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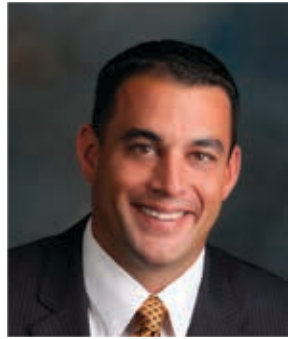
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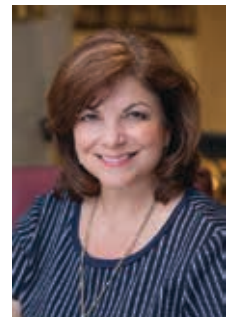
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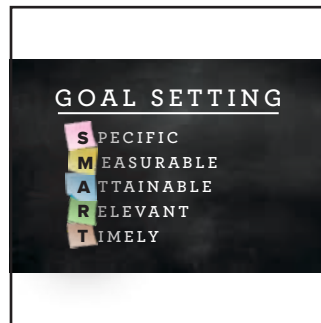
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you will see again and again across the closing table. We have stories of featured agents getting leads and actual closings directly from their feature story, and teams growing as well.

Our smaller, COVID-compliant, PPE-provided events have been a hit! Check out the photos of our Fall Fête at Top Golf in Germantown on pages 56 to 59.

Be on the lookout for our next invite in your inbox and in the private Facebook group! Also, download our DigaPub app if you haven't already so you can check out the magazine on your phone!

If you haven't joined our private Facebook group, don't miss out. We will be printing the questions we ask in the private group moving forward! Also, check out our cover story and partner spotlight interviews on our YouTube channel, as well as on Spotify.

As 2020 comes to a close, we hope you enjoy wonderful holidays with your families.

Cheers to a fantastic year and years to come!

happy HOLIDAYS!

►► publisher's note

Dear DC Metro Real Producers,

December is a month of reflecting on the year and envisioning the New Year. We, at *Real Producers*, would like to express our gratitude for 2020. We are so grateful for our amazing Real Producers community! This tribe is a wonderful conglomeration of good human beings who happen to sell a lot of real estate. Our industry has, in this challenging time, flourished and served many families.

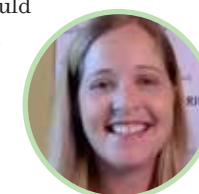
First, thank you to all our *Real Producers* who have been featured in the magazine, who inform and inspire this amazing community. We appreciate you and are honored to be able to share your stories.

A huge thank you to our valued industry partners. Our preferred partners are the cornerstone this community is built on. Without them, we would not be able to share the stories of our Real Producers and gather you together at wonderful events. The publication, all events, and being featured are free because of our partners. Thank you! We also appreciate our Real Producers who referred them. All partners have been vetted and referred by Real Producers.

I have heard so many great stories of what this publication has created for all who have participated, from seeing old colleagues and friends to deals being struck right at an event. Relationships are being forged with people you know



With gratitude,



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Merry
CHRISTMAS
HANUKKAH
KWANZAA
Happy Holidays

What was your favorite holiday gift?



ERICH CABE
COMPASS
A new pair of skis.



HANS WYDLER
COMPASS
Honestly, the greatest gift at this stage of life is time — time with family and friends doing fun things, either something as simple as a family bike ride or a trip to a new place that we can explore together.



KELLIE HODGES
THE YI TEAM MORTGAGE
The holidays aren't the only time we think about gifting, but it certainly is traditional at this time of year. For every gift we give, making it personal to the receiver creates a more meaningful experience. Engraved baby gifts, something useful for a borrower's new home, or even a quick treat that doesn't need to be moved to their new home to let them know we're thinking about them are all go-to's for The Yi Team. For the holidays, I like to give a personalized ornament to each of our team members every year. It's become a tradition.



DONNA SEEKER
DONOFRIO & ASSOCIATES, LLC
The best holiday gift I ever received was having our entire family together, including those that lived in other states.



LINDSAY LUCAS
COMPASS
Christmas ornament with my house on it.



ARIANA LOUCAS
RE/MAX ALLEGIANCE
My mother likes to put a personal touch on her gifts. She has combed through my social media where she has taken some of the photos I posted that were meaningful moments to me. My mom then takes those photos and uses them to create: blankets, socks, wall or table art, and even a hand-painted slate with my kids (i.e., my dogs) on them. To me, these are my best gifts because they took time and feeling to get them.



MARLENE CAMPINI
OLD REPUBLIC HOME PROTECTION
As a single mom for *many* years, I was always living paycheck to paycheck. One year, my three kids put their money together and presented me with an airline ticket to visit my mom in Arizona. I had absolutely no idea they were putting this together. I don't know what touched me the most — the fact that I was going to see my aging mom, who I had not seen in more than a year, or that I had the most incredible and thoughtful kids I could have ever hoped for.



VICTOR LLEWELLYN
LONG AND FOSTER REAL ESTATE
My favorite holiday gift, to this day, has been my son Paul! He was born on December 20, 1989, and has brought joy and laughter to our lives ever since. A child is such a tremendous blessing and to get one for Christmas made the entire holiday season unbeatable! My son now works alongside me in real estate and I am incredibly proud of his ability to communicate, his understanding and knowledge of transactions and the market, and his natural talent to serve clients.



DANA SCANLON
KELLER WILLIAMS CAPITAL PROPERTIES | KW LUXURY HOMES
A recent favorite holiday gift was a donation in my name to provide a goat to a family in Rwanda. Heifer International was the vehicle for this life-sustaining gift to a family, changing their lives forever. The goat provides milk and cheese for the family's nourishment and to sell for extra income, plus the added bonus of organic fertilizer to improve crop yields. Who needs more stuff? Not me.



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▶ MASTER THE MEDIA



Make a 2021 Media Pitching Plan

By Christina Daves

As 2020 comes to a close, how did you fare with your visibility this year? Did you land in the media? Many REALTORS® took advantage of the accessibility to journalists and learning how to pitch the media and they landed on television and in print. It's never too late to get started. Take this time to lay out a calendar for pitching the media in 2021. There is no greater way to get in front of hundreds of thousands, even millions, of potential sellers and buyers without paying for advertising.

You should have at least one evergreen topic every month. "Evergreen" means it doesn't change and is applicable year after year. Examples of this would be: National Neighbor Day in March, New Homeowners Day in May, National Safe at Home Week in August, and Roof Over Your Head Day in December. You want to find pitch ideas for every month in 2021 and then you will add in trending/timely topics, like how the market is doing and why. Remember to look at national studies and use the results and apply them to what's happening in your backyard.

Don't pitch stories like "Interest Rates Are Up" or "Inventory Is Low." Remember, your stories have to be valuable to an audience, so give them some "meat," some "wow." Make your story idea

something that is appealing to that media outlet's audience. Do a little homework and see what kinds of real estate stories they cover and how they cover them. The easier you can make their job, the easier it will be to get the "yes."

Carve out an hour of time and lay out a 2021 media pitching calendar. The more you prepare for it, the easier it will be to pitch consistently. This keeps you top-of-mind with a journalist, and then don't be surprised if they actually reach out to you for quotes on real estate stories.



Christina Daves
PR for Anyone®

Christina Daves is the founder of PR For Anyone®. She has trained thousands of real estate agents in gaining visibility by using traditional and social media together for maximum effectiveness. Agents she has worked with have appeared in national magazines, newspapers, radio, television, and blogs. Book your free business strategy session with Christina at www.ChatWithChristina.com, and learn more about her at www.ChristinaDaves.com.

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- Zillow Review, Clarksburg MD



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HANS WYDLER

Compass

Be honest. Treat people respectfully. Be prepared to be an emotional shock absorber. You need to be a rock in stormy seas. Focus on relationships. Relationships generate transactions, not the other way around.

Regarding starting a team, the first hire is always the hardest. Are you hiring a “mini-me” or are you solving for a particular pain point? There is no right answer but know what you’re trying to accomplish. Most folks are fuzzy in their thinking and end up in a sub-optimal partnership.



KELLY LEE

**TTR Sotheby’s
International Realty**

In this business, working collaboratively with agents on the other side of a transaction is crucial. Most often, everyone involved in a transaction has a common goal of getting to the closing table. I think it is crucial to have a productive and positive working relationship with the agent on the other side of the deal. This attitude goes a long way in creating goodwill for not only our clients but for our colleagues in the industry.

ing relationship with the agent on the other side of the deal. This attitude goes a long way in creating goodwill for not only our clients but for our colleagues in the industry.



MALIA TARASEK

**Keller Williams
Capital Properties**

Life is so short, we might as well focus on what makes us happy, what gets us up in the morning instead of focusing on what made us down for the day. I typically recall happy moments I experienced more often than sad or defeating moments. When

I realize I am having a difficult moment, I take a minute to meditate or just stop, breathe, visualize success, and then do it!



**JOSEPH AND EILEEN
ASAMOAH**

**Clearview Properties &
On Time Staging**

“A lot of agents are in the business of real estate, but they are not investing in real estate. They sell for other people, but the real money, in my opinion, is to own some of these assets. I teach how I do this so they can understand

how to do it themselves, or so they can understand the mindset of real estate investors so they can serve their investor clients better.” —Joe



MICHAEL ALTABELLI

RE/MAX Realty Services

Real estate offers enough potential and enough avenues to give you a lifetime worth of opportunities. It’s a lot like playing a game that you can always improve at. There’s always an opportunity to get better and improve.

“I’m flexible. I always try to fit additional work in, am reasonable with my prices, and offer a high-quality product for affordable prices. I make myself available and am able to work within clients’ timeframes. Staging is important because if the prospective buyer cannot see themselves there, or what a room is going to be used for, that might keep them from purchasing the property.” —Eileen





**JOSEPH
ASAMOAH**

CLEARVIEW PROPERTIES



**EILEEN
ASAMOAH**

ON TIME STAGING

▶ partner spotlight

By Zachary Cohen
Photos by A. Claire Vision Photography

INVESTING WITH PURPOSE

“I’m not just renting houses; I’m providing life-changing opportunities. That’s what I do.”

