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See page 46

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Justin's Recent Accomplishments Include:

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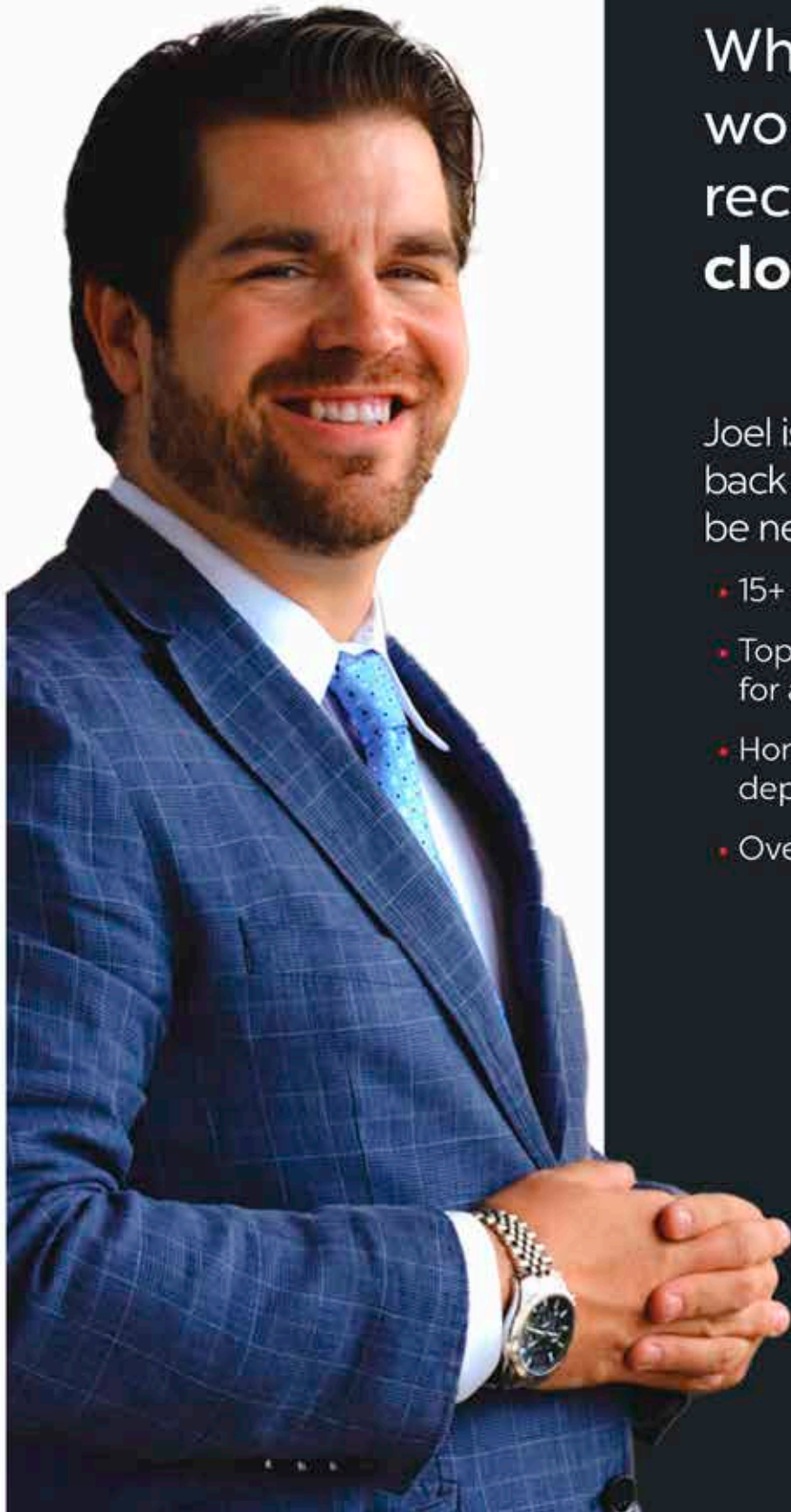
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2-Source: Mortgage Executive Magazine, 2018

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publisher's **NOTE**

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The events of the past month have been a heavy burden on me both physically and mentally. There's no easy way to say this, but one of our own partners, Robert Archibald, unexpectedly passed away. Michael Bencks, who was a close friend of Robert, has graciously written a tribute to his life on page 86 so I encourage you to read it in its entirety.

