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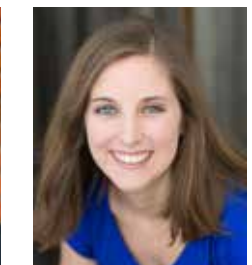
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Justin's Recent Accomplishments Include:

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

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

-Julie D.

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

-Michelle B.

“Ania and her team were amazing to work with. They made the stress of buying a home tolerable. The process was smooth. Ania pulled a bit of a miracle as my closing deadline was tight, but she and her team ensured that I closed on time. Thanks so much Ania, Tim, and team. It was great working with you!

-Keon W.



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publisher's **NOTE**

2020

Happy new decade Chicago Real Producers nation! I struggled all month formulating this month's publisher's note. Coming up with something in January should be easy peasy, right? Thoughts and ideas swarmed my mind like worker bees circling a hive after a pollen run. I could say something motivational about goal setting, how to remain focused, remind our community to create a plan and stick to it, or elaborate on an inspirational quote—it all just sounded so cliché.

I was having lunch with Richard Greenwood, one of our Preferred Partners who runs Tri-State Restore. The goal of our meeting was to simply refocus our aim heading into 2020 and become more strategic about the people we align ourselves with. During our conversation, Richard said something I will never forget, "In life, we negotiate for everything, yet it's always about what we want and how we compromise to get it. However, only in *collaborating* our true interests, can we then build real value from the things we request." Of course, I had him repeat it several times so I could jot down the thought and genuinely soak up the meaning of this statement.

A couple of weeks later, I overheard my ten-year-old daughter rehearsing a brief speech she was about to deliver at school. The topic of her speech was "synergize" which is habit 6 in the book, *The 7 Habits of Highly Effective People* by Stephen R. Covey. I had to take a step back and laugh at the irony of these two occurrences. I was trying to force myself to write something witty or insightful this month. All I needed to do was to be present and allow other people to speak into my life. How often do we hinder our own progress? My hope and prayer for you is that 2020 becomes a year of cultivating synergistic relationships.

We are looking forward to seeing all of you at our winter event on February 5th at 10:00 am hosted by NEMA Chicago (1210 S. Indiana Ave. Chicago, IL 60605). The panel topic will be: Distinguishing Yourself in a Commoditized World. We are honored and grateful to have Scott Newman, Marki Lemons-Ryhal, Jennifer Ames, Frank Montro, and Phil Byers who will be diving into this subject. Details can be found on page 24.

Fighting the good fight,



Andy Burton
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THE REWARD OF POSITIVE PROFESSIONAL CULTURE

How often do you hear someone say, “I love my boss”? Almost never. I am so thankful that I can honestly say, “I love my boss” and actually mean it. Why? The biggest reason is that she promotes and maintains a happy, healthy, and encouraging professional culture in and outside of the office.

Culture in the workplace is probably one of the most underestimated aspects of a job. The type of culture promoted and presented by everyone involved can either make or break a good, well-functioning office or team. Face it, if you don't like the people that surround you and the way they treat you, you're probably not going to stick around. Loss and replacement of personnel is known as “turnover.” Turnover is normal in every business, big or small. However, a toxic work culture is probably the biggest cause of turnover we see in any line of business.

But culture has to be curated. It has to be worked on and nurtured, just like any other type of relationship. Finding others that will support the culture you are trying to build is equally important. One bad egg can ruin it for everyone. This is where trust comes in. If you can't trust the people around you, you absolutely cannot curate a positive atmosphere where everyone is working hard and having a good time doing it.

Someone once told me that real estate is like dating, and it's so true. Everyone we meet is a potential client or business partner, and it's up to us to create a meaningful, lasting impression, and hopefully, a positive relationship. Hiring good people is no different than deciding who you really want to date. There needs to be a vibe, a connection. We recognize it when it happens. When we meet the right people, we walk away with a giddy feeling and we are excited to see them again, not only because we trusted their presentation and work ethic, but also because we jived with them. This makes us open to the possibility of spending our life (work life), with them and nurturing a child (our business), with them.

Want to improve culture in your workplace? Here are some tips.

- 1. Build Trust.** As simple as it sounds, treat people the way you want to be treated—with respect.
- 2. Take responsibility.** Understand that everyone makes mistakes, if you make a mistake own it, learn from it, and then take the necessary steps to ensure the same issue will not happen again.
- 3. Stay positive.** Even when mistakes happen, use mishaps as learning opportunities and grow from them.

- 4. Be encouraging.** You are all in this together, whether you are a team lead or not, everyone can work to encourage and support each other. Everyone is responsible for the success of the business, so enjoy it together.
- 5. Get to know each other.** Find time to connect outside of the office. Understanding where people come from and what their life is like outside of the office helps create a connection and encourages teamwork.

Good work culture can be different for each person, group, or office. However, having a positive attitude, rewarding good work, and the assurance that mistakes will be addressed without contempt, will inevitably increase productivity, and therefore, business. It is more than okay to work hard and have fun doing it.

About the Author:

As a young professional in the real estate field, Jamie Book works to produce the best experience for her clients when buying, selling, and renting real estate. Originally from New Mexico, Jamie moved to Chicago three years ago and has been assisting Danielle Dowell and The Dowell Group for almost two years as she simultaneously works on building and supporting her own business.

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By Chuck Gullett

Here's What You Need to Know!

Airbnb has become one of the hottest real estate niches over the past few years. When showing listings, one of the first questions I get from buyers is whether rentals are allowed. With an affirmative answer, the next question is almost always whether Airbnb hosting is permitted. In a Chicago high-rise, that answer is almost always “no.” But there are some exceptions if you are willing to dig into it or know where to look. The risk to the investor is that condo rules can change, especially if issues arise with short-term, vacation-type rentals in the building. The building’s HOA doesn’t even have to amend its bylaws to restrict Airbnb. The City of Chicago Shared Housing Ordinance bans vacation rentals in buildings registered on the City’s House Share Prohibited Buildings List, and it is as simple as filling out a form to have a building added to this list. Currently, more than 2,200 buildings restrict owners from using their condos/units for Airbnb purposes, and violations can lead to fines ranging

from \$1,500 to \$3,000 per offense. Therefore, it is very important to locate properties that will not only give you some assurances that using your condo for Airbnb is okay, but to also work with the condo board before policies can change.

The next step is to find the right property. This is no easy task and extensive leg work is usually required. Having someone with experience on your side will certainly speed up the process. Once a property is located and you have an accepted offer, further due diligence is necessary, such as contacting the HOA to double-check if they are going to be friendly to vacation rentals. Even if the broker remarks in MLS say “Airbnb friendly,” you know the drill: double-check everything!

After closing the sale and decorating the place like you are a finalist on Design Star, you are required to advertise on the City-approved platforms (Airbnb, VRBO, HomeAway, etc.).

Each shared-housing unit (SHU) is required to be registered with the City. The process of registering is as simple as listing the unit on one, or all, of these platforms. The good news is as soon as you apply for registration you are allowed to host. In the meantime, the City will review your pending application and either approve or deny it. If you do get a denial, you can keep hosting as long as you appeal. And usually, if you receive a denial, the City is just looking for you to provide them with additional information. As long as you know how to respond to the denial and promptly provide the City with the necessary information, approval is usually granted. Now, you are well on your way to finding your first 5-star guest.

If you find your calling as an Airbnb host and decide to grow your business to more than one unit, you will then become what’s known as a “Shared Housing Unit Operator.” As such, you must take an extra step and become licensed with the City. To do so is just a matter of filling out a form and paying the annual fee.

At Best Chicago Properties, our brokerage expert on the subject is Alex Cross. Alex is an experienced broker who has located many Airbnb properties for our clients. He also happens to be a successful Chicago Airbnb host. When the tough Airbnb questions

arise, I defer to Alex. So I asked Alex for his best advice for those looking to be an Airbnb host.

Five Things to Consider

Here are his five best (and truly commonsense) tips based on his experience as an Airbnb host:

1. Find the Best Location

“One of the best reasons guests choose my Airbnb listing is its proximity to public transportation. Being close to the CTA means my guests start their stay on a smooth and positive note,” explains Alex.

2. Consider Variations in Seasonal Traffic

“Location is second only to season. The peak season in Chicago is May to September, and that should be considered in your budgeting.”

3. Determine Which Tasks You’ll Do Yourself

“I handle all guest communications. I have certain standards when it comes to response time and messaging that I want to up-

hold.” In an industry that relies on your reputation, this is a good idea. Alex was also quick to point out that, for practical reasons, he chooses to outsource cleaning and room/unit turnover.

4. Be Best Friends with Your Neighbors and the HOA

“I vet each group [that ask to stay/that I would be hosting] thoroughly, and I have rules in place to ensure the neighbors aren’t disturbed. This is the main thing I’m doing to avoid inconveniencing my neighbors and to keep a great relationship with them.”

Alex also adds: “Another important factor I considered was if I would be able to make enough renting the unit should Airbnb ever get banned [from the building]. You want to have your bases covered, just in case.”

