4,359,000	15	\$10,741,000
83	Paul	Mancini	7	\$2,783,500	12	\$7,754,000	19	\$10,537,500
84	Lindsay	Everest	5	\$4,303,000	4	\$6,224,500	9	\$10,527,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Colin	Hebson	12	\$7,158,939	8	\$3,328,000	20	\$10,486,939
86	Joshua	Lipton	8	\$6,282,500	5	\$4,116,000	13	\$10,398,500
87	Ronda	Fish	3	\$4,142,500	4	\$6,244,400	7	\$10,386,900
88	Deborah	Hess	17	\$7,496,000	7	\$2,780,900	24	\$10,276,900
89	Kathleen	Malone	5	\$2,873,500	9	\$7,287,000	14	\$10,160,500
90	Reve'	Kendall	22	\$8,918,000	1	\$1,240,000	23	\$10,158,000
91	Deanne	Thomas	2	\$4,875,000	2	\$5,225,000	4	\$10,100,000
92	Melissa	Govedarica	15	\$8,929,200	2	\$1,040,000	17	\$9,969,200
93	Joanne	Nemerovski	6	\$6,430,000	4	\$3,495,000	10	\$9,925,000
94	Samantha	Porter	14	\$9,203,750	1	\$618,557	15	\$9,822,307
95	Steve	Otwell	0	\$0	21	\$9,651,838	21	\$9,651,838
96	Scott	Stavish	9	\$7,637,500	3	\$1,992,500	12	\$9,630,000
97	Rubina	Bokhari	4	\$3,520,000	7	\$6,046,900	11	\$9,566,900
98	Ian	Schwartz	8	\$4,371,000	8	\$5,127,500	16	\$9,498,500
99	Elizabeth	Brooks	6	\$9,497,432	0	\$0	6	\$9,497,432
100	Lucas	Blahnik	11	\$6,323,513	8	\$3,139,750	19	\$9,463,263

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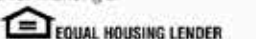
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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to June 30, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Michael	Rosenblum	11	\$6,409,000	4	\$3,025,000	15	\$9,434,000
102	Coleen	Karpf	9	\$4,635,500	5	\$4,794,039	14	\$9,429,539
103	Alexandre	Stoykov	3	\$1,083,000	20	\$8,196,000	23	\$9,279,000
104	Akos	Straub	13	\$5,693,500	11	\$3,564,500	24	\$9,258,000
105	Emily	Smart Lemire	6	\$3,495,000	6	\$5,744,500	12	\$9,239,500
106	Dennis	Huyck	12	\$5,424,000	4	\$3,732,533	16	\$9,156,533
107	Michael	McGuinness	1	\$410,000	19	\$8,727,400	20	\$9,137,400
108	Steven	Acoba	4	\$5,399,000	4	\$3,725,000	8	\$9,124,000
109	Margaret	Baczkowski	4	\$3,973,000	3	\$5,150,000	7	\$9,123,000
110	Rizwan	Gilani	13	\$5,769,775	5	\$3,291,000	18	\$9,060,775
111	Beata	Gaska	12	\$9,047,800	0	\$0	12	\$9,047,800
112	Pamela	Rueve	8	\$5,177,500	5	\$3,847,500	13	\$9,025,000
113	Sam	Jenkins	8	\$6,069,500	4	\$2,851,498	12	\$8,920,998
114	Owen	Duffy	11	\$5,625,000	9	\$3,263,500	20	\$8,888,500
115	Vincent	Anzalone	9	\$6,031,000	6	\$2,849,900	15	\$8,880,900
116	Eric	Hublar	3	\$1,178,000	16	\$7,693,650	19	\$8,871,650
117	Michael	Maier	12	\$7,631,125	4	\$1,227,000	16	\$8,858,125
118	Nathan	Binkley	7	\$3,495,500	9	\$5,341,000	16	\$8,836,500
119	Brooke	Vanderbok	14	\$7,308,000	2	\$1,524,900	16	\$8,832,900
120	Shay	Hata	8	\$4,701,750	9	\$4,048,500	17	\$8,750,250
121	Kieran	Conlon	7	\$4,965,250	6	\$3,771,000	13	\$8,736,250
122	Mark	Tranter	14	\$7,560,400	2	\$1,158,000	16	\$8,718,400