Shortly after, Kobe Bryant died in a tragic helicopter accident which shocked the nation. Something you might not know about me is that I lived in Southern California for 30 years so this one hit home. I followed Kobe's career from the time I was in high school. As the weeks went by, I kept asking myself, "Why do I even care?" Kobe didn't know me and to be candid, I didn't know him outside of his basketball career. As I kept processing my thoughts and feelings, I came to the conclusion that I was wrecked by the fact that Kobe had worked so hard his entire life and was looking forward to spending his remaining days pouring into his family. Having quality time with his wife and four daughters for the next 40 years is something he will not get a chance to experience. If I'm being real with myself, this frightens me to my core as a father of four children. Kobe Bryant's death greatly impacted me because he left behind family members who no longer get the opportunity to be in relationship with him, it had nothing to do with Kobe Bryant's God-given talent on the court.

Our platform is not just about growing our businesses, it's about building each other up and being present for one another in times of need. Many times people draw strength from the mere fact of knowing they are not alone. I have found that simply existing and being available to someone in need is the greatest gift you can give. I used to feel like if I connected with a friend who was going through a struggle, that I was responsible for solving their issue. Most of the time people simply want to communicate what has been swirling around in their brain. Stopping the business of your own life and listening to others will really help lighten the burden.

I'm grateful we have cultivated an environment of being real in our community. Marki, Jenny, Scott, Frank, and Phil portrayed this at our last event and deserve credit for being trailblazers in this industry. The reputation and brand we represent matters. A special thanks to NEMA Chicago for being such an amazing host.

We can't wait to see everyone again at our Spring Event on May 8th at Avondale Bowl to help deepen the relationships we are continuing to build! Details can be found on page 46.

Fighting the good fight,



Andy Burton
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YOUR ACTIONS REFLECT YOUR BRAND



“Take a second to make sure that whatever you are sending out, or doing to market yourself, will not bring the wrong kind of attention to your brand.”

Agents really need to understand the type of brand they are, and make sure the message they are putting out there truly reflects them. This begins with our appearance. Do you make yourself look presentable and professional each day (e.g. are your clothes clean and not wrinkly)? Did you spend time to do your hair and/or make up or do you just roll out of bed and go meet clients? How we look is the first impression we make on the people we meet.

Are you maintaining your brand on social media? Social media is one of the best ways for a REALTOR® to market themselves to their people. First of all, it's free, and REALTORS® tend to love free stuff. Agents should make sure they represent themselves well on every site, and base their efforts on how they want their clients to see them. Remember, we are public people. The first thing a potential client is likely to do

is Google our names when we are recommended. What are these people going to see? Pictures of you doing keg stands in college or helping a first-time home buyer with the biggest financial decision of their lives? (Don't ignore those old photos. Some people might dig deep when searching for information about you.) Make sure your social media presence looks how you want it to look. Everything is public nowadays. Take down what you do not want people to see or know about you.

There are so many different ways we can market ourselves, which also means there are so many possible ways we can market ourselves poorly. Choose your message carefully. We are living in sensitive times. We need to be politically correct in every-

thing we do. Take a second to make sure that whatever you are sending out, or doing to market yourself, will not bring the wrong kind of attention to your brand. “There is no such thing as bad publicity” is not a motto we should live by in this business.

Here's why: Think about how many celebrities we know of who only had to make one bad decision to immediately change people's opinion of them. The public's response may be to either immediately turn on them or want nothing to do with them. We may not be celebrities, but one bad post or one message taken the wrong way could result in millions of dollars in lost production and thousands of dollars in lost Gross Commission Income (GCI). Make sure your actions are *always* reflecting your brand!

