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Jenni Vega
Owner



Michele Jerrell
Operations Manager



Debby Erdmann
Editor



Sarah Wind
Writer



Dave Danielson
Writer



Joshua Lee Henry
Writer



Roger Nelson
Guest Writer



Chris Reece
Guest Writer



Devin Egbert
Photographer



Erik Nilson
Photographer



Patrick McKinley
Photographer



NICK WATLAND

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(602) 821-5214

nick.watland@watermarkhomeloans.com
www.watermarkhomeloans.com/nickwatland



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P R E S E N T S
Golden Nuggets



Rachel Richards

Rachael Richards Realty

Being in real estate sales can be stressful, and many things are not within our control. I try to end each day on a positive note, regardless of how disappointing the day might have been. I write down something I'm grateful for and make it a habit to look for wins. Wallace D Wattles says it best. "The grateful mind is constantly fixed on the best. Therefore, it tends to become the best. It takes the form or character of the best and will receive the best."



Matt Long

Revelation Real Estate

During a business class, I learned about a philosophy known as Kaizen that was used in Japan to help them recover from WW2 and helped turn them into one of the best electronics manufacturers in the world. The basic idea is that there is always a better way to do something, and the person most likely to know that better way is the person doing the job. Through decades of implementing this idea, they no longer test TV's on the assembly line because they **know** they will work. It's not an easy concept to apply to real estate, but I am always trying. From the way I schedule showings, deliver client updates, interact with team members and so on.



Carlee Brown

Keller Williams Integrity First Realty

"Be like a pineapple: Stand tall, wear a crown, and be sweet on the inside." Not just a delicious fruit but also a great life lesson! From this I remember to first stand tall; I will always stand up and stand out, and walk in that confidence daily! Secondly, I learned to wear my crown! For me, that means to remember who I am, and I am the daughter of a King. I am chosen and treasured, I am created for a purpose, I am set apart and redeemed. Lastly, I remember to be sweet on the inside. To be humble and kind, and be the type of person who brings sunshine into someone else's dark day. I remember to treat others the way I would want to be treated.



Ray Nieves

911 Air Repair

My favorite quote is: "Hustle plus muscle equals success!"

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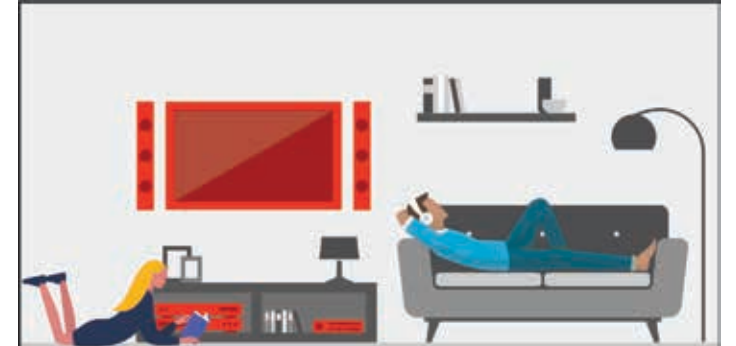
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911 Air Repair

Ray Nieves



A True Community Resource

When you talk with Ray Nieves, you quickly understand the heart he has for serving others.

And as owner/operator of 911 Air Repair, he carries that spirit of service directly to area residents each day as a true community resource.

Local Leadership

911 Air Repair is headquartered in Maricopa with a story of success that began a little over three years ago when Ray put his extensive industry experience to work in a new way.

“I’ve been in the industry since 2006,” Ray recalls. “My boss at the time was planning to sell their business. They offered me the opportunity to buy the operation, but we had a young family, so I said, ‘I’m going to start my own thing and spread my wings and fly.’”

That’s exactly what Ray did.

The next step was coming up with a company name.

“I knew how I wanted to do things. I didn’t have a specific plan or pace for growth that I wanted,” he says. “I thought, let’s try it out.”

Building and Providing Value

While he was optimistic, he also took steps to protect his family, just in case his dream didn’t work right away, so he signed up with Lyft and Uber in case work didn’t come in quickly enough.

“But I never had to do that,” Ray smiles. “Once we started doing work, people were sharing our information with others. In fact, most of our work is referral-based. That’s the best kind of marketing. People use us and refer us and give us good reviews. That way, more people find out about us.”

The success story has continued to build through time. In the process, 911 Air Repair offers relationship discounts, as well as a full range of services, including inspections, repairs,

maintenance, and full replacements. And they even can offer financing plans to help defer the costs.

“Today, we have five service trucks on the road, and we’re getting ready to add an office staff,” he says. “Plus, we will be venturing into duct cleaning and more, because, as we can see, there’s definitely a need.”

Integrity, Service and Education

A big part of the work Ray and his team do with clients comes down to integrity, service and education.

“We document what we find, and we provide that in our written report. We do an in-depth inspection of the entire system and equipment,” he explains. “I always urge people to get their systems maintained at least once a year. After all, air conditioning here in Arizona is one of the most important systems in your house. Everyone loves nice tile and granite countertops, but no one loves a broken air-conditioning system. With that in mind, we offer AC inspection services to ensure that things are operating the way they should.”

911 Air Repair takes a thorough approach.

“We check out everything. We can give clients a better picture of their AC system,” he says.

Ray’s REALTOR® partners see the value of the service and routinely schedule 911 Air Repair to be part of the home inspection process.

“It works out very well. They book us to check out the AC system, and



...

we arrive along with the plumber and the home inspector during the same two-hour window to make it more convenient for clients,” Ray says.

Passion for the Profession

The passion Ray feels for what he does comes through loud and clear.

“I really enjoy the chance to meet new people all the time. It’s not uncommon for us to be in 10 to 12 houses a day, meeting people who moved here from all over the world,” he points out. “I

also have always enjoyed working with my hands. There’s a lot of satisfaction in knowing we can work with people and help them.”

Ray is quick to share credit with his team that includes three service members and three installation team members.

“It means a lot to me knowing that what we’re doing helps to support six other households,” he states. “We are very grateful for our community and

clients who are helping us grow. People don’t have to go online and give us a good review. But when they do, that means a lot.”

Family Spirit

Away from work, Ray cherishes time with his family, including his wife, McKenzie, and their two sons, 5-year-old Remy, and 4-year-old, Rayden.

In their free time, they like to explore together.

As Ray says, “We just got a side-by-side. We really like taking that out as a family and cruising the desert.”

Ray and his family also enjoy traveling, entertaining friends and family, and watching sports.

Giving Back

Giving back is also a passion for Ray. He supports local food banks and pantries. He is the co-founder of a networking group that recently raised over \$2,500 to support the work being done by the Maricopa Food Bank. Plus, Ray has a place in his heart for Maricopa High School, including athletic team sponsorships.

That kind of support he shows in various ways throughout the community reflects his giving spirit and deep integrity. It’s a spirit his clients see each day.

“We are here to give people a good, honest service. As part of that, we repair things that can be repaired. We aren’t there to automatically say, ‘You need a new \$10,000 system,’” Ray emphasizes. “We’re part of this community, too. We’re building a business for life. We want to be able to grow it and be around a long time.”

It’s that goal of being a true community resource that drives Ray and his team.

“One of the best feelings is giving back to the community where we live. I grew up here in Maricopa when we had around 1,200 people. I remember growing up here and not having a lot,” he recalls. “Now, we can go ahead and give back to the community by sponsoring local events and sports teams and providing opportunities for people and seeing our community flourish.”