5. Know the Regulations

“Chicago now has some laws regulating Airbnbs. Prior to purchasing a property, familiarize yourself with these laws or consult an expert to better understand them. Doing so will allow you to ‘de-risk’ the investment.”

About the Author:

Licensed since 2005, Chuck Gullett is the managing broker at Best Chicago Properties in Chicago’s West Loop. He is consistently recognized as a Top Producer and has a true passion for real estate. Chuck is also the owner of ThreeSixtyChicago specializing in real estate photography.

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▶▶ partner spotlight

By Chris Menezes
Photos by Carlos Miranda

AGNES *Mroczkowski* with Saturn Title

Taking it Personal

It might be hard to believe that as young as Agnes Mroczkowski is, she has been in the title business for over twenty-five years. It's the only professional industry she has ever known, and as a result, she's pretty darn good at what she does.

Agnes began her professional career at age 15 when she got a job answering phones at a real estate attorney's office. From there, she was persuaded to apply at Chicago Title as a closer, which she did for a few years before deciding to open her own company, Saturn Title.

Saturn Title provides title insurance and settlement services to assist buyers and sellers in real estate transactions. Saturn Title is un-

derwritten by five of the leading underwriters in the title industry, such as Chicago Title and Old Republic Title just to name a couple. "Our main goal is to protect the property rights of owners and investors and to ensure a smooth and efficient experience from start to finish," says Agnes.

When Agnes ventured out on her own to start Saturn Title, there was only one small problem: the timing. But despite its opening coinciding with one of the worst recessions of all time, she was still able to make her business grow, while others were scaling back and downsizing. One of the main reasons for her success was because she offered a client experience that many other companies did not.

...





Agnes and her team at Saturn Title

“Our main goal is to protect the property rights of owners and investors and to ensure a smooth and efficient experience from start to finish.”

“I started Saturn Title to be a boutique title company that focuses on customer service. We streamline the closing process, utilizing technology, to ensure that the customer is well taken care of

along the way and that their experience is a good one. We don't treat our customers like numbers, unlike some of our competitors,” says Agnes.

With so many years in the business, Agnes knows that the recipe for success, in business and in life, involves a healthy dose of balance. She tries to instill the importance of balancing work and family life not only in her clients, but in her employees as well. As the general manager of her business, she defines her

success by providing a good work environment for her employees and doing things the right way.

Agnes balances her work with spending time with her husband, Michael, and their 4-year-old daughter, Maya. She loves to explore and experience different and new places together with her family. They enjoy going to the pool, the park, the aquarium, and the zoo together. When she wants some downtime, she enjoys relaxing while watching an episode of *Grey's Anatomy*.

Agnes also has a tremendous love for travel. “I have a passion for emerging myself into different cultures and love the experiences that I come back with,” explains Agnes. “I have been to Bali and while I was there, I had the opportunity to bathe



Agnes with Sophia Mihopoulos and Christina Ocampo.



Agnes and her family.
Photo by: Dreams Cabo San Lucas



Agnes while in Bali:
“Life is about working hard and enjoying the priceless moments!”

and ride elephants,” she continues. “In Bali, I loved how the tide would come in and out which would cause a four-foot difference where I saw all the sea life,” describes Agnes. She has also been all over China where she walked The Great Wall, visited New Zealand at Milford Sound, and spent time in Australia where she got to scuba dive the Great Barrier Reef. She has gone on African safaris and has visited Italy, Germany, Greece, Poland, Switzerland, Austria, Mexico, Hawaii, and the Caribbean, just to name a few.

Most of all, she enjoys being able to provide for her family by doing something that she absolutely loves doing every day.

“Knowing that we're assisting homeowners in realizing the American dream of homeownership and protecting what is most likely their biggest investment, is truly fulfilling,” says Agnes.

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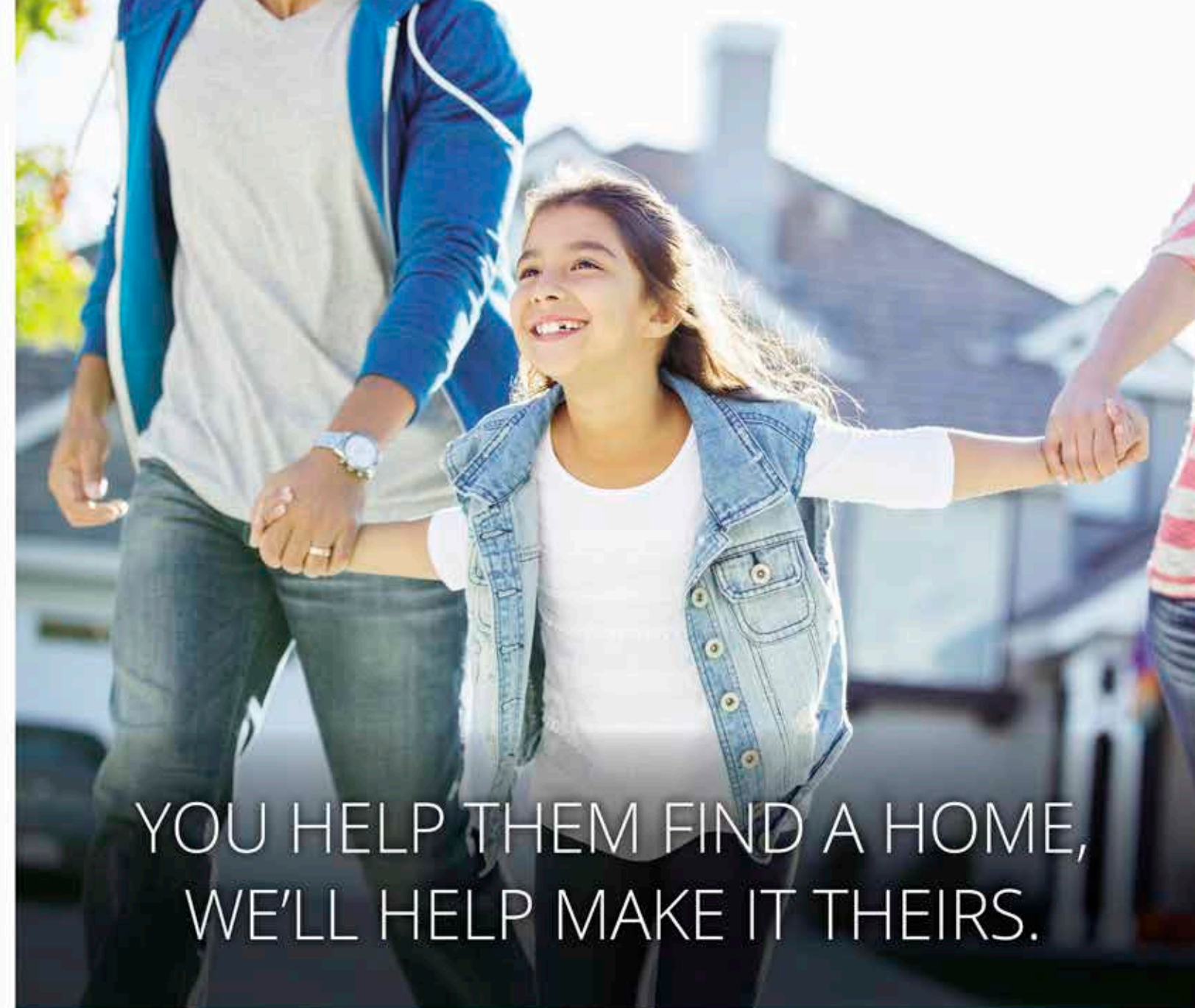
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DOMINIC IRPINO PEOPLE-CENTRIC



Dominic Irpino never cared about things like grades, profits, numbers, stats, superficial measurements, or artificial representations. His life centered on people and how he could establish connection and offer some type of value, be it a laugh, a clever anecdote, or a helping hand. While he knew much of this at a young age, he lost sight of it for a time while working for a large company. It wasn't until he reconnected with his real estate roots that he was able to rediscover this truth about himself and find real fulfillment in life.

Dominic has a tricky memory. While he often can't remember what he had for breakfast yesterday, he can recall moments from early childhood with absolute clarity. The reason for this probably has to do with the impact that some of these moments had on his life, and the insight they gave him into his true nature.

One of these memories, Dominic recalls, occurred in kindergarten when his teacher came up to him and told him, "Dominic, you are going to be a leader someday." Dominic responded, "How do you know?" "Because," she said, "There are always people huddled around you in class, during breaks, and at recess. And you always seem so comfortable with them."

Now, this observation had quite the opposite effect on young Dominic than what his teacher had probably hoped for because from that moment on, Dominic used his social sensibility to be "the class clown." To the detriment of his grades, he was always more interested in interacting with his classmates than completing his schoolwork. Dominic's defiance for classroom decorum lasted until fifth grade, when his mother intervened and called for a parent-teacher conference with all of his teachers. After a long, emotional sit-down, Dominic realized that although grades were "important," academic achievement was really about giving his best effort and committing himself to be the best he could be.

