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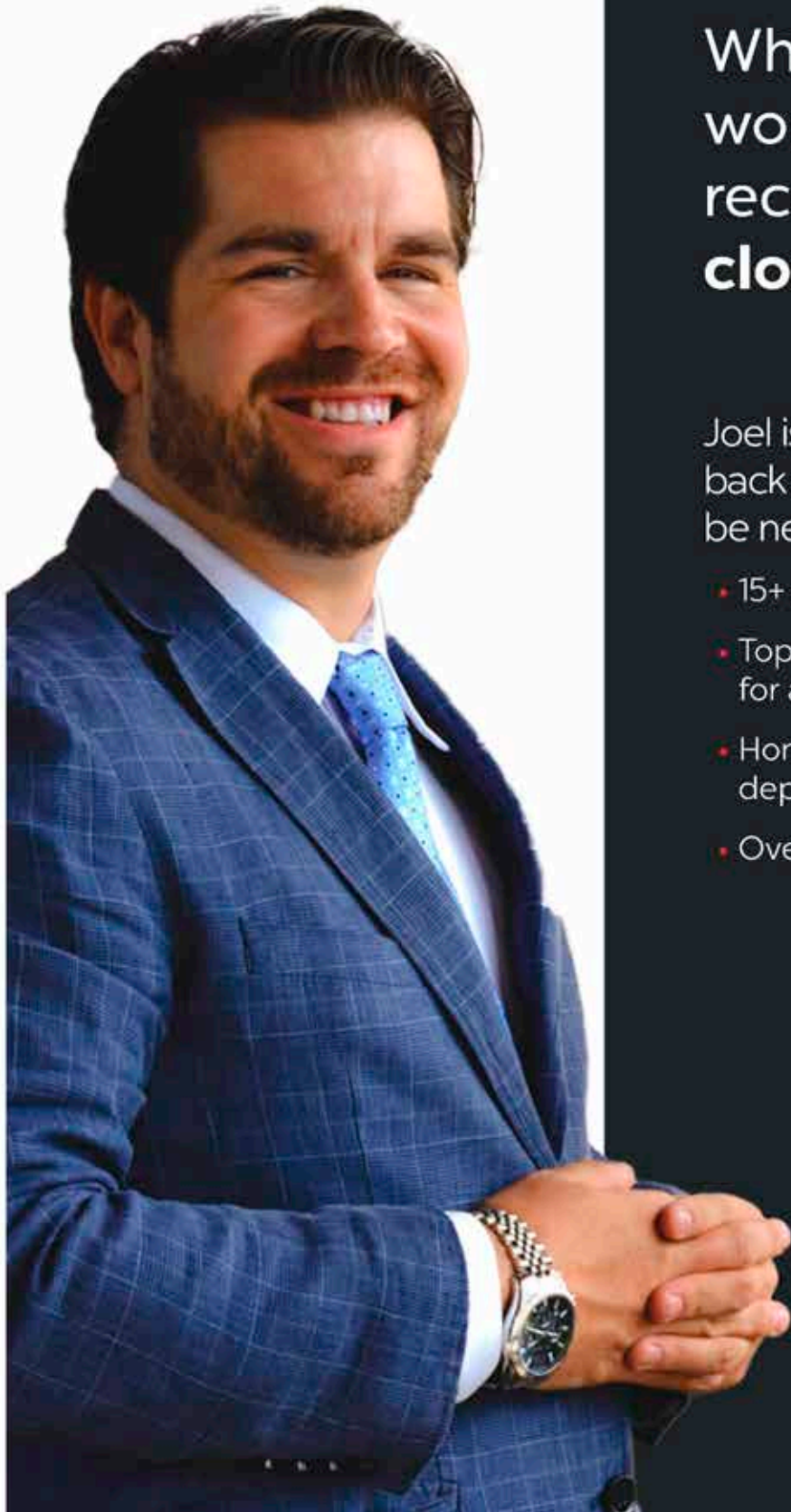
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2-Source: Mortgage Executive Magazine, 2018

3-Source: Guaranteed Rate's Internal Production Report.

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PUBLISHER'S NOTE



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then feelings of sadness came over me as this would imply that my girls weren't around. That day will come, they will leave our home and live their own lives. I realize that now, more than ever, we have the opportunity as parents to engage and influence our children. This time is a blessing and I am beginning to train my mind to smile when I see hair on the sink because I know what it represents.

I hope you enjoy this issue as much as we did putting it together. We encourage you to take time this month to honor the father figures in your life who have had an impact on who you are today!



Fighting the good fight,

Andy Burton
Publisher, *Chicago Real Producers*
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In the midst of all the chaos currently happening in the world, this issue brings me such joy. With June being the month when we honor dads, this issue is dedicated to fathers in the Chicago Real Producers community based on your nominations. I loved seeing the pride on the faces of the REALTORS® we featured as they looked at their children!

As a father of four, I know that for every moment of elation we have with our kids, there are about a dozen moments that we'd rather not broadcast on Facebook. With the reality of our new norms of staying home during this pandemic, my patience with my kids has been placed under a microscope and tested to the max. Nearly every day I ask myself why I don't have an abundance of grace for my kids—I love them to their core! It feels so hard at times to hold firmly and guide them in the right direction. There is a constant tension inside of me that desires to guide them to be successful and contributing members of society, while also wanting to take the easier (and sometimes necessary) route of using the Netflix babysitter.

It has taken me over two months to process that this way of thinking is just plain backwards. I used to get so upset when I would see a pile of hair in the bathtub or on the sink (this is coming from a man who has been diagnosed as follicly challenged). I recently had a moment when I thought to myself, "What if I never saw hair on the sink again?" I was happy for a split second, but



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business
By Mary Kate McNaughton

PLUMBING

Questions and Answers

101

The summer market is around the corner. Plumbing is an important part of most real estate transactions. There are many complex components in a home or building's plumbing system. Each property presents unique situations, but as the owners of Doc Mechanical: Full-service Plumbing, we tend to hear certain questions regularly.

How concerned do I need to be about lead in our drinking water?

When the city started installing water meters and working on the city water mains, the lead pipes were disturbed, causing lead levels to increase. Most properties built before 1986 have a lead service line feeding their home. The Department of Water Management has a free test kit available, and we recommend that homeowners order these kits to test their water. If your test reveals "unsafe levels," consider installing a water filtration system.

What is the difference between a sump pump and an ejector pump?

Groundwater and seepage feed into a sump pump through a drain tile system to prevent groundwater from entering your home. Sump pumps handle clean water. Some REALTORS® refer to this as "graywater." Wastewater (from bathrooms and laundry in a basement, for example) feeds into an ejector pump, which sends this water to the city sewer. Ejector pumps handle dirty water.

The life expectancy of these products depends largely on the frequency of use. It's important to consider the quality and size of the pump you currently have when deciding whether or not to replace it. Builders typically install low-grade pumps that do not stand the test of time.

When is it important to consider a battery-backup sump pump?

We strongly recommend that all homeowners install a battery-backup sump pump in either a finished or unfinished basement! A battery-backup system will kick on when the power goes out or if your primary pump fails. Many people store their keepsakes and family memories in their basement. If you have flood insurance, the insurance company can reimburse you for replacing walls, carpet, furniture, or mechanical units. However, they cannot replace

old photographs, wedding gowns, or priceless family treasures. Batteries for a backup sump pump should be changed every three years.

What is a check valve?

A check valve is a one-way shut-off valve built into a sump pump, ejector pump, or the main sewer line. Its sole purpose is to prevent backflow from entering into your pump or home. Check valves also help prevent flooding caused by backups within the city main sewers during heavy rainstorms.

The check valve flood prevention measure within sump and ejector pumps differs from the traditional flood control system, which is a manhole in the front yard. The traditional system has a check valve built right into the manhole. In the event of a city main sewer backup, the check valve in the manhole will close, preventing sewer water from entering the property.

The main difference between these systems is the ability to continue using water in your home during a backup: The traditional flood control (manhole) system will allow you to continue using water during a city main sewer backup. If you have standard check valves in your pumps, you need to use water sparingly during this time.

What is a grease trap/catch basin?

A grease trap/catch basin is a basin that catches the grease from both kitchen and laundry waste. The wastewater feeds

into the basin. As the grease and lint settle to the bottom, the water rises and flows out to the main sewer. You will typically find grease trap/catch basins in the backyard, but occasionally inside the home too. Maintenance on these basins should be done by a professional.

What does a sewer inspection involve, and what are the benefits of performing one prior to purchasing a property?

When purchasing a new property there are many unknowns, both underground and behind walls. A home inspector will check all visible areas of the property, but they cannot determine the condition of the main sewer coming into the property. If the sewer is in poor condition, though, it can be one of the costliest repairs a property owner will have to make. Unfortunately, without a sewer inspection, a property owner will typically have no idea there is an issue until their basement is filled with sewer water.

A plumber is the person for this job. In order to perform a sewer inspection, the plumber will need to send a small camera down into the sewer through an access point. Some of the main access points include catch basins in the backyard, cleanout plugs at the main sewer stack in the basement, or the cleanout plug in the front yard.

About the Author

Mary Kate McNaughton is the co-owner of Doc Mechanical: Full-Service Plumbing. Mary Kate runs the office and communication end while her husband, Eddie McNaughton, handles the hands-on plumbing work in the field. Mary Kate and Eddie live on the Northwest Side with their three small children.