For more information about 911 Air Repair:

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RACHAEL RICHARDS

Rachael Richards is a phenomenal real estate team leader, endurance athlete, and mother of two teenage boys. She and her husband, Ben Quillinan, run Rachael Richards Realty with a team of 15 people, selling between 275-300 homes each year. Rachael's drive to achieve, her husband's knack for implementing innovative ideas, and her team's work ethic all have contributed to their success. Here is her story.

"I grew up door-knocking, old-school style, with my mother who was a real estate agent. We would hand out flyers, oven mitts, notepads, and really interesting objects. When I first started as a licensed REALTOR® 17 years ago, my mom dropped me off in a neighborhood and told me to knock on doors. I had nothing in my hands, but I did it!

"The owners of the third house I knocked on actually became my clients! They are still my clients to this day, and I recently listed their house. I started my business the old-fashioned way because that was the way my mom did it. My first year in business, I sold 16 homes, and I was a full-time flight attendant with Delta Airlines, commuting between New York City and Phoenix.

"Later, as I became married and had children, I needed to find more efficient ways of conducting business. Over 10 years ago, when I had young children at home, I developed a phone-listing presentation. I discovered that there are busy people out there that appreciate starting the process of selling or buying their home over the phone. We do business today by beginning with a phone consulta-

tion and then going out to meet with them in person.

"In real estate you have to be constantly looking for new ways to conduct business. I think one of the keys to my success is my ability to adapt quickly to change. Stabilize, adapt, and innovate are things all agents must do. We encourage our team to submit ideas for our business and marketing, and we have a saying: "Put it in the box." My husband is our designated broker, and he vets the ideas and decides what we implement. He is an excellent partner in business, and also in life.

"We have a performance-driven culture. Achieving a very high level of success becomes normal for the agents who work with us. Success breeds success! We would not be

...

feature agent
By Sarah Wind



Photo Credit: Devin
Nicole Photography



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...

where we are today without the leadership of Laura Underwood and Adriana Spragg. Both have worked with me seven years and worn many hats throughout the years. Laura is our business development and marketing director, and Adriana is our team leader and soon-to-be managing broker. I am deeply grateful for their loyalty to me and the success of this team.”

Even though Rachael is very innovative, she also believes in staying true to the fundamentals of real estate. “I have been in coaching my entire career. To this day, I still prospect for four hours a day. I advise new agents to invest in their skills. That will help you to one day mentor and train other new agents.”

When we asked Rachael who inspires her and what her favorite book is, she said, “I’m very inspired by athleticism. One of my favorite books is *How to Be Like Mike* by Pat Williams. Michael Jordan never stopped striving for excellence, getting in there early and staying late. That’s who I am and who I want to be.

“I never stop striving for excellence. It’s not always about the units or the production. It’s about having high expectations. My biggest challenge and my biggest asset are that I am never satisfied. When my team reaches a goal, I’ve already pushed it out. That can be a source of frustration for those around me, but it is also an asset because it helps us achieve more.”

Not surprisingly, this over-achiever attitude is evident in Rachael’s personal life. “I really enjoy big goals, and I love hard work, both in business and in

play. I am a big endurance athlete. I have completed six Ironmans, and I spend a lot of my weekends swimming, biking, and running. An Ironman consists of a 2.4-mile swim, a 112-mile bike ride, and a 26.22-mile marathon.

“My family has a Sprinter van, and we love going on adventures out of town. Before real estate, I worked at a ski resort. I have a love for outdoor recreation, and so does my whole family. My son, Markus (14), is a swimmer who swims about 16 hours a week. My other son, Max (13), is a traveling hockey player. My husband, Ben, is training for a 50-mile ultra trail run.

“My family is a huge inspiration for me. I want to inspire my children by doing hard things so they know what you can do in life. I am one of those moms who makes them say what they are grateful for and puts inspirational notes in their bags. We cultivate positivity in our family.”

Lastly, Rachael hopes to leave a legacy of making a difference in her team members’ lives. “Jesse Martinez and Steve Murzi, who have worked with me

five years, are currently on track to sell 75 units and exceed more sales than any other buyers’ team in the history of our company. It’s been an incredible journey and wonderful to see them grow to this level of success. They are building towards their own future by owning 10 investment homes. The newer agents really look up to them. It’s very rewarding to bring on new agents, and help them succeed and achieve their goals. At the end of my career, I want to know that I made an impact.” She has indeed.

I NEVER STOP STRIVING FOR EXCELLENCE.

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Inspector's CORNER

**YOUR TEAM AND BUSINESS:
YOU ARE YOUR PEOPLE**

I'm making an assumption that we've all worked at a company or wished we had worked at one that was high-performing. What makes a team or company perform at a high level and what contributes to their creation of an amazing work culture? These companies effortlessly draw awesome talent—why? I've been coaching and helping companies for years and I've observed a common denominator; it's their people *not* the class A facilities or cool amenities like an office gym. I feel it in their work atmosphere and have observed how their employees interact with one another and present themselves.

There are great resources available nowadays that help you predict potential employee behavior like those defined in the Myers-Briggs Type Indicator assessment. The Tony Robbins website has a helpful and FREE behavior assessment tool based on the well-known DISC theory introduced by William Mouton Marston. Take a moment and research both when building your team. Surround yourself with those individuals that are complementary—not in the traditional definition. When you are ready to grow or promote someone from within ask yourself these questions:

- What type of internal and external energy does this person project, and does he or she smile or reflect common courtesy easily? Does he or she look others in the eye while communicating? My father would ask, "Do they have a good bedside manner?"
- Does this person value the importance of culture? Does he or she fit comfortably into your vision for your company's culture?

- Does he or she allow people to finish speaking or only listening for an opportunity to speak?
- If you are considering him or her as a manager, can you visualize him or her as a role model for new staff?
- If you can't answer your phone... would you feel comfortable with him or her answering it?

I love what Marcus Buckingham, an author and business consultant is accredited with saying, "Talent is a multiplier. The more energy and attention you invest in it, the greater the yield."

Now that said, there are things you can do in your company to help build a culture and atmosphere. One of the best ideas I've seen applied is to make the first day of being hired the one-year anniversary party. The assumption is that when a new hire stays he or she is valuable. One company I know of rolls out a red carpet for the first day of work welcoming on board. Paperwork (the boring part) is done in the afternoon. That is one way to set expectations for the type of work environment you have.

I will end with what I've always preached, hire for the person and train for the skill. Now go build an awesome team and culture!

John Tyler
General Manager
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How to
Put Your
Success on
Autopilot

Success is simple. Regardless of how you define it, the steps for achieving success have been laid out and repeated over hundreds and hundreds of years.

Those steps can be summed up as:

1. Determine exactly what you want in life.
2. Resolve to do whatever it takes to achieve it.

Sure, there are a handful of other tips that help support these two steps. Things like learning from failure, mastering people skills, and making sacrifices that bring you closer to your vision.

But the above two steps are the gist of what it takes to achieve anything you want in life.

“So why aren’t more people satisfied with their current level of success?”

Because while the formula for success is pretty straightforward, the work required to get there can be downright hard.

When you have big goals, it can feel as though others don’t understand your dreams. Maybe you don’t feel supported by friends and loved ones.

Maybe you don’t think you have the financial resources necessary to achieve what you want.

Or maybe you don’t think you have the education, training, or skillset needed to get you where you want to go.

Nobody likes to be rejected. Let alone experience loss or persist through difficulty.

But the truth is...

Within every obstacle is an opportunity.