Warren Buffett said it best: “It takes twenty years to build a reputation and five minutes to ruin it. If you think about that, you'll do things differently.”

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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By Mike Opyd

Everything an agent does is a direct reflection of their brand.

When we think about branding, our minds typically go to large companies. We immediately think about the brands we know and their logos, like Nike and the Nike “swoosh,” or Apple and its apple logo. For years these companies have been searing their messages into our minds. They want to be the first thing we think of when we hear “shoe” or “phone.” They spend millions of dollars on their marketing to be number one in our minds.


It is no different for a REALTOR®. We are competing with thousands of other REALTORS® for the attention of our clients. We want to be the very first

person clients (and potential clients) think of when they hear “real estate.” It's said that most people know the names of at least three REALTORS®. If that's true, and if we are not the first person these people think of, they are not likely to reach out to us unless their number one REALTOR® is unavailable. This is why constantly marketing ourselves to our database is so vital to our business.

When it comes to our own brand as an agent, we have to remember that we are constantly being judged based on what we do. It doesn't matter if we are showing a listing, are at a kid's baseball game, or are posting on social media, we are public people and our brand should represent us in a way that's consistent with how we want others to see and think of us.

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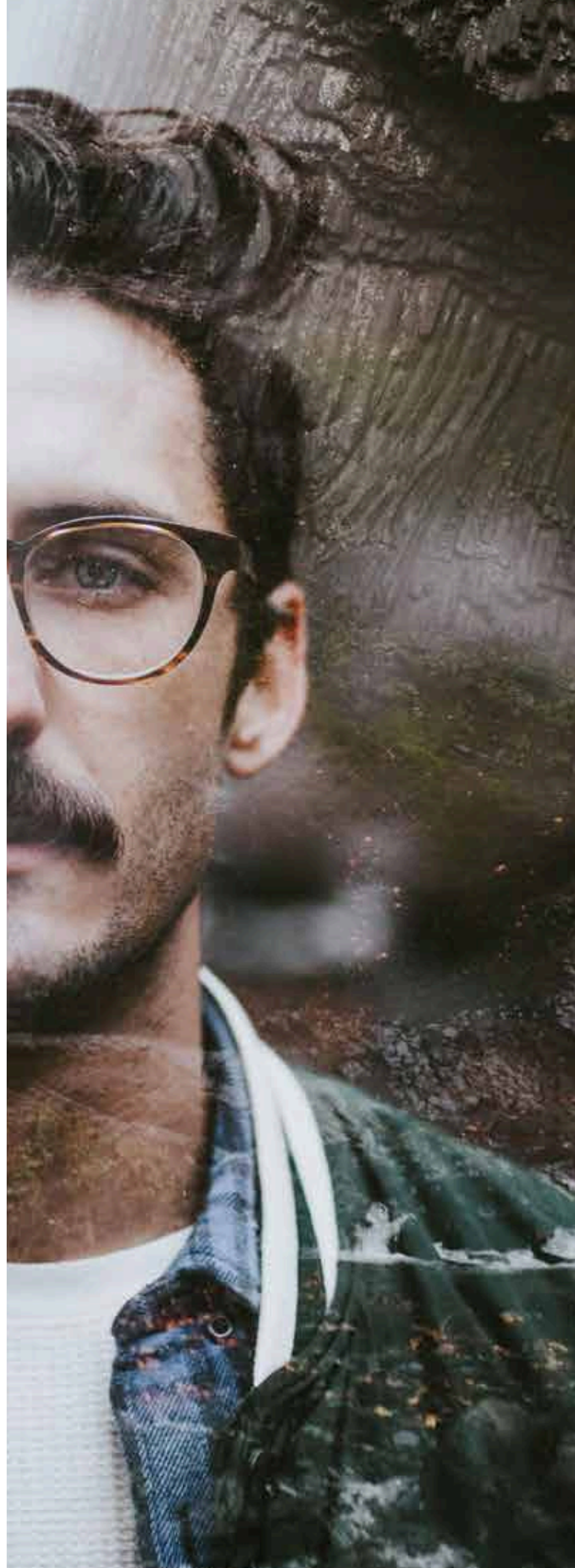