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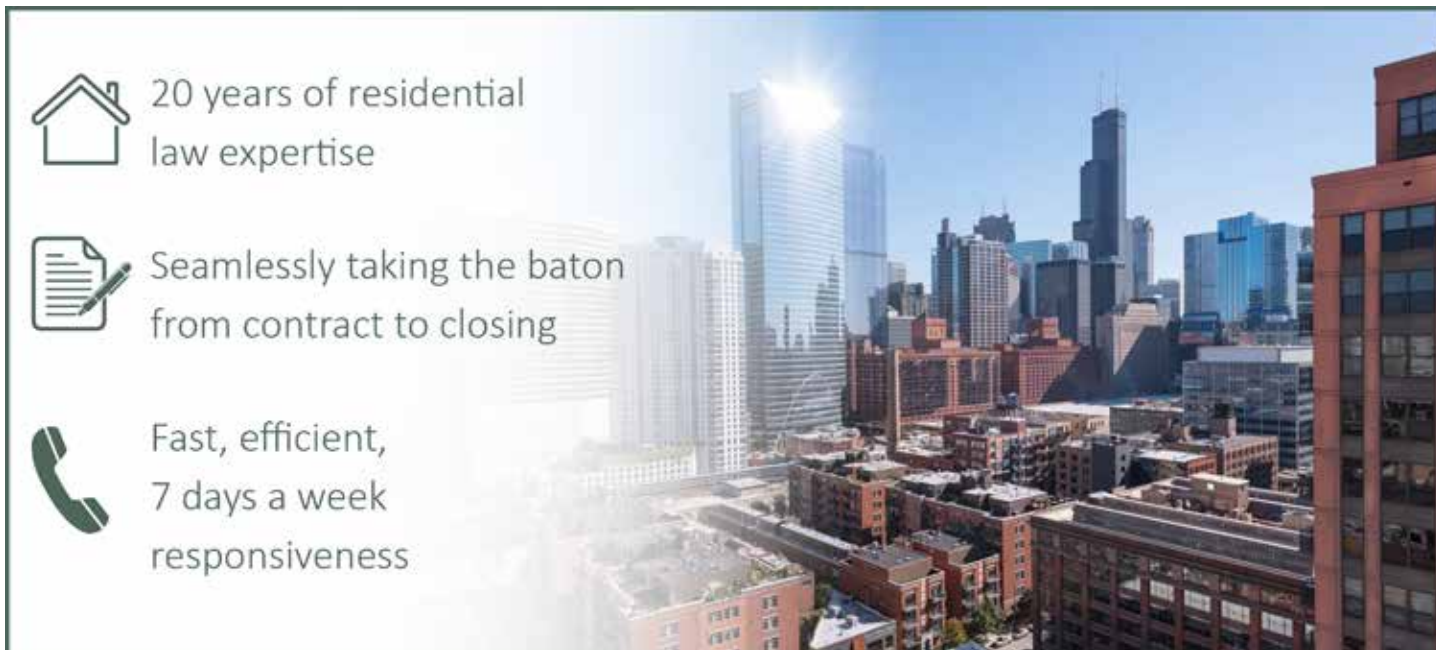
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BRIAN MOON

▶ agent feature
By Chris Menezes
Photos by Lauren Kirkbride

FINDING FULFILLMENT



For Brian Moon, becoming a father was life-changing. It not only helped him heal the grief of losses early in life at a deeper level—Brian lost his own father at age six, his brother at fourteen, and his mother at thirty—but it also provided him a clearer path for his future, filling him with the drive and motivation to be the best father, husband, and REALTOR® possible. ...



Brian with his wife, Lindsey, and their three children: Parker (six), Declan (four), and Everly (two).



“Becoming a father healed and filled some massive voids in my heart,” he says. “I didn’t know it until my [eldest] son, Parker, was born, but I was looking forward to giving my children something I never really had: a dad. I immediately felt an extra amount of responsibility, seeing Parker for the first time.”

That sense of responsibility catapulted Brian into thinking about building his own real estate team. Until that point, he had always worked on other teams. After all, he started out working as a real estate assistant for his godfather, Tom Walsh, of @properties. Tom was the one who persuaded Brian to enter real estate back in 2001. Brian was working as an options trader at CBOE for Van der Moolen, a Dutch equity trading firm when Tom first tried to convince Brian to leave finance and join him. After two years of grinding out long days in the stock market, Brian finally gave in, called Tom, and asked if his offer still stood. Brian quit his job that day. He decided to not only get his broker’s license, but to also go back and get a degree

in marketing and communications from the University of Illinois. During his summer and winter breaks, Brian worked as an assistant to Tom, who was then with Property Consultants.

Armed with those years of experience, Brian set off to build his own real estate business in 2004. He has always been passionate about his work, but once Brian started to have kids in 2013, he would get an extra boost of motivation every two years or so when he and his wife had another child. All three of their kids—Parker (six), Declan (four), and Everly (two)—were planned home births because, as Brian puts it, his wife, Lindsey, “is a savage! She’s amazing...unicorn kind of woman!”

Although they planned for Parker to be born at home, Lindsey was in labor for twenty-eight hours and finally had to be transferred to the hospital. “The whole transfer felt like a movie,” says Brian. Their second child, Declan, was born at home. Brian caught him in the birthing tub in their living room. “It was a very spiritual moment, much more peaceful than our first experience,” he says.

Their third child, Everly, came so quickly that Brian almost missed it.

Everly was two weeks early, and Lindsey was in heavy labor for only twenty-five minutes. Brian was out of the house, getting the birthing tub. By the time he entered, the baby was about to be delivered. He ripped the shower curtain off, tossed it on their bed, and fifteen seconds later, he caught Everly, unwrapped the umbilical cord, and placed her on Lindsey’s chest. Only, Everly wasn’t breathing.

“I ended up giving her mouth-to-mouth with [help from] our midwife on the phone,” says Brian. “Thank the Lord she let out her first cry! Later that day, I cried five different times—my subconscious releasing [both] the fear I had and the joy I felt to have a healthy child. What they say is true: girls are truly remarkable. She had my heart at first sight,” says Brian.

Today, Brian runs the Moon Group at Keller Williams Lincoln Park, and is driven every day to be the best he can be for his three kids. “Being a father refines me every day, and drives me to give my kids the healthiest homelife possible.”

“Although balancing work and family is not easy, I find that if I set intentional goals to prioritize both in appropriate ways, the easier it is for me to clearly see where my attention is, and where it might need to shift. If you implement a plan and stick to it, you can create a wonderful life,” he says.

Brian’s favorite times with his kids involve dance parties and wrestling, and their bedtime routine of reading stories, praying and giving thanks for the day’s blessings, and





Brian with his family on their surf trip vacation in Oahu in 2019.

“
 Being a
 father
 refines me
 every day,
 and drives
 me to give
 my kids the
 healthiest
 homelife
 possible.”



Brian with his children for their nightly bedtime routine.

... singing songs which is very special to him. Brian also loves the water—sailing, surfing, paddleboarding, diving, swimming—and he once saved a man from drowning in Maui. At home, Brian enjoys cooking, and was close to being cast on the television show *MasterChef*.

At the end of the day, Brian is just grateful to be a father and have the ability to give his kids a great life. “I have the opportunity to love my kids the way I think my own father would have loved me; the chance to leave a legacy far beyond my own life; the chance to share my hopes, dreams, and aspirations with my children (who can learn from my shortcomings), and inspire them to do great things in their own lives.”

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DAVE AND DAVE OUSLEY WITH BUILDING SPECS OF ILLINOIS, INC.



Father and Son

“I was never more scared in my life than the day we strapped our one-day-old, firstborn son into a car seat and drove home,” says Dave Ousley Sr., owner of Building Specs of Illinois, Inc., regarding his son and business partner, Dave Ousley Jr. “I just had no idea how to be a father, and I was terrified of the new responsibility.”

...

▶ partner spotlight
By Chris Menezes
Photos by Sonya Martin

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Similar to being launched into a completely new stage of life as a father, Dave Ousley Sr. had no previous experience as a home inspector when he joined the profession in 2002. Home inspections weren't nearly as terrifying as fatherhood, however, and he charged headfirst into the industry. He secured his position as a preferred home inspector for Baird & Warner after a long cold-call conversation, and a series of polite, yet persistent, follow-up emails with Bob Stefani. Dave Sr. turned five initial inspection opportunities into 225 by the end of his first year.

To date, father and son have conducted over 15,500 property inspections. They do each and every inspection together so that every inspection gets two sets of eyes, thus providing remarkable attention to detail and reduced inspection time. Their dedication, integrity, and experience produce top-quality inspections, and have earned them a long list of happy clients.

Aside from being a local, father-son team, Building Specs Illinois, Inc., is perhaps best known for their reasonable rates and state-of-the-art reporting system. They have developed such a reputation throughout the greater Chicago area that they were filmed conducting home inspections twice by HGTV, appearing on the television series *My First Place* in 2009.

"We have tremendous reviews online and have earned trust



“ I try to teach all my children to be compassionate and understanding. Having patience and courage will help them to do what is right in tough situations. ”
- Dave Sr.

and respect with hundreds of REALTORS® throughout the Chicagoland region,” says Dave Sr. “But the most rewarding and fulfilling part of our work as Building Specs of Illinois, Inc., is educating clients, especially first-time buyers, to make a confident and well-informed decision on their new home purchase.”

With all that Dave Sr. has achieved in building his business from the ground up, nothing makes him happier than being a father. “Being a father has been, without a doubt, my greatest sense of achievement, pride, and inspiration,” says Dave Sr. “Being a father has taught me about unconditional love, and reinforced the importance of giving back. Also, the day Dave Jr. was born, I developed an incredible appreciation for my wife—more than any appreciation I ever had. She produced a life, my son, transformed me into a father, and launched me into a new stage of life.”

Dave Sr. and Kathy, his wife of thirty-five years, have four adult children—Toni Marie, Dave Jr., Ryan, and Jami—and five grandchildren. They enjoy spending as much time as they can together, and vacation in Key West every year. “We take our family vacation when the industry slows down over the holidays,” says Dave Sr. “We rent a condo and the entire family stays in one place. It's extremely rewarding to see my family enjoy something that we work hard for all year.”