All these difficult situations can feel like setbacks. It might even feel like you’re pushing a boulder uphill. Or you may feel that the world is against you.

But as cheesy as it sounds, **you can turn your setback into a setup.**

There is power in persistence. That’s why I want to encourage you to keep reaching for the stars and pursuing your dreams.

Whether your goal is to:

- Add new members to your team
- Experience greater meaning
- Improve your relationships
- Feel better about yourself
- Increase your production
- Have more peace in life
- Improve your finances
- Get into better shape
- Make more money
- Get more referrals
- Sell more homes
- Find true love...

It can all be accomplished (and more) if you truly want it.

“Anything is possible for those who believe.”

Here are the three universal laws to help keep you focused and motivated with your goals.

1. The Law of Attraction: Your Mind is A Magnet

If you’ve seen the movie *The Secret*, or have read any personal-development books, you may have come across this one before.

Without getting too woo-woo, the basic premise is...

Thoughts are things.

Legendary speaker Earl Nightingale said it like this: “You become what you think about most of the time.”

There is an overwhelming amount of scientific evidence that supports this. Entire fields of study, like metaphysics and psychoanalysis, preach the power of thought.

Plain and simple: Positive people attract positive things. They attract more opportunity, warmer relationships, and deeper meaning.

But for negative people, many of them can never seem to see the silver lining through the clouds.

Much like the Eeyore, the melancholic donkey from the cartoon *Winnie the Pooh*, they go through life seeing the glass half empty.

Even Einstein said, “Stay away from negative people. They have a problem for every solution.”

Now I don’t mean to make light of anxiety or despair. Clinical depression is a real thing. And if that’s something you struggle with, then I encourage you to seek professional help.

I just want to emphasize that when you have a positive outlook, more positive opportunities come your way. There really is power in positive thinking.

2. The Law of Action: Movement Beats Meditation

This is the part that many self-help

gurus get wrong. Some teach that all you have to do is think more/better/harder, and you’ll magically get what you want. But that simply (unfortunately?) isn’t the case.

Without dismissing the power of positive thinking, it’s important to immediately follow it up with the second law, the Law of Action. Nothing happens unless someone or something **moves**.

There is a verse in the Bible that says, “Faith without action is dead.” It’s not enough to just **think** something. You also have to **apply** energy.

People are human **beings**. But “being” alone would make for a pretty dull and boring world. Our lives are also composed of human **“doings.”**

Your attitudes always influence your actions, and your beliefs influence your behaviors.

Once you’ve clearly identified your goals, and have begun to shift your mindset, the next step is to execute a plan of action.

Planning in and of itself is a kinetic activity. You’ll need to work through the challenges, obstacles, and create timelines for reaching your goal.

3. The Law of Accountability: What Gets Measured Gets Managed

One of my mentors, John Maxwell, teaches, “Activity doesn’t equal accomplishment.” What he means is, with all your “doing,” make sure you’re not getting bogged down with busywork.

Like the four tires of a car, you need to make sure all your wheels are pointing in the same direction to really get traction.

After all...

“A goal without work is just a dream. And all work with no goal is a nightmare.”

Focus your time and energy on the most effective results. Get a coach or accountability partner to help you stay on track if needed.

Another tip is to keep a progress journal. You can update it regularly with new listings, lessons learned during a transaction, or when you get referrals. And you can use it for logging and celebrating other major wins in your business and life too.

Applying these three Laws of Achievement will put your success on autopilot.





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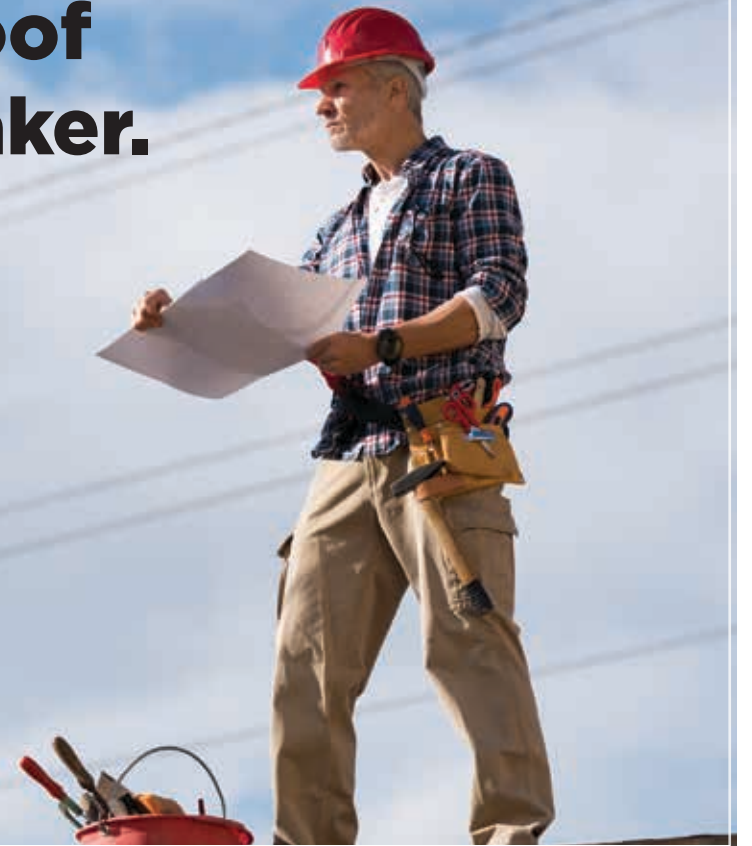
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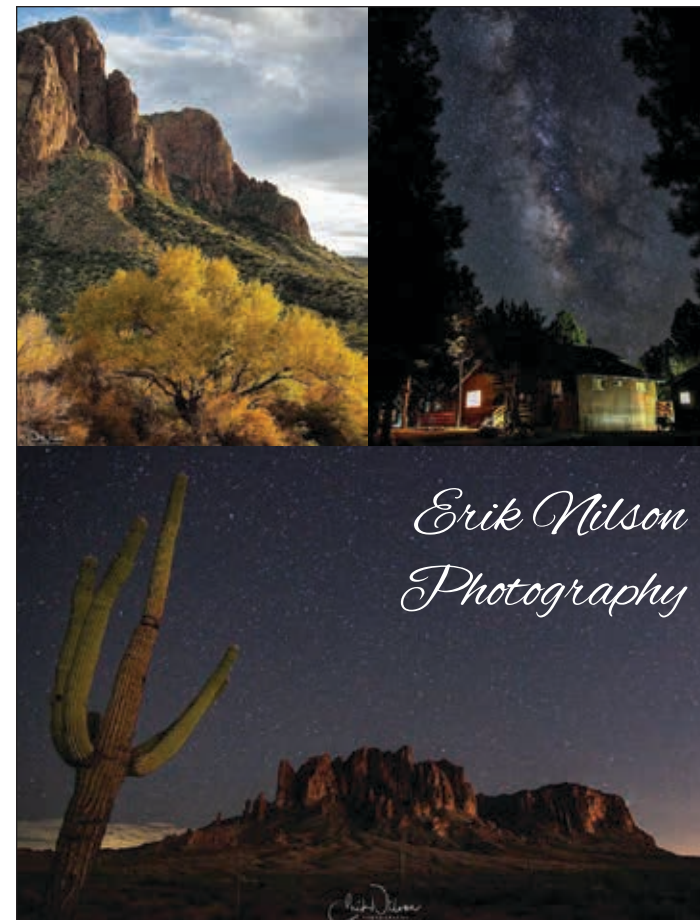
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GOING THE SECOND MILE

Three words to describe Matt Long are humble, even-keeled, and family-oriented. While he describes himself by saying, “I’m just a guy doing his thing,” his professional success shows that he is extraordinary. He’s been a REALTOR® for 15 years, earned top 1 percent in Arizona twice, Top 40 under 40 four times (before he aged out), and Best Mentor Award (co-recipient with Josh Underwood) at Revelation. He co-leads a team with Josh Underwood called The 2nd Mile Group, and he is passionate about seeing agents achieve their dreams of success.