Dominic's family was always involved with real estate in one capacity or another. He spent a good portion of his early childhood growing up in a 4-flat that his parents purchased when they were dating. He remembers roaming the building as a child, getting well acquainted with all the ins and outs of the property. As he got older and started helping them grow their real estate portfolio, and even becoming a young landlord himself, he had another defining moment and experience. He was sitting down with a broker from a "Hot Name" company with a "Hot Franchise." In the moment, feeling that these "credentials" would translate into great results,





IRPINO REAL ESTATE



Photo credit:
Quality Home Images

From left to right:
Lidya Fanta (Office Manager),
Dòminic Irpino, Jenny Maraccini
(Marketing Coordinator), and
Ronak Sheth (Broker).



“To be able to wake up every day and love what you do while helping people achieve their dreams, and changing lives is true success.”



Dominic decided to go with him. However, over time, he felt that he was being treated more like a number than a client, and that their interactions were more transactional than relational. Later, when Dominic made the decision to become a real estate broker, he remembered this experience and was grateful for it. It inspired him to be the complete opposite, to provide the opposite experi-

ence, and that has shaped many of the core values he created in his own firm with his own team.

Despite his love for real estate, Dominic’s path to becoming a REALTOR® wasn’t direct. He first worked as a health and welfare benefits consultant for a large company. While he liked the idea of helping people in this capacity, there was a hollowness to the job that soon created a void inside of him. You see, whenever his supervisor was happy about the work Dominic was doing, he’d give him a pat on the back and say, “Good job.” Wanting to know more, Dominic would ask if a specific client said they were happy. His supervisor would say, “Well, no, no one specific. Just that our numbers are looking good, income is up, and expenses are down.”

As you know, Dominic could care less about the numbers. As this pattern continued over time, he began to realize that his true motivation relied on

having a direct and positive impact on a person’s life, and that a corporate environment was not going to provide that for him. He didn’t have to look far to find the best place for him to thrive—real estate.

Dominic entered real estate in 2000 and immediately focused on building relationships. Remembering his experience with the “Hot Name” broker, he created a business that reflected his values and desire to make a meaningful difference in the lives of others. He established IRPINO Real Estate with the core values of “always coming from a position of contribution,” and “converting transactions into relationships.”

Dominic loves that real estate also allows him to be active in the community and support nonprofit organizations, which he does in his free time. The organization that sits closest to his heart is the Leukemia and Lymphoma Society, as he has lost

several family members to the disease. Family is also very important to Dominic. He spends as much time as he can with them, and he can often be found around Lake Michigan most evenings, smoking a cigar.

“I owe everything to my family and team,” says Dominic. He thanks not only his mother, Rosalie Irpino, and brothers (Michael, Anthony, and Jonathon) but also his team members: Lidya, Winta, Jenny, Ronak, Lynne, Leslie, Danielle, Sarah, and Dina.

“We have one of the greatest professions,” says Dominic. “To be able to wake up every day and love what you do while helping people achieve their dreams, and changing lives is true success.”



Dominic with his
brother, Jonathon.



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Kinjal with his family: wife Avani, son Roshan (9), and daughter Karina (6).

Kinjal SHAH

From Full House to Open House

If you want to bet on a REALTOR® in Chicago who's going places, place your bet on Kinjal Shah. He's had success in a number of different ventures, including real estate, frozen yogurt, and poker.

"I love the strategy involved with poker," says Kinjal. "I also love trying to outsmart my opponents. It's not too different from real estate. It all comes down to reading people and finding a strategy to help your clients play the right hand to get the best deal."

Though he loves to play in poker tournaments and has had quite a bit of success, Kinjal didn't want to go "all-in" on poker. In 2009,

he took the opportunity to partner with friends and create the beloved worldwide fro-yo brand, Forever Yogurt. As a partner and the president of franchise sales for Forever Yogurt, his goal was to go global. "With my oversight and salesmanship, we were able to grow in Panama, China, India, and the continental United States," explains Kinjal.

After growing and then selling the company and taking some well-deserved time off, Kinjal decided to up the ante and make a career change. He had always been his own boss and knew he had strong negotiating skills. He also owned several rental properties in the Chicagoland area so he thought he might have what it takes to be a REALTOR®.

"I've always had an entrepreneurial spirit," says Kinjal. "And as soon as I tested the waters in real estate, I knew I made the right choice. I felt very fulfilled helping others negotiate to get the homes they fell in love with or when I have helped my sellers get over list price. It's very rewarding when you're able to see that thankful smile on a client's face."

▶▶ on the rise

By Jennifer Mitchell
Photos by Carlos Miranda



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“Poker is not too different from real estate. It all comes down to reading people and finding a strategy to help your clients play the right hand to get the best deal.”

As it turns out, Kinjal was a natural when it came to real estate. The competitive nature that helped him become a successful entrepreneur has become a huge asset when he’s working to find his clients the perfect home. His passion for the work translates into a constant desire to become a better agent.

“I’m always trying to improve my work and hold myself to higher standards,” states Kinjal. “Whether that means learning from others or learning through my own journey, I strive to be better than I was the day before.”

When he’s not hosting an open house or helping buyers find the perfect home, he’s supporting the Leukemia and Lymphoma Society. His son had cancer at a very early age and

overcame it without much complaining—an attitude which Kinjal believes defines a warrior. Kinjal is happy to give back to support those who are currently fighting the battle.

He also volunteers as the homeroom class parent for his son, Roshan (9), and daughter, Karina (6). Kinjal is very proud with the fact that he has attended all of his children’s field trips as a chaperone since his eldest was in kindergarten. The flexibility that comes with working in real estate is something he really values as it allows him to spend more time with his family, including coaching several of his son’s sports teams, planning a weekly date night with his wife, Avani, in their west loop neighborhood, and taking several vacations a year, traveling to different countries and states.



“I’m a big proponent of spending time with my children, and this job allows me the flexibility to be with them as much as I want,” says Kinjal. “I can’t envision another career being as fulfilling as this one has been. I feel like I’ve been dealt a great hand.”



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"Title companies are always competing for an attorney's business so I've used many of them in my career. However, early on I decided to stick with Saturn Title because they are incredibly responsive and competent. Unlike many other title companies, Aggie and her staff are very accessible to answer any questions. They understand that the goal of both parties is to close the transaction and they sincerely care about getting that accomplished."

Lucas Fuksa, Attorney at Law
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"I've worked with Saturn Title for more than ten years and their level of service is excellent. The Manager, Agnes Mroczkowski, instills in her team great attention to detail and thoroughness, while providing a fast turnaround for documents and closings. Agnes is prompt to return calls and e-mails and goes above and beyond to solve a problem for one of her agents. She stays informed with industry changes and provides seminars and guidance to agents to stay on top of current trends."

Agnes Debicki, Attorney at Law
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Agnes Mroczkowski
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agent feature ◀◀

By Jennifer Mitchell

Photos by Heather Allison Love Photography



Juany with her Showing Agent Partner, Diana DeLegge.

Juany HONEYCUTT

Raising the Bar in Real Estate

Juany Honeycutt is constantly setting the bar high. With sixteen years in the business and a career volume of more than 90 million dollars, she has decidedly earned her place as a Top Producer in Chicago. But like so many others, real estate was not her first calling.

As a young idealist, Juany went to school for political science with the hopes of taking the bar exam and becoming an international law attorney. While in college, Juany stepped up to a different kind of bar, and worked as a bartender and waitress and fell in love with the restaurant industry.

“Much like the real estate world, there’s never a dull moment in the restaurant business,” explains Juany. “I’m a social butterfly and love making conversation with strangers. Working in restaurants and bars taught me how to multitask with poise, purpose, and a smile. It also taught me how to engage people and truly listen to them.”

Knowing that Juany loved architecture and would thrive in a career where she could work directly with clients, Juany’s mother suggested she take a class in real estate. Juany signed up for a class and never

...



“Life should be enjoyed with those you love,” states Juany. “If you can do what you love and enjoy time with those you love, that is success.”

After finding her comfort zone in real estate, Juany has made family her number one priority. With two kids under the age of five and a full-time job, her life is always busy. Most of her spare time is spent volunteering, traveling to various markets (in order to better serve her clients relocating into and out of the city), or with her husband, Tom, and their children, Mia and River.

For anyone starting a career in real estate, Juany recommends finding a mentor or coach to help get things started. She also suggests giving your “rocks”—the people most important to you in your life—the same care and attention that you give to your clients.

“I’m so grateful to my mother for introducing me to real estate and to my husband for his continued support,” notes Juany. “They are my ‘rocks,’ and they constantly propel me to the next level, helping me raise the bar year after year.”

...
turned back, despite the struggles she faced as a budding REALTOR®.

“My first deal ever, blew up,” notes Juany. “Not the inspection or financing—the building literally went up in flames. A bad contractor had refinished the hardwood floors without opening a window, and someone lit a cigarette nearby. The day before we closed, the building actually combusted.”