By Sohail Salahuddin

WHAT I'VE LEARNED ABOUT THE MIND

Part 1

On and off for the past fifteen years, in my spare time, I have read and studied about the human mind and people's behaviors. I have always found this very interesting, but more importantly, I want to know as much as I can about how my own mind works and how it affects everything I think, and therefore, how I act. For the past two years I have been increasingly interested in how powerful and smart we truly are, and for the past year, I have been avidly searching for the truth about how our minds work, why we think as we do, and how it affects our lives. Why do some people fall short of, or not even attempt to try to reach, their goals?



I have been particularly interested in the work of/works by L. Ron Hubbard, Dr. Joe Dispenza, Daniel Dennett, David Eagleman, Michio Kaku, Steven Pinker, Mike Ferry, Dr. Dan Siegel, Louise Hay, and Deepak Chopra. I've come to understand a few key things.

From the prenatal stage onward, we are, and continue to be, molded into who we become by our parents, teachers, the media, government, and society. We truly do become the product of our environment until that chain of influence is broken. Rarely do we break this chain because, simply put, we don't realize that we are moving through life on a path that may not be meant for us.

Have you heard a success story like one of someone who grew up on the wrong side of the tracks, and whose mother and father were using drugs or were physically or mentally abusing them? Perhaps they were surrounded by violence, drugs or alcohol, death, etc.?

This person broke through the chains that were put on them by their environment and accomplished something epic. This person was the one in a million who was able to break free from the mental picture that they had been given of what life should be like and went on to create the life they knew was meant for them. Why? They were able to break through the mental limitations they had and created a new vision for themselves and their life. We all have this capability to do amazing things so why don't we?

From all I've learned, two different things tend to cloud our logical thinking: (1) our attachments to thoughts, people, places, things, etc., and (2) fear. The attachments we have to everything we know/are familiar with tends to stop us from moving forward. Fear can rule our lives. It can stop us in every area of our life from moving forward. What are you attached to that is stopping you from taking the next step in your life, in your busi-

ness, travels, relationships, belief, etc.? What are you fearful of and why?

We can be attached to people and to what they think of us. We can be afraid of making a phone call to a prospect, telling someone we love them, asking someone you would like to get to know better out on a date. This list can go on and on. Fear and attachments go hand in hand, and both are emotionally based and not logical. So how do we break past the fear and attachments we have? We need to recondition the way we think and stop focusing so much on how we feel. Personally, I like to call this reconditioning of the mind "mental detox."

Giving our attention to our feelings when we are going through something challenging doesn't help us, however, giving our attention to the feelings of the goal reached or accomplished, does. The moments when we achieve our goals are filled with pleasure, however, the process to get there is often filled with pain and lack of comfort. In other words, the way to the top of Mt. Everest is often filled with pain, but at the top, the feeling is of bliss and pleasure. If we focused on how the climb up made us, or would make us, feel the majority of people would not attempt the climb. However, when we're focused on the end goal, the climb becomes purposeful. In our society, we are conditioned to move away from pain and do things that keep us comfortable. But I don't see how this is helpful.

When we know that pleasure is on the other side of pain, why do we focus so much on how we feel and not on what we know we want? Like the Nike slogan "Just Do It," once we know what we want, we need to focus on the feeling of having it and not on the process of getting it. The process should be a nonemotional, logical, step-by-step plan toward getting what we want. The fear of pain or attachment to oth-

er's ideas will stop you; the attachment to the result will propel you.

Part 2 (Coming Soon) How all this relates directly to REALTORS® and other salespeople.