123	Bruce	Glazer	9	\$3,369,250	9	\$5,297,500	18	\$8,666,750
124	Katherine	Malkin	5	\$7,605,000	2	\$957,500	7	\$8,562,500
125	Jodi	Serio	11	\$8,213,000	1	\$310,000	12	\$8,523,000
126	Gail	Spreen	11	\$6,018,750	2	\$2,455,000	13	\$8,473,750
127	Randi	Pellar	0	\$0	1	\$8,400,000	1	\$8,400,000
128	Benjamin	Lissner	4	\$1,351,500	20	\$7,048,000	24	\$8,399,500
129	Rachel	Krueger	7	\$6,941,400	2	\$1,402,000	9	\$8,343,400
130	Cindy	Weinreb	4	\$1,887,500	14	\$6,426,000	18	\$8,313,500
131	Koon	Lau	6	\$2,852,000	12	\$5,461,000	18	\$8,313,000
132	James	Buczynski	10	\$6,347,500	4	\$1,847,000	14	\$8,194,500
133	Joe	Zimmerman	17	\$6,809,399	4	\$1,382,000	21	\$8,191,399
134	Michael	Hall	13	\$7,251,450	2	\$929,500	15	\$8,180,950

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Connie	Engel	8	\$3,665,000	8	\$4,495,500	16	\$8,160,500
136	Jeffrey	Proctor	6	\$4,289,999	3	\$3,837,500	9	\$8,127,499
137	Michelle	Browne	15	\$7,431,000	1	\$690,000	16	\$8,121,000
138	Brooke	Daitchman	9	\$4,222,900	6	\$3,821,500	15	\$8,044,400
139	Rafay	Qamar	7	\$2,325,000	13	\$5,673,900	20	\$7,998,900
140	Jane	Shawkey-Nye	2	\$6,330,000	2	\$1,650,000	4	\$7,980,000
141	Landon	Harper	10	\$6,530,595	1	\$1,430,000	11	\$7,960,595
142	Joanna	Olszynska	9	\$5,000,000	7	\$2,946,676	16	\$7,946,676
143	Stefanie	Lavelle	10	\$4,709,400	7	\$3,220,250	17	\$7,929,650
144	Beth	Gomez	8	\$3,648,550	6	\$4,263,500	14	\$7,912,050
145	Gregory	Desmond	5	\$3,256,000	6	\$4,632,500	11	\$7,888,500
146	Jacqueline	Colando	17	\$6,871,400	2	\$1,013,500	19	\$7,884,900
147	Survi	Kobawala	0	\$0	17	\$7,877,150	17	\$7,877,150
148	Elena	Theodoros	10	\$5,513,500	2	\$2,287,000	12	\$7,800,500
149	Ryan	Smith	52	\$7,761,704	0	\$0	52	\$7,761,704
150	Ken	Jungwirth	8	\$3,661,500	6	\$4,072,500	14	\$7,734,000

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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to June 30, 2020


#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Jennifer	Liu	14	\$6,652,200	2	\$1,040,000	16	\$7,692,200
152	Ryan	Gossett	10	\$3,979,500	8	\$3,694,000	18	\$7,673,500
153	Adam	Zagata	4	\$1,747,500	14	\$5,857,250	18	\$7,604,750
154	Lynn	Weekley	14	\$5,723,963	4	\$1,853,000	18	\$7,576,963
155	Chloe	Ifergan	6	\$2,973,500	5	\$4,595,000	11	\$7,568,500
156	Brady	Miller	8	\$2,547,000	14	\$4,950,500	22	\$7,497,500
157	Julie	Harron	5	\$3,494,920	2	\$3,995,000	7	\$7,489,920
158	Edward	Jelinek	9	\$3,612,500	6	\$3,864,900	15	\$7,477,400
159	Wayne	Beals	11	\$5,104,221	6	\$2,372,221	17	\$7,476,442
160	Danny	Lewis	10	\$4,028,950	5	\$3,425,000	15	\$7,453,950
161	Marta	Lazic	5	\$1,270,900	17	\$6,171,000	22	\$7,441,900
162	Stephanie	Loverde	11	\$4,177,500	6	\$3,262,500	17	\$7,440,000
163	Haley	Levine	5	\$1,487,900	16	\$5,910,963	21	\$7,398,863
164	Patrick	Teets	6	\$4,173,000	4	\$3,202,000	10	\$7,375,000