After that, Juany spent five successful years working in real estate. And when the market crashed in 2008, many REALTORS® gave up. But that was not an option for Juany.

“When the market crashed, I realized that real estate was my full-time job, but I wasn’t treating it like my business,” says Juany. “I wasn’t treating myself like a business owner, and that needed to change. My grit and tenacity were only going to get me so far, so I searched for a mentor to help me become more focused, organized, and consistent.”

She found the mentor she wanted in Jim Miller, Executive Vice President and Designated Managing Broker—City Offices. With a thirst for knowl-

edge, Juany soaked up what she could from her mentor and the successful REALTORS® around her. She mentions that the real estate business has a reputation for being cutthroat, but her experience has been anything but. She’s found support from some of the industry’s top performers, and has had the good fortune of collaborating with leaders at Jameson Sotheby’s Realty and even competing brokerages.

Success is not an award, a title, or even recognition, but rather, success is the continued trust earned from clients and peers year in and year out.

“I once told someone I wanted to fly with the eagles,” laughs Juany. “I have a long way to go before I’m there, but the eagles are sharing their air space and, from what I can tell, they are welcoming me to join them at the top.”

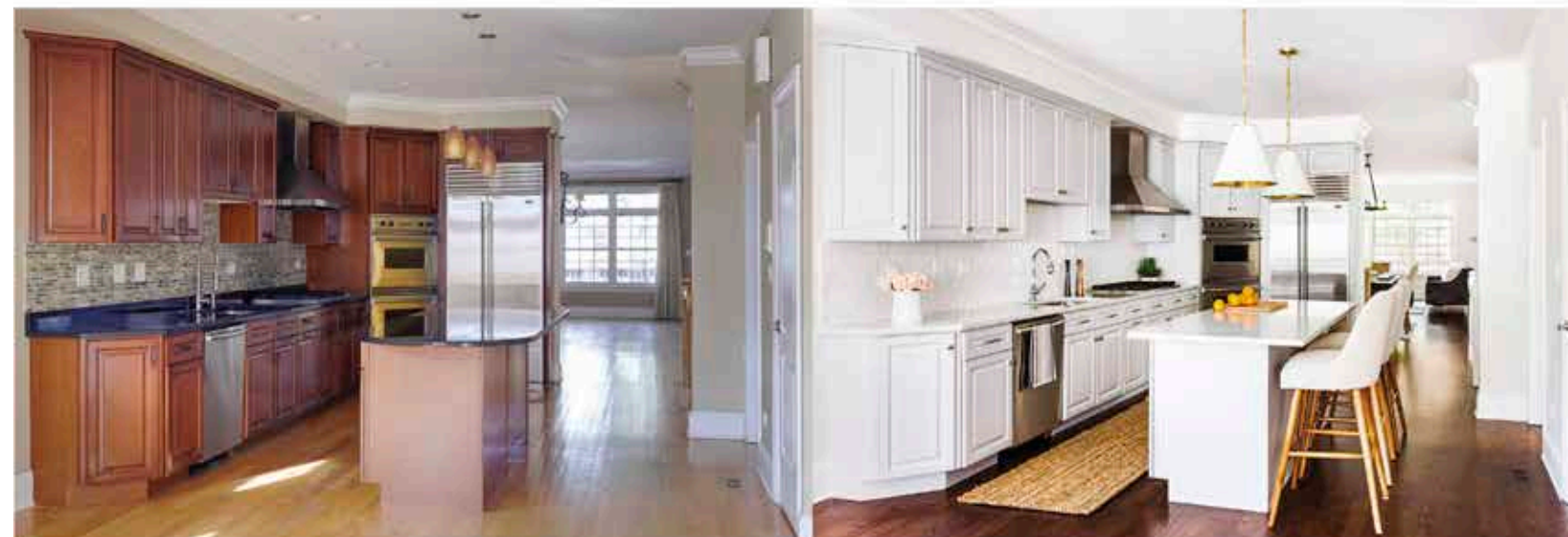
Though most would agree that Juany’s impressive sales numbers prove her success, Juany claims that success is not an award, a title, or even recognition, but rather, success is the continued trust earned from clients and peers year in and year out. She also notes the importance of balance.



Mixing up cocktails with Tom Staatz at her client appreciation party.



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KAYLIN Goldstein

By Chris Menezes

Photos by Heather Allison Love Photography

Continuing the Legacy

Kaylin Goldstein comes from a long line of entrepreneurs. Creative thinking, self-motivation, and strong work ethics are in her blood. Both her grandparents and parents were business owners. Kaylin started working when she was 15 years old, helping with her parents' landscape and design business over summers in Peoria, IL—something she still does whenever she visits. After getting her first taste of work, she's never slowed down.

Kaylin made the decision to enter real estate before she graduated from college. In her last years at the University of Iowa, where she studied marketing, she interviewed with several companies across various industries, but nothing really excited her. Nothing, that is, until she came across a boutique real estate company in Chicago.

"It sounded like an exciting opportunity. The idea of creating my own team while still being able to work with the best minds in the real estate business was a natural draw for me," she says. "I genuinely love

working with people, and I wanted a career with unlimited growth potential."

Kaylin was recruited by a leasing brokerage and, right out of college, she started in a class with over 25 other agents in 2008. The market was challenging during this time. However, since her company specialized in leasing, she was able to meet the people who would become her very first clients, helping them into luxury rentals first, and then years later, into homes. Those buyers eventually became sellers. The loyalty she inspired in her clients produced a growing snowball of referrals as her business rolled on.

In 2010, Kaylin made the move to @properties, where she continued to grow her business and "learn from the best each year." Ever determined to learn and work with top agents, she chose to also become an assistant to two of the company's top producers. She was grateful for the opportunity as it helped her to finally feel prepared to develop her own team—the Goldstein Group.

...



“I love helping to train and develop new agents. It gives me great joy to see them grow into successful REALTORS®.”

Team Photo.
Photo by: Brian
McConkey
Photography

“I love helping to train and develop new agents. It gives me great joy to see them grow into successful REALTORS®. There is so much to learn in the beginning, and it’s important for them to develop good habits,” says Kaylin.

While Kaylin has enjoyed developing her team and helping them grow, her heart will always be with her clients and the relationships she has built over the years. Her favorite part of

the business is helping repeat clients and experiencing the new chapters in their lives as time goes on. As an extension to what she offers her clients as a REALTOR®, Kaylin uses her love and talent for design to help oversee their rehabs and other design projects as well.

Real estate and design are part of Kaylin’s every day. She and her husband, Garrett Lalich, have been purchasing investment



Kaylin with her team member and sister-in-law, Stefanie Campbell.



Kaylin and Garrett (husband) in Malibu, CA celebrating on a birthday trip!

Goldstein Group Team Dinner at Gibsons.

Kaylin and Kathy Goldstein (mom)

properties for many years and are continuing to grow their portfolio. Garrett has a property management company that oversees vacation and long-term rentals. Kaylin loves helping with the business, designing rentals, and hosting guests from all over the world at both their properties and their clients’ investment properties. Garrett enjoys helping Kaylin with her business as well. They love bouncing ideas off of each other and collaborating on all things real estate. Garrett’s sister, Stefanie Campbell, a real estate veteran, is also a big part of Kaylin’s team.

While Kaylin never likes to be too far away from work, she and Garrett enjoy traveling in their free time. You can often find them in Florida during the winter holidays or in California, visiting family. They also enjoy spending time with their Goldendoodles, Lali and Louis, swimming at Doggy Paddle at least once a week.

“I truly love what I do,” says Kaylin. “It makes me so happy to work with such wonderful clients over the years and be such a significant part of their lives.”