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Dave Jr. joined Dave Sr. in 2011, creating the father-son team known today. Dave Jr. has been instrumental in the company's evolution. "Dave Jr. has enormous pride and integrity in whatever he does, and he does it well all the time," says Dave Sr. "I try to teach all my children to be compassionate and understanding. Having patience and courage will help them to do what is right in tough situa-

tions, and being loyal with family and friends will allow others to trust them." Dave Jr. not only brought his compassion to the company, but he brought new ideas. "When Dave Jr. joined the business, we were doing paper reports and delivering them the next day," says Dave Sr. "Now we offer digital reports that are delivered to our clients within an hour of inspection completion." The company focuses on staying ahead of the curve and up-to-date on technological advances, including the use of drones when necessary.

Dave Jr. spends a majority of his time managing the day-to-day business operations. In his spare time, he travels to race his Turbo Camaro and his Nitrous Hayabusa motorcycle. "I have always been competitive, and strive to be the best," says Dave Jr. "I treat my work the same by trying to learn new things and staying up-to-date on all of the new trends to keep our clients and real estate agents happy."

For more information about Building Specs of Illinois, Inc., visit www.buildingspecschicago.com, or give them a call at 847-281-6605.



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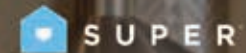
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AN AGENT CANNOT SCALE WITHOUT THE PROPER SYSTEMS IN PLACE



business
By Mike Opyd

When I ask agents about their goals for the upcoming year, a common response I hear is that they want to double their production. Unfortunately, when I ask about their plans for how they will accomplish that goal, most do not have an answer for me. In my experience, most agents have no idea how to do this. They default to saying they want to double their production because it sounds good; it sounds ambitious. But realistically, it is not always an attainable goal.

Why might it be unattainable? Let's say an agent just did \$5,000,000 in production and their average sale price is \$250,000. Broken down, that is twenty deals for the year. So in order to double this, an agent would have to produce, roughly, another twenty deals in the next twelve months, on top of the twenty needed to maintain their current production status. Where is that extra production going to come from? Don't say Zillow!

In keeping with my example above, an agent producing \$5,000,000 annually has likely been in the industry for a few years, and has grown their business year-over-year. Many newer agents, because they have

smaller production numbers, are usually able to see their production double quickly. But when an agent is producing at \$5,000,000 and above, I typically see an increase in the time it takes to double production.

But let's say the agent in my example really believed they could double their business, that this was truly a goal of theirs. Where would they start? In my last article, I explained how having systems in place for every part of your business—from how to handle a lead to building email templates—can help save you time. On top of having systems, it can be beneficial for agents to be extremely organized so they can handle additional business. Good systems and organization allow agents to scale their businesses to the next level and beyond, whether that is to increase their business year-over-year, or to build a team.

In order for an agent to truly scale up when the time comes, it is important that they put in the legwork beforehand. First, they should put all of the systems in place that will allow them to take on the additional business. Next, they should be marketing themselves to their database on a regular basis. Finally, they should have a game plan for social media.

From my observations of REALTORS®, an agent usually sees a major jump in their business in years five to seven. That's because people typically move every five years⁽¹⁾. So if an agent is marketing to their database properly, the first people they worked with will likely be selling around this time. The good news is that an agent might not only get the listing, but they might also get a sale that is typically at a higher price point, given that most people tend to buy "up" in price until the later stages of their lives (think of couples having kids and needing to move). At the same time, as people move up in price, so usually do the people with whom they surround themselves. So, if they're doing their job right, not only will an agent get their past clients as repeat clients, but they will also benefit from being referred to their clients' friends and family who are in similar circumstances.

Scaling a business comes down to being prepared. It doesn't matter if you are a brand-new agent or a veteran, there are always opportunities to scale your business. This doesn't mean you have to double your business or start a team. It can mean something as simple as doing a few more deals than the year before. Everyone is going to have a different idea of what scaling means, but the one constant for anyone who wants to do more business is making sure they are prepared to do so. There are thousands of examples of companies that grew too fast and ended up failing because they did not prepare well by putting the right, and enough, systems in place to truly scale.

If your goal is to scale your business up, I recommend you start by putting all of the necessary systems in place so your business can essentially run itself. Organize it down to the smallest detail, and make sure that you have a real game plan for the additional business. If you don't, you might end up among the eighty-seven REALTORS® each year who fail within the first five years of their career⁽²⁾.

1. <https://www.mymovingreviews.com/move/how-often-and-why-americans-move/>
2. <https://www.tomferry.com/blog/87-of-all-agents-fail-in-real-estate/>

About the Author:

Mike Opyd is the owner of RE/MAX NEXT, a brokerage specifically designed to help an agent's business grow without the limitations of a traditional real estate company. In addition to owning RE/MAX NEXT, Mike is a top producing agent. He has been recognized by Chicago Agent Magazine as a "Who's Who" REALTOR® in 2014, 2015, 2017, 2018, and 2019.

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LENDING A HELPING HAND IN REAL ESTATE AND LIFE



Joel's primary goal in life is to help others, which explains why, fourteen years ago, he chose a career that allows him to help dozens of people find a home each year. ...



“I feel like it’s my mission to make the people around me happy.”



“I feel like it’s my mission to make the people around me happy,” claims Joel. “I know I can help almost anyone I meet in some form or fashion. I often say, ‘My passion is being a networker, connector, educator, and advocate, and I just happen to run a top one-percent real estate business.’”

The desire to help and teach others motivated Joel to become a father too.

“Having and supporting a family has always been a core value of mine,” explains Joel. “And being a father is a physical manifestation of being able to fulfill my dreams. I’m not just helping clients or employees; I am fully shaping an individual who will make an impact on society.”

Joel became a father three years ago, when his son, Jace, was born. And in late 2019, Joel and his wife,

Elizabeth, became parents twice over with the birth of their second son, Brayden.

“Brayden is a calm and an incredibly happy baby,” says Joel. “Jace, on the other hand, is a ball of energy and loves to be wild. He’s a social butterfly, and I can already tell he’s going to be an expert negotiator.”

Real estate is a demanding career that often involves odd hours and weekend work. So when Joel became a father, he had fears about how he could be productive when so much of his time and energy would be dedicated to his family. Not only did Joel figure out how to manage his time, but he also discovered that being a father offered invaluable career benefits.

“Being a father taught me to be patient, to adapt better, to understand a perspective that might drastically differ from mine, and [to understand] that time is incredibly valuable,” notes Joel. “I’m

surprised at how much being a parent has elevated my relationships with clients—we all relate to the craziness and joy of parenting. And it has improved my ability to be more open and understanding with my team members, [that’s important because, to me] they are just as much a part of my family.”

Joel is grateful for the support of his wife, Elizabeth, who takes care of their kids when he’s in “work mode,” and his team and business partners who drive the business when

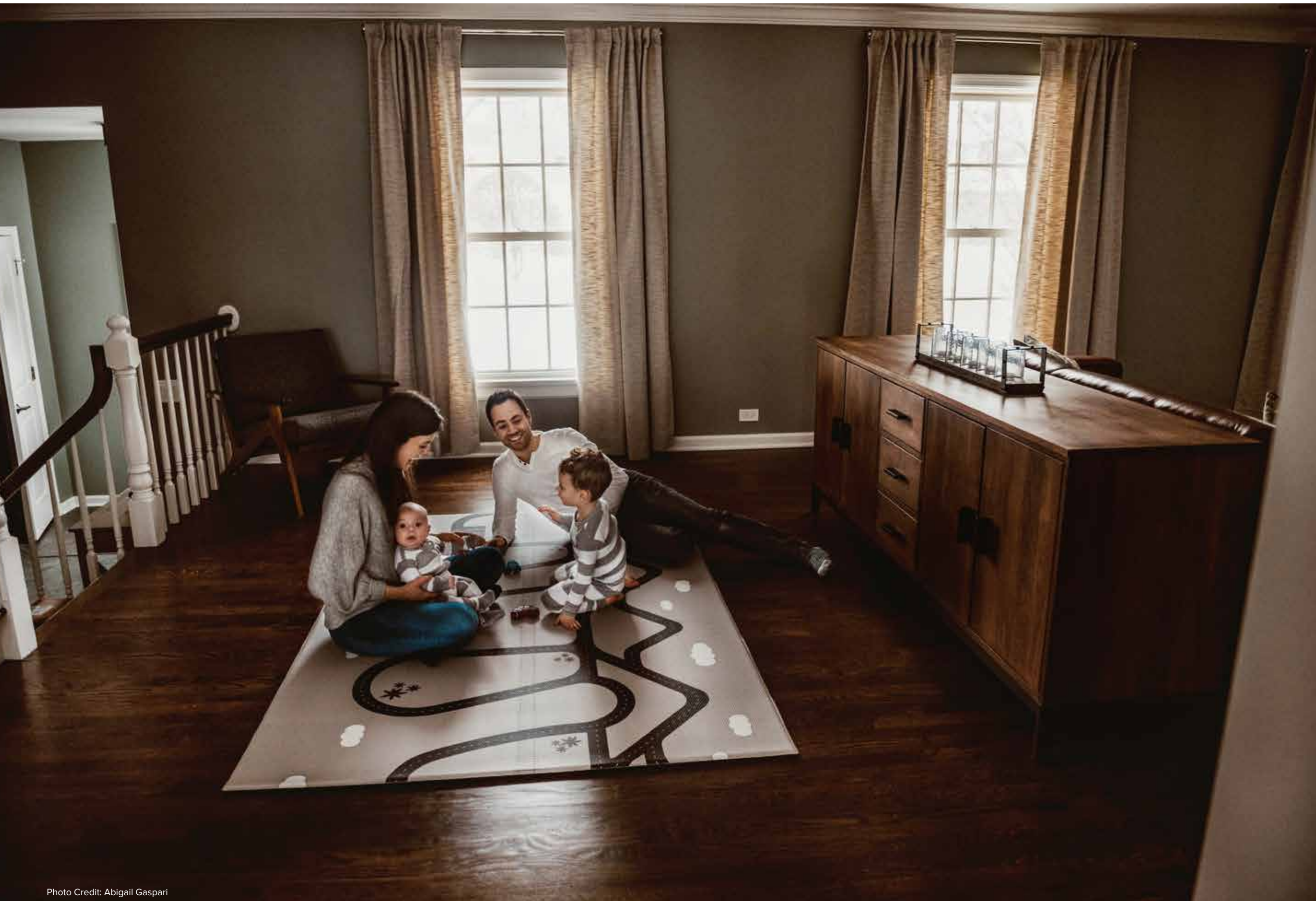


Photo Credit: Abigail Gaspari

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he needs to focus on family. It's to this community that Joel credits his success.