About the Author:

Sohail Salahuddin has been in the real estate industry for 17 years; starting on the mortgage side before later entering into the real estate brokerage side. He counts his success in real estate to his early understanding of the vital principles of discipline and work ethic, which he learned through his love for fitness and competitive bodybuilding. Sohail is dedicated to continuing to train, practice, and further develop his skills and communication style for the success of his clients. While he is an avid fitness enthusiast, reader, and learner, he also prides himself as a father of three little girls.

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BENJAMIN TURBOW

LOOKING OUT FOR OTHERS

Benjamin Turbow has a heart for helping people and making a difference in the lives of others. While the Michigan native pursued his master in education and MBA, he worked in many different fields including Spanish television, nonprofit audience research and evaluation, and social media analytics. He also decided to travel around the world on one-way tickets; take coursework in China, Thailand, and Greece; and took opportunities to live in Spain and Israel. He credits these experiences with helping him to become a global citizen. When Ben returned to Chicago, he felt he would be most effective in the fields of art and education.

His career soon morphed from nonprofit management to social media analytics. On the side, he worked as an independent contractor with art, natural history, and children's museums throughout the United States. While he was happy doing this work, he found that significant student loan debt could not be easily met in the arts and education field nor in nonprofit consulting. Driven by his never-ending addiction to food and shelter, Ben decided to try real estate after receiving advice from friends. ...





Ben started his real estate career in the autumn of 2013, and has already completed 110 transactions and over 100 rentals. Building from his career in analytics and consulting, Ben uses real estate as a vehicle to help others. He has a passion for helping first-time homebuyers understand what they are doing with their money, putting them on a path to be successful with their investment. The excitement for him is in educating his clients about the role that real estate can play in their financial plans.

Ben was never one to shy away from hard work, but his career really took off when he met Sam Shaffer of Chicago Properties. “Sam is one of the best professional mentors that I have ever had,” says Ben. “One of the biggest things he taught me was to always answer your phone. And this doesn’t just apply to clients. There are several people who I highly respect in real estate, and whenever I need an ear to talk to, they *all* answer their phone. It is so encouraging to know that the big hitters also care about my success, and the success of others.”

Despite his sincere propensity toward always working hard and being available for others, Ben recently started appreciating the importance of bringing balance to his life. Although he thrives on always being there for his clients, he has found that setting boundaries, and not always being available, helps him to refuel. He explains, “I’ve learned that I am better for everyone when I have a vacation here and there—it’s the curse of being an introvert with extrovert tendencies!”

Ben is happiest when he is using his passport, and he enjoys the adventure of eating all kinds of food, live entertainment, and values good conversation. He is still actively involved in nonprofit work in the local community, and is always looking for organizations to support. He contributes to different food initiatives throughout the year to help combat food insecurity, supports LGBTQA initiatives, and is a big fan of the arts and education. Last year, he helped spearhead the painting of the “Better Together” mural at Nettelhorst Elementary, a collaboration with Emmy Star Brown, Nettelhorst Elementary, and Keller Williams Chicago Lakeview.

Ben is also a huge advocate for people seeking help and support, especially fellow REALTORS®, particularly in the arena of mental health. “I first started seeing a therapist ten years ago when I moved back to Chicago. Since then, he has helped me navigate various relationships and careers, toxic environments, and the suicide of a dear friend. Often as REALTORS®, the stresses of clients, family and friends, and running a business can throw us out of balance, and that can take a toll. If you have questions about mental health and don’t know where to start, I’m happy to be a signpost on your journey.” Ben now believes that mental health is just as important as physical health. “If you are only taking care of one, you are doing a disservice not only to yourself, but to those you care about,” he says.



“

If you have questions about mental health and don’t know where to start, I’m happy to be a signpost on your journey.”

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ENTREPRENEUR VS. SOLOPRENEUR

▶ business



By Emily Phair

In any small business, two important roles exist: the technician and the boss. One doesn't exist without the other, and often these jobs are done by the same person: you.