165	Stacey	Dombar	16	\$6,993,750	1	\$345,000	17	\$7,338,750
166	Juliana	Yeager	9	\$3,590,311	5	\$3,744,900	14	\$7,335,211
167	John	Lyons	5	\$2,401,200	12	\$4,902,500	17	\$7,303,700
168	Lisa	Kalous	4	\$1,920,500	9	\$5,370,600	13	\$7,291,100
169	Nick	Rendleman	7	\$3,023,500	16	\$4,217,530	23	\$7,241,030
170	Scott	Berg	20	\$7,237,680	0	\$0	20	\$7,237,680
171	Kenneth	Dooley	8	\$4,623,400	4	\$2,601,000	12	\$7,224,400
172	Jennifer	Bell	10	\$3,939,000	7	\$3,262,650	17	\$7,201,650
173	Keith	Tarasiewicz	3	\$1,085,000	15	\$6,104,900	18	\$7,189,900
174	Michael	McCallum	7	\$3,825,000	5	\$3,360,500	12	\$7,185,500
175	Xiaojing	Frost	7	\$2,618,500	12	\$4,538,000	19	\$7,156,500
176	Sarah	Ziehr	18	\$7,147,100	0	\$0	18	\$7,147,100
177	Robin	Allotta	8	\$2,814,500	8	\$4,262,300	16	\$7,076,800
178	Ryan	Huyler	8	\$5,156,500	4	\$1,910,000	12	\$7,066,500
179	Meredith	Manni	2	\$7,045,000	0	\$0	2	\$7,045,000
180	Cara	Buffa	12	\$6,689,897	1	\$345,000	13	\$7,034,897
181	Patrick	Shino	0	\$0	18	\$7,025,749	18	\$7,025,749
182	Brittani	Walker	4	\$1,007,000	20	\$5,967,213	24	\$6,974,213
183	Laura	Topp	6	\$3,628,500	6	\$3,344,500	12	\$6,973,000
184	Melanie	Carlson	4	\$2,352,000	9	\$4,602,000	13	\$6,954,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Dominic	Irpino	8	\$3,531,900	12	\$3,408,500	20	\$6,940,400
186	Lisa	Huber	7	\$4,112,000	6	\$2,822,000	13	\$6,934,000
187	Chris	McComas	6	\$2,565,900	7	\$4,360,000	13	\$6,925,900
188	Gregorio	Cirone	11	\$3,120,000	4	\$3,778,000	15	\$6,898,000
189	John	Berdan	5	\$2,322,500	6	\$4,557,000	11	\$6,879,500
190	Christopher	Mundy	11	\$5,370,500	2	\$1,470,000	13	\$6,840,500
191	Boris	Lehtman	9	\$6,083,000	1	\$699,000	10	\$6,782,000
192	Craig	Isacson	7	\$5,247,500	1	\$1,500,000	8	\$6,747,500
193	Radim	Mandel	12	\$4,693,900	5	\$1,998,500	17	\$6,692,400
194	George	Ayling	16	\$5,182,000	4	\$1,506,500	20	\$6,688,500
195	Zachary	Redden	2	\$995,000	11	\$5,657,500	13	\$6,652,500
196	Sohail	Salahuddin	14	\$4,925,900	5	\$1,725,500	19	\$6,651,400
197	Lyn	Harvie	6	\$3,348,500	6	\$3,272,888	12	\$6,621,388
198	Giovanni	Leopaldi	10	\$3,359,000	11	\$3,261,500	21	\$6,620,500
199	Michael	Battista	6	\$6,619,000	0	\$0	6	\$6,619,000
200	Greg	Whelan	1	\$395,000	11	\$6,198,500	12	\$6,593,500

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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to June 30, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
201	Amir	Fouad	11	\$4,983,146	2	\$1,595,000	13	\$6,578,146
202	Kyle	Jamicich	4	\$3,255,000	6	\$3,313,800	10	\$6,568,800
203	Jodi	Slutzky	13	\$4,043,025	5	\$2,522,000	18	\$6,565,025
204	Natalie	Renna	5	\$1,554,700	16	\$5,000,900	21	\$6,555,600
205	Weston	Harding	3	\$1,947,700	8	\$4,605,000	11	\$6,552,700
206	Lawrence	Dunning	4	\$2,411,000	5	\$4,131,000	9	\$6,542,000
207	Susan	Kanter	9	\$3,850,500	5	\$2,682,000	14	\$6,532,500