Their team name, The 2nd Mile Group, means that they are willing to go above and beyond for their clients. “One of our slogans that we have on the wall in our office says, ‘The first mile is service everyone expects. The second mile is service no one expects.’ It comes from something Jesus said in the Bible. ‘Whoever compels you to go one mile, go with him two (Matt. 5:41, NKJV).’ It’s about giving more than someone is either expecting, asking for, or even knew was available.”



The Long family

When we asked Matt what the best advice he’s ever received is, he said, “Trust in the Lord” and “Work like it depends on you, but have faith like it depends on Him.” The most inspirational person he knows is Matthew Braselton, who is a pastor at Redemption Gateway Church. “He has walked me through the darkest periods of my life, seen me in raw form, and yet still believes in me. He leads a large church, is an excellent husband and amazing dad to six kids, and is pulled in a thousand different directions. He never complains and always manages his time well.”

Something that Matt has been doing since 2012 that revolutionized his personal and business life is goal-setting. “I set four goals every 90 days that I focus on for that period of time.” Something unique that Matt does for his clients involves tracking sales. “I

track the basics of my sales: name, date, sales price, address, and commission. When it comes time for my client-appreciation parties, I will create CMA’s for my clients to show them how much their home has changed in value and what their profit would be should they sell. This has resulted in some people deciding to list their house and buy something bigger.”

Agents that ask Matt for advice on how to become better agents will receive this sound counsel. “Seek out an agent who is where you want to be or who is doing business the way you want to do it, whether that is a cold-calling or a more relational model, and join their team, emulate them, and follow the clues that their success has left behind.”

As far as personal growth, podcasts are Matt’s favorite. “I spend a lot of time driving, and I enjoy listening to



Photo credit: Patrick McKinley



Photo credit: Patrick McKinley

Brian Buffini for motivation, Redemption Gateway and a few other churches’ sermons, and Joe Rogan.”

In Matt’s spare time, he loves spending time with his wife and two daughters, and also enjoys mountain biking. “I married Sarah in 2015. We were actually in marching band together in high school and reconnected via Facebook nearly 20 years later. She is a reading interventionist at Porter Elementary and has been a teacher since 2000. She is a steady soul who loves me like I don’t deserve and supports me like I never thought would be possible. My daughters amaze me. Camryn is 14 – she gets straight A’s, is the president of the Jr. Honor Society, heads up the yearbook, receives science awards every time I turn around, and is on the National Academic League. Kate is 12 and is on the honor roll, sets goals she believes in and strives to achieve them, loves her friends, and cares for animals more deeply than I could ever imagine.

“Before I became a real estate agent, I ran a local mountain bike shop for 10 years called Adventure Bicycle Company. These days I just go mountain biking for fun, but I used to race. I’ve done 100-mile off-road races and multiple 24-hour races on four-person teams. Once, I placed 13th in a 24-hour solo race where I rode 221 grueling miles and lost 17 pounds. I love riding the Hawes Network trails near

Las Sendas in Mesa. I’ve spent hours building and maintaining these trails, so I have a lot of sweat equity invested in them.”

Giving back to the community is a core value of Matt’s. “Over the past five years I’ve given over \$100,000 back to local teachers out of my commission in the form of closing cost credits. When I met my wife, who is a teacher, I realized how much teachers give and how little they get, both with recognition and financially. I have a feeling that will change with parents having to teach their kids at home due to current circumstances. That is what inspired me to give back to teachers in this way.

“Once a quarter, Sarah and the girls and I donate our time to pack meals with Feed My Starving Children. The girls love doing it. It’s good to see their hearts to serve and to encourage that.”

When we asked Matt to define success, he said, “Success is living a life you’d be proud to have people talk about at your funeral. I want to be remembered for being honest and trustworthy.” That will be quite a legacy to leave indeed.

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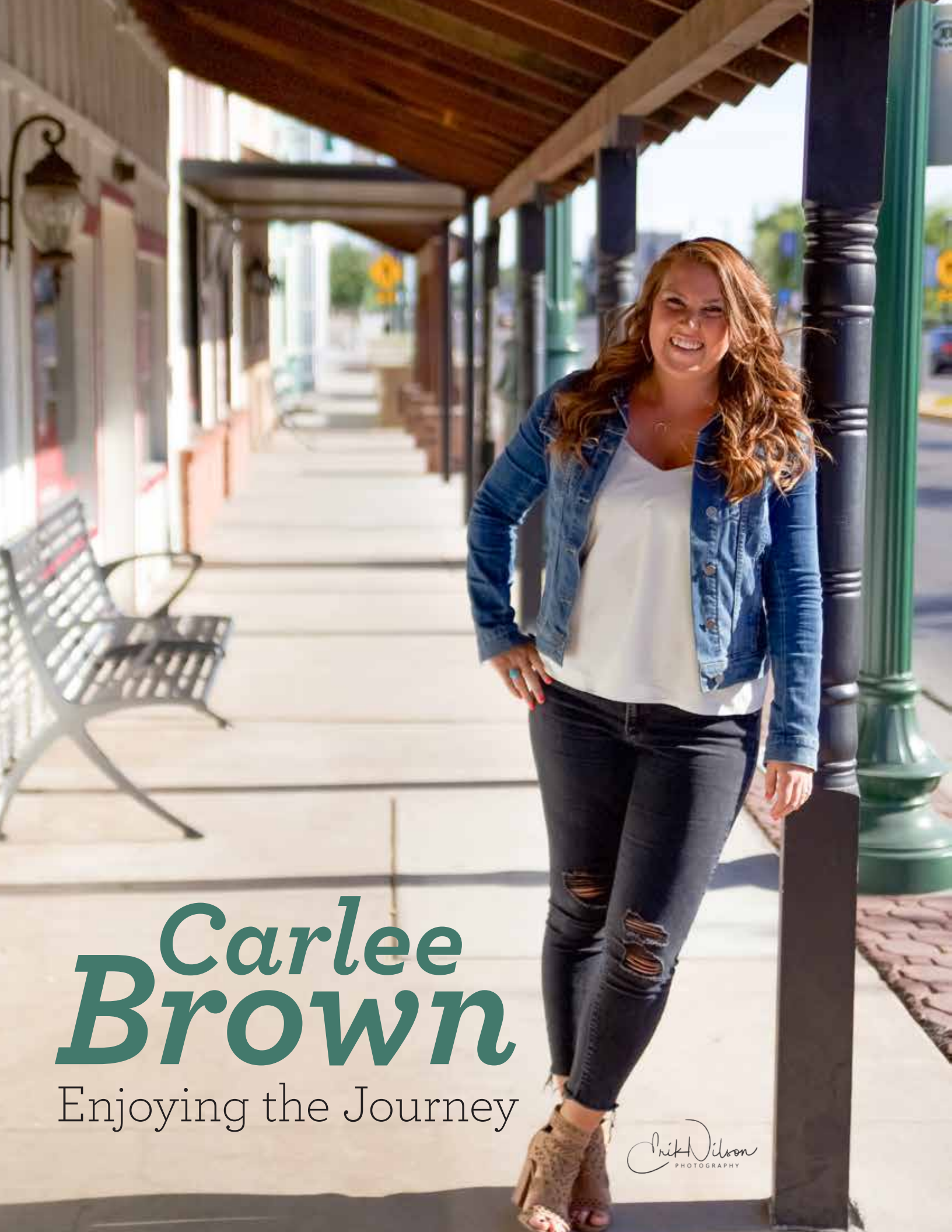
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Carlee Brown

Enjoying the Journey

► on the rise

By Dave Danielson

What are the most rewarding parts of life?