Of course, much of Joel's success comes down to the REALTOR® himself. He appreciates the flexibility of the job, but enjoys working in an office and having a team that supports each other. He likes having direct interactions with customers while still working with talented partners. He enjoys the freedom of an incentive-based career that is best harnessed by putting structures, models, and systems into place.

And, according to Joel, it's this last concept that seems to elude many REALTORS®: they lack the discipline needed to run a business.

"When I speak to people who are considering a career in real estate, I often mention that being successful has nothing to do with enjoying looking at homes," notes Joel. "It is about helping people with a basic human need, and running a business that supports as many people as possible without sacrificing quality."

A teacher and mentor at heart, Joel also shares words of wisdom with new and expecting fathers. "Know that you are going to break. There is no way you can be there for your clients, your kids, and your spouse 100 percent of the time when you are trying to figure things out and are running on no sleep."

To maintain your sanity, Joel recommends doubling down

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Photo Credit: Abigail Gaspari

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on time management and communication, and relying on your team to help out.

“Let your clients know that non-time-sensitive questions might take longer to answer,” advises Joel. “And don’t try to be with your family and [do] work at the same time. You won’t be successful. Block off [separate] time for work and family, and then be 100 percent committed to what you’re doing.”

He also emphasizes the importance of taking the necessary time off after the birth of your child. He took three to four weeks off for each child, and is eternally grateful for the time he was able to spend with his family. And is incredibly grateful for his team to allow this kind of structure.

When Joel’s not educating his clients, mentoring colleagues, or sharing advice with other REALTORS®, he’s teaching his older son to help others.



Joel enjoying a trip in Mexico.

“One of our favorite books is *Have You Filled a Bucket Today?* by Carol McCloud, which is a great story about how you can make people feel better or worse with your actions,” states Joel. “I hope to teach my children to be kind to themselves, be respectful of others, and love the world around them.”

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THE KEYS TO INTERNET LEAD CONVERSION AND THE VALUE OF AN ISA



business
By Ro Malik

A quick search online for “real estate internet leads” will pull up hundreds of hits on how to obtain new leads. There are countless real estate lead providers touting various ways to obtain large quantities of leads for a small investment. Most real estate agents think of an internet lead as a person who is inquiring about a specific property, or someone who is actively ready to buy or sell a house. However, the truth is that about 50 percent of leads won't buy or sell their properties for another eight to fourteen months. For many REALTORS®, these leads become lost opportunities because they don't consistently follow up with them, so they end up losing the client to other agents. The part that most agents do not realize is that it takes a combination of lightning-speed, systematic follow-up and long-term lead nurturing to convert leads into clients. In fact, the right type of nurturing will help you reduce the number of unqualified leads you are purchasing online.

The Top Three Ways to Convert Internet Leads

1. Speed in contact: Call every lead within five minutes of the lead coming in.

2. Systematic lead follow-up: I recommend having a process in place that prompts you to call, email, and text every lead multiple times over the course of the first ten days in order to achieve direct contact.

3. Long-term lead nurturing: On average, internet leads close eight to fourteen months after the moment they begin their research online. Consider following up with your leads for a minimum of a year before you designate them as cold.

Leverage

A huge mistake many REALTORS® make is to try to do everything themselves. It is impossible to successfully complete all the tasks a REALTOR® needs to do in one day (and still get some sleep) without proper support systems in place. Purchasing leads doesn't guarantee that you are going to close deals; you must do the work. However, it's not only the amount of work it takes to contact and convert a lead that's a factor, it's also the timing of things. Remember that leads come in at all times of the day, including evenings, nights, and weekends, which is exactly when agents are at appointments and showings, or spending quality time with family and friends.

It's extremely time-consuming to sift through endless stacks of unqualified leads to find the motivated prospects who are actually ready to make or start a transaction. So, why do we even bother with internet leads? Well, quite simply, if handled correctly, they can still provide you with significant ROI. That's right, buying internet leads is an investment, and you should take great care of that investment. The best value for your time and money is to have someone, besides yourself, who is specifically trained in the skill of determining and cultivating leads. You need leverage. An inside sales agent (ISA) is a skilled sales professional who can call all of your leads within five minutes, and follow up, scrub, and nurture those leads while you focus on working with qualified prospects and closing deals.

Nurture, Nurture, Nurture

One of the best ways to build a strong relationship is to start adding value in the nurturing process upon contact. Stop treating a lead like *just* a lead. Immediately make the prospect a part of your database—after all, these people have names, personalities, and needs in the home-buying and selling process. Treat them like clients immediately, and if they become qualified, your risk of losing them is minimal. Further, maintaining the relationship after closing, and using your database to systematically touch/connect with them at least thirty-three times per year will

boost your ROI without your having to spend extra money and time on generating or buying new leads.

Inside Sales Agents

By far, the most demanding part of nurturing leads that aren't ready to act yet is the time and effort it takes to actively and consistently follow up with them. It takes a lot of organization and a large time commitment. This is where a real estate ISA will take off the pressure of remembering how often to call and follow-up. An ISA will make the continual calls until the lead either enters the active search phase or becomes a dead end. This can save you hours of time and ensure that no leads will slip through the cracks. If you're not attempting at least fifty (or more) touches per lead over the course of an entire year, then it might be time to hire an ISA or a team of ISAs.

About the Author:

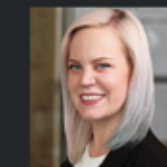
Ro Malik is the Co-Founder and CEO of Conversion Monster which is a company of Inside Sales Agents (ISA's) that are helping real estate agents all over the country convert internet leads into closings. Conversion Monster won the Grand Prize at FutureCon in 2019 (a technology pitch battle co-hosted by Keller Williams Realty, Inc. & Lab Coat Agents). Ro also runs a top producing real estate team called Chicago Homes 360 @ Keller Williams Chicago - Lincoln Park.

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JOSH LIPTON

On the Ultimate Adventure

Josh and Jordyn with their daughter, Leni.



Although Josh Lipton has worked hard throughout his life to accomplish his many professional successes, his newest venture into fatherhood is by far the most challenging, exciting, and exhausting one to date, requiring all of himself.

Josh grew up in Northwest Indiana and attended Indiana University where he earned his undergraduate degree from the Kelley School of Business. Following college, he worked as an analyst at JP Morgan, and then at Madison Realty Capital, a real estate private equity fund in Manhattan. The market crash of 2008 spurred him to return to Indiana University to pursue his dream of obtaining a law degree.

After passing the Illinois bar exam, Josh worked in-house at an investment bank in Chicago, focusing on the commercial mortgage-backed securities market. Then, one Wednesday, on a whim,

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and in large part due to a “life epiphany,” he says, Josh signed up to take the real estate broker’s exam because he realized that as an attorney, he was exempt from the classroom requirements. He took and passed the exam that Friday. He quit his job the following Monday and hasn’t looked back since. He saw that the real estate industry offered him “limitless opportunity” where he did not have to wait for things to happen, but he could make them happen!

In 2015, Josh entered the residential real estate industry and hit the ground running: he was named CAR®’s Rookie of the Year. In 2016, he was named a Top Producer by CAR® and was featured in *Chicago Agent Magazine’s* “Who’s Who in Chicago Real Estate,” and since 2017 he has been a Top 1% Producer. In 2018, he was recognized by *Crain’s Chicago Business* as one of the Most Influential Residential Real Estate Brokers in Chicago. The years 2017 and 2018 brought personal joys too: he and his wife, Jordyn, were married in 2017, and their daughter, Leni, was born in 2018. In 2019, Josh and his business, Lipton Luxury Living, were named in *Modern Luxury’s* list of Real Estate Visionaries, as well as Chicago Power Players.

All of those professional accolades and achievements, however, didn’t compare to the day Leni was born. “Seeing my daughter for the first time was the most amazing and indescribable feeling, while at the same time the most exhilarating, exciting, and eye-open-

ing experience—not knowing what to expect bringing a human into the world for the first time,” he says. “It has undoubtedly been all of those things, and while exhausting at times, it’s far and away the most rewarding experience that I wouldn’t trade for the world!”

Becoming a father certainly helped put things into perspective for Josh. More than ever, he realized the importance of balance, which he admits is an ongoing struggle and a work in progress for him. “As a father, I want to provide for my family, to give my wife and daughter the best life possible, which naturally means working long hours to keep my pipeline full and get deals done. But it’s equally important to be home as much as possible so I can be present and not miss all the precious moments with Leni, as she is growing up so quickly. No size deal or industry accolade is worth missing out on special moments in Leni’s life.”

Knowing how much energy and passion Josh puts into his business definitely puts the challenge of balance into perspective. The son of an interior designer, Josh has a knack for creating an overall vision of a property, helping clients appreciate its true potential and future value, whether through light remodeling, complete gut renovation, or ground-up construction. A true entrepreneur with a broad vision, Josh’s business has, as a result, evolved from working with developers and builders on land acquisitions and new construction, to becoming a developer himself.



“Each day truly is a new adventure!”

When asked what he enjoys most about his career in real estate, he says, “Each day truly is a new adventure! Just as no two properties or development projects are alike, the same applies to my buyers, sellers, and development partners—each having different motivations and objectives. Also, real estate is the epitome of a relationship business, and I am so thankful that 90 percent of my business is largely driven from repeat clients and referrals that continually place their trust and confidence in me.”