Most real estate brokers will spend their entire career as a “solopreneur.”

It's only the very few of us who graduate to be true entrepreneurs—those who invest the majority of their time thinking about their business's efficiencies rather than doing much of anything in the field. If you're a little lucky and a lot smart, up-leveling your business by adding leverage can give you the freedoms you dreamt about way back when you took your licensing exam. Leverage can mean many things, starting with developing basic systems and processes for your one-man shop, eventually adding talented people to your payroll, and spreading the job duties efficiently and strategically across a group of like-minded teammates.

The choice was clear for me. After years of brokerage-and team-hopping I had seen enough dysfunction to know that my version of success meant letting go of solopreneurship forever. I snagged the most amazing business partner and together we read, studied, and talked through every possible scenario until we had the magic formula for laying the foundation of a profitable real estate team that could be grown quickly from the ground up.

Although our chicken-scratched plan was full of ideas and inspiration, we made one simple mistake that ultimately stunted the growth of our team.

Several years ago, we flew to Denver for a deep-dive class on hiring and training. It was interesting and exhausting, and afterward we met with the teacher to review our plan and collect advice. His assessment was short and sweet: “You don't need one admin, you need two.” His concern was that our transaction count was sufficient enough to require significant leverage, and hiring only one admin would have the opposite effect on our vision and ultimately create a business of stability (good) but not growth (bummer). We had thought our bar-napkin business plan, drafted over IPA's at the Wynkoop Brewing Company, had mapped everything out clearly. Dang. A second admin was not in the plan or the budget.

Back in Chicago we did what nervous newbies so often do: we ignored the good advice and carried out our original plan of hiring our first admin staffer, the executive assistant. We fell in love with the first and only candidate we interviewed (via Skype!) and, short of begging her to accept our stingy offer and move across state lines to work for a team that didn't exist yet, we serendipitously ended up with the best EA in the city. She was wildly talented and completely bought into our vision; she was as good as two people! The problem with our dumb luck was just that—we got lucky.

Within months we could see a significant change in our business. Our back-end systems were organized, marketing and social media were on-point, and lead generation tools and accountability were being managed beautifully. Our over-achiever EA added so much value to our little business that we couldn't (or didn't want to) see that Mr. Denver was right all along. Growth wasn't happening.

Eighteen months rolled by until we finally got the courage and clarity we needed, and we ponied up for admin hire number two: a transaction coordinator. It wasn't until our TC came along that we were able to capitalize on our admin team by prioritizing service to the clients we already had under contract, rather than focusing our efforts on generating new business. A good TC can manage over 100 transactions per year and remove the mind clutter (earnest money, inspection reports, attorney letters, condo docs, commission statements, etc.) that blocks growth. Her back-office systems, along with our EA's marketing efforts, resulted in almost 30 percent growth in transaction count without adding any agents to the team or requiring more time in the field.

I believe true entrepreneurship starts with an excellent back office. Whether you have an admin team, or you *are* your admin team, the best first chess move is one that will add value to your current clients through superior transaction service. If you lay a foundation of systematic service to your existing business, you can unclog your physical and mental capacity, which ultimately supports growth.

If the first step is admitting you are powerless, and the second step is believing that someone or something greater than you can restore your sanity, you're ready to take action. Smart, strategic, massive action is your one-way ticket out of solopreneurship. Start with a transaction coordinator, add an executive assistant, and build your empire from there.

About the Author:

Emily Phair is a founder and co-owner of the Phair-Hinton Group of Keller Williams Chicago-Lincoln Park. She and her squad are rapidly growing and have been consistently ranked in the Top 1% of Chicago REALTORS®.