In the mid-1980s, Joe Asamoah relocated from his home country of England to the D.C. area. He arrived in the States knowing precisely one person — his boss. At the time, Joe was working in the telecommunications and IT world and had high hopes for his career in the U.S.

“It just so happened that a couple of months after I came, he was fired from his job,” Joe recalls. “Not because he did anything wrong, but a reorganization.” A few weeks later, Joe and his former boss reconnected over lunch. That’s when Joe realized that corporate America isn’t as secure as many had led him to believe. “He said, ‘Whatever you do, Joe, make sure you have a plan B because look what happened to me.’” Joe’s former boss also shared some information about his own plan B: real estate investing.

“He had like 10 properties. I couldn’t fathom it. How is that possible?” Joe questioned. “He said, ‘You may want to consider real estate investment, and if you do, you may want to try to keep your houses and rent them.’”

Real estate investment — and the opportunity to have a backup, passive income — piqued Joe’s interest. He was determined to craft a similar plan for himself.

A Real Estate Investor is Born

“I subsequently bought my first home, which was a complete disaster,” Joe quips. “Everything that could have gone wrong went wrong.”

Despite the setback, Joe maintained a clear outlook, and soon after, he purchased another property. “I bought another one, then another one, and another,



Hailing from Ghana and Dominica, respectively, Joe Asamoah and his wife Eileen enjoy traveling and learning about other cultures.

until 2003, when my rental income equaled what I was making at IBM.”

Joe found himself at a turning point. As his rental income exceeded his corporate paycheck, he recognized an opportunity to commit to real estate investing fully. In 2003, he did just that. “Here in D.C., it’s an appreciating market,” Joe explains. “That first house I bought for \$47,000 is now worth \$750,000. That’s not to brag;

that’s how real estate works. The important thing is, how can you leverage that? How can people leverage the power of real estate to get financial independence? Real estate can be a vehicle to do that.”

Over the past two-plus decades, Joe has become both a champion of achieving financial freedom through real estate investing *and* a provider of opportunities for low-income D.C. residents.

The Asamoah Family
(from left to right:
Nathan, Amber-Rose,
Joe, and Eileen).



▶ partner spotlight

By Zachary Cohen
Photos by A. Claire Vision Photography

RIGHT WHERE SHE’S MEANT TO BE

Eileen Asamoah never intended to become a home stager. However, eight years ago, as she was running the back-end of Clearview Properties (her husband’s real estate investment organization) while simultaneously working part-time as an office manager at a local retail company,

opportunity came knocking at her door ... and she just had to answer.

“My husband, Joe, had a property he was selling in Capitol Hill,” Eileen recalls. “He had a real estate investor/agent who said that he needed to stage the property.”

Even eight years ago, Capitol Hill was a pricey, desirable location — staging was an expectation and the listing agent assumed Joe would do it. Joe got a recommendation for a stager, but the price was surprisingly high. “The stager was costly. So I said, ‘I think I can do this,’” Eileen explains.

Eileen procured the required inventory and staged the property. The real estate agent loved her work.

“From then on, he decided to give me some of his business,” Eileen remembers.

On Time Staging is Born

Just like that, Eileen discovered a beloved new craft. She found that she not only had a natural affinity for staging but a keen eye for home design. In addition, her ability to stage properties for less than the competition gave her a crucial edge in the marketplace.

Eileen began staging some of Joe’s properties and concurrently built up her business with local real estate agents and investors. As more people used her services, the more her business grew. Dedication to her craft, timely execution, and cost-effectiveness further propelled her success.

“That was the genesis of it all,” Joe says. “It was by accident, really. We didn’t even know what staging was beforehand. As time went by, others saw what Eileen was doing for my properties, and through word of mouth, she started growing in the investor and real estate communities.”

The Transition: Running a Top Staging Organization

Although Eileen had a propensity for design, staging that first house was far outside of her comfort zone, having never done it before. Yet, her willingness to step into the unknown proved to be a blessing. “Once we got the feedback from the agent saying he loved it, it was such a relief,” says Eileen. “I thought, ‘Oh my God, I am really capable of this. I can do this.’”

Over the past eight years, Eileen has dedicated herself to timeliness, communication, and exceptional customer service, and has continued to innovate. Today, Eileen has two large warehouses, a full stock of inventory, a delivery truck, and full-time staff members to help execute jobs.



“I am giving people the opportunity to live in nice houses, in nice areas. I’m changing lives, especially in D.C., which has undergone a lot of gentrification. I provide the opportunity for people to stay here,” Joe explains.

“I do a lot through the Housing Choice Voucher Program (also known as the Section 8 program). It has a bad rap, when people throw the words Section 8 around. But what I found is there are a lot of good families that have vouchers and are no different than you and me. They want to live in a decent area. They

want safety and for their kids to go to a good school. The difference is they don’t have the money. They are stuck, and landlords in nice areas stereotype voucher holders and don’t want to rent to them.”

Joe has found that his lower-income residents have been great tenants. They pay their rent, care for the homes, are pleasant to deal with, and, perhaps most importantly, they are long-term residents. “It’s a win-win for everybody. You are making money and you are making an impact. You are changing lives. People want to make a difference.”

A Leader in Education

Joe is not only a full-time investor, he’s also an

educator. He believes that the “pie is big enough for everybody.” “If I teach you what I do, you’re not going to buy all of D.C.,” Joe laughs. “If I help you, good is going to come back to me. I don’t know how, but it will. It will come back around.”

One of Joe’s current goals is to connect with more real estate agents in the business. “There are several ways I create win-win relationships with real estate agents,” Joe explains. “One, I am looking to buy more houses. For example, I am currently working on two Washington, D.C., projects. I want to connect with agents so I can share my buying criteria, so they can provide me with deals and leads and opportunities. Secondly, I am currently training over 50 students in the DMV to replicate what I do. Many are qualified and are actively looking to purchase properties. Thirdly, I am engrossed in education. A lot of agents are in the business of real estate, but they are not investing in real estate. They sell for other people, but the real money, in my opinion, is to own some of these assets. I teach how I do this so they can understand how to do it themselves, or so they can understand the mindset of real estate investors so they can serve their investor clients better.”

Whether he’s educating others or buying investment properties himself, Joe remains a staunch advocate of building financial freedom through real estate. He remembers his old boss and the advice he gave him 35 years ago: “Have a plan B.” All these years later, Joe has built a resilient business that offers a level of security that he could never have dreamed of.

For more information, visit Joe at www.JoeAsamoah.com or find him on social media (@DRJOEASAMOAH).



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With the customer service of a small business, but the service and prices of a large-scale operation, On Time Staging specializes in preparing properties for sale, offering hands-on staging services, and creating great first impressions. From the initial walkthrough of the property to the final stages of the sale, Eileen and her team ensure that homes are shown at their finest. Eileen’s ultimate goal is to maximize the success of both her clients and her real estate agent partners.



Eileen Asamoah got her start staging some of her husband, Joe’s, properties and now has two large warehouses of inventory, a delivery truck, and full-time staff.

“I’m flexible,” Eileen emphasizes. “I always try to fit additional work in, am reasonable with my prices, and offer a high-quality product for affordable prices. I make myself available and am able to work within clients’ timeframes. Staging is important because if the prospective buyer cannot see themselves there, or what a room is going to be used for, that might keep them from purchasing the property.”

“Customer service is one of Eileen’s greatest strengths,” Joe adds. “She is willing to work with the customer based on their timeframe,



expectations, and the end goal to sell the house as quickly as possible. For the agents, Eileen becomes a part of the team. She knows what she needs to do. Simply give her a call, and she will take it from there.”

On Time Staging is a Washington, D.C.-based, boutique staging firm focused on creating inviting spaces that reflect a contemporary, lived-in home. Eileen Asamoah has been recognized as a superior staging expert with an ability to tailor interiors to

her clients’ specific tastes. Her high standards and keen eye for style give homes an exclusive sales advantage. For more information, please visit www.OnTimeStaging.com.



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Malia Tarasek

Finding Her Calling

One of the most defining moments of Malia Tarasek's life occurred just after graduating from The University of North Carolina, Wilmington. With a degree in international business and a minor in Asian studies, Malia headed off to Gongju, South Korea, to become an English teacher.

"I was one of the only non-Korean people to live and work in the city, so I had to learn to adapt to Korean culture and understand the Korean language to the best of my ability, and do it fast!" Malia exclaims. "It was the first job I had outside of college, it was in-line with my major, and I thought it was going to be a great start to my career."

As Malia acculturated to South Korea, she learned how to not only adjust to, but also overcome, challenging situations — persistent pliability and a willingness to adapt were musts. Malia continues to carry these qualities into everything she does.

Malia's travels also took her to The Demilitarized Zone in North Korea; Vietnam, where she became a certified scuba diver; Thailand; the ancient ruins in Cambodia; The Philippines; and Singapore, one of the smallest countries in the world.

"Studying abroad and working abroad during and after college has been the most influential experience in my life. It taught me to adapt to my surroundings and be more understanding of other cultures," Malia says.

Malia credits her time in South Korea — as well as the semester she spent in Japan during college — with encouraging her to be more vulnerable. ...





Malia Tarasek says quantitative success in real estate is rewarding but pales in comparison to the feeling she has at the closing table.



“I really appreciated the daily tests that came along with struggling through life in a different country. Being vulnerable helps shape you into a better person. Change is good and necessary.”

Real Estate Calls

After a year in South Korea, Malia moved back to her hometown, and was uncertain about what she wanted to do for work.

“With an international business degree and minor in Asian studies, I felt out of place and unsure how to proceed with my career in the U.S.,” she says. “I felt like my career started abroad and should have stayed abroad, so finding my place back here in the States was difficult.”