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Josh and his wife, Jordyn.

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As much as Josh enjoys the daily adventure of real estate, the best part of his day is coming home to spend time with Jordyn, Leni, and their two dogs, Hank and Levi. "At the end of a long and stressful day, there is absolutely no better cure-all than coming through the back door, locking eyes with Leni, and having her run over to me and jump into my arms," he says.



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MATTHEW NEISTAT



Inspiring the Next Generation to Take a Leap of Faith

Growing up in Buffalo Grove, Matthew Neistat was influenced by his parents in big ways. From his mother, he learned to be kind, even when life gets hard. His father taught him that it's okay to take a leap of faith. Matthew's father was working as a CFO for a big developer when he decided he wanted to build houses instead.

"I'm sure it wasn't an easy decision for him," reminisces Matthew. "He had a family of three relying on him. But I remember going to the homes he built and thinking that it was so cool he did that. And it was his prosperous leap of faith that inspired me to take my own."

After earning a degree in hotel and restaurant management, Matthew worked in restaurants for nine years. But after spending some time in the industry, Matthew realized that he disliked the work. Around that time, an opportunity to enter real estate emerged.

Matthew remembered how he enjoyed accompanying his uncle and grandfather, both developers, onsite when he was young. But thinking of his dad gave him the courage he needed: Matthew thought back to the joy he felt walking through the homes his father built, and he knew, through his father's experience, that taking a leap of faith can pay off, so he seized the opportunity. Eight years later, he hasn't regretted it for a second.

...



“I love that, as a REALTOR®, I get to interact with people one-on-one every day,” claims Matthew. “Each day and each conversation is different. Some friendships have even emerged from the work, which is really awesome. Plus, I get to help people find a place to make memories or money—and sometimes both.”

Along the way, he met his wife, Jaclyn, and almost two years ago, Matthew became a father.



Matthew's father with his son.



Matthew with his wife, Jaclyn, playing with their son, Mason.

Photo credit: Renee Gooch



Matthew with his grandfather.

“Being a father means everything to me,” states Matthew. “At this point, I can’t even remember what life was like without my little man. There is nothing like the feeling of walking through the door at the end of a long day and seeing your child running towards you saying ‘Daddy!’ with a big smile. The world and all its problems just fade away.”

Though fatherhood brings a lot of joy, it also brings a bit of pressure. Fortunately, Matthew has been able to take that pressure and transform it into a drive like he’s never felt before in his career.

“I knew our expenses were going to increase and I never wanted my wife or kid to feel like they didn’t have enough,” explains Matthew. “Not in terms of material possessions, but in terms of paying the bills and avoiding that feeling of always being stretched. I wanted to eliminate that stress from their lives.”

But despite his long hours and hard work, he always makes time for his son, Mason. As Mason grows, Matthew teaches him to always do the right thing.



“I want him to feel the way I feel when I wake up—excited to go to work. As long as he’s happy, I’m happy.”



• • •

“I always remind my son that sometimes it feels like you’re in last place,” says Matthew. “But you’ll win every time if you do the right thing and have character. Without it, all the success in the world is meaningless.”

Imagining what his son might do with his life one day, Matthew claims he doesn’t care as long as his son is happy. He knows all too well what it feels like to wake up and dislike what you’re doing with your life, and he hopes his son never feels that.

“I want him to feel the way I feel when I wake up—excited to go to work,” states Matthew. “As long as he’s happy, I’m happy.”

As for other fathers working in real estate, Matthew acknowledges it’s not easy because the job is so demanding, but you can make it work. The key is to make sure your kids understand that they come first. “When I’m at home answering a text or email, and Mason comes over to me and says, ‘Daddy sit’ or ‘Daddy play,’ I stop and spend a few minutes with him. It doesn’t have to be hours, but if you give them that moment, they will feel it.”

Having it all is much easier when you have a solid partner. Matthew describes his wife, Jaclyn, as a strong, caring, and charismatic person, who is also wildly successful in her job as the Dean of Student Services at the Ancona School in Hyde Park. Growing up as a child with learning disabilities, Matthew understands very well the value of Jaclyn’s work. “I’m not sure how she juggles everything. She’s a supermom.”

Whenever they have the chance, Matthew and Jaclyn enjoy traveling and spending time with family and friends. But much of their time is spent playing with their son.

“I love what I do, and I love being a father,” says Matthew. “Everything about it is wonderful.”

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▶▶ partner spotlight
By Jennifer Mitchell
Photos by Sonya Martin



Ryan Cotter

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Delivering the One-Two Punch of Career Success and Fatherhood

According to Ryan Cotter, being a father requires you to think fast on your feet. Fortunately, as a former boxer, being quick on his feet is something at which Ryan excels. Ryan started boxing at a young age, and became the captain of his college boxing team. Up until a few years ago, Ryan continued boxing to stay in shape, and he even boxed at charity events. But boxing was never his full-time gig. Instead, he is a contender in the mortgage lending world, specializing in low down-payment options on multi-family properties with two-to-four units.

Growing up in a blue-collar home near Wrigley Field, Ryan stepped onto his first construction site when he was eight years old, and he spent much of his childhood helping his family rehab homes. While attending Iowa State University, Ryan held an internship with a mortgage company and fell in love with the work.

“I love serving others and helping them create wealth,” states Ryan. “I’m particularly passionate about educating [people in the] underserved communities of Chicago about the opportunities that exist with multi-family, low down-payment, acquisition, and rehab programs.”

But clients and members of underserved communities aren’t the only ones who benefit from Ryan’s wisdom. He also educates REALTORS® about FHA financing.

“I see ‘no FHA financing’ in listings all the time,” claims Ryan. “But FHA is an amazing tool that helps buyers create wealth and income when used correctly. Unfortunately, there are some bad loan officers out there who don’t fully understand the guidelines or don’t have the foresight to see imminent problems. When an issue arises, they [mistakenly] blame FHA. When I see this note in a listing, I’ll reach out to the agent to help them understand why FHA loans can be a good thing. I ask why they believe an FHA loan may have caused an issue in the past, and I’m often able to pinpoint the real reason the transaction fell apart, and explain how FHA wasn’t the problem. The result is most often a quick and smooth close with FHA pre-approved buyers, and an agent who better understands FHA loans.”

Understanding FHA loans is complex for many, but for Ryan, it’s a piece of cake. Ryan’s challenge is balancing his work and family life. With five-year-old and nine-month-old sons, Ryan is always busy.

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“My five-year-old is super happy all the time, and the baby is super serious,” notes Ryan. “They love each other very much.”

Fatherhood has Ryan more focused than ever on how to be a good person to his family, community, and clients. Being a father requires you to be judicious, wise, brave, tender, and occasionally, willing to put on a costume and pretend you’re a character from your child’s favorite cartoon—at least in Ryan’s world.

When he’s not working or reenacting cartoons with his sons, Ryan loves going to the beach. In the summer, his family goes almost every weekend. But despite all the time spent at Lake Michigan,

Ryan claims to be a terrible swimmer. “If you were to throw a rock and me into a pool at the same time, it would be a race to the bottom.”

Of course, swimming was never Ryan’s favorite sport; that was boxing. Though Ryan stopped competing a few years ago, he still runs charity boxing events across the country where he convinces REALTORS® and lenders to lace up their gloves

•••



Ryan with his wife, Nicole and their two sons, Jasper and Griffin.



Ryan and his family at Chicago Holiday Train this last year. It is one of their family traditions and they go every year.



Ryan with the CEO of Big Brother Big Sisters, Art Mollenhauer and crew who helps him put on boxing events.

I'm particularly passionate about educating [people in the] underserved communities of Chicago about the opportunities that exist with multi-family, low down-payment, acquisition, and rehab programs.

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and “get punched in the face” to benefit great organizations focused on mentoring and aiding at-risk youth. Big Brothers Big Sisters of Metropolitan Chicago and LA, GRIP, and Mercy Home for Boys and Girls are just a few of the recent beneficiaries of Ryan’s charity work.

Looking at the future of his own children, Ryan confides that he’d selfishly love it if his kids chose to work with him, but he concedes that he’ll be happy as long as they find their own personal intersection of passion and purpose. And

whether or not Ryan’s kids will follow him into boxing remains to be seen. Right now, they’re more into hugs than jabs.

“One of our favorite things to do as a family is cuddle,” proclaims Ryan. “We like to say our family is ‘100 percent hugs.’”

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Paul Mancini

Playing Games and Playing Nice: Lessons in Fatherhood

Paul Mancini is, and always has been, a family man. He's very close to his family and loves spending time with them. So while Paul enjoyed working and living in Chicago for some years after graduating from Indiana University, he wanted to give his kids the amazing childhood he remembers, so he recently moved back to his hometown of Hinsdale.

Paul worked at Groupon as a sales executive for five and a half years. But five years ago, he felt ready for a change. Paul's father is a real estate attorney, and his brother is a lender at Guaranteed Rate, so Paul decided to get his real estate license so he could work with both of them.

"My dad is my idol," remarks Paul. "He's an honest, hard-working, fun-loving guy, and he's always a joy to be around. My career change has been great because we're able to do a ton of deals together."

Beyond working with his dad and brother, Paul loves real estate because every day is different—you never know what will happen, or who you will meet. And although he loves being a REALTOR®, for the past two years his most important job has been his role as a father.

"Being a father is the best job I have ever had," states Paul. "It has really helped me understand what truly matters in life, and it puts everything into perspective. Now, more than ever, I make sure I have my priorities straight."

When Paul and his wife, Amanda, had their first son, Paulie, almost two and a half years ago, it was one of the most significant moments in Paul's life.

"I felt like I was floating when I first saw him," remembers Paul. "He was a big baby at almost 9 pounds and 22 inches long. My other son, Luca, who was born in January, was also a big boy at 9 pounds and 21 inches. Having two sons

is the best. I love that I have little friends around the house to play with. I'm super playful, so I love being able to horseplay with the kids, and I can't wait until they're a bit older and we can play catch."