208	Qiankun	Chen	9	\$2,521,000	13	\$3,994,500	22	\$6,515,500
209	Kathryn	Schrage	15	\$5,663,000	2	\$850,000	17	\$6,513,000
210	David	Nimick	6	\$2,745,400	6	\$3,763,000	12	\$6,508,400
211	Colleen	Berg	15	\$6,477,500	0	\$0	15	\$6,477,500
212	Casey	Declerk	3	\$2,132,000	6	\$4,322,000	9	\$6,454,000
213	Nichole	Dinino	3	\$950,000	11	\$5,490,400	14	\$6,440,400
214	Ashley	Carter	12	\$3,920,500	8	\$2,501,500	20	\$6,422,000
215	Nancy	Tassone	1	\$550,000	1	\$5,850,000	2	\$6,400,000
216	Nathan	Wynsma	7	\$4,047,132	4	\$2,349,456	11	\$6,396,588
217	Mark	Zipperer	9	\$3,234,500	6	\$3,161,900	15	\$6,396,400
218	Christopher	Lobrillo	31	\$6,307,222	0	\$0	31	\$6,307,222
219	James	Streff	8	\$3,320,000	5	\$2,961,500	13	\$6,281,500
220	Anne	Kavanaugh	8	\$4,883,900	2	\$1,395,000	10	\$6,278,900
221	Rory	Fiedler	0	\$0	15	\$6,269,900	15	\$6,269,900
222	Nick	Nastos	3	\$898,000	16	\$5,285,200	19	\$6,183,200
223	Robert	Yoshimura	7	\$3,326,000	7	\$2,838,700	14	\$6,164,700
224	Perdure	Carter	28	\$4,544,900	17	\$1,619,000	45	\$6,163,900
225	Herve	Barbera	13	\$5,413,590	2	\$715,000	15	\$6,128,590
226	Jon	Crocilla	1	\$2,800,000	2	\$3,320,000	3	\$6,120,000
227	Tiffany	Meyers	2	\$865,000	14	\$5,254,400	16	\$6,119,400
228	Mark	Keppy	8	\$3,444,500	6	\$2,654,000	14	\$6,098,500
229	Diana	Soldo Massaro	4	\$1,558,250	9	\$4,529,999	13	\$6,088,249
230	Anna	Huls	6	\$2,097,500	8	\$3,979,500	14	\$6,077,000
231	Helaine	Cohen	1	\$605,000	7	\$5,450,995	8	\$6,055,995
232	Jennifer	Riccolo Debower	5	\$2,446,500	4	\$3,605,000	9	\$6,051,500
233	Alysa	Peterson	16	\$4,438,500	2	\$1,530,000	18	\$5,968,500
234	Kristin	Gonnella	5	\$1,958,000	5	\$4,004,500	10	\$5,962,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
235	Ann	Bauer	9	\$4,092,000	3	\$1,854,000	12	\$5,946,000
236	Amy	Pritchard	4	\$3,882,500	3	\$2,052,000	7	\$5,934,500
237	Joe	Castillo	26	\$5,934,447	0	\$0	26	\$5,934,447
238	Jacob	Tasharski	5	\$2,302,500	9	\$3,624,000	14	\$5,926,500
239	Nancy	Hotchkiss	9	\$3,826,500	5	\$2,098,000	14	\$5,924,500
240	Sherri	Hoke	3	\$1,942,000	5	\$3,970,000	8	\$5,912,000
241	Elizabeth	Palomar	15	\$5,268,900	2	\$610,000	17	\$5,878,900
242	Matthew	Engle	3	\$895,000	13	\$4,958,000	16	\$5,853,000
243	Elizabeth	Caya	0	\$0	12	\$5,845,000	12	\$5,845,000
244	Michael	Giliano	9	\$3,654,500	5	\$2,188,500	14	\$5,843,000
245	Kathryn	Barry	3	\$905,000	12	\$4,925,600	15	\$5,830,600
246	Sarah	Maxwell	6	\$3,882,000	4	\$1,932,000	10	\$5,814,000
247	Mariah	Dell	8	\$3,143,500	4	\$2,640,000	12	\$5,783,500
248	Christian	Pezzuto	7	\$2,566,020	10	\$3,212,500	17	\$5,778,520
249	Maria	Casciaro	3	\$2,978,000	2	\$2,775,000	5	\$5,753,000
250	Tim	Lorimer	6	\$2,625,000	7	\$3,125,000	13	\$5,750,000

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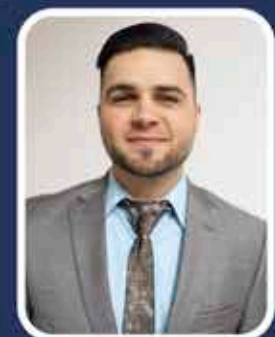
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