In debt and in need of steady income, Malia took on odd jobs as a nanny and at a restaurant before landing work as an assistant for a top-producing real estate agent. Little did she know that job would eventually change the entire direction of her life.

As Malia came to understand the inner workings of real estate, she realized that she possessed the ability to grow her own business as well. Within a few short months, she obtained her license.

“Getting my license came with an increase in confidence, a sense of belonging, and a better understanding of who I am and what I want to do for a living,” Malia explains. “I was lost when I fell into the assistant position, just trying to make ends meet. Now, as a licensed real estate agent with Keller Williams Capital Properties,

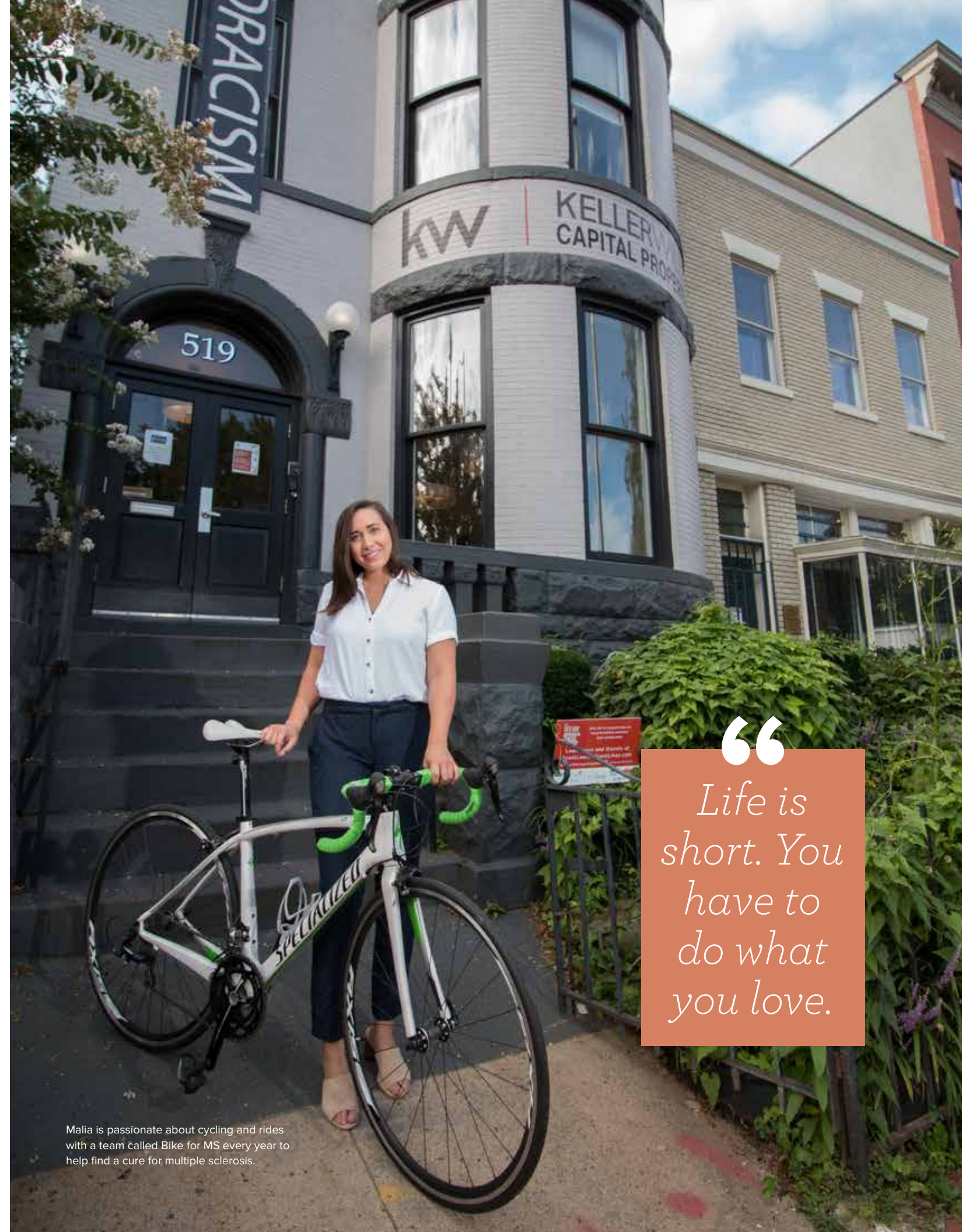


I know I am doing something that makes me happy on a daily basis — helping others build their personal wealth through real estate.”

Living in Gratitude

Over the past several years, Malia has come to fall in love with her work in real estate. The quantitative success is rewarding, but it pales in comparison to the feeling at the closing table. “Growing up, I wasn’t sure what I wanted to do or if I would like my job. I can now say I love my life so far because of my job. Not just buying and selling real estate, but also the architecture of homes, the design aspect of homes, and the joy of homeownership.”

“I really enjoy my job,” Malia smiles. “Helping others reach their financial and personal goals through real estate, while also being able to choose my hours, is where I find joy in the daily grind. Life is short. You have to do what you love.”



“*Life is short. You have to do what you love.*”

Malia is passionate about cycling and rides with a team called Bike for MS every year to help find a cure for multiple sclerosis.



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MICHAEL ALTOBELLI

By Chris Menezes
Photos by Ryan Corvello

▶ agent spotlight

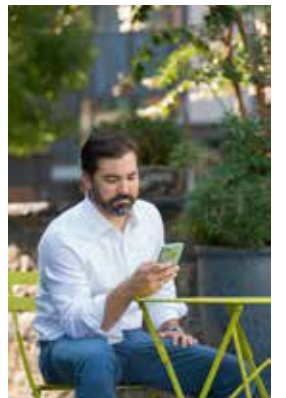


University of Maryland, where he majored in business administration and minored in finance.

“For as long as I was in college, I should have been a doctor,” Mike jokes. “Not knowing what I wanted to do held me back from moving forward, in some cases unnecessarily. I think it’s important to try different things and not worry about figuring everything out so early on.”

In addition to construction, Mike worked at a restaurant as a food runner and sold wine at a retailer. However, his natural inclination towards entrepreneurship couldn’t be ignored. He was still finishing his degree and working at the wine store when he decided to get his real estate license.

“Even though I stayed busy at work, I felt like I was just putting in time, punching a clock, and I knew that if I spent the same working hours working for myself, I could accomplish much more,” he says. “I figured that I knew enough about building houses that I might as well try selling them and see how it goes.”



Mike reached out to his father, a Realtor now for 42 years, and asked if he could join him. “He seemed surprised that I was interested,” says Mike. “But he really helped me get my start.”

Mike started his career in 2003 at the age of 22, while still in school, and went full-time in 2008, as the market was falling — a calculated risk that paid off. His background in construction and home building continues to be a huge asset to his clients and business. Mike also owns a property management company, which has broadened his experience and expertise in the industry — another boon to his clients.

“I can count on one hand the number of times a buyer I’ve worked with has backed out due to the home inspection simply because, more often than

Answering the Call

Real estate is in the veins of Mike Altobelli. A third-generation REALTOR®, Mike was exposed to the business at a young age. His father and grandfather both sold real estate and his uncle and father owned a small construction company — MGA Builders, in Montgomery County.

Mike built homes with MGA Builders as a teenager and went on to work for Woodland Custom Homes. He then attended the



•••

not, I'm able to point out the potential issues prior to even writing the offer, and if a house seems to have too many issues, I'll make a strong recommendation to move on," says Mike.

Currently, Mike is passionate about growing his team, The Altobelli Group at RE/MAX Realty Services, in a way that benefits his clients and team members. Mike's focus on caring and looking out for his clients has allowed him to build his business almost entirely on referrals. He worked with his very first client from 16 years ago again just the other week, and it was the client's third sale.

"I've always made it a priority to treat my clients like they are my only ones, staying in touch and providing as much value as I can before, during, and after each transaction. This approach has served my clients well and that's why they have continued to refer me and why we often become friends by the end of the sale. I'm building bonds with my clients while helping them build their future."



Mike Altobelli's career in real estate has allowed his wife, Allie, to stay home with their two boys, Jacob and Luca.

"I really appreciate the relationships I've built with clients and other agents over the years. It's those relationships, plus my family and personal goals that keep me going. Real estate offers enough potential and enough avenues to give you a lifetime worth of opportunities. And that keeps me interested and intrigued. It's a lot like playing a game that you can always improve at."

As Mike continues to give his all to the people in his life, he will continue to seize the opportunities that will naturally arise as a result, while having fun, spending as much time with his family as possible, and enjoying the fruits of his labor along the way.



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▶ rising star | By Zachary Cohen
Photos by Ryan Corvello

KELLY LEE



The Finnell Lee Homes team (left to right: Eva Anifantis (Operations Manager), Kelly Lee (co-founder), and Anne-Marie Finnell (co-founder)).

It All Starts With Community

“Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful.” —Albert Schweitzer

Although Kelly was a stay-at-home mom for 10 years before entering real estate, she was by no means confined to her house. While raising her four children, Kelly continuously served her community as an advocate and supporter. A Washington, D.C., resident for over 30 years, Kelly was the former PTA President, a board member for Janney Elementary School, and the co-founder of an annual community 5K, which raises

much-needed funding for teachers and students at DCPS.

“My husband is also very involved with coaching baseball and basketball in our area, which has allowed us to meet and become friends with an incredible number of people in our community. I think this visibility has given me the name recognition and trust of community members,” Kelly explains.

In 2015, Kelly was aspiring to a new career. Her children were getting older, and she was seeking a new vocation that would be fun, flexible,

fulfilling, and profitable. Her previous career was in sales for a publishing company, and the idea of selling real estate sparked her interest.

Anne-Marie Finnell stepped up not only as a mentor for Kelly, but also as a dear friend.