One of the biggest changes that came with fatherhood was realizing that it leaves no time for relaxation. Paul claims that life is now "go, go, go!" and personal time has gone out the window, but he wouldn't have it any other way.

Fortunately, Paul has great time management skills, and despite his busy schedule, he always finds time for both his clients and family—even if it means taking phone calls while giving the kids a bath.

Paul's parents still live in Hinsdale, and he's happy that he moved back to the area with his wife and kids.



Paul with his wife, Amanda.

▶ agent feature

By Jennifer Mitchell

Photos by Heather Allison Love Photography



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His kids will go to the same schools he attended as a child, something he's very excited about. Any spare time he has is spent with his wife, kids, and extended family.

"We go to the park every chance we get, and Paulie loves bike rides," says Paul. "It's really cool because we ride our bikes down the same streets I did when I was a kid. I also live near my sister, so we try to get together for playdates with her four kids as often as we can."

Though we celebrate Father's Day in June, Paul made sure to give a shout out to his wife, Amanda.

"My wife is the best mother and wife, ever," notes Paul. "She allows me to get my work done, and knows that family is my number one priority even though my phone rarely leaves my hand."

Paul hopes to teach his sons to be nice to everyone and to do the right thing, no matter what.

"Life is much better when you do things the right way," declares Paul. "My dad taught me to be nice, honest, and hard-working, and I hope my kids see that in me. It's how I aspire to live my life, and it's what keeps my clients coming back."

"I love that I have little friends around the house to play with. I'm super playful, so I love being able to horseplay with the kids, and I can't wait until they're a bit older and we can play catch."





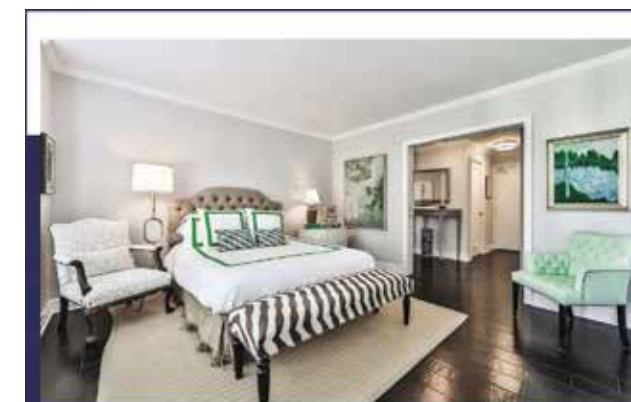
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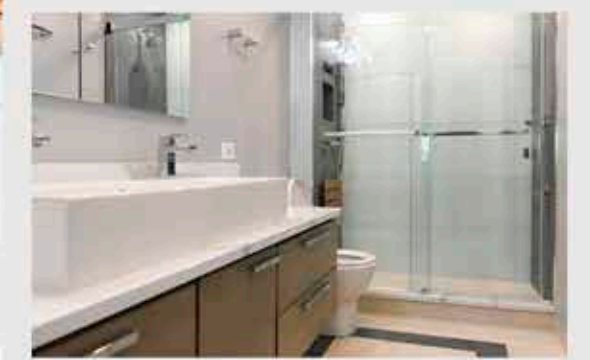
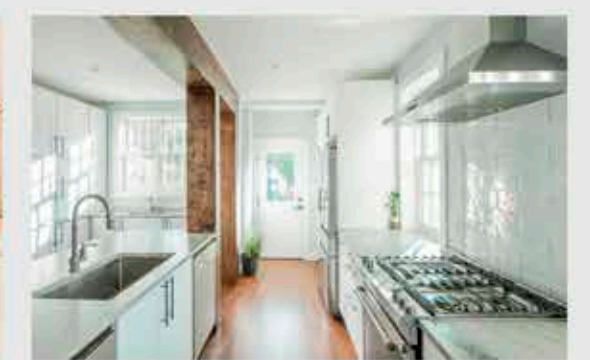


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TOP 250 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	49	\$57,465,000	21	\$28,497,500	70	\$85,962,500
2	Matt	Laricy	57	\$26,645,564	56	\$28,138,150	113	\$54,783,714
3	Emily	Sachs Wong	26	\$29,189,875	13	\$14,553,000	39	\$43,742,875
4	Mario	Greco	48	\$24,046,100	23	\$14,642,500	71	\$38,688,600
5	Leigh	Marcus	36	\$22,955,300	15	\$8,450,200	51	\$31,405,500
6	Karen	Biazar	43	\$21,490,084	9	\$6,328,000	52	\$27,818,084
7	William	Goldberg	27	\$19,067,819	11	\$6,286,500	38	\$25,354,319
8	Grigory	Pekarsky	20	\$5,882,813	30	\$14,986,050	50	\$20,868,863
9	Melanie	Giglio	16	\$10,308,800	25	\$10,439,600	41	\$20,748,400
10	Millie	Rosenbloom	7	\$8,381,500	10	\$10,647,500	17	\$19,029,000
11	Barbara	O'Connor	17	\$9,072,000	13	\$8,850,500	30	\$17,922,500
12	Keith	Brand	6	\$2,861,250	29	\$14,900,749	35	\$17,761,999
13	Carrie	McCormick	17	\$10,039,400	9	\$5,446,000	26	\$15,485,400
14	Gwen	Farinella	4	\$14,170,000	1	\$1,229,900	5	\$15,399,900
15	Timothy	Sheahan	20	\$13,275,500	5	\$1,881,450	25	\$15,156,950
16	Daniel	Close	5	\$2,781,500	18	\$12,302,888	23	\$15,084,388
17	Nathan	Wilks	15	\$7,392,775	18	\$6,974,700	33	\$14,367,475
18	Sam	Shaffer	7	\$3,320,000	21	\$10,028,400	28	\$13,348,400
19	Jill	Silverstein	6	\$4,361,500	11	\$8,771,000	17	\$13,132,500
20	Layching	Quek	0	\$0	20	\$12,782,500	20	\$12,782,500
21	Jennifer	Mills	13	\$7,851,400	6	\$4,912,000	19	\$12,763,400
22	Amanda	McMillan	11	\$5,871,500	9	\$6,839,500	20	\$12,711,000
23	Joel	Holland	13	\$6,959,500	9	\$5,579,800	22	\$12,539,300
24	Suzanne	Gignilliat	3	\$6,283,000	1	\$6,250,000	4	\$12,533,000
25	P Corwin	Robertson	9	\$12,295,843	0	\$0	9	\$12,295,843
26	Nicholaos	Voutsinas	5	\$2,728,750	18	\$9,403,300	23	\$12,132,050
27	Chezi	Rafaelli	10	\$10,425,000	2	\$1,580,000	12	\$12,005,000
28	Katharine	Waddell	8	\$3,529,000	16	\$8,199,000	24	\$11,728,000
29	Matthew	Liss	16	\$9,102,400	5	\$2,534,000	21	\$11,636,400
30	Paul	Barker	8	\$6,201,600	7	\$5,426,700	15	\$11,628,300
31	Tommy	Choi	12	\$5,192,000	12	\$6,341,850	24	\$11,533,850
32	Richard	Kasper	7	\$4,770,000	12	\$6,634,515	19	\$11,404,515
33	Julie	Busby	10	\$7,064,250	8	\$4,254,600	18	\$11,318,850
34	Ivona	Kutermankiewicz	13	\$8,756,650	4	\$2,319,000	17	\$11,075,650

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Jennifer	Ames	10	\$8,586,000	4	\$2,479,500	14	\$11,065,500
36	Lauren M.	Wood	9	\$5,112,000	10	\$5,904,000	19	\$11,016,000
37	Daniel	Glick	6	\$5,174,000	9	\$5,830,650	15	\$11,004,650
38	Brad	Lippitz	14	\$8,472,000	7	\$2,527,500	21	\$10,999,500
39	Sophia	Klopa	15	\$9,242,800	3	\$1,343,000	18	\$10,585,800
40	Hayley	Westhoff	9	\$4,137,000	6	\$6,272,000	15	\$10,409,000
41	Jason	O'Beirne	19	\$9,939,400	2	\$305,000	21	\$10,244,400
42	Kevin	Hinton	12	\$5,548,682	14	\$4,604,500	26	\$10,153,182
43	Joshua	Lipton	7	\$5,923,000	5	\$4,116,000	12	\$10,039,000
44	Melanie	Everett	4	\$2,093,000	17	\$7,945,700	21	\$10,038,700
45	Kimber	Galvin	11	\$7,018,000	5	\$2,991,900	16	\$10,009,900
46	Kelly	Angelopoulos	6	\$4,609,500	8	\$5,221,000	14	\$9,830,500
47	Benyamin	Lalez	3	\$1,445,000	17	\$8,320,400	20	\$9,765,400
48	Deanne	Thomas	1	\$4,250,000	2	\$5,225,000	3	\$9,475,000
49	Joanne	Nemerovski	5	\$5,930,000	4	\$3,495,000	9	\$9,425,000
50	Sara	McCarthy	9	\$3,754,000	10	\$5,664,400	19	\$9,418,400