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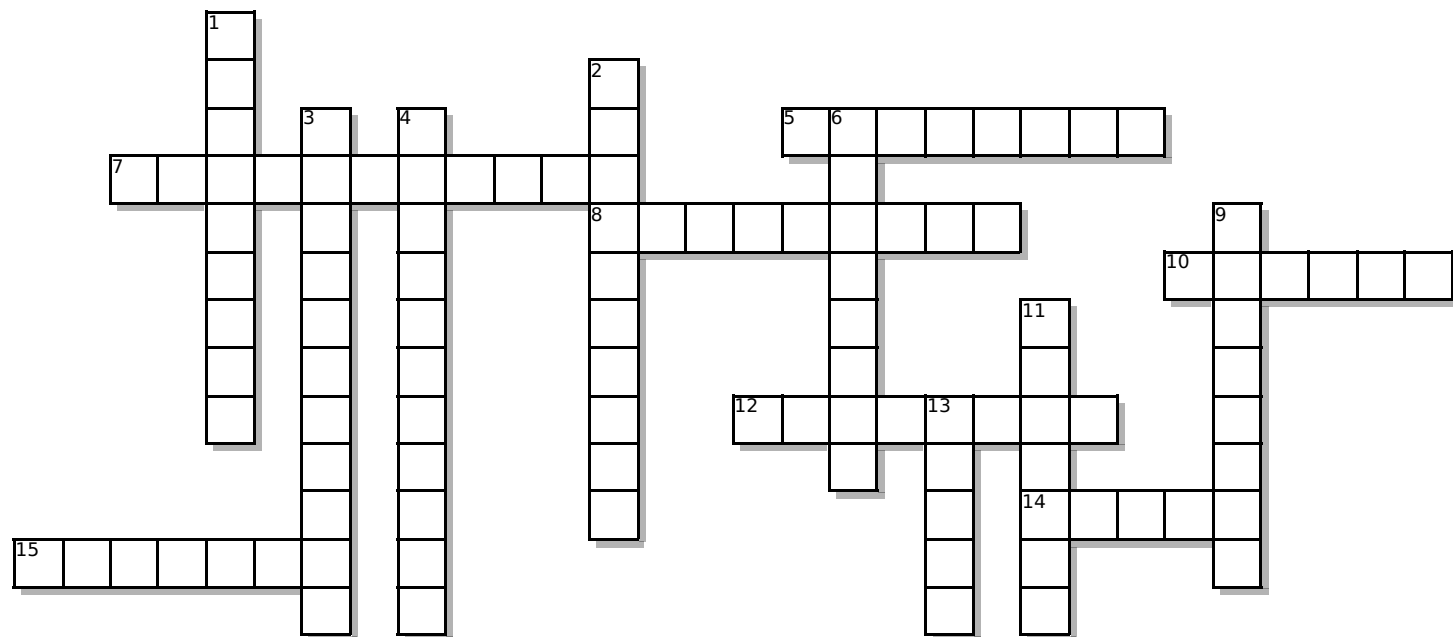


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ACROSS

- 5 Benjamin Turbow is happiest when he is using his ____.
- 7 Luke Blahnik notes that brokers need to be _____ by nature.
- 8 Rich Cebulak is a black belt in _____.
- 10 One hobby Kristine Menas Daley enjoys.
- 12 James D'Astice attended ____ College.
- 14 Rich Cebulak has been married to his wife ____ for 43 years.
- 15 Lisa Raimondi and family love to go to the _____ in their free time.

DOWN

- 1 Lisa Raimondi was a ____ major at the University of Illinois.
- 2 Luke Blahnik's first brokerage firm initially focused on buying and rehabbing what type of properties?
- 3 Lindholm Roofing was founded in 1949 by Mallory and Ryan's _____.
- 4 Where the Lindholm family has been vacationing for the past 30 years
- 6 Luke Blahnik recently opened ____ Bowl.
- 9 Benjamin Turbow is native to which state?
- 11 Kristine Menas Daley was a competitive _____?
- 13 James D'Astice enjoys fishing and is an avid _____ hunter.