While the answers to that question can be long and varied, one popular response is achieving one's goals.

It's true that achieving something we have our focus on is gratifying. And yet, so much of that rewarding feeling can come from the process itself.

One of those who clearly enjoys life's journey is Carlee Brown, a REALTOR® at Keller Williams Integrity First, with the AZ Home Team, and this month's Rising Star.

A native Canadian, Carlee was born on Vancouver Island, and raised outside Vancouver, near Langley in the lower mainland.

"I love Canada ... especially the West Coast. I love the culture there," she says. "I loved living by water. I grew up inland and spent my days by the lake. Then I moved back to Langley, and I was still so close to the ocean, and loved those beachside days and nights."

Meant to Be

The daughter of a pastor, she had a childhood rich in memories – including her childhood connection to her husband, Chris.

"I was just 6, and he was 11. We met through a family friend's wedding. The bride was from Scotland. Chris played bagpipes in the wedding, and his mother was a bridesmaid," Carlee recalls. "We made lifelong family friends at that time."

That was just the start of what seemed to be destiny.

"When I was 17, Chris came back to Canada on holiday after doing his pilot training in New Zealand and the UK, and that's when the sparks started. He and his family immigrated here, and we dated long-distance while I finished out my senior year in high school. He proposed to me the day before my commencement ceremony. We dated long-distance for a year, and then we were engaged long-distance for a year."

A Life-Taking Flight

In 2006, Chris finished his flight training and got licensed. He began his career in the UK, and in 2009 Chris and Carlee got married. Carlee moved to the UK to be with Chris, thus the start to their "grand adventure" on the coast of South Wales.

"After a year, the recession hit, and about 250 pilots lost their jobs, including Chris," she remembers. "We went to London for interviews with the Middle East Airlines. Chris was hired, and we moved to Doha, Qatar, for what we thought would be a two-year contract."

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Their stay would last five years.

"It was a fantastic cultural experience," she emphasizes. "I got to experience so much there ... passing by camels on the way to the grocery store or going to the open market and being able to barter for my fruit. We got to experience the most amazing sand dunes and dine in the coolest restaurants, while eating the best hummus and fresh baked bread I've ever had! Thanks to Chris's job, we got great discounts on flights and have been able to travel to 14 different countries throughout Africa, Asia, Europe and the Middle East."

Unexpected Opportunities

In the meantime, Carlee had started her own business. While

...

growing up, she had worked extensively as a life-guard and swimming instructor. In the Middle East, she saw an opportunity to use her skills in that area.

“A lot of homes have pools. So I was able to start this swimming-instruction business and go to their houses to offer this service for individuals or families,” she explains.



Childhood photo of Carlee with her mom, Brenda; dad, Ken; and sister, Sydnee, on the Lake in the Okanogan where they grew up.

“Both of those things led me into real estate,” she says. “I was told by one of my clients that she knew someone who was starting a real estate business, and she said, ‘You should try that.’”



Enjoying their favorite spot in Gilbert, OHSO Brewery.

Carlee met with the real estate contact, who instantly recognized her people skills and brought her on board. She enjoyed real estate in Doha for three years, doing both residential and eventually commercial work for a sheikh that she met.

As she remembers, “Sheikh Ahmed owned the compound I was living in, and we became good friends. He found out that I taught swimming lessons and asked me if I would teach him. I said yes. Who gets the opportunity to teach part of the royal family how to swim?!”

North American Success

After five and a half years, Chris and Carlee moved back to Canada. Chris looked for work in aviation, but there weren’t any openings for Canadian airlines at that time, so he applied in America, was hired by Allegiant, and the couple moved to Phoenix.

“That was three years ago. I fell in love with Phoenix. Within three months, I got my green card. And the day it came, I signed up for real estate school and got my license,” Carlee says. “I have so much passion for real estate. I love working with people and getting to be a part of such an exciting life experience.”



Carlee with her husband and their two Maltese dogs, Dusty and Sophie, on the beach in Vancouver

It’s been a rewarding start to the new chapter in Carlee’s real estate journey. During her first full year in real estate in 2018, she recorded \$2 million in sales volume. That number ballooned in 2019, when she finished with \$7.3 million. In the process, she was named a member of the “40 Under 40” for the East Valley. She was also nominated for the Heart and Hustle Award. “I’m super proud of the growth I’ve made here.”

In their free time, Carlee and Chris enjoy riding their motorcycle and spending time with Dusty and Sophie, their two Maltese dogs.

A Heart for What She Does

As Carlee considers her young real estate career, she feels joy in the journey itself.

“For me, success means wanting something and getting it. Working hard, being able to fund my version of


the perfect life. Using my God-given abilities to leverage myself and therefore have freedom. I believe that I am perfectly positioned to receive the results I am getting, so I am always reviewing my systems and my mindset to ensure that I am on track and succeeding with my goals,” she says.

In the process, she hopes others enjoy her journey, as well.

“One lady I have gotten to know told me, ‘There is no other person on earth who makes me feel the way you do. You make me feel special and that you are truly excited to see me; you actually care about how I’m doing.’” Carlee smiles. “I want everyone to feel that way ... that they are loved, appreciated and valued. If I can help someone feel that way, that’s what I’d like to be remembered for. I hope people can see my heart.”


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THE VISION-DRIVEN LEADER

by Michael Hyatt



book review

By Chris Reece

One of my favorite things about author Michael Hyatt is that his books are directly to the point. His latest release doesn't differ from that statement. *The Vision-Driven Leader* was released this past April. I would have ordered it even if the whole world didn't get sick, but I most likely would not have read it until much later this year. When it arrived, I had had a rough day. I set it aside and went to bed. The next morning, I woke up still bothered and confused from all of the happenings around me in the news and on social media. It seemed every single avenue was spewing out some different breaking news; everyone is scared or concerned, everything is closing. What are we supposed to do? I was confused, a little angry and in a haze. I needed a healthy track to run on with all of the world yelling information at me.

The next morning, a fresh black cup of coffee in hand, I reached for *The Vision-Driven Leader: 10 Questions to Focus Your Efforts, Energize Your Team, And Scale Your Business*. I dived right in! Hyatt breaks down answering the 10 questions into three parts.

Part 1: Vision Drives Everything.

My attention was piqued! Question 1: Are You a Leader or a Manager? Subtitle: The Cost of Confusion. Now I was **very** interested. Hyatt, leading with the story of John F. Kennedy's visionary leadership regarding the space program, quoted, "Thankfully, Kennedy knew what every vision-driven leader knows: If

the vision is compelling enough, people will apply their best thinking and efforts to figure it out, regardless of the obstacles and opposition."

Wow. I reread that a few times. Did I have a compelling vision? Did I even have a vision past making sure I had enough toilet paper today? It didn't feel like it. Needless to say, I was hooked on this book, but I didn't speed through the pages. I took my time and journaled my way through each question.