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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TOP 250 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Debra	Dobbs	7	\$7,014,000	5	\$2,195,000	12	\$9,209,000
52	Stephanie	Cutter	10	\$5,740,000	7	\$3,374,500	17	\$9,114,500
53	Ryan	McKane	16	\$7,173,800	3	\$1,762,500	19	\$8,936,300
54	Melissa	Siegal	8	\$4,966,750	6	\$3,819,000	14	\$8,785,750
55	Nadine	Ferrata	9	\$6,022,000	5	\$2,759,499	14	\$8,781,499
56	Alishja	Ballard	11	\$6,469,501	3	\$2,166,500	14	\$8,636,001
57	James	D'Astice	4	\$1,417,000	16	\$7,207,000	20	\$8,624,000
58	Frank	Montro	34	\$6,368,200	17	\$2,212,575	51	\$8,580,775
59	Danielle	Dowell	13	\$6,789,000	5	\$1,720,500	18	\$8,509,500
60	Beata	Gaska	11	\$8,472,900	0	\$0	11	\$8,472,900
61	Brent	Hall	12	\$8,001,400	1	\$376,000	13	\$8,377,400
62	Bari	Levine	9	\$4,853,000	5	\$3,330,000	14	\$8,183,000
63	D	Waveland Kendt	9	\$4,137,000	5	\$3,984,500	14	\$8,121,500
64	Paul	Mancini	6	\$2,408,500	8	\$5,674,000	14	\$8,082,500
65	Lance	Kirshner	10	\$4,785,900	6	\$3,217,900	16	\$8,003,800
66	Rubina	Bokhari	3	\$2,785,000	5	\$5,153,900	8	\$7,938,900
67	Lisa	Sanders	12	\$5,326,500	4	\$2,582,500	16	\$7,909,000
68	Camille	Canales	7	\$3,278,900	9	\$4,623,013	16	\$7,901,913
69	Melissa	Govedarica	11	\$6,829,400	2	\$1,040,000	13	\$7,869,400
70	Scott	Curcio	6	\$2,320,900	14	\$5,477,400	20	\$7,798,300
71	Cynthia	Sodolski	6	\$4,415,000	6	\$3,295,900	12	\$7,710,900
72	Rachel	Krueger	7	\$6,941,400	1	\$750,000	8	\$7,691,400
73	Nicholas	Colagiovanni	8	\$4,294,500	3	\$3,384,000	11	\$7,678,500
74	Steve	Otwell	0	\$0	15	\$7,610,650	15	\$7,610,650
75	Alexandre	Stoykov	1	\$550,000	16	\$6,959,500	17	\$7,509,500
76	Robert	Picciariello	17	\$7,449,999	0	\$0	17	\$7,449,999
77	Michael	Rosenblum	8	\$4,399,000	4	\$3,025,000	12	\$7,424,000
78	Joseph	Kotoch	3	\$1,942,000	9	\$5,459,500	12	\$7,401,500
79	Jennifer	Liu	13	\$6,264,200	2	\$1,040,000	15	\$7,304,200
80	James	Buczynski	8	\$5,330,000	4	\$1,847,000	12	\$7,177,000
81	Santiago	Valdez	12	\$3,407,500	12	\$3,747,000	24	\$7,154,500
82	Colin	Hebson	10	\$4,710,000	7	\$2,378,000	17	\$7,088,000
83	Jennifer	Bell	8	\$3,796,500	7	\$3,262,650	15	\$7,059,150
84	Amy	Duong	5	\$1,570,300	8	\$5,468,000	13	\$7,038,300

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Patrick	Teets	5	\$3,824,000	4	\$3,202,000	9	\$7,026,000
86	Ken	Jungwirth	6	\$2,926,500	6	\$4,072,500	12	\$6,999,000
87	Elena	Theodoros	8	\$4,588,500	2	\$2,287,000	10	\$6,875,500
88	Christopher	Engelmann	1	\$326,000	13	\$6,549,100	14	\$6,875,100
89	Survi	Kobawala	0	\$0	14	\$6,854,150	14	\$6,854,150
90	Kieran	Conlon	6	\$4,016,250	3	\$2,776,000	9	\$6,792,250
91	Reve'	Kendall	14	\$5,520,500	1	\$1,240,000	15	\$6,760,500
92	Danny	Lewis	8	\$3,320,000	5	\$3,425,000	13	\$6,745,000
93	Connie	Engel	7	\$3,115,000	6	\$3,573,500	13	\$6,688,500
94	Beth	Gomez	6	\$2,815,050	5	\$3,873,000	11	\$6,688,050
95	Deborah	Hess	10	\$4,477,200	5	\$2,150,500	15	\$6,627,700
96	Landon	Harper	8	\$5,182,000	1	\$1,430,000	9	\$6,612,000
97	Karen	Schwartz	7	\$3,588,000	5	\$3,014,900	12	\$6,602,900
98	Lynn	Weekley	12	\$5,238,963	3	\$1,358,000	15	\$6,596,963
99	Elizabeth	Brooks	4	\$6,569,632	0	\$0	4	\$6,569,632
100	Eric	Hublar	3	\$1,178,000	10	\$5,377,650	13	\$6,555,650

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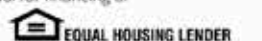
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TOP 250 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Kelly	Parker	7	\$3,391,500	5	\$3,160,000	12	\$6,551,500
102	Vincent	Anzalone	7	\$4,981,000	4	\$1,567,400	11	\$6,548,400
103	Shay	Hata	4	\$2,340,000	9	\$4,048,500	13	\$6,388,500
104	Mark	Tranter	9	\$5,220,400	2	\$1,158,000	11	\$6,378,400
105	Dennis	Huyck	6	\$3,035,000	3	\$3,337,533	9	\$6,372,533
106	Brooke	Vanderbok	9	\$4,768,000	2	\$1,524,900	11	\$6,292,900
107	John	Lyons	5	\$2,401,200	9	\$3,866,000	14	\$6,267,200
108	Coleen	Karpf	6	\$3,550,500	3	\$2,700,100	9	\$6,250,600
109	Boris	Lehtman	8	\$5,468,000	1	\$699,000	9	\$6,167,000
110	Michael	McGuinness	1	\$410,000	11	\$5,723,500	12	\$6,133,500
111	Margaret	Baczkowski	3	\$2,473,000	2	\$3,650,000	5	\$6,123,000
112	Jon	Crocilla	1	\$2,800,000	2	\$3,320,000	3	\$6,120,000
113	Laura	Meier	5	\$2,732,500	8	\$3,383,750	13	\$6,116,250
114	Jacqueline	Colando	14	\$5,019,000	2	\$1,013,500	16	\$6,032,500
115	Michael	Maier	8	\$5,961,625	1	\$35,000	9	\$5,996,625
116	Darrell	Scott	3	\$1,274,000	11	\$4,672,500	14	\$5,946,500
117	Colleen	Berg	13	\$5,942,500	0	\$0	13	\$5,942,500
118	Juliana	Yeager	7	\$2,436,311	4	\$3,474,400	11	\$5,910,711
119	John	Berdan	3	\$1,392,500	6	\$4,515,000	9	\$5,907,500
120	Owen	Duffy	7	\$3,365,000	7	\$2,533,500	14	\$5,898,500
121	Timothy	Salm	1	\$5,450,000	1	\$445,000	2	\$5,895,000
122	Ryan	Gossett	8	\$3,174,500	6	\$2,684,000	14	\$5,858,500
123	Wayne	Beals	7	\$3,452,221	6	\$2,372,221	13	\$5,824,442
124	Rafay	Qamar	4	\$1,190,000	11	\$4,603,900	15	\$5,793,900
125	Michelle	Browne	11	\$5,674,000	0	\$0	11	\$5,674,000
126	Pamela	Rueve	3	\$1,797,500	5	\$3,847,500	8	\$5,645,000
127	Cindy	Weinreb	3	\$1,462,500	9	\$4,152,000	12	\$5,614,500
128	Helaine	Cohen	1	\$605,000	6	\$4,986,000	7	\$5,591,000
129	Amir	Fouad	8	\$3,995,146	2	\$1,595,000	10	\$5,590,146
130	Emily	Smart Lemire	4	\$2,604,000	4	\$2,977,000	8	\$5,581,000
131	Jean	Jernstedt	3	\$5,075,000	1	\$504,000	4	\$5,579,000
132	Laura	Topp	5	\$3,233,500	3	\$2,302,000	8	\$5,535,500
133	George	Ayling	13	\$4,025,000	4	\$1,506,500	17	\$5,531,500
134	Mariah	Dell	7	\$2,873,500	4	\$2,640,000	11	\$5,513,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Gregorio	Cirone	7	\$1,955,000	3	\$3,540,000	10	\$5,495,000
136	Steven	Acoba	3	\$3,769,000	2	\$1,715,000	5	\$5,484,000
137	Rupinder	Kaur	0	\$0	1	\$5,450,000	1	\$5,450,000
138	Dominic	Irpino	7	\$3,293,900	7	\$2,120,000	14	\$5,413,900
139	Lucas	Blahnik	7	\$3,998,013	4	\$1,409,750	11	\$5,407,763
140	Ryan	Huyler	6	\$4,003,500	3	\$1,355,000	9	\$5,358,500
141	Akos	Straub	7	\$3,839,500	4	\$1,503,500	11	\$5,343,000
142	Adam	Zagata	4	\$1,747,500	8	\$3,587,250	12	\$5,334,750
143	Susan	Nice	5	\$2,164,900	5	\$3,145,000	10	\$5,309,900
144	Chloe	Ifergan	5	\$2,626,000	2	\$2,670,000	7	\$5,296,000
145	Katherine	Malkin	3	\$4,575,000	1	\$719,500	4	\$5,294,500
146	Natalie	Renna	4	\$1,269,700	12	\$4,022,900	16	\$5,292,600
147	Craig	Isacson	7	\$5,247,500	0	\$0	7	\$5,247,500
148	Lindsay	Everest	1	\$465,000	2	\$4,776,000	3	\$5,241,000
149	Weston	Harding	2	\$1,517,700	6	\$3,695,000	8	\$5,212,700
150	Qiankun	Chen	6	\$1,771,000	11	\$3,424,500	17	\$5,195,500