“Her constant guidance, unwavering support, and continued education have allowed me to grow and learn more quickly than I ever thought possible,” Kelly explains. Last year, Anne-Marie and Kelly founded their own real estate team, Finnell Lee Homes at TTR Sotheby’s

“

I THINK IT IS CRUCIAL TO HAVE A PRODUCTIVE AND POSITIVE WORKING RELATIONSHIP WITH THE AGENT ON THE OTHER SIDE OF THE DEAL.



•••

International Realty, and are well on their way to developing one of the area's top real estate teams.

Both Ann-Marie and Kelly have been recognized in the *Best of Washingtonian* every year since 2015. They were recently recognized as GCAAR Top Producers (2019), and *Bethesda Magazine* Top Producers for Montgomery County (2019). Additionally, they just won the Top Producer award for GCAAR, *Bethesda Magazine*, and *Washingtonian* for 2020.

“[The biggest win-win is] to be able to do the job I love and work with people I love — not just in terms of my teammates and clients, but with other agents in the marketplace,” Kelly says. “In this business, working collaboratively with agents on the other side of a transaction is crucial. Most often, everyone involved in a transaction has a common goal of getting to the closing table. I think it is crucial to have a productive and positive working relationship (especially when a transaction gets complicated) with the agent on the other side of the deal. This attitude goes a long way in creating goodwill for not only our clients but for our colleagues in the industry.”

Kelly learned quickly that her reputation among her peers makes a difference. “Agents on the other side of the transaction can make or break a sale for you,” she reminds us.

Early in her real estate career, Kelly discovered the juxtaposition of balance and flexibility in the business. While both are inherent positives of working in real estate, actually achieving balance and flexibility is a challenge that every agent faces. “Time management and time blocking is something I need to work on,” Kelly admits. “It seems as though there is not enough time in the day to get what I need to get done. Along those lines, I need to do a better job of turning off my cell phone/computer at specific times in the evening to be fully present with my family.”

While Kelly has achieved tremendous success in her own right (she closed just shy of \$12 million in 2019), she's still honing in on her own version of success, and balance is a critical component. “Success to me is achieving an equal balance between family and work — to be surrounded by family and friends whom I love dearly.”

Outside of work, Kelly spends most of her time with her husband, Rob, and her four children, Elizabeth, Robbie, Annie, and George. Kelly and Rob were married in American University Park 20 years ago and still reside there today. Just as she was before entering real estate, Kelly remains a staunch community advocate to this day.

“I do think that one of the reasons I love real estate is because real life is often part of my work life,” she says. “Attending social and community events is what I do anyway, and this is a great way to develop business.”



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By Molly Lauryssens
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HANS WYDLER

ON THE CUTTING EDGE



Hans Wydler (left) and Steve Wydler (right) are co-owners of Wydler Brothers of Compass.

Humor and real estate go together like Hans and Steve Wydler. The co-owners of Wydler Brothers of Compass take their business seriously, but not themselves. As Hans puts it, “I don’t take Steve seriously, and Steve doesn’t take me seriously.”

From the start of their business partnership 17 years ago, their advertising has stood out for its witty, “brotherly banter” approach, including their original campaign tagline, “Oh Brother.” Off-camera, they take their work to heart. They are focused on providing their clients with sound business advice, representing their interests with the highest level of professionalism, intelligence, and integrity in the industry.

Their hard work and creativity have paid off. All told, the team has sold well over \$2 billion in volume over the years. In 2019 alone, Wydler Brothers sold \$191 million, making them the number one highest producing large team in Maryland (2020 *REAL Trends*), and top three in the DMV. One of Hans’

career highlights was when Inman recognized Wydler Brothers as being the most innovative real estate team in America. “That is something we’re very proud of,” Hans beams. “We love being on the cutting edge of new technologies and developing best practices to better serve our clients.”

Celebrating 20 years in the business, Hans loves helping others. “Our real value is in helping people think through really important life decisions. Life doesn’t always go as planned ... and can be complex and challenging. We really try to be there for our clients each step of the way, with honest

and solid business advice. When we can help them, they are immensely grateful. Ultimately, this is what makes my job truly rewarding.”

Hans also enjoys training and mentoring fellow agents, taking a keen interest in helping them succeed and grow. “It is really rewarding to see someone new to the business learn it, love it, and



“ I’M A NATURAL CONNECTOR AND I LIKE HELPING PEOPLE.

then blossom.” Hans notes with pride that many of his current and former teammates are recognized as some of the best agents in the region.

First Yale, Then Harvard — Always a Serial Entrepreneur

Growing up in a New York City apartment with both parents working from home, Hans and Steve were the opposite of latchkey kids. Their father was an attorney and their mom started an international sales and marketing business selling flower pots. At her peak, their mother exceeded \$10 million in sales, all from the dining room turned office she shared with their father. The entrepreneurial spirit was well ingrained in the Wydler household.

Hans received his undergraduate degree from Yale and a master’s degree from Harvard Business School. Initially, he focused on a career in media. Following business school, he worked with the then-nascent “digital” start-up division of *The Washington Post*. In 1996, he moved on to help run other internet startups, including Washington’s first grocery delivery business and an online picture framing business. When the dot-com crash came in 1998, his career began pulling him in other directions. However, he says, “My wife and I love the D.C. area, so I had to figure out a new career path that would allow me to stay.” Enter real estate.

Hans thought he’d become a real estate developer. But once he started going through the process, spending time with agents in the residential and commercial side looking for his first investment property, he realized he’d be much better suited as a broker. “I’m a natural connector and I like helping people,” he confirms.

Hans was Rookie of the Year, and eventually, Steve joined him. Over the next decade, the team grew to about 30 people and, at the time, was recognized as the 25th highest producing team in the United States (*REAL Trends* and *Wall Street Journal*).

About five years ago, Hans and Steve launched their own brokerage, which has grown to over \$400 million in production with about 70 agents and employees. Then, in 2018, the brothers sold their brokerage to Compass. At first, it was an emotional decision, as the brokerage was the culmination of 15 years of hard work. In hindsight, they recognized it was a perfect partnership.

Philosophically, Compass and the Wydler Brothers are aligned in their vision and approach with where the industry is heading. “Together, we can achieve our goals so much faster,” Hans says, adding, “Not every merger works out, but this has been a really happy combination. The way Compass takes care of its people, recognizes the value of technology, and protects its brand is aligned with how we have always done things at Wydler Brothers.”

Real Family Dynamics

Hans notes that while family businesses can be awesome, they can also be challenging. So what is it really like working with his brother? “We don’t always agree but we do trust each other. We have been partners for a long time and have been brothers even longer. We have had our challenges but we’ve always been able to get through them and certainly come out stronger and in a better place.”

Hans and his wife, Ginny, recently became empty-nesters, as their two children are both currently in college. “Personally, I’m looking forward to traveling more with my wife in the coming years. Our favorite trips usually involve hiking, biking, and being with friends and family.”



Hans Wydler’s wife, Ginny, loves the D.C. area so Hans says he needed a career path that would allow him to stay.



SIDE HUSTLES

In addition to helping families buy and sell real estate, Hans and Steve have maintained their interest in high tech start-ups. They have co-founded and/or served as angel investors and advisors to several companies in the real estate tech space. One of the companies they helped co-found, Five Street, was sold to Move, Inc., in 2013. Hans is currently working on his latest venture called Komp, and just closed a friends and family round. Hans wouldn’t go into too many details, but is clearly excited about the opportunity.

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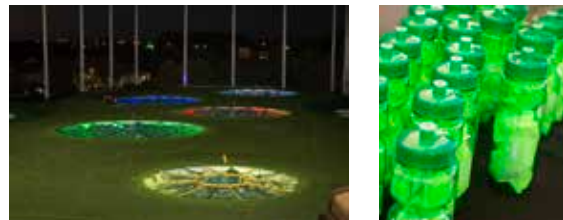
FALL FÊTE OCTOBER 8, 2020

We appreciate all our Real Producers and industry partners who came out to Germantown on October 8th for our fabulous Fall Fête. What a wonderful time of playing at Top Golf ... it was great to see everyone again!

A big thank you to our fabulous sponsors: Eastern Title & Settlement, The Mortgage Link, Inc., Town & Country Movers, Inc., and Old Republic Home Protection. We couldn't do it without you!

For more information on DC Metro Real Producers events, email us at events@dcmetrorealproducers.com.







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#AssistantGoals

SMART Goal Setting for Your Assistant

It's December. While the New Year is still on the horizon, our minds have already leapt ahead to 2021. What we do in November/December in real estate shows up in January/February. Most top producers have already set their goals for 2021. Has your assistant set his/her own goals?

I often hear admins (we prefer the term Ops Bosses™) say they have goals like “improve systems” or “get more organized.” We'd like to suggest that you make your goals SMART (Specific, Measurable, Attainable, Relevant, Timely). “Getting organized” is not a SMART goal. So what do SMART goals look like for an Ops Boss™?

The area most people seem to have trouble with is the “specific” and “measurable” part. So here are some great ideas from Elizabeth Gilbert, COO of Ron Henderson & Associates in Kansas City. Elizabeth is the Head of Group Coaching with Ops Boss Coaching and often works with assistants on setting SMART goals.

How do you measure success for an admin in quantifiable numbers? What goals does an admin need to set and how do you know if those goals have been met?

Here are 20 examples of measurable goals you can set and track in much the same way that agents track dials, contacts, appointments, and contracts closed. Tracking these metrics can be used for quarterly or yearly employee reviews.

You and your agent may even decide to implement a bonus salary structure based on the performance outcome of these numbers.