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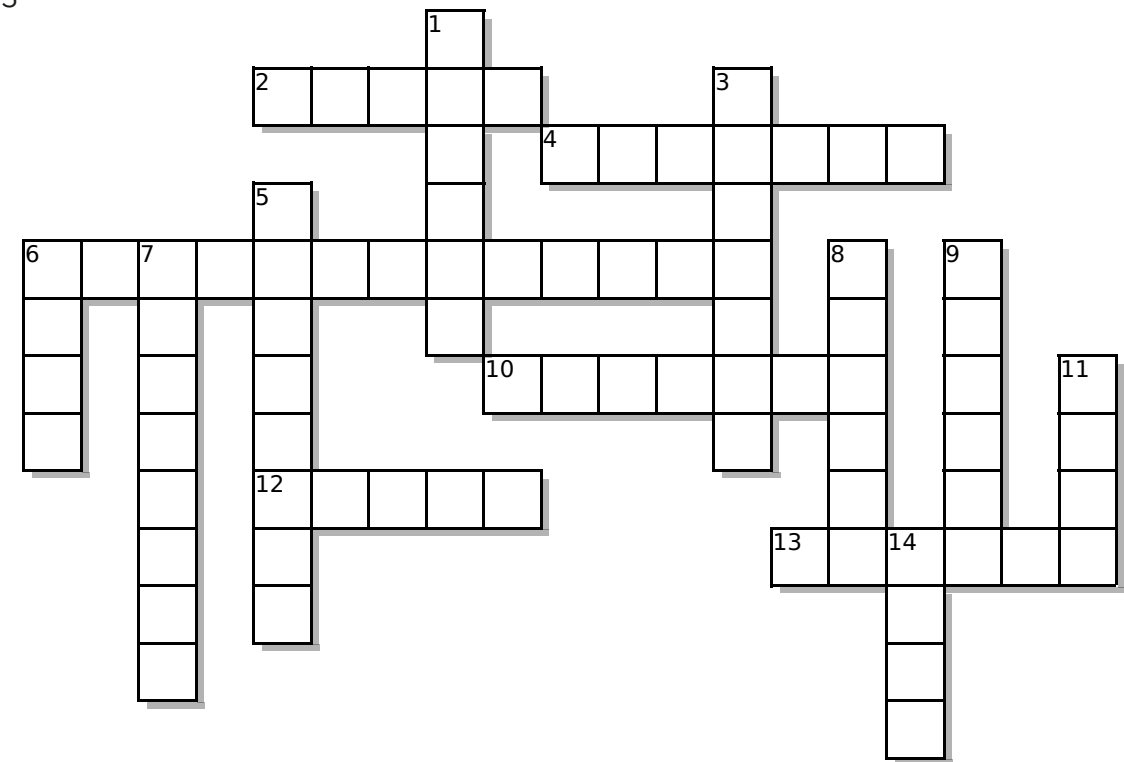
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ACROSS

- What does Kinjal Shah love to play?
- Who has a mother named Rosalie?
- The type of dogs Kaylin Goldstein owns.
- How many years has Juany Honeycutt been in real estate?
- Owner of Saturn Title
- Name of Becky and Abe Sexson's baby

DOWN

- Juany Honeycutt recommends that new agents find a _____.
- Phil Skowron's wife
- The Winter Panel is on _____ 5th at 10 am.
- Phil Skowron's top hobby
- Dominic Irpino supports the _____ and Lymphoma Society.
- First name of the On the Rise feature
- Where Phil Skowron spent the first eleven years of his life
- Agnes Mroczkowski's daughter
- Kaylin Goldstein attended University of _____



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PHIL

SKOWRON

**Sinking the Putt in
Chicago Real Estate**

cover story ◀

By Jennifer Mitchell

Photos by

Heather Allison Love Photography



Teammates and lifelong friends!



Phil's team planning in full force for 2020.

•••

Phil Skowron's hobbies include golf, golf, and a little more golf. He loves the game because players continually have the opportunity to improve, which he believes is much like real estate.

"In golf, each round brings new and unforeseen challenges that require you to focus and be present," claims Phil. "The same is true of real estate."

He notes that there is no substitute for experience in real estate, and that it's only through unforeseen scenarios, tough clients, market volatility,

and a myriad of other circumstances that you can develop the tools needed to be successful.

Phil is certainly successful. He has sold a career volume of \$625 million over the last ten years and has been named a Top 1 Percent Producer every year since 2011. Part of his success is due to skills he learned at a young age and honed throughout his early life.

"I spent the first eleven years of my life in Panama and those years were really formative for me," shares Phil. "I learned to be resourceful, creative, independent, and have a respect for other cultures and ways of life. My upbringing taught me to be very appreciative, which is something I focus on with each of my clients."

After his family moved back to the United States, Phil later went on to play college basketball and graduated from Temple University. Upon graduation, Phil entered the property management and hospitality industries. He worked with a number of large hotel groups, and after a few years, Phil decided that he wanted more control over his work schedule, so he started exploring other career options. Highly competitive, Phil was craving a challenge, so he entered the luxury brokerage market during the recession.

"I love a good challenge and real estate in Chicago is particularly interesting because there are an endless number of properties, and no two properties or clients are the same," states Phil. "It makes every day different and exciting. I also like that residential real estate is personal and incorporates an individual's style and aesthetic."

As he entered a new and challenging career, Phil was fortunate to find a few mentors and bosses who gave him invaluable opportunities and

invested time in his development as a young professional.

"In my first year as a REALTOR®, I met Paul Blackburn [a colleague at @properties], with whom I have worked with ever since," says Phil. "His patience, knowledge, and mentorship for our team's brokers have made him an invaluable partner in this career and someone I respect deeply."

With the help of Paul and others, Phil quickly found success. Realizing there is no greater satisfaction than getting a great deal on the perfect property for a client, Phil thought his transition into real estate was a hole in one.

As for the last ten years of Phil's career, hard work has been, and continues to be, par for the course. Phil acknowledges that there are no shortcuts in real estate.

"Many brokers only want to work in the luxury market," explains Phil. "But none of us started there. We all started in the same place, with no clients. So you have to treat them all well. No client or transaction should ever be too small."

•••

“In golf, each round brings new and unforeseen challenges that require you to focus and be present. The same is true of real estate.”



Phil in his happy place.

...

Phil encourages all REALTORS® to treat each client as if they were your only client. His advice: “Stay in touch with them after the transaction because real estate is a network-based business. Your personal reputation is your most important asset. If you treat your clients right, they will provide a steady stream of referrals in the future.”

If Phil is not in the office or on the green, he’s probably at home with his wife, Kirsten, his two sons, Kellen (5) and Harper (3), and his two dogs, Ollie and Teddy. Together they take bike rides, go to the beach, and explore the world. He also supports organizations like the Greater Chicago Food Depository and St. Paul’s United Church of Christ, which work to meet the most immediate needs of community members.

And even a short conversation with Phil will prove that he approaches everything in life, from his family to his career, with a feeling of gratitude.

“Being a REALTOR® has been a wonderful career so far, and I look forward to seeing where it takes



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me,” states Phil. “I’m thankful for what this industry has provided me—from relationships to acquired skills to a great livelihood. I’m also thankful that it provides the opportunity to hit the links with clients.”

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Abe & Becky Sexson Welcome Eliana Grace Sexson



Eliana means,
"My God answered."



"Every time we look at her, we are reminded of just how blessed we are," says Becky.

On August 8, 2019, Becky and Abe Sexson welcomed Eliana Grace Sexson (7 pounds 3 ounces) into the world. Eliana, it turns out, had decided to arrive into their arms three weeks early. In fact, they were in the midst of an ambitious home renovation, getting ready for their first child, when Becky's water unexpectedly broke in the middle of the night, sending them into a scramble to pack their bags—rummaging through open boxes and searching through clothes on the floor, trying to find all the necessities for their trip to the hospital.

"Thank God newborns don't need much more than you, a bassinet, and some diapers," says Becky.

When they discovered Becky was pregnant, on Christmas morning in 2018, just six months after being married in Greece, where Abe grew up, Becky did everything she could to create some type of maternity leave for herself.

"While I understood that having a true maternity leave while running your own real estate business was nearly impossible, my goal was to take as much time off as I could to bond with Eliana, recover, and just enjoy being a mom. I knew achieving that goal would mean *hustling* every minute that I could [while I could]," says Becky.

Although Becky did hustle every day in preparation, going into labor three weeks early wasn't quite in the plan. She was still writing emails in the hospital while she was in labor! When the time came for the birth, though, Abe was in charge of announcing their child's gender. In the chaotic excitement of the moment, he almost declared her a boy. "Let's just say the way that the umbilical cord was hanging caused temporary confusion," Becky laughs.

Despite Eliana's early arrival at the beginning of the month, Becky still finished in the Top Ten at her brokerage, Baird & Warner Lincoln Park, for August.

Becoming a mother has given Becky a new outlook on her business. She views a "home" in a whole new way, seeing the desire to make a place safe and comfortable for a child, and to fit the needs of a burgeoning family. She's developed a new passion for helping young families find a great home, and she has become more efficient with her time.

"If I'm going to be away from Eliana, I better make it count," she says. "It's definitely a juggling act, but I've also discovered how much I can get done with one hand," she laughs.

Spending nights in as a family, and enjoying a glass of Abe's homemade wine, has become Becky and Abe's preferred way of spending their free time now. An ideal Saturday morning for them includes a family stroll through Portage Park with their dog, Jack, followed by brunch and lots of coffee. They also volunteer at their church, Life Changers International Church, by assisting with the Champion Youth Program.

Becky and Abe chose the name Eliana after falling in love with its meaning: "My God answered." "Every time we look at her, we are reminded of just how blessed we are," says Becky.

▶▶ re-producers

By Chris Menezes
Photos by
Heather Allison Love Photography



2018 graduates in the hoop house.

▶▶ making a difference

GROWING HOME



By Danielle K. Perry

Growing Home's mission is to operate, promote, and demonstrate the use of organic urban agriculture as a vehicle for job training, employment, and community development. The organization was founded in 1996 by Les Brown, then policy director at the Chicago Coalition for the Homeless, in order to provide job training for Chicagoans experiencing homelessness. Les advocated that farming was a uniquely effective tool for helping individuals learn job skills while also experiencing emotional healing. "When you get involved in taking responsibility for caring for something, creating an environment that produces growth, it helps you build self-esteem and feel more connected," he wrote.