Part 2: Drafting Your Vision Script.

My favorite question Hyatt answered in this chapter is: "What Do You Want? Direction Begins with Desire." I don't know about you, but "What do you want?" isn't as easy of a question as it sounds. He says, "Sometimes we're so absorbed in the day-to-day that it's tough to come up with a compelling vision for the future. Other times, we feel as though we're just not that imaginative. But I don't buy it. It's not that we lack imagination — it's that we lack attention. Any leader who dedicates time and focus can draft a compelling vision for the future by simply asking themselves what they want and sticking with it until answers begin to emerge." After underlining this in the book, I grabbed a dusty journal and started pouring into it the things and ideas about my life that I want to be true. Some more grandiose than others, some simple

things that would make my life better all around.

Part 3: The Challenge Ahead.

Hyatt kicks off this chapter with a Mike Tyson quote: "Everyone has a plan until they get punched in the face." Leading with Question 8, "How Should You Face Resistance?" Who wasn't facing some form of resistance currently in April? Hyatt steers through some personal stories of navigating pushback on his vision in different companies and teaches how to combat it by preparing for it. "When resistance rears its ugly head, it's not the facts of the situation that are the problem, but how we respond emotionally. While we need to stay emotionally connected to our "why," we can't let negative emotions swamp us. We may experience fear, doubt, and disappointment, but we don't have to let them dictate our actions. We can notice them for what they are, refuse to let them control us, and keep moving forward."

Nobody could have prepared the world for what was going to happen this last spring. I am sure Michael Hyatt, in writing and releasing this book, had zero plan for it, but it could not have come at a better time. While everything was hazy and confusing, becoming reengaged with the vision for my life, my family, and my business, I was able to turn off most of the noise and focus on what really mattered. I needed this book in April 2020. Give it a read.

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By **Roger Nelson**, CEO of the West and SouthEast REALTORS® of the Valley, Inc.

WeSERV

Adopts Virtual Member Service Model During COVID-19 Pandemic

We at the West and SouthEast REALTORS® of the Valley (WeSERV) continue to monitor the ongoing COVID-19 pandemic and focus our efforts to adopt alternative ways to serve our members. One key component that WeSERV has to move forward with is utilizing a virtual-setting platform. This platform allows our staff and members to follow

social-distancing mandates and conduct day-to-day operations.

In May, our Member Engagement Committee volunteers worked diligently to host their first-ever Virtual Blood Drive. WeSERV partnered with Vitalant to roll out the Virtual Blood Drive. The blood drive was an opportunity for our brokerages to participate in a friendly competition on who could accumulate the most donors. Also, WeSERV partnered with local businesses that generously donated items to our first responders (i.e., local fire station, police department, or hospital staff).

Our winning brokerages chose from the following donations to give to our first responders:

- 50 burros from Someburros
- 50 gift cards to In-N-Out
- 100 sandwiches from Chick-fil-A
- 50 to-go meals from Olive Garden
- 1 combo meal from Raising Canes for every person who donated blood
- 1 meal from Costa Vida for every person who gave blood

All WeSERV brokerages of any size participated. It was an incredible partnership by all parties who showed their support to the brave individuals battling the coronavirus pandemic.

Another component of WeSERV's virtual membership services includes our association hosting continuing education and informative webinars. Our education team has worked tirelessly formulating webinar series that feature instructors such as Holly Mabery, Evan Fuch, Ben Gottlieb, and Patrick MacQueen. The instructor's curriculum centered on conducting real estate during the wake of COVID-19, adjusting business practices to align with the new market climate, and how buyers and sellers are adapting to the coronavirus. It's critical for us at WeSERV to host these learning opportunities because it gives our members the tools they need to conduct real estate during the COVID-19 pandemic.

Lastly, our WeSERV team deemed it was important for our association to design an online Real Mart Store. Our online store has a wide variety of items that our members can purchase, such as sign riders, frames and posts, flyer displays, open house supplies, and much, much more.

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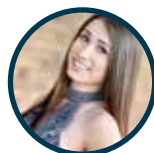
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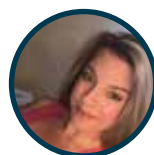
DENA GREENAWALT,
RE/MAX ALLIANCE GROUP

For business, my iPad when they first came out. Now on my third one. Never leave home without it?



SUSAN O'HARA,
REALTY ONE GROUP

My current house. Especially now that I am spending **so** much time in it now.



CINNAMON ROSE WILLIAMS,
SB HOME SOLUTIONS

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JAMES RAINS,
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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1-April 30, 2020

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
1	Beth M Rider	Keller Williams	27,026,300	76
2	Rebecca Hidalgo Rains	Berkshire Hathaway	25,688,731	65
3	Kenny Klaus	Keller Williams	25,287,648	76
4	Denver Lane	Balboa Realty	18,438,095	48
5	Lisa Soltesz	Opendoor	18,241,375	59
6	Heather Openshaw	Keller Williams	17,451,300	44
7	Mary Jo Santistevan	Berkshire Hathaway	17,275,910	43
8	Rick Metcalfe	Canam Realty Group	16,461,766	61
9	Carol A. Royse	Keller Williams	15,054,196	40
10	Shanna Day	Keller Williams	14,324,390	18
11	Janine M. Igliane	Keller Williams	13,513,791	33
12	Mindy Jones Nevarez	Keller Williams	13,307,413	40
13	Robin R. Rotella	Keller Williams	12,795,099	32
14	Jody Saylor	Just Selling AZ	12,563,700	34
15	Frank Gerola	Venture REI	12,263,200	25
16	Charlotte Young	Revelation Real Estate	12,186,800	32
17	Shannon Gillette	Launch Real Estate	11,482,200	17
18	Shawn Camacho	United Brokers Group	10,757,650	26
19	Bruno Arapovic	Home Smart	10,741,000	42
20	Ben Leeson	Arizona Experience Realty	10,580,614	23
21	Brian J Cunningham	List 3 K	10,506,490	29
22	Bob & Sandy Thompson	West USA	10,400,100	30
23	Randy Courtney	Weichert Realtors	9,605,300	19
24	Eric Brossart	Keller Williams	9,158,200	19
25	David Arustamian	Russ Lyon	9,108,900	17
26	Lacey Lehman	Realty One Group	8,384,265	28
27	Kathy Camamo	Amazing AZ Homes	8,318,350	22
28	Damian Godoy	Argo Real Estate	8,250,300	23
29	Rachael L Richards	Rachael Richards Realty	7,913,900	23
30	Richard Johnson	Coldwell Banker	7,863,700	19
31	Daryl R Snow	Realty One Group	7,623,500	22
32	Michaelann Haffner	Michaelann Homes	7,616,000	21
33	Renee Merritt	Russ Lyon	7,520,029	12
34	Grady A Rohn	Keller Williams	7,464,500	15

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
35	Rob Hale	Elite Realty	7,313,700	27
36	Phillip Shaver	Go Sold Realty	7,284,700	22
37	Cynthia Ann Dewine	Russ Lyon	7,282,834	15
38	Alan Aho	Call Realty	7,282,400	27
39	Jason Crittenden	Realty One Group	7,241,890	20
40	Robyn Brown	Argo Real Estate	7,182,900	15
41	Blake Clark	Blake Clark Team	7,166,400	22
42	Cheryl Kypreos	Home Smart	7,109,500	29
43	Douglas Hopkins	Realty Executives	7,092,810	21
44	Carey Kolb	Keller Williams	7,085,900	19
45	Amy Laidlaw	Realty Executives	7,033,270	24
46	Mike Schude	Keller Williams	6,968,388	21
47	Russell Mills	Gentry RE	6,951,440	19
48	LaLena Christopherson	West USA	6,910,000	9
49	Benjamin Arredondo	My Home Group	6,871,900	21
50	Thomas Popa	Thomas Popa & Associates	6,840,000	12