1. Be mentioned by name 50% of the time in online reviews.
2. Acquire online reviews from 80% of those people who do business with your team.
3. Ask for referrals three times during the transaction.
4. Get 500 Likes on the team's Facebook business page.
5. Get engagement (likes or comments) from 10% of the people who follow your Facebook business page.
6. Increase new visits to your team's website by 10% each quarter.
7. Get 100 registrations through your lead capture system every month.
8. Keep track of how many times you give any part of your job back to the rainmaker. Work to decrease that number until you get to five or less every month.
9. Attend five training sessions every month. These could be in person or through a webinar.
10. Read one book every month that will help you do your job better. Report what you learned to your rainmaker.
11. Give one referral a month to someone on the team.
12. Keep track of how many times you complain out loud to someone on the team. Work to decrease that number until you get to five or less every month.
13. Set a budget with your rainmaker and make sure the team stays on budget every month.
14. Calculate how long it takes you to put a home on the market, process a contract, or complete all marketing activities. Work to get that time down.
15. Contact all vendors and negotiate a 10% decrease in what you are paying for those services.
16. Minimum of three contacts per day with current clients.
17. Agent receives no more than two calls about a current transaction.
18. Admin protects agent's lead generation time and allows no outside disruptions that are within his/her control.
19. Admin tracks agent's contacts/appointments/contracts and compiles a report every week.
20. Complete a 4-1-1/goal tracking sheet every week and accomplish 90% of the tasks and goals that are written on it.”

GOAL SETTING

SPECIFIC
MEASURABLE
ATTAINABLE
RELEVANT
TIMELY

Here are 10 more ideas for SMART Goals for higher-level Ops Bosses™:

1. Generate 20% more Seller leads in 2021 than in 2020.
2. Ensure \$700,000 net profit.
3. Maintain operating expenses at 30%.
4. Recruit and retain two Buyer Agents.
5. Create an onboarding plan that gets agents into production within 90 days.
6. Create a retention system that retains 90% of our agents.
7. Implement a profit share plan for the team.
8. Increase your conversion rate from appointment to signed agreement by 20%.
9. Increase the number of people in your database by 25%.
10. Increase the percentage of people in your database who refer your business by 20%.

Having SMART goals is not only *great* for the Agent, it's rewarding for the Ops Boss™. When you set a goal to “get more organized” and you reach December, it's kind of hard to measure your impact on the business. You may not even know whether it was just busywork, or whether it truly moved the business forward.

When you set specific, measurable goals, you can look back and see *exactly* what you contributed to your agent and to the business, you can see the *growth* of the business, and you can take great pride in your success.

And we think *that* is Ops Boss™ Bossy!



Christy Belt Grossman is the CEO & Owner of Ops Boss Coaching™, and a Director on the Board of NARESP (National Association of Real Estate Professionals). Prior to that, Christy was the COO of one of the nation's first real estate teams to sell \$1 Billion. Elizabeth Gilbert is the COO of Ron Henderson & Associates in Kansas City and a coach with Ops Boss Coaching™. Ops Boss™ provides classes, videos, masterminds, group coaching, elite 1:1 coaching and an annual conference focused on real estate operations professionals. For more info: www.OpsBossCoaching.com.



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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Oct. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
1	Nancy W Taylor Bubes	Washington Fine Properties, LLC	47.5	\$110,724,352	15	\$34,524,672	62.5	\$145,249,024
2	Barak Sky	Long & Foster Real Estate, Inc.	54.5	\$51,718,844	77.5	\$64,029,428	132	\$115,748,272
3	Jennifer S Smira	Compass	72	\$60,554,424	64	\$48,570,160	136	\$109,124,584
4	Thomas S Hennerty	NetRealtyNow.com, LLC	207	\$85,790,368	24	\$10,905,790	231	\$96,696,160
5	Daniel M Heider	TTR Sotheby's International Realty	30.5	\$48,823,752	21	\$42,960,048	51.5	\$91,783,800
6	Jay A Day	Real Estate Teams, LLC	138	\$62,199,964	64	\$24,951,856	202	\$87,151,816
7	Nathan J Guggenheim	Washington Fine Properties, LLC	32	\$29,711,800	51	\$52,483,448	83	\$82,195,248
8	Alejandro Luis A Martinez	RE/MAX Elite Services	69	\$27,338,164	156	\$54,379,968	225	\$81,718,128
9	Russell A Firestone III	TTR Sotheby's International Realty	7	\$58,517,000	9	\$18,957,000	16	\$77,474,000
10	Nurit Coombe	RE/MAX Elite Services	36	\$26,873,400	70	\$48,494,016	106	\$75,367,416
11	Wendy I Banner	Long & Foster Real Estate, Inc.	32	\$37,584,000	36	\$37,206,528	68	\$74,790,528
12	Brian Wilson	EXP Realty	111	\$65,482,824	12	\$8,684,900	123	\$74,167,720
13	Hans L Wydler	Compass	30.5	\$37,538,700	21.5	\$34,157,000	52	\$71,695,696
14	Michael W Rankin	TTR Sotheby's International Realty	21	\$49,678,000	8	\$21,800,500	29	\$71,478,496
15	Mark C Lowham	TTR Sotheby's International Realty	0.5	\$8,875,000	3	\$60,100,000	3.5	\$68,975,000
16	Dana Rice	Compass	32	\$34,702,152	33	\$33,864,340	65	\$68,566,488
17	Frederick B Roth	Washington Fine Properties, LLC	14.5	\$35,284,052	13	\$32,900,000	27.5	\$68,184,048
18	Trent D Heminger	Compass	80	\$52,844,800	21.5	\$15,335,890	101.5	\$68,180,688
19	Antonia Ketabchi	Redfin Corp	15	\$11,231,500	47	\$52,447,700	62	\$63,679,200
20	David R Getson	Compass	17.5	\$15,189,506	65.5	\$47,167,548	83	\$62,357,056
21	Erich W Cabe	Compass	29.5	\$30,831,650	31	\$30,586,456	60.5	\$61,418,104
22	Marc Fleisher	Compass	21	\$48,750,604	9	\$12,507,500	30	\$61,258,104
23	Troyce P Gatewood	RE/MAX Results	62	\$26,959,716	83	\$32,551,576	145	\$59,511,288
24	Christine R Reeder	Long & Foster Real Estate, Inc.	86	\$31,726,500	73.5	\$27,336,464	159.5	\$59,062,964
25	Mary Anne Kowalewski	KOVO Realty	80	\$40,770,452	32	\$16,967,852	112	\$57,738,304
26	Chelsea L Traylor	Redfin Corp	84.5	\$54,882,788	3	\$2,763,760	87.5	\$57,646,548
27	Jonathan S Lahey	RE/MAX Fine Living	74	\$31,503,904	61	\$26,043,680	135	\$57,547,584
28	Kira Epstein Begal	Washington Fine Properties, LLC	24	\$17,942,000	35	\$39,126,500	59	\$57,068,500
29	Kimberly A Cestari	Long & Foster Real Estate, Inc.	35	\$36,255,544	20	\$19,736,376	55	\$55,991,920
30	Eric P Stewart	Long & Foster Real Estate, Inc.	61	\$44,893,188	11	\$8,725,000	72	\$53,618,188
31	Joel S Nelson	Keller Williams Capital Properties	36	\$35,996,108	16	\$17,428,500	52	\$53,424,608
32	Mandy Kaur	Redfin Corp	98	\$46,057,792	14	\$6,153,000	112	\$52,210,792
33	Anne C Killeen	Washington Fine Properties, LLC	23.5	\$34,202,912	13.5	\$16,294,519	37	\$50,497,428
34	Daryl Judy	Washington Fine Properties, LLC	19.5	\$27,584,030	16	\$22,688,500	35.5	\$50,272,528

Disclaimer: Information based on MLS closed data as of November 6, 2020, for residential sales from January 1, 2020, to October 31, 2020, in Virginia, Maryland, and Washington, D.C., by agents licensed in our D.C. Metro service area of Washington, D.C., and Frederick, Montgomery, and Prince Georges Counties in Maryland. Numbers not reported to the MLS by the date the information is retrieved are not included. MLS is not responsible for submitting this data. Some teams may report each agent individually.

TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Oct. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
35	James Bass	Real Estate Teams, LLC	77	\$30,582,590	56	\$19,510,768	133	\$50,093,360
36	Margaret M Babbington	Compass	15	\$12,610,150	50.5	\$37,450,400	65.5	\$50,060,552
37	William Thomas	TTR Sotheby's International Realty	9	\$34,040,000	5	\$15,975,000	14	\$50,015,000
38	Andrew Riguzzi	Compass	21	\$20,078,650	23	\$29,869,290	44	\$49,947,940
39	Nathan B Dart	RE/MAX Realty Services	47	\$21,374,170	54	\$27,788,736	101	\$49,162,904
40	Sheena Saydam	Keller Williams Capital Properties	31.5	\$15,650,725	60	\$33,342,124	91.5	\$48,992,848
41	Mehrnaz Bazargan	Redfin Corp	74	\$45,838,432	3	\$2,780,000	77	\$48,618,432
42	Marjorie S Halem	Compass	39	\$36,612,592	11.5	\$11,436,200	50.5	\$48,048,792
43	Michelle C Yu	Long & Foster Real Estate, Inc.	39.5	\$31,342,400	21	\$16,673,000	60.5	\$48,015,400
44	Tyler A Jeffrey	Washington Fine Properties, LLC	14.5	\$12,047,669	32	\$33,789,700	46.5	\$45,837,368
45	James M Coley	Long & Foster Real Estate, Inc.	24	\$23,892,062	29	\$21,562,770	53	\$45,454,832
46	Hazel Shakur	Redfin Corp	103	\$43,010,728	4	\$2,209,381	107	\$45,220,112
47	Meredith L Margolis	Compass	13	\$15,542,350	33	\$29,239,660	46	\$44,782,012
48	Avi Galanti	Compass	21.5	\$23,283,000	19.5	\$21,433,300	41	\$44,716,300
49	Robert Hryniewicki	Washington Fine Properties, LLC	11	\$20,410,738	9.5	\$23,536,500	20.5	\$43,947,236
50	Jacob Taylor	Blue Valley Real Estate	108	\$42,374,048	4	\$735,675	112	\$43,109,724
51	Cara Pearlman	Compass	27	\$19,782,264	25.5	\$22,920,200	52.5	\$42,702,464
52	Margot D Wilson	Washington Fine Properties, LLC	14	\$32,932,500	3.5	\$9,554,300	17.5	\$42,486,800
53	Mark D McFadden	Compass	12	\$25,655,000	5	\$15,823,800	17	\$41,478,800
54	Carlos A Garcia	Keller Williams Capital Properties	28	\$20,420,350	24	\$20,293,548	52	\$40,713,900
55	Michael R Brennan	Compass	24	\$27,405,600	11.5	\$12,409,700	35.5	\$39,815,300
56	Donna J Yocum	Keller Williams Realty Centre	57	\$35,090,096	9	\$4,077,320	66	\$39,167,416
57	Tim Barley	RE/MAX Allegiance	18	\$15,503,078	27	\$23,434,000	45	\$38,937,076
58	Jeremy E Lichtenstein	RE/MAX Realty Services	20	\$29,878,360	7	\$8,935,100	27	\$38,813,460
59	Brent E Jackson	TTR Sotheby's International Realty	29.5	\$26,692,250	13	\$11,885,000	42.5	\$38,577,248
60	Robert H Myers	RE/MAX Realty Services	32	\$17,723,130	35	\$20,668,856	67	\$38,391,988
61	Karen D Rollings	EXP Realty, LLC	59	\$29,717,026	15	\$8,554,399	74	\$38,271,424
62	Jeffrey M Wilson	TTR Sotheby's International Realty	9.5	\$13,411,498	18	\$24,802,112	27.5	\$38,213,608
63	Christopher D Ritzert	TTR Sotheby's International Realty	12.5	\$30,344,750	3.5	\$7,285,000	16	\$37,629,752
64	Lawrence M Lessin	Save 6, Incorporated	94	\$37,063,325	1	\$211,050	95	\$37,274,375
65	Kara K Sheehan	Washington Fine Properties, LLC	12	\$23,148,130	7	\$13,881,000	19	\$37,029,128
66	Anslie C Stokes Milligan	McEneaney Associates, Inc.	28.5	\$22,619,550	19.5	\$14,343,359	48	\$36,962,908
67	Bradley J Rozansky	Long & Foster Real Estate, Inc.	30	\$32,256,480	5	\$4,324,900	35	\$36,581,380
68	Nadia Aminov	Long & Foster Real Estate, Inc.	82	\$32,312,500	11.5	\$4,211,100	93.5	\$36,523,600
69	Jane Fairweather	Long & Foster Real Estate, Inc.	28	\$25,147,750	12	\$11,158,750	40	\$36,306,500
70	Sheila R Pack	RE/MAX Roots	80.5	\$25,384,684	31	\$10,859,809	111.5	\$36,244,492
71	Kenneth M Abramowitz	RE/MAX Town Center	41	\$17,022,870	39.5	\$19,096,040	80.5	\$36,118,912

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
72	Maxwell E Rabin	TTR Sotheby's International Realty	16	\$20,238,000	14.5	\$15,797,800	30.5	\$36,035,800
73	Carolyn N Sappenfield	RE/MAX Realty Services	20	\$19,043,000	17	\$16,800,000	37	\$35,843,000
74	Elizabeth M Lavette	Washington Fine Properties, LLC	7.5	\$13,893,500	8	\$21,854,220	15.5	\$35,747,720
75	Victor R Llewellyn	Long & Foster Real Estate, Inc.	31.5	\$16,496,600	36	\$19,062,850	67.5	\$35,559,448
76	Eric Murtagh	Long & Foster Real Estate, Inc.	16	\$32,210,000	2	\$3,307,000	18	\$35,517,000
77	Roby C Thompson III	Long & Foster Real Estate, Inc.	25	\$21,581,450	14	\$13,849,191	39	\$35,430,640
78	Robert A Sanders	TTR Sotheby's International Realty	29	\$27,050,676	9.5	\$8,086,850	38.5	\$35,137,524
79	Tamara E Kucik	Tower Hill Realty	49	\$27,403,200	11.5	\$7,563,000	60.5	\$34,966,200
80	Kimberly A Casey	Washington Fine Properties, LLC	18.5	\$23,084,030	4	\$11,795,000	22.5	\$34,879,032
81	Gail E Nyman	RE/MAX United Real Estate	59	\$29,857,354	10.5	\$4,727,350	69.5	\$34,584,704
82	Marin Hagen	Coldwell Banker Residential Brokerage	9.5	\$13,763,500	14.5	\$20,693,000	24	\$34,456,500
83	Pennye Green	Long & Foster Real Estate, Inc.	87	\$34,083,000	0.5	\$195,000	87.5	\$34,278,000
84	Christopher S Burns	TTR Sotheby's International Realty	43	\$26,376,538	13	\$7,882,798	56	\$34,259,336
85	Rebecca Weiner	Compass	16	\$11,377,250	27	\$22,775,740	43	\$34,152,988
86	Norman S Domingo	XRealty.NET LLC	69	\$34,051,652	0	\$0	69	\$34,051,652
87	Lauren E Davis	TTR Sotheby's International Realty	14.5	\$16,478,500	13.5	\$17,508,000	28	\$33,986,500
88	Sarah Jacobs	Washington Fine Properties, LLC	5	\$20,095,000	5	\$13,407,500	10	\$33,502,500

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Oct. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
89	Carl G Becker	Premier Properties, LLC	8	\$17,980,000	9	\$15,508,000	17	\$33,488,000
90	Michael B Aubrey	Compass	19	\$15,380,100	18	\$17,871,618	37	\$33,251,718
91	Lisa R Stransky Brown	Washington Fine Properties, LLC	25.5	\$24,460,510	11	\$8,758,500	36.5	\$33,219,010
92	Harrison I Beacher	Keller Williams Capital Properties	21.5	\$11,121,224	31	\$22,095,316	52.5	\$33,216,542
93	Patricia G Mills	Charis Realty Group	62.5	\$24,132,726	30.5	\$8,762,097	93	\$32,894,822
94	Thomas Lindsay Reishman	Compass	35	\$28,025,000	5	\$4,835,000	40	\$32,860,000
95	Koki Waribo Adasi	Compass	34.5	\$20,418,520	11	\$12,410,000	45.5	\$32,828,520
96	Corey C Burr	TTR Sotheby's International Realty	16	\$21,662,000	10	\$10,704,600	26	\$32,366,600
97	Bryan Kerrigan	Redfin Corp	63	\$29,421,400	4	\$2,661,000	67	\$32,082,400
98	Long T Ngo	Redfin Corp	5	\$1,968,499	57	\$29,982,268	62	\$31,950,768
99	Katie R Nicholson	Coldwell Banker Residential Brokerage	38	\$22,367,200	18.5	\$9,417,624	56.5	\$31,784,824
100	Robert G Carter	Compass	9	\$6,558,500	32	\$25,182,874	41	\$31,741,374
101	Elizabeth J D'Angio	Washington Fine Properties, LLC	6	\$12,689,250	7.5	\$18,880,000	13.5	\$31,569,250
102	Todd A Vassar	Compass	15.5	\$12,493,700	22.5	\$18,800,750	38	\$31,294,450
103	Wentong Chen	Libra Realty LLC	23	\$17,066,490	17	\$14,055,000	40	\$31,121,490
104	Nancy S Itteilag	Washington Fine Properties, LLC	16	\$26,723,000	2.5	\$4,372,500	18.5	\$31,095,500
105	Cheryl R Leahy	Long & Foster Real Estate, Inc.	18.5	\$20,681,520	10	\$9,952,000	28.5	\$30,633,520