Since 2006, we have focused our work on Chicago's South Side, specifically in the Greater Englewood community. Our USDA-certified organic farms serve as the foundation for our innovative employment training program, and we produce between 20,000 and 30,000 lb. of vegetables and herbs annually.

Once a thriving business corridor, Englewood has suffered greatly from decades of systemic disinvestment. The community faces a 36 percent unemployment rate, and 44 percent of residents live below the poverty line per the 2016 Quality of Life Plan developed by Teamwork

Englewood. In stark contrast, unemployment is at 9 percent and the poverty rate is 22 percent citywide. A 2010 study by the Chicago Policy Research Team at the University of Chicago showed that corner stores, liquor stores, and fast food chains were the primary food sources in the Englewood community. Growing Home is working to help change that narrative by providing employment training and access to affordable, healthy food in the community.

Our paid, farm-based employment training program aims to increase employment opportunities for individuals facing multiple employment barriers such as contact with the criminal justice system, histories of homelessness, substance abuse, and lack of job experience. All our participants live below the poverty line, are currently otherwise unemployed, live in Chicago, and are motivated to transform their lives.

Each year, from April through October, we enroll approximately fifty individuals who are seeking to gain



Production assistants harvesting basil in one of five hoop houses.



2019 production assistant washing greens in the processing room to then weigh and package for sale at one of their markets.

job skills and secure long-term employment. Growing Home recognizes that for many, finding and keeping a job takes more than learning hard skills and building a resume. It's also about building soft skills, social emotional health, and other measures of stability like housing, childcare, and financial literacy. This is why we've built the holistic model we implement today, combining fieldwork on our farms with customized classroom instruction and individualized case management.

Growing Home believes that empowering our participants with the skills, connections, and confidence to find and keep good jobs provides a path out of poverty and toward economic self-sufficiency. Moreover, employed and motivated individuals positively affect their families, neighbors, and communities, helping to restore safety and stability to neighborhoods affected by violence and disinvestment.

We also use our farms to provide affordable, healthy food and food education to our neighbors in Englewood. We grow over 100 varieties of vegetables, which we sell at affordable prices at our weekly farm stand on Wood Street and other local markets. Through cooking demonstrations, farm tours, and community outreach, we help our customers and their families integrate nutritious food choices into their lifestyles.

Currently, Growing Home is on the precipice of an exciting period of growth. We were awarded a \$100,000 grant from Impact Grants Chicago in May 2019, which will allow us to develop a vacant lot that is adjacent to our Honor Street Farm into what will become the third farm on our campus in 2020. This third farm will allow us to grow an additional 8,000 lb. of organic produce—all of which we will distribute within Greater Englewood through affordable sales and donations. A new farm will also allow Growing Home to



Cherry tomatoes in one of the hoop houses!

responsibly increase the number of individuals we train in our employment training program from 51 to 55 in 2020.

Growing Home offers a variety of volunteer

opportunities such as farm work and administrative support, and volunteers can help at our farm stands and markets, and at our special events. We also work with individuals and groups to develop special projects that allow volunteers to share their specific talents.

To learn more about opportunities to get involved, please visit our website at growinghomeinc.org or email us at info@growinghomeinc.org.

About the Author

Danielle Perry, a Chicago native, joined Growing Home as executive director in March of 2019. Prior to her time with the organization, Ms. Perry was the Director of Communications and Outreach at the City of Chicago's Office of Inspector General, where she was responsible for engaging communities around the City about police accountability and government efficiency through strategic partnerships and public engagement. Danielle returned to Chicago after serving in the Obama Administration as a Special Advisor to the Assistant Secretary for Civil Rights at the United States Department of Agriculture. During her tenure at USDA, she led a National Community and School Garden Initiative in food insecure communities around the country.

For more information about how to get involved with Growing Home visit <http://growinghomeinc.org>

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home matters

By Shauna Osborne

OBSERVING OOSOUJI

OUT WITH THE OLD

It's a new year, and we're all familiar with New Year's resolutions and the idea of "out with the old, in with the new." Indeed, there's something about turning over the calendar page (hello, 2020!) that feels fresh and invigorating, like anything is possible. In Japanese culture, the concept of *oosouji*, which literally translates as "oo" (big) + "souji" (cleaning), presents a similar notion, with an emphasis on **clearing out the old**. In fact, they consider it inauspicious to welcome a new year with any "old business" (including dirt and clutter!) unresolved.

So, how can we adopt this beautiful practice for use as we march forward into 2020? **Start with the right mindset**. I know I often view cleaning as a dreaded task to be procrastinated as long as possible. This problematic mentality should be transformed into one of forward-looking productivity. Much like a ritual, clearing out the physical dust of the old year also means clearing out the emotional and mental dust, wiping the slate clean for what's to come.

With that healthy viewpoint in mind, it's time to get your hands dirty.

- *Oosouji* is, traditionally, a **top-to-bottom cleaning**, so start at the top by dusting ceilings and fans, wiping down walls, and dusting furniture, and then vacuuming, sweeping, or mopping floors.
- Designate several boxes in each room for **items that are no longer meaningful, beautiful, or loved**, and when you've finished with your task, pass them along by donating, if appropriate. Eliminating what you no longer use creates space for new ideas and frees you from unnecessary burdens. Also, include a **bag or box for waste**, removing it (symbolically, taking out the mental "trash") from the house as soon as you finish that room. You will be surprised at how much lighter you feel!
- Lastly, **remove stains from your home**, whether they're on the furniture, carpet, or grout. Old stains remind us of the past and have no place in your newly purged space.

If possible, every family member should be involved in your cleansing practice, making careful decisions about their individual possessions and benefitting from this fresh start. Happy New Year!



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TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to November 30, 2019

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	150	\$155,627,977	72	\$77,418,696	222	\$233,046,673
2	Matt	Laricy	178	\$75,415,895	188	\$94,214,185	366	\$169,630,080
3	Emily	Sachs Wong	77	\$94,223,000	43	\$67,019,499	120	\$161,242,499
4	Timothy	Sheahan	95	\$130,871,148	21	\$22,436,000	116	\$153,307,148
5	Mario	Greco	172	\$95,570,368	50	\$36,557,101	222	\$132,127,469
6	Elizabeth	Brooks	66	\$128,922,108	2	\$1,954,900	68	\$130,877,008
7	Erin	Ward	18	\$66,212,500	9	\$38,175,000	27	\$104,387,500
8	Leigh	Marcus	135	\$84,144,160	28	\$19,631,900	163	\$103,776,060
9	Scott	Newman	82	\$32,836,650	115	\$62,000,302	197	\$94,836,952
10	Melanie	Giglio	64	\$40,756,064	67	\$36,166,747	131	\$76,922,811
11	Jennifer	Ames	40	\$50,182,885	17	\$20,372,035	57	\$70,554,920
12	Karen	Biazar	99	\$52,757,258	26	\$14,242,388	125	\$66,999,646
13	Sophia	Klopas	58	\$42,494,875	43	\$22,396,970	101	\$64,891,845
14	Millie	Rosenbloom	30	\$34,176,250	26	\$27,275,455	56	\$61,451,705
15	Chezi	Rafaelli	25	\$34,641,000	13	\$25,126,325	38	\$59,767,325
16	Sam	Shaffer	28	\$15,078,400	68	\$44,511,988	96	\$59,590,388
17	Carrie	McCormick	41	\$31,044,400	41	\$27,828,000	82	\$58,872,400
18	Brad	Lippitz	51	\$33,114,585	31	\$22,481,400	82	\$55,595,985
19	Nancy	Tassone	19	\$52,690,026	3	\$1,411,000	22	\$54,101,026
20	Philip	Skowron	20	\$38,294,500	5	\$13,596,000	25	\$51,890,500
21	Joshua	Weinberg	49	\$22,071,036	52	\$28,525,900	101	\$50,596,936
22	Colin	Hebson	38	\$34,512,196	22	\$14,838,697	60	\$49,350,893
23	Eugene	Fu	26	\$41,897,500	4	\$5,970,000	30	\$47,867,500
24	Jennifer	Mills	47	\$30,039,532	25	\$16,894,400	72	\$46,933,932
25	Natasha	Motev	15	\$29,769,444	5	\$16,849,395	20	\$46,618,839
26	Konrad	Dabrowski	42	\$26,888,700	26	\$17,333,217	68	\$44,221,917
27	Ryan	Preuett	13	\$20,073,705	14	\$21,993,098	27	\$42,066,803
28	Jill	Silverstein	16	\$9,395,500	41	\$31,262,450	57	\$40,657,950
29	Jason	O'Beirne	56	\$32,588,323	25	\$7,983,448	81	\$40,571,771
30	Matthew	Liss	58	\$31,723,292	20	\$8,733,050	78	\$40,456,342
31	Katharine	Waddell	29	\$16,491,000	39	\$23,887,872	68	\$40,378,872
32	Layching	Quek	2	\$1,180,000	60	\$38,483,634	62	\$39,663,634
33	Timothy	Salm	21	\$27,389,000	7	\$11,579,013	28	\$38,968,013
34	Kathleen	Malone	22	\$19,063,850	19	\$19,021,000	41	\$38,084,850