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Teams and Individuals Closing Dates From January 1-April 30, 2020

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
51	Justin Cook	RE/MAX	6,802,195	18
52	Becky Kolb	Keller Williams	6,760,100	15
53	Jason Mitchell	Jason Mitchell Group	6,692,900	22
54	Lauren Rosin	West USA	6,650,685	20
55	Tina M. Sloat	Tina Marie Realty	6,576,000	19
56	Sixto Aspeitia	Realty One Group	6,570,500	23
57	Jody Poling	DPR Realty	6,541,800	9
58	Rachel Krill	Revelation Real Estate	6,375,154	13
59	Jonas Funston	Venture REI	6,361,900	16
60	Jennifer Wehner	eXp Realty	6,319,900	16
61	Cathy Carter	RE/MAX	6,293,000	8
62	Joanne Hall	Lennar Sales	6,226,330	18
63	Darwin Wall	Realty One Group	6,174,300	14
64	Kyle J. N. Bates	My Home Group	6,172,801	19
65	Jill Vicchy Heimpel	RE/MAX	6,162,000	20
66	Elizabeth A Stern	Springs Realty	6,159,600	18
67	Cara Wright	Revelation Real Estate	6,152,000	8
68	Carole Hewitt	Homie	6,134,800	15
69	Jera M Banks	Home Smart	6,128,400	15
70	Karen C. Jordan	Thomas Popa & Associates	6,067,000	9
71	Peter Kamboukos	eXp Realty	6,063,000	20
72	Timothy J Cusick	Homelife	6,060,955	13
73	Kelly Khalil	Redfin	6,017,470	18
74	Gordon Hageman	My Home Group	6,010,695	15
75	Rodney Wood	Realty One Group	5,991,000	18
76	Mike Mendoza	Keller Williams	5,943,000	12
77	Lori Blank	Lori Blank & Associates	5,887,000	15
78	Ivy Coppo	Blandford Homes	5,801,941	8
79	W. Russell Shaw	Realty One Group	5,746,700	20
80	Mark Captain	Keller Williams	5,742,200	18
81	Diane Bearse	The Bearse Team	5,738,500	13
82	Karl Tunberg	Midland Real Estate Alliance	5,699,900	11
83	Michael J. D'Elena	Revelation Real Estate	5,658,000	17
84	Cindy Flowers	Keller Williams	5,656,400	19

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
85	Alisha B Anderson	West USA	5,623,800	15
86	Tyler Blair	My Home Group	5,620,699	20
87	Rebekah Liperote	Redfin	5,590,500	16
88	Amber Perks	Berkshire Hathaway	5,559,649	13
89	Tara Hayden	Redfin	5,532,400	12
90	David Morgan	Home Smart	5,476,699	21
91	Tiffany Mickolio	My Home Group	5,446,844	16
92	Vincent Fumusa	Home Smart	5,431,025	12
93	Gina McMullen	Redfin	5,420,500	15
94	Julia Spector-Gessner	Revelation Real Estate	5,395,400	11
95	Henry Wang	Revelation Real Estate	5,338,900	14
96	Becky Engstrom	Coldwell Banker	5,240,800	11
97	Shawn Rogers	West USA	5,228,900	16
98	Dean Thornton	Redfin	5,225,650	12
99	Gus Palmisano	Keller Williams	5,217,925	16
100	Kristy Martinez	Coldwell Banker	5,112,900	15

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#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
101	Jason Dawson	Realty Executives	5,079,000	11
102	Thomas A Mastromatto	Mountain Lake Realty	5,037,350	22
103	Andrew Watts	Coldwell Banker	5,031,050	8
104	Ben Swanson	RE/MAX	4,946,960	19
105	Stephanie Cook	Haven Realty	4,913,000	8
106	Marci Burgoyne	Crown Key Real Estate	4,908,900	13
107	Johnny Nicholson	Redfin	4,867,500	12
108	James A Carlisto	Hague Partners	4,865,900	12
109	Jared A English	Congress Realty	4,825,450	13
110	Elizabeth Rolfe	Home Smart	4,781,100	12
111	April McNeil	United Brokers Group	4,773,990	11
112	Stephanie Sandoval	Home Smart	4,771,095	12
113	Mallory R. Dachenhausen	Elpis Real Estate	4,738,500	8
114	Meredith Lane	Launch Real Estate	4,700,000	2
115	Jennifer Felker	RE/MAX	4,683,000	9
116	Jaime R Robinson	DPR Realty	4,678,980	14
117	DeAndre K. Harvey	Tru Realty	4,678,590	13
118	Benjamin Eberhard	Revelation Real Estate	4,661,500	12

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
119	Naveen Kalagara	Kirans & Associates Realty	4,625,300	9
120	Marie Nowicki	RE/MAX	4,622,500	13
121	Andrea Salgado	Keller Williams	4,594,285	16
122	Matthew G Murray	Revelation Real Estate	4,574,200	13
123	William Ryan	William Ryan Homes	4,573,550	10
124	Carol Gruber	Revelation Real Estate	4,570,800	15
125	Shivani A Dallas	Keller Williams	4,556,250	13
126	Jason Vaught	Realty Executives	4,554,500	13
127	Sarah Gates	Keller Williams	4,536,899	10
128	Bonny L. Holland	Keller Williams	4,530,245	7
129	Mo Yaw	Realty Executives	4,526,774	11
130	Steven Coons	Springs Realty	4,524,999	14
131	Stephen Helmstadter, Sr	Helmstad Realty	4,503,950	11
132	Lauren Sato	Revelation Real Estate	4,500,500	13
133	Stacia Ehlen	RE/MAX	4,458,400	10
134	Brett Tanner	Home Selling Team	4,441,400	17
135	Thomas M Speaks	Revelation Real Estate	4,432,890	10
136	Wendy J Macica	Revelation Real Estate	4,422,000	15
137	Jesse Martinez	Rachael Richards Realty	4,420,832	13
138	Beverly Berrett	Berkshire Hathaway	4,391,208	10
139	Elizabeth Amb	Paramount Properties of Arizona	4,388,527	15
140	Jason LaFlesch	Results Realty	4,374,950	10
141	Steve Hueter	eXp Realty	4,355,895	13
142	John A Hetherington	Just Selling AZ	4,310,900	12
143	Jill McFadden	Gold Canyon Homes and Land	4,291,700	9
144	Michael W Cunningham	West USA	4,270,686	8
145	Maureen Waters	RE/MAX	4,248,000	9
146	Jon Sherwood	West USA	4,247,700	13
147	Tamera L Brethower	My Home Group	4,243,500	12
148	Mark W. Burright	Coldwell Banker	4,231,000	10
149	Heather Rodriguez	Coldwell Banker	4,229,750	9
150	Erika Uram	Keller Williams	4,202,506	10