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
106	Kenneth A Grant	RE/MAX Plus	24	\$10,157,950	53	\$20,123,574	77	\$30,281,524
107	Keith James	Keller Williams Capital Properties	7.5	\$2,488,827	65	\$27,788,324	72.5	\$30,277,150
108	Melinda L Estridge	Long & Foster Real Estate, Inc.	19	\$17,209,380	23	\$13,044,300	42	\$30,253,680
109	Sina Mollan	The ONE Street Company	13.5	\$6,861,927	29	\$23,237,280	42.5	\$30,099,208
110	Lisa C Sabelhaus	RE/MAX Town Center	37	\$17,029,876	27.5	\$12,958,130	64.5	\$29,988,006
111	Farrah E Fuchs	Redfin Corp	69	\$25,937,164	9	\$3,992,000	78	\$29,929,164
112	Mitchell J Toland Jr.	Redfin Corp	65	\$20,465,044	25	\$9,433,835	90	\$29,898,880
113	Traudel Lange	Compass	13	\$16,901,500	10	\$12,901,950	23	\$29,803,450
114	Edward Slavis	S&G Realty	30	\$18,290,564	15	\$11,434,500	45	\$29,725,064
115	Kathleen A King	Washington Fine Properties, LLC	9.5	\$11,596,320	13	\$18,114,000	22.5	\$29,710,320
116	Thomas S Buerger	Compass	26	\$15,687,648	19	\$14,009,100	45	\$29,696,748
117	Tina C Cheung	EXP Realty, LLC	12	\$4,764,000	50.5	\$24,741,076	62.5	\$29,505,076
118	Ginette R. Winston	Winston Real Estate, Inc.	21	\$17,778,000	12	\$11,609,000	33	\$29,387,000
119	Casey C Aboulafia	Compass	13	\$9,953,045	22.5	\$19,323,108	35.5	\$29,276,152
120	Andres A Serafini	RLAH Real Estate	13.5	\$11,042,500	31.5	\$18,225,822	45	\$29,268,322
121	Joan Cromwell	McEneaney Associates, Inc.	16	\$14,390,528	15	\$14,810,229	31	\$29,200,756
122	Alecia R Scott	Long & Foster Real Estate, Inc.	39.5	\$19,185,420	17	\$9,653,300	56.5	\$28,838,720
123	Carmen C Fontecilla	Compass	27.5	\$13,427,350	30	\$15,248,950	57.5	\$28,676,300
124	Pamela B Wye	Compass	9	\$8,957,110	17	\$19,501,124	26	\$28,458,236
125	Annabel D Burch-Murton	Compass	17	\$15,931,500	11	\$12,431,500	28	\$28,363,000
126	William Fastow	TTR Sotheby's International Realty	10	\$11,511,500	10	\$16,799,000	20	\$28,310,500
127	Mansour F Abu-Rahmeh	Compass	13.5	\$8,034,096	19.5	\$20,092,376	33	\$28,126,470
128	Marshall Carey	Redfin Corp	46	\$26,212,576	2.5	\$1,889,900	48.5	\$28,102,476
129	Seth S Turner	Compass	18	\$12,232,116	23.5	\$15,845,200	41.5	\$28,077,316
130	Elaine S. Koch	Long & Foster Real Estate, Inc.	29	\$19,017,600	13	\$8,939,900	42	\$27,957,500
131	Brittany Allison	Compass	14	\$12,080,650	19	\$15,790,500	33	\$27,871,150
132	Monica Bryant	Redfin Corp	66	\$25,853,680	4	\$1,876,500	70	\$27,730,180
133	James E Brown	Turning Point Real Estate	28.5	\$16,032,500	23	\$11,682,870	51.5	\$27,715,370
134	Thomas K Paolini	Redfin Corp	17	\$11,070,000	23	\$16,577,400	40	\$27,647,400
135	Lisa Tucker	Redfin Corp	31	\$16,856,930	15	\$10,686,400	46	\$27,543,330
136	Ross A Vann	Compass	8.5	\$10,372,410	15	\$17,165,400	23.5	\$27,537,810
137	Judy G Cranford	Cranford & Associates	13.5	\$8,237,401	21	\$19,275,000	34.5	\$27,512,400
138	Anne-Marie R Finnell	TTR Sotheby's International Realty	11.5	\$13,396,050	8.5	\$14,073,830	20	\$27,469,880
139	Eva M Davis	Compass	9.5	\$6,588,400	20	\$20,856,290	29.5	\$27,444,690
140	Adewemimo D Collins	Redfin Corp	68	\$26,891,100	1	\$533,140	69	\$27,424,240
141	Charles Dudley	Compass	14.5	\$9,237,300	26	\$18,023,700	40.5	\$27,261,000
142	Andrew K Goodman	Goodman Realtors	34	\$16,560,428	17	\$10,630,750	51	\$27,191,178

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Oct. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
143	Richard Michael Morrison	Redfin Corp	2	\$1,165,000	41	\$25,845,598	43	\$27,010,598
144	John T Kirk	Tower Hill Realty	40	\$25,156,952	2.5	\$1,707,500	42.5	\$26,864,452
145	Michael J Muren	Long & Foster Real Estate, Inc.	46	\$17,788,572	23	\$9,018,992	69	\$26,807,564
146	D'Ann K Lanning	Compass	47.5	\$25,879,424	2.5	\$925,000	50	\$26,804,424
147	Alan Chargin	Keller Williams Capital Properties	6	\$4,064,750	36	\$22,658,050	42	\$26,722,800
148	Rong Ma	Libra Realty LLC	6	\$4,592,000	28	\$22,052,900	34	\$26,644,900
149	Robert Crawford	Washington Fine Properties, LLC	19	\$15,261,169	11.5	\$11,165,499	30.5	\$26,426,668
150	John Coleman	RLAH Real Estate	10	\$5,783,000	31	\$20,640,944	41	\$26,423,944
151	Leslie B White	Redfin Corp	0	\$0	35	\$26,268,800	35	\$26,268,800
152	Rex Thomas	Samson Properties	6.5	\$2,995,950	43	\$23,182,484	49.5	\$26,178,434
153	Katri I Hunter	Compass	11.5	\$6,359,620	29.5	\$19,685,850	41	\$26,045,470
154	Anna D Mackler	Long & Foster Real Estate, Inc.	10	\$8,246,700	23.5	\$17,659,250	33.5	\$25,905,950
155	Daniel B Register IV	Northrop Realty, A Long & Foster Company	108.5	\$24,164,618	5	\$1,553,500	113.5	\$25,718,118
156	Kimberly M Dixon	Redfin Corp	48	\$22,413,650	7	\$3,273,989	55	\$25,687,640
157	Andrew Essreg	RLAH Real Estate	7	\$4,399,250	36	\$21,120,396	43	\$25,519,646
158	David DeSantis	TTR Sotheby's International Realty	8.5	\$9,808,138	12	\$15,656,000	20.5	\$25,464,138
159	Stacy M Allwein	Century 21 Redwood Realty	33.5	\$10,258,840	48.5	\$15,123,033	82	\$25,381,872
160	Melissa G Bernstein	RLAH Real Estate	17	\$15,085,000	14	\$10,115,500	31	\$25,200,500
161	Meredith M Fogle	Old Line Properties	28.5	\$18,685,600	9.5	\$6,297,999	38	\$24,983,598
162	Eric Steinhoff	EXP Realty, LLC	41.5	\$20,511,900	7	\$4,370,000	48.5	\$24,881,900

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
163	Loic C Pritchett	TTR Sotheby's International Realty	10	\$8,493,000	15.5	\$16,356,000	25.5	\$24,849,000
164	Joseph Himali	RLAH Real Estate	7.5	\$6,919,750	17	\$17,890,400	24.5	\$24,810,150
165	Robert J Krop	RE/MAX Plus	35.5	\$12,539,494	40.5	\$12,223,437	76	\$24,762,931
166	Shierra Houston	XRealty.NET LLC	62	\$24,749,100	0	\$0	62	\$24,749,100
167	Lee Murphy	Washington Fine Properties, LLC	6	\$6,936,400	15	\$17,754,900	21	\$24,691,300
168	Amanda M Lasko	Redfin Corp	36.5	\$20,504,412	6	\$4,164,900	42.5	\$24,669,312
169	Jennifer T Chow	Long & Foster Real Estate, Inc.	15.5	\$15,193,799	9.5	\$9,334,999	25	\$24,528,798
170	Anthony Mason	Keller Williams Capital Properties	38	\$20,616,450	8	\$3,876,265	46	\$24,492,716
171	Daniel J Whitacre	Colony Realty	45	\$14,225,400	32	\$10,133,800	77	\$24,359,200
172	Matthew C Patterson	Redfin Corp	26	\$10,709,337	28	\$13,581,240	54	\$24,290,576
173	Jubril O Wilson	Bennett Realty Solutions	41	\$18,487,308	12	\$5,669,930	53	\$24,157,238
174	Thomas A Keane	Washington Fine Properties, LLC	8	\$14,926,500	7.5	\$9,117,500	15.5	\$24,044,000
175	Juan Umazor Jr.	Long & Foster Real Estate, Inc.	23	\$8,227,330	52	\$15,803,376	75	\$24,030,706
176	Justin Tanner	RE/MAX Allegiance	15	\$12,836,150	14	\$11,170,500	29	\$24,006,650
177	Aya Netanel	Magnolia Realty LLC	1	\$414,000	29	\$23,430,584	30	\$23,844,584
178	Charles P Gilroy	Redfin Corp	44	\$20,637,024	4	\$2,985,000	48	\$23,622,024
179	Eric M Broermann	Compass	16	\$12,317,306	13.5	\$11,299,495	29.5	\$23,616,800

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Oct. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
180	Marjorie R Dick Stuart	Coldwell Banker Residential Brokerage	11	\$14,274,000	9	\$9,334,750	20	\$23,608,750
181	Kimberly N Fallin	Redfin Corp	40	\$20,334,700	4	\$3,206,900	44	\$23,541,600
182	John M Barry Jr.	Compass	19	\$14,582,998	9	\$8,846,500	28	\$23,429,498
183	Kyle Meeks	TTR Sotheby's International Realty	7	\$5,234,900	19	\$18,184,300	26	\$23,419,200
184	Matthew U Dubbaneh	The ONE Street Company	7	\$4,022,000	38	\$19,381,200	45	\$23,403,200
185	Joshua D Ross	RE/MAX Realty Services	11	\$9,224,400	19.5	\$14,136,900	30.5	\$23,361,300
186	William T Gossett	Washington Fine Properties, LLC	11	\$18,072,500	4	\$5,285,000	15	\$23,357,500
187	Jennifer K Knoll	Compass	8	\$10,539,000	10	\$12,666,500	18	\$23,205,500
188	Nicole Roeberg	Redfin Corp	5.5	\$3,402,000	31	\$19,737,272	36.5	\$23,139,272
189	Marc Bertinelli	Washington Fine Properties, LLC	8.5	\$10,860,761	8.5	\$12,164,250	17	\$23,025,012
190	Amalia B Morales Garicoits	RLAH Real Estate	4.5	\$3,365,000	26	\$19,619,600	30.5	\$22,984,600
191	Leslie C Friedson	Compass	17	\$12,636,250	11.5	\$10,299,750	28.5	\$22,936,000
192	Andrew J Hopley	Keller Williams Realty Centre	35.5	\$13,825,375	19	\$9,017,000	54.5	\$22,842,376
193	Stephen G Carpenter-Israel	Buyers Edge Co., Inc.	0	\$0	19	\$22,813,500	19	\$22,813,500
194	Gloria Rose Ott	TTR Sotheby's International Realty	6.5	\$5,772,950	2	\$16,715,000	8.5	\$22,487,950
195	Michael J Alderfer	Redfin Corp	4.5	\$2,991,000	25	\$19,482,208	29.5	\$22,473,208
196	Maribelle S Dizon	Redfin Corp	14.5	\$7,523,996	30	\$14,837,795	44.5	\$22,361,792
197	Daniel M Schuler	Compass	14	\$9,335,582	18	\$12,883,470	32	\$22,219,052
198	Daniel W Hozhabri	Keller Williams Realty Centre	44.5	\$15,726,134	18	\$6,481,045	62.5	\$22,207,180
199	Ruby A Styslinger	Redfin Corp	7	\$3,475,000	30	\$18,717,500	37	\$22,192,500
200	Cameron H McFadden	Compass	10	\$19,809,000	1	\$2,375,000	11	\$22,184,000