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Barbara	O'Connor	56	\$26,748,982	20	\$11,039,400	76	\$37,788,382
36	Joanne	Nemerovski	22	\$28,524,000	10	\$8,671,000	32	\$37,195,000
37	Debra	Dobbs	19	\$20,144,500	20	\$15,767,500	39	\$35,912,000
38	Gwen	Farinella	7	\$23,600,000	3	\$12,275,000	10	\$35,875,000
39	Julie	Busby	29	\$20,551,550	19	\$14,773,500	48	\$35,325,050
40	Hayley	Westhoff	32	\$17,613,412	21	\$17,474,500	53	\$35,087,912
41	Emily	Phair	22	\$6,633,400	47	\$26,888,401	69	\$33,521,801
42	Weston	Harding	27	\$17,124,448	28	\$15,844,140	55	\$32,968,588
43	Katherine	Malkin	7	\$14,430,000	6	\$18,115,000	13	\$32,545,000
44	Danielle	Dowell	38	\$16,934,800	24	\$15,522,430	62	\$32,457,230
45	P Corwin	Robertson	22	\$31,937,128	0	\$0	22	\$31,937,128
46	Erin	Mandel	23	\$25,156,750	10	\$6,350,300	33	\$31,507,050
47	Aaron	Sklar	12	\$9,954,000	13	\$21,256,500	25	\$31,210,500
48	Lauren M.	Wood	34	\$12,973,750	35	\$17,847,450	69	\$30,821,200
49	Amanda	McMillan	38	\$15,963,967	32	\$14,594,960	70	\$30,558,927
50	Phil	Byers	23	\$12,282,100	24	\$17,857,538	47	\$30,139,638

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TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to November 30, 2019

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Margaret	Baczkowski	14	\$12,245,500	11	\$17,711,500	25	\$29,957,000
52	Joe	Zimmerman	36	\$16,517,800	24	\$13,130,800	60	\$29,648,600
53	Frank	Montro	120	\$23,399,390	39	\$5,528,501	159	\$28,927,891
54	Nicholaos	Voutsinas	4	\$1,910,900	53	\$26,889,200	57	\$28,800,100
55	Daniel	Close	11	\$5,410,000	36	\$23,310,242	47	\$28,720,242
56	Lucas	Blahnik	25	\$11,002,500	27	\$17,451,900	52	\$28,454,400
57	Bari	Levine	28	\$13,233,000	28	\$14,985,150	56	\$28,218,150
58	Elizabeth	Ballis	13	\$11,614,000	18	\$16,596,871	31	\$28,210,871
59	Pamela	Rueve	12	\$7,768,500	14	\$19,559,400	26	\$27,327,900
60	Mark	Icuss	10	\$10,369,000	10	\$16,597,455	20	\$26,966,455
61	Keith	Brand	1	\$615,000	52	\$25,812,400	53	\$26,427,400
62	Melissa	Siegal	29	\$11,717,500	24	\$14,669,400	53	\$26,386,900
63	Scott	Curcio	34	\$14,094,200	33	\$12,223,400	67	\$26,317,600
64	Gary	Lucido	28	\$12,270,600	18	\$13,795,188	46	\$26,065,788
65	Sara	McCarthy	30	\$15,846,200	20	\$10,099,000	50	\$25,945,200
66	Santiago	Valdez	37	\$12,789,700	36	\$13,147,757	73	\$25,937,457
67	Joel	Holland	25	\$10,047,900	35	\$15,886,150	60	\$25,934,050
68	Ivona	Kutermankiewicz	23	\$18,580,550	7	\$7,223,315	30	\$25,803,865
69	Nicholas	Colagiovanni	19	\$13,563,426	16	\$12,234,926	35	\$25,798,352
70	Michael	Hall	36	\$19,487,050	12	\$5,901,000	48	\$25,388,050
71	Alishja	Ballard	24	\$11,378,025	28	\$13,991,400	52	\$25,369,425
72	Melissa	Govedarica	27	\$19,839,350	8	\$5,330,300	35	\$25,169,650
73	Megan	Tirpak	10	\$9,070,000	9	\$16,055,555	19	\$25,125,555
74	Robert	Picciariello	63	\$23,278,200	2	\$1,640,000	65	\$24,918,200
75	Nadine	Ferrata	23	\$16,294,000	11	\$8,432,000	34	\$24,726,000
76	Dennis	Huyck	22	\$10,991,000	22	\$13,704,000	44	\$24,695,000
77	Owen	Duffy	38	\$19,914,393	7	\$4,495,000	45	\$24,409,393
78	Richard	Kasper	23	\$21,511,500	7	\$2,655,899	30	\$24,167,399
79	Michael	Battista	18	\$20,668,554	3	\$3,210,000	21	\$23,878,554
80	Lance	Kirshner	34	\$14,676,738	19	\$9,028,900	53	\$23,705,638
81	Nancy	Huetteman	55	\$22,810,000	1	\$825,000	56	\$23,635,000
82	Steve	Meyer	48	\$22,379,000	2	\$997,428	50	\$23,376,428
83	Nancy	Hotchkiss	36	\$14,274,480	21	\$9,055,810	57	\$23,330,290
84	Eudice	Fogel	14	\$10,805,000	11	\$12,485,787	25	\$23,290,787

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Landon	Harper	27	\$21,264,140	3	\$1,815,000	30	\$23,079,140
86	Nathan	Wilks	26	\$8,801,550	48	\$14,268,395	74	\$23,069,945
87	Ian	Schwartz	20	\$15,729,500	9	\$7,318,900	29	\$23,048,400
88	Amy	Duong	16	\$10,635,500	23	\$12,393,900	39	\$23,029,400
89	Ryan	McKane	55	\$21,238,150	2	\$1,310,000	57	\$22,548,150
90	Kelly	Angelopoulos	14	\$15,764,999	11	\$6,251,029	25	\$22,016,028
91	Bruce	Glazer	14	\$6,918,900	17	\$14,702,062	31	\$21,620,962
92	Michael	Maier	24	\$11,316,650	9	\$10,243,961	33	\$21,560,611
93	Kieran	Conlon	18	\$12,975,250	10	\$8,462,900	28	\$21,438,150
94	Douglas	Smith	9	\$5,715,000	9	\$15,673,500	18	\$21,388,500
95	Melanie	Everett	13	\$4,136,800	49	\$17,233,700	62	\$21,370,500
96	Rubina	Bokhari	20	\$13,417,895	11	\$7,941,250	31	\$21,359,145
97	Dawn	McKenna	8	\$10,666,500	5	\$10,681,856	13	\$21,348,356
98	Noah	Birk	8	\$16,388,500	6	\$4,613,500	14	\$21,002,000
99	Cindy	Weinreb	8	\$4,475,000	38	\$16,454,200	46	\$20,929,200
100	Karen	Schwartz	27	\$11,037,855	19	\$9,762,999	46	\$20,800,854

Disclaimer: Information is pulled directly from the MLS. New construction or numbers not reported to the MLS within the date range listed are not included. The MLS is not responsible for submitting this data. Some teams may report each agent individually, while others may take credit for the entire team. *Chicago Real Producers* does not alter or compile this data nor claim responsibility for the stats reported to/by the MLS. Data is based on Chicago proper only and may not match the agent's exact year-to-date volume.

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Michelle Bobart
 SVP of Mortgage Lending



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TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to November 30, 2019