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1-April 30, 2020

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
151	Michael Barron	Infinity & Associates RE	4,201,000	9
152	Steven Bernasconi	Keller Williams	4,200,900	12
153	William G Barker	Farmsworth Realty & Management	4,143,400	14
154	Gina McKinley	RE/MAX	4,105,500	12
155	Randy Duncan	Realty Executives	4,099,900	12
156	Katrina L McCarthy	Realty One Group	4,097,469	10
157	Danny Perkinson	Perkinson Properties	4,089,370	12
158	Jeremy A Wilson	Century 21	4,088,990	7
159	Denise A. Millard	Thomas Popa & Associates	4,077,000	4
160	Shauna L Slevin	Stunning Homes Realty	4,060,377	13
161	Jason Zhang	Gold Trust Realty	4,016,500	9
162	Brian Kingdeski	Gentry RE	3,976,800	14
163	Kim Webster	Home Smart	3,974,500	19
164	Kaushik Sirkar	The Sirkar Group	3,974,200	10
165	Jeffrey M Sibbach	eXp Realty	3,964,500	11
166	Beth S. March	Century 21	3,964,384	9
167	Rebecca Elwood	Coldwell Banker	3,946,490	10
168	Carrie Faison	My Home Group	3,938,900	10
169	Frank Merlo	Berkshire Hathaway	3,909,800	9
170	Beth Butner	Berkshire Hathaway	3,898,502	7
171	Nancy Niblett	Revelation Real Estate	3,893,200	7
172	Michael Kent	RE/MAX	3,892,600	14
173	Elmon Krupnik	Stunning Homes Realty	3,881,800	12
174	Scott R Dempsey	Redfin	3,867,120	11
175	Caleb Williams	My Home Group	3,860,400	10
176	Pam Olmstead	Home Smart	3,850,990	11
177	Scott Morgan	Heritage Real Estate	3,838,553	9
178	David Courtright	Coldwell Banker	3,837,500	9
179	Pat A. Lairson	The Maricopa Real Estate Company	3,824,800	14
180	Jasson Dellacroce	My Home Group	3,824,000	13
181	Chris Lundberg	Redeemed Real Estate	3,818,800	12
182	Lorraine Ryall	KOR Properties	3,796,000	8
183	John A Sposato	Home Group	3,795,000	9
184	Angela Larson	Keller Williams	3,791,000	18

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
185	Geoffrey Mackenzie	Redfin	3,787,625	12
186	Christine Holwell	Revelation Real Estate	3,776,880	8
187	Lynnanne M Phillips	Keller Williams	3,776,500	4
188	Brock O'Neal	West USA	3,768,471	11
189	Tiffany Haynes	RE/MAX	3,723,000	9
190	Nick Bastian	Realty Executives	3,722,000	11
191	Bryce A. Henderson	Four Peaks	3,719,400	10
192	Trevor Bradley	Stunning Homes Realty	3,701,740	12
193	Leila A. Woodard	Vision Realty Pros LLC	3,691,200	11
194	Mary Newton	Keller Williams	3,678,650	16
195	Daniel J. Porter	RE/MAX	3,669,580	8
196	Jerry Thomas Beavers	Realty One Group	3,660,899	10
197	Pamela M Bernard	Keller Williams	3,650,000	8
198	Tyler D Whitmore	O48 Realty	3,648,555	10
199	Barbara Schultz	Coldwell Banker	3,640,800	11
200	Tom Daniel	Visionary Properties	3,636,900	8

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Teams and Individuals Closing Dates From January 1-April 30, 2020

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
201	Frederick P Weaver IV	eXp Realty	3,626,928	10
202	Wade Frontiera	Wade Frontiera Realty	3,626,500	13
203	Curtis Johnson	Curtis Johnson Team	3,622,000	13
204	Lorraine A. Moller	Keller Williams	3,601,500	9
205	Alondra Churcher	Conway Real Estate	3,592,716	9
206	Andrew Cooper	Gentry RE	3,584,500	9
207	Aimee N. Lunt	RE/MAX	3,563,000	7
208	Karrie Law	RE/MAX	3,560,610	9
209	Bryant William Alass	Stunning Homes Realty	3,526,300	3
210	Karen Johnson	United Brokers Group	3,511,200	12
211	Steven D Yost	Home Smart	3,503,000	6
212	Natascha Ovando-Karadsheh	KOR Properties	3,500,000	5
213	Stacie Neumann	Russ Lyon	3,491,800	11
214	Becky Bell	Keller Williams	3,484,900	9
215	Bob Turner	Home Smart	3,480,900	5
216	Justyna Korczynski	The New Home Company	3,480,586	3
217	Steven Halen	Home Smart	3,475,890	8
218	Shawneil Lange	Keller Williams	3,437,900	8
219	Veronica Sanchez	Realty One Group	3,428,000	10
220	Joanne Brown	Berkshire Hathaway	3,411,450	9
221	Heather L. Merenda	Realty One Group	3,393,900	6
222	Charlene Malaska	Realty Executives	3,371,890	4
223	Janet Ann Kowalek	Realty Executives	3,369,900	11
224	David Larsen	West USA	3,369,390	12
225	Andrea Deely	Redfin	3,369,200	9
226	Caryn L Kommers	Bold Realty	3,363,000	9
227	Robin M. Drew	RE/MAX	3,362,000	11
228	Heintje Tjahja	Home Smart	3,361,000	10
229	Nicholas R Kibby	Keller Williams	3,344,000	10
230	Heather Werner	Ravenswood Realty	3,339,171	10
231	Erica Markham	DenMar Realty	3,320,000	6
232	Joshua Asanovich	Keller Williams	3,310,500	10
233	Daniel Callahan	RE/MAX	3,307,535	12
234	Amy N Nelson	Keller Williams	3,299,300	11

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 04/30/2020	Total Unit Sales 01/01/2020 - 04/30/2020
235	Mark David Sloat	Realty One Group	3,294,990	9
236	Andrew R Bloom	Keller Williams	3,294,400	6
237	Tammy Medigovich	Bella Casa Realty	3,272,890	8
238	Ryan K Tollstrup	Petersen Realty	3,270,700	15
239	Ramon J. Nunez	Stunning Homes Realty	3,264,400	10
240	Ying Lin	The Housing Professionals	3,253,000	10
241	Christopher S. Tiller	Russ Lyon	3,250,000	7
242	Kiran Vedantam	Kirans & Associates Realty	3,250,000	5
243	Mike Domer	Mike Domer Group	3,250,000	3
244	Erika Lucas-Goff	Lucas Real Estate	3,249,550	7
245	Ty Green	Coldwell Banker	3,249,400	10
246	Kristen Hekekia	Premier Real Estate Opportunities	3,249,000	8
247	Cindy Tessitore	The Daniel Montez Real Estate Group	3,248,552	6
248	Terra A. McCormick	Revelation Real Estate	3,234,775	12
249	Thomas J. LaMendola	Halstead Property	3,224,990	9
250	Debra Allen	Berkshire Hathaway	3,203,500	9

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NIKKI LEONARD
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Nikki.Leonard@LTAZ.com

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Teams and Individuals Closing Dates From January 1-April 30, 2020

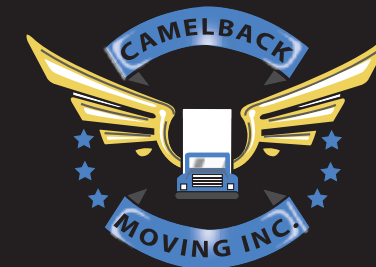
Disclaimer: Information is pulled directly from the Cromford Report. New construction and sales outside of the East Valley are not included.



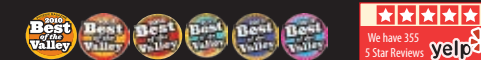
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