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
201	Delilah D Dane	Redfin Corp	35.5	\$18,232,752	7	\$3,919,500	42.5	\$22,152,252
202	John L Lesniewski	RE/MAX United Real Estate	42.5	\$17,341,952	10	\$4,705,340	52.5	\$22,047,292
203	Joseph M Poduslo	TTR Sotheby's International Realty	14	\$11,952,500	9.5	\$10,025,295	23.5	\$21,977,796
204	Ethan F Drath	Washington Fine Properties, LLC	4.5	\$6,160,000	13	\$15,772,750	17.5	\$21,932,750
205	Elysia L Casaday	Compass	10	\$7,925,000	16	\$13,947,200	26	\$21,872,200
206	Adam Gelb	Long & Foster Real Estate, Inc.	12	\$13,994,500	8.5	\$7,863,500	20.5	\$21,858,000
207	Jacqueline T Appel	Washington Fine Properties, LLC	5	\$5,386,000	8	\$16,445,500	13	\$21,831,500
208	Mynor R Herrera	Keller Williams Capital Properties	27.5	\$13,472,750	20	\$8,291,825	47.5	\$21,764,576
209	Jeffrey E Sachse	TTR Sotheby's International Realty	7	\$8,469,000	14.5	\$13,220,000	21.5	\$21,689,000
210	Lisa J Plushnick	RE/MAX Realty Group	10.5	\$7,793,800	15	\$13,812,000	25.5	\$21,605,800
211	Daniel F Metcalf	Long & Foster Real Estate, Inc.	31	\$20,180,190	2	\$1,310,000	33	\$21,490,190
212	Cheryl A Kurss	Compass	7.5	\$7,213,000	10	\$14,208,000	17.5	\$21,421,000
213	Jill C Coleman	RE/MAX Realty Centre, Inc.	33	\$14,030,390	15	\$7,358,880	48	\$21,389,270
214	Carolyn H Jordan	GO BRENT, INC.	22	\$13,481,688	14	\$7,898,000	36	\$21,379,688
215	Barbara A Ciment	Long & Foster Real Estate, Inc.	31.5	\$11,455,542	21	\$9,870,400	52.5	\$21,325,942
216	Brian O Hora	Compass	8.5	\$6,463,587	16	\$14,860,300	24.5	\$21,323,886
217	Nathan B Ward	Compass	14	\$8,752,550	19	\$12,556,300	33	\$21,308,850

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Oct. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
218	Amy E Wease	RLAH Real Estate	12	\$7,018,896	18	\$14,213,050	30	\$21,231,946
219	Teresa M Burton	Long & Foster Real Estate, Inc.	19.5	\$14,697,200	7	\$6,498,000	26.5	\$21,195,200
220	Daniel W Hynes	Compass	6	\$10,791,000	7	\$10,388,000	13	\$21,179,000
221	Gary Foreman	Compass	19.5	\$6,727,079	38	\$14,396,649	57.5	\$21,123,728
222	Lyndsi Sitcov	McNearney Associates	13	\$8,708,400	19	\$12,381,900	32	\$21,090,300
223	Rory Obletz	Redfin Corp	1	\$825,000	31	\$20,256,600	32	\$21,081,600
224	Nicholas W Poliansky	RE/MAX United Real Estate	44.5	\$15,588,399	17	\$5,487,500	61.5	\$21,075,900
225	Sean M Der	Alpha Realty, LLC.	9	\$3,089,900	32	\$17,984,184	41	\$21,074,084
226	Donna Mank	Compass	13	\$10,084,500	11.5	\$10,884,277	24.5	\$20,968,776
227	Rina B. Kunk	Compass	13	\$11,710,757	10	\$9,231,490	23	\$20,942,248
228	Carly N Guirola	Redfin Corp	5	\$2,844,900	36	\$18,095,900	41	\$20,940,800
229	Roman Mychajliw	Long & Foster Real Estate, Inc.	58	\$20,910,654	0	\$0	58	\$20,910,654
230	Russell E Chandler	Redfin Corp	38	\$14,425,896	11	\$6,448,100	49	\$20,873,996
231	Roma Elhabashy	The Blackstone Real Estate LLC	2	\$670,000	5	\$20,118,688	7	\$20,788,688
232	Xuri Wang	Hometown Elite Realty LLC	5	\$3,798,500	15	\$16,918,000	20	\$20,716,500
233	Asif Qadir	RE/MAX Premiere Selections	16	\$10,245,500	18	\$10,456,399	34	\$20,701,900

TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Oct. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
234	Samer H Kuraishi	The ONE Street Company	14	\$9,176,050	10	\$11,423,000	24	\$20,599,050
235	Sergei A Goumilevski	RE/MAX Realty Services	13	\$7,821,700	20	\$12,773,851	33	\$20,595,552
236	Reginald E Harrison	Redfin Corp	14	\$5,222,900	29	\$15,372,210	43	\$20,595,110
237	Cynthia L Howar	Washington Fine Properties, LLC	9	\$17,311,500	3	\$3,225,000	12	\$20,536,500
238	Melanie M Hayes	TTR Sotheby's International Realty	8	\$8,376,500	6	\$12,055,000	14	\$20,431,500
239	Andrew A Peers	Compass	15.5	\$9,275,197	17	\$11,097,850	32.5	\$20,373,048
240	Mark Mlakar	M Squared Real Estate LLC	30	\$19,805,600	1	\$490,000	31	\$20,295,600
241	Samuel Chase Medvene	Century 21 Redwood Realty	10	\$5,945,000	24	\$14,289,890	34	\$20,234,890
242	Lan Yin	LuxManor Real Estate, Inc	31	\$14,634,860	12	\$5,524,540	43	\$20,159,400
243	Christopher J Carr	Simple Choice Realty, Inc.	41	\$20,096,830	0	\$0	41	\$20,096,830
244	Kimberly A Lally	EXP Realty, LLC	26	\$9,396,000	26.5	\$10,690,500	52.5	\$20,086,500
245	Sylvia Bergstrom	Coldwell Banker Residential Brokerage	9.5	\$13,763,500	3	\$6,313,000	12.5	\$20,076,500
246	Nicholas P Chaconas	Redfin Corp	41.5	\$17,639,400	4	\$2,252,400	45.5	\$19,891,800
247	Rheetuparna Pal Mahajan	Redfin Corp	3	\$1,590,000	29	\$18,298,156	32	\$19,888,156
248	Lee E Arrowood	TTR Sotheby's International Realty	4	\$10,360,500	4	\$9,509,020	8	\$19,869,520
249	Dana S Scanlon	Keller Williams Capital Properties	13	\$8,958,773	19	\$10,775,950	32	\$19,734,724
250	Stuart N Naranch	Redfin Corp	0.5	\$136,225	27	\$19,414,400	27.5	\$19,550,624

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- 97% Conventional Financing
- 100% VA Financing
- Second mortgage up to 95% financing
- Consistent pre-qualifications and on-time closings
- Experience in condo lending and condo project approvals
- Over 25 years of on-time, hassle free closings
- Ability to originate loans from the South-Atlantic states to New England

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FIRST HOME MORTGAGE  2200 Defense Highway, Suite 400 Crofton, MD 21114

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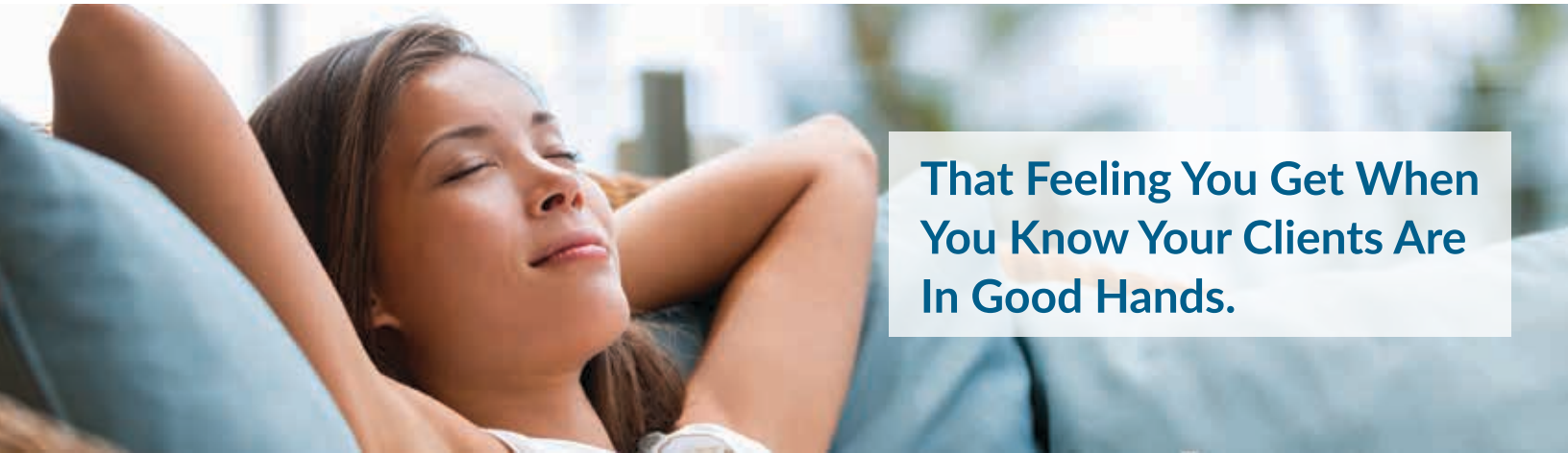
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*Carlos Garcia, Principal Eng Garcia Group
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