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Qiankun	Chen	25	\$7,303,250	40	\$13,472,000	65	\$20,775,250
102	Ryan	Smith	131	\$20,728,674	0	\$0	131	\$20,728,674
103	Michael	Rosenblum	23	\$12,671,394	9	\$7,754,500	32	\$20,425,894
104	Steven	Jurgens	13	\$12,004,500	7	\$8,400,500	20	\$20,405,000
105	Stefanie	Lavelle	31	\$13,936,400	14	\$6,179,000	45	\$20,115,400
106	Marci	Trick	0	\$0	38	\$19,916,236	38	\$19,916,236
107	Danny	Lewis	13	\$7,247,400	19	\$12,459,011	32	\$19,706,411
108	Daniel	Glick	15	\$10,489,652	12	\$9,137,052	27	\$19,626,704
109	Michael	Shenfeld	20	\$10,984,400	15	\$8,639,500	35	\$19,623,900
110	Cynthia	Sodolski	10	\$7,193,000	16	\$12,372,750	26	\$19,565,750
111	Brooke	Vanderbok	21	\$11,482,950	13	\$8,011,500	34	\$19,494,450
112	D	Waveland Kendt	24	\$13,835,787	10	\$5,501,500	34	\$19,337,287
113	Samantha	Porter	20	\$14,668,000	2	\$4,625,000	22	\$19,293,000
114	Elena	Theodoros	21	\$10,428,250	15	\$8,774,600	36	\$19,202,850
115	Deborah	Hess	23	\$11,492,100	16	\$7,597,399	39	\$19,089,499
116	Camille	Canales	14	\$6,617,000	25	\$12,389,300	39	\$19,006,300
117	Philip	Schwartz	24	\$10,027,500	22	\$8,957,900	46	\$18,985,400
118	Eric	Hublar	3	\$1,770,000	40	\$17,165,298	43	\$18,935,298
119	Barbara	Proctor	9	\$15,202,500	3	\$3,640,000	12	\$18,842,500
120	Ryan	Huyler	13	\$9,203,500	11	\$9,552,100	24	\$18,755,600
121	Todd	Szwajkowski	22	\$8,036,900	19	\$10,645,400	41	\$18,682,300
122	Nick	Rendleman	23	\$6,321,000	43	\$12,347,958	66	\$18,668,958
123	Helaine	Cohen	8	\$7,290,000	9	\$11,245,400	17	\$18,535,400
124	Stephanie	Cutter	25	\$9,076,100	19	\$9,324,500	44	\$18,400,600
125	Benyamin	Lalez	4	\$1,435,400	33	\$16,733,150	37	\$18,168,550
126	Jacqueline	Colando	42	\$17,440,350	2	\$707,500	44	\$18,147,850
127	Sarah	Ziehr	39	\$17,012,000	1	\$916,000	40	\$17,928,000
128	Meredith	Manni	6	\$10,539,000	7	\$7,385,000	13	\$17,924,000
129	Lisa	Huber	16	\$6,510,340	24	\$11,374,775	40	\$17,885,115
130	Steve	Otwell	0	\$0	32	\$17,869,100	32	\$17,869,100
131	Stephanie	Loverde	17	\$7,904,300	16	\$9,949,000	33	\$17,853,300
132	Clare	Spartz	14	\$11,467,624	4	\$6,319,000	18	\$17,786,624
133	Ashley	Carter	19	\$7,901,000	18	\$9,735,390	37	\$17,636,390
134	James	Athanasopoulos	50	\$17,453,005	1	\$137,200	51	\$17,590,205

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Laura	Meier	15	\$5,532,500	22	\$11,844,850	37	\$17,377,350
136	Sam	Jenkins	13	\$7,509,500	18	\$9,830,750	31	\$17,340,250
137	Nathan	Binkley	10	\$4,733,000	19	\$12,210,616	29	\$16,943,616
138	David	Heck	2	\$1,166,000	30	\$15,631,801	32	\$16,797,801
139	Hasani	Steele	43	\$13,170,407	11	\$3,615,115	54	\$16,785,522
140	Kristi	Gunther	12	\$13,773,500	4	\$2,961,250	16	\$16,734,750
141	Michael	Linden	37	\$15,166,000	4	\$1,559,750	41	\$16,725,750
142	Haley	Levine	14	\$4,203,001	34	\$12,490,370	48	\$16,693,371
143	Dominic	Irpino	18	\$5,776,478	27	\$10,901,869	45	\$16,678,347
144	Jennifer	Liu	36	\$15,511,900	4	\$1,049,929	40	\$16,561,829
145	James	D'Astice	8	\$3,420,500	20	\$12,978,643	28	\$16,399,143
146	Laura	Topp	25	\$9,939,000	10	\$6,337,500	35	\$16,276,500
147	Darrell	Scott	9	\$4,423,000	20	\$11,800,000	29	\$16,223,000
148	Emily	Smart Lemire	12	\$9,143,050	9	\$7,021,750	21	\$16,164,800
149	Stacey	Dombar	36	\$14,785,625	3	\$1,296,000	39	\$16,081,625
150	Robin	Phelps	19	\$9,708,900	9	\$6,310,000	28	\$16,018,900

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TOP 200 STANDINGS

Teams and individuals from January 1, 2019 to November 30, 2019

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Joseph	Kotoch	12	\$6,203,500	18	\$9,781,000	30	\$15,984,500
152	Christina	Delgreco	21	\$10,586,500	7	\$5,390,000	28	\$15,976,500
153	Elizabeth	Lothamer	12	\$6,976,325	21	\$8,995,344	33	\$15,971,669
154	Sharon Kay	Rizzo	4	\$1,067,500	52	\$14,890,035	56	\$15,957,535
155	Paul	Mancini	17	\$6,875,500	20	\$9,078,250	37	\$15,953,750
156	Terri	McAuley	10	\$11,941,120	5	\$4,001,500	15	\$15,942,620
157	Tanni	Wong	13	\$9,061,500	9	\$6,842,000	22	\$15,903,500
158	Greg	Vollan	13	\$11,257,500	8	\$4,584,500	21	\$15,842,000
159	Stephen	Hnatow	17	\$7,425,000	15	\$8,268,400	32	\$15,693,400
160	Christopher	Mundy	11	\$6,700,000	11	\$8,978,900	22	\$15,678,900
161	Shay	Hata	19	\$8,390,400	14	\$7,222,800	33	\$15,613,200
162	George	Selas	26	\$10,685,898	9	\$4,895,900	35	\$15,581,798
163	Mark	Keppy	26	\$9,138,500	16	\$6,430,050	42	\$15,568,550
164	Keith	Tarasiewicz	1	\$239,500	31	\$15,306,600	32	\$15,546,100
165	Beth	Gomez	16	\$11,458,425	8	\$4,065,250	24	\$15,523,675
166	Janelle	Dennis	22	\$9,309,050	14	\$6,177,900	36	\$15,486,950
167	Amir	Fouad	18	\$9,065,500	8	\$6,365,835	26	\$15,431,335
168	Keith	Wilkey	7	\$10,228,500	5	\$5,144,000	12	\$15,372,500
169	Vincent	Anzalone	12	\$6,171,000	16	\$9,009,000	28	\$15,180,000
170	Juliana	Yeager	23	\$8,741,000	13	\$6,426,500	36	\$15,167,500
171	Lawrence	Dunning	11	\$6,759,000	16	\$8,377,900	27	\$15,136,900
172	Xiaojing	Frost	13	\$5,215,000	26	\$9,917,200	39	\$15,132,200
173	Kelly	Parker	16	\$8,889,000	11	\$6,221,432	27	\$15,110,432
174	Lisa	Kalous	5	\$4,040,000	11	\$11,014,600	16	\$15,054,600
175	Beata	Gaska	20	\$15,043,000	0	\$0	20	\$15,043,000
176	Matthew	Engle	9	\$3,102,500	28	\$11,899,650	37	\$15,002,150
177	Mario	Barrios	13	\$5,177,400	24	\$9,818,253	37	\$14,995,653
178	Christopher	Norton	14	\$11,109,339	8	\$3,847,900	22	\$14,957,239
179	Rachel	Krueger	10	\$7,182,500	9	\$7,774,000	19	\$14,956,500
180	Suzanne	Gignilliat	6	\$5,875,000	7	\$9,041,000	13	\$14,916,000
181	Chris	Bauer	17	\$7,032,000	12	\$7,748,500	29	\$14,780,500
182	Harold	Blum	16	\$11,469,750	5	\$3,291,000	21	\$14,760,750
183	Kevin	Wood	3	\$12,815,013	2	\$1,899,000	5	\$14,714,013
184	Gail	Spreen	25	\$8,890,500	10	\$5,806,000	35	\$14,696,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Brady	Miller	16	\$5,229,600	30	\$9,325,900	46	\$14,555,500
186	Mark	Bystrowicz	7	\$8,065,000	12	\$6,478,000	19	\$14,543,000
187	Danielle	Inendino	0	\$0	34	\$14,515,350	34	\$14,515,350
188	Joanna	Olszynska	21	\$12,908,500	3	\$1,599,000	24	\$14,507,500
189	Juany	Honeycutt	10	\$6,012,500	11	\$8,441,900	21	\$14,454,400
190	Peter	Moore	13	\$6,135,200	17	\$8,318,709	30	\$14,453,909
191	Andreas	Holder	3	\$2,638,750	11	\$11,630,750	14	\$14,269,500
192	Ryan	Gossett	15	\$7,164,200	12	\$7,062,000	27	\$14,226,200
193	Edward	Jelinek	17	\$8,850,500	9	\$5,345,900	26	\$14,196,400
194	Leslie	Glazier	15	\$9,663,500	5	\$4,437,155	20	\$14,100,655
195	Michelle	Browne	27	\$11,502,500	6	\$2,453,000	33	\$13,955,500
196	Cory	Tanzer	25	\$8,346,438	15	\$5,593,500	40	\$13,939,938
197	Karen	Ranquist	13	\$12,346,800	4	\$1,561,000	17	\$13,907,800
198	Mary	Haight Himes	18	\$9,811,900	9	\$4,089,150	27	\$13,901,050
199	Christopher	Pertile	12	\$6,280,500	7	\$7,597,000	19	\$13,877,500
200	Connie	Engel	14	\$5,921,100	9	\$7,942,500	23	\$13,863,600

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