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TOP 250 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Joe	Zimmerman	8	\$3,779,499	4	\$1,382,000	12	\$5,161,499
152	Nathan	Binkley	5	\$2,929,000	4	\$2,210,500	9	\$5,139,500
153	Benjamin	Lissner	3	\$1,021,500	12	\$4,113,500	15	\$5,135,000
154	Koon	Lau	2	\$696,000	10	\$4,398,000	12	\$5,094,000
155	Susie	Pearson	2	\$970,000	3	\$4,105,000	5	\$5,075,000
156	Keith	Wilkey	3	\$2,507,000	3	\$2,547,000	6	\$5,054,000
157	Ashley	Carter	9	\$2,604,500	5	\$2,439,500	14	\$5,044,000
158	James	Streff	7	\$3,005,000	3	\$2,021,000	10	\$5,026,000
159	Samantha	Porter	7	\$4,393,750	1	\$618,557	8	\$5,012,307
160	Ryan	Smith	36	\$5,001,074	0	\$0	36	\$5,001,074
161	Xiaojing	Frost	6	\$2,595,000	7	\$2,404,000	13	\$4,999,000
162	Jodi	Slutzky	8	\$2,469,800	5	\$2,522,000	13	\$4,991,800
163	Jennifer	Riccolo Debower	4	\$2,283,500	3	\$2,705,000	7	\$4,988,500
164	Ronda	Fish	2	\$3,300,000	1	\$1,662,900	3	\$4,962,900
165	David	Nimick	3	\$1,605,500	5	\$3,340,500	8	\$4,946,000
166	Kathryn	Barry	3	\$905,000	9	\$4,036,900	12	\$4,941,900
167	Keith	Tarasiewicz	1	\$472,500	12	\$4,467,450	13	\$4,939,950
168	Leila	Keene	5	\$2,096,500	2	\$2,835,000	7	\$4,931,500
169	Brady	Miller	7	\$2,183,500	7	\$2,745,000	14	\$4,928,500
170	Philip	Skowron	6	\$3,528,500	1	\$1,400,000	7	\$4,928,500
171	Mark	Zipperer	7	\$2,719,500	4	\$2,207,900	11	\$4,927,400
172	Sohail	Salahuddin	9	\$3,354,900	4	\$1,560,500	13	\$4,915,400
173	Stefanie	Lavelle	7	\$3,369,900	4	\$1,545,250	11	\$4,915,150
174	Susan	Kanter	7	\$2,767,500	4	\$2,142,000	11	\$4,909,500
175	Sam	Jenkins	3	\$2,049,500	4	\$2,851,498	7	\$4,900,998
176	Michael	McCallum	4	\$2,160,000	4	\$2,711,500	8	\$4,871,500
177	Amy	Pritchard	3	\$2,790,000	3	\$2,052,000	6	\$4,842,000
178	Christian	Pezzuto	5	\$1,821,020	9	\$3,002,500	14	\$4,823,520
179	James	Kinney	2	\$920,000	1	\$3,900,000	3	\$4,820,000
180	Jeffrey	Proctor	4	\$2,404,999	1	\$2,412,500	5	\$4,817,499
181	Maria	Casciaro	2	\$2,739,000	1	\$2,050,000	3	\$4,789,000
182	Sean	Glascott	5	\$3,134,000	3	\$1,627,500	8	\$4,761,500
183	Anna	Huls	6	\$2,097,500	6	\$2,657,000	12	\$4,754,500
184	Christina	Delgreco	5	\$2,298,500	2	\$2,445,920	7	\$4,744,420

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Austin	York	0	\$0	11	\$4,738,750	11	\$4,738,750
186	Christopher	Lobrillo	23	\$4,729,800	0	\$0	23	\$4,729,800
187	Bruce	Glazer	6	\$1,854,250	5	\$2,855,000	11	\$4,709,250
188	Haley	Levine	4	\$1,354,900	9	\$3,346,963	13	\$4,701,863
189	Gregory	Desmond	3	\$2,191,000	3	\$2,438,000	6	\$4,629,000
190	Giovanni	Leopaldi	7	\$2,197,500	7	\$2,418,500	14	\$4,616,000
191	Robin	Allotta	5	\$1,680,500	6	\$2,922,400	11	\$4,602,900
192	Stephen	Bognar Jr	3	\$4,564,000	0	\$0	3	\$4,564,000
193	Joe	Castillo	21	\$4,523,447	0	\$0	21	\$4,523,447
194	Nick	Nastos	1	\$358,000	12	\$4,165,200	13	\$4,523,200
195	Kenneth	Dooley	4	\$2,602,500	3	\$1,912,000	7	\$4,514,500
196	Robert	Sullivan	4	\$3,789,000	2	\$725,000	6	\$4,514,000
197	Greg	Whelan	1	\$395,000	6	\$4,088,000	7	\$4,483,000
198	Jeremiah	Fisher	3	\$1,383,000	5	\$3,083,000	8	\$4,466,000
199	Diana	Soldo Massaro	1	\$309,000	8	\$4,144,999	9	\$4,453,999
200	Michael	Giliano	7	\$2,779,500	4	\$1,669,500	11	\$4,449,000

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TOP 250 STANDINGS

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

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
201	Alysa	Peterson	13	\$3,472,500	2	\$975,000	15	\$4,447,500
202	John	Grafft	7	\$3,956,900	1	\$485,000	8	\$4,441,900
203	Jacob	Tasharski	4	\$2,067,500	7	\$2,374,000	11	\$4,441,500
204	Elizabeth	Bennan	1	\$670,000	4	\$3,745,000	5	\$4,415,000
205	Rita	Kerins	5	\$2,825,000	3	\$1,560,000	8	\$4,385,000
206	Linda	Shaughnessy	1	\$1,800,000	2	\$2,580,000	3	\$4,380,000
207	John	Astorina	4	\$1,787,500	3	\$2,582,569	7	\$4,370,069
208	Ian	Schwartz	4	\$1,908,000	4	\$2,460,000	8	\$4,368,000
209	Ann	Bauer	7	\$3,554,000	1	\$799,000	8	\$4,353,000
210	Matthew	Engle	3	\$895,000	8	\$3,412,000	11	\$4,307,000
211	Casey	Declerk	2	\$1,432,000	5	\$2,872,000	7	\$4,304,000
212	Kathleen	Malone	1	\$853,500	3	\$3,450,000	4	\$4,303,500
213	Lawrence	Dunning	2	\$915,000	4	\$3,380,000	6	\$4,295,000
214	Tara	Furnari	4	\$3,649,000	1	\$641,000	5	\$4,290,000
215	Sharon	Glickman	1	\$3,000,000	1	\$1,275,000	2	\$4,275,000
216	Marta	Lazic	1	\$124,500	11	\$4,129,000	12	\$4,253,500
217	Parker	Pearson	0	\$0	3	\$4,244,000	3	\$4,244,000
218	Daniel	Pape	3	\$1,602,500	3	\$2,639,500	6	\$4,242,000
219	Cara	Buffa	7	\$3,896,398	1	\$345,000	8	\$4,241,398
220	Scott	Stavish	6	\$2,847,500	2	\$1,382,500	8	\$4,230,000
221	Jason	Hortin	0	\$0	9	\$4,224,990	9	\$4,224,990
222	Renata	Pieczka	10	\$3,401,300	6	\$802,100	16	\$4,203,400
223	Stacey	Dombar	8	\$4,187,500	0	\$0	8	\$4,187,500
224	Marlene	Rubenstein	4	\$2,505,000	3	\$1,680,000	7	\$4,185,000
225	Stephanie	LoVerde	6	\$2,089,500	4	\$2,092,500	10	\$4,182,000
226	Arthur	Cirignani	36	\$4,130,598	0	\$0	36	\$4,130,598
227	William	Becker	3	\$1,863,000	4	\$2,264,000	7	\$4,127,000
228	Michael	Gentile	5	\$1,511,500	3	\$2,600,000	8	\$4,111,500
229	Patrick	Natale	1	\$417,500	5	\$3,692,500	6	\$4,110,000
230	Jeff	Kallas	6	\$2,353,500	3	\$1,747,500	9	\$4,101,000
231	Chaz	Walters	3	\$2,445,000	3	\$1,648,000	6	\$4,093,000
232	Steven	Zaleski	4	\$2,320,000	4	\$1,763,000	8	\$4,083,000
233	Perdure	Carter	20	\$2,710,000	14	\$1,369,000	34	\$4,079,000
234	Kyle	Jamicich	3	\$1,980,000	4	\$2,063,800	7	\$4,043,800

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
235	Geoffrey	Zureikat	2	\$566,500	9	\$3,476,000	11	\$4,042,500
236	Clare	Spartz	7	\$4,021,400	0	\$0	7	\$4,021,400
237	Brooke	Daitchman	3	\$1,218,500	3	\$2,794,500	6	\$4,013,000
238	Peter	Moore	4	\$1,674,000	4	\$2,332,500	8	\$4,006,500
239	Anne	Rossley	4	\$3,084,000	1	\$916,000	5	\$4,000,000
240	Ryan	Hardy	1	\$362,500	4	\$3,608,300	5	\$3,970,800
241	Sarah	Ziehr	10	\$3,943,750	0	\$0	10	\$3,943,750
242	Daniel	Eirinberg	5	\$2,088,000	3	\$1,840,000	8	\$3,928,000
243	Izabela	Sloma	5	\$3,373,000	1	\$552,000	6	\$3,925,000
244	Prashanth	Pathy	4	\$2,275,000	3	\$1,643,469	7	\$3,918,469
245	Amy	Kite	13	\$2,963,469	3	\$951,500	16	\$3,914,969
246	Lisa	Huber	4	\$1,917,000	4	\$1,997,000	8	\$3,914,000
247	Janet	Owen	1	\$3,900,000	0	\$0	1	\$3,900,000
248	Dorie	Westmeyer	4	\$2,703,000	2	\$1,187,250	6	\$3,890,250
249	Ryan	Preuett	3	\$3,890,000	0	\$0	3	\$3,890,000
250	Rizwan	Gilani	7	\$2,993,400	2	\$893,500	9	\$3,886,900

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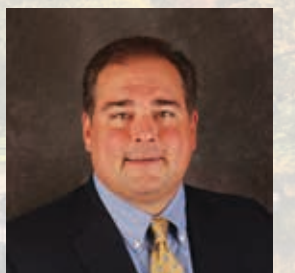
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