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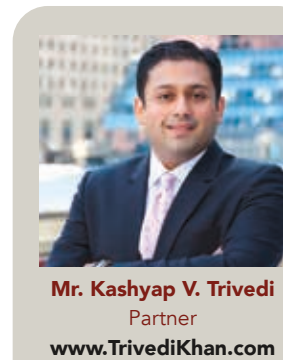
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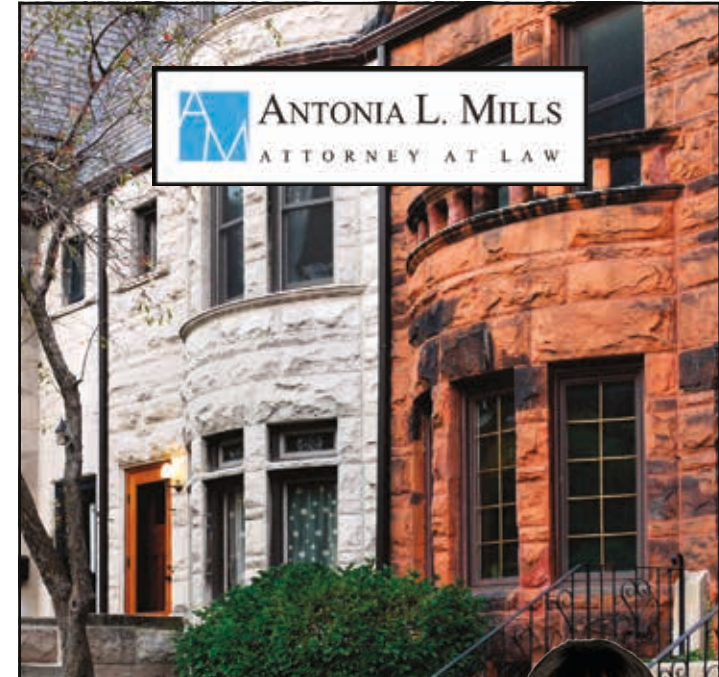


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JAMES D'ASTICE



agent feature ◀
By Chris Menezes
Photos by Heather Allison
Love Photography

James with his wife, Agnes, and daughter, Stella.

MAKING WAVES

James D'Astice never set out to be a real estate agent; it was always a backup plan. What he would come to discover, however, is that his personal and professional experiences in life laid a foundation for him to differentiate himself in the industry and become extremely successful—not just as an individual agent, but also as a leader.

James grew up in the suburbs of Chicago, and moved to the city after high school to attend Columbia College. He fell in love with the pace of the city, the lifestyle, the restaurants, and the neighborhoods. He loved exploring the unique neighborhoods so much, in fact, that he has lived in eleven different properties across six different neighborhoods since moving to Chicago.

While in college, James worked as a server in a steak house. When he graduated with his degree in advertising, it was 2009. The job market was scarce at the time, as many companies were scaling back, cutting marketing budgets and jobs due to the recession. So James continued to work in fine-dining establishments while he looked for a job. Meanwhile, his wife, Agnes, obtained her real estate license in 2008, and that sparked James' interest.

“It was an interesting time to get into real estate. It was literally the start of one of the worst real estate markets in modern history. People were leaving the industry, leaving a sinking ship so to speak, and I was climbing aboard,” he says.

His first five years in real estate were definitely challenging. James had to continue working two to three jobs at the same time until he was able to rely on real estate as his primary source of income. However, his experience in hospitality helped to establish the principles that would make him and his team, the Moda Group, successful.

“In the hospitality business, you're guiding people through a dining experience, getting ahead of their needs and really





James with his wife, Agnes, while in Alsace, France.



James' three-month-old daughter, Stella.



James holding a large fish on a boat.

...

putting their best interest first. As a real estate agent, you're essentially doing the same, just at a much higher level with more impact. Turns out that hospitality translates well in our business. As one of my mentors in the hospitality industry said, 'Service is given but hospitality is felt.' And at the Moda Group, this hospitality-based service model is how we approach our business and the relationships around it—we call that 'housepitality,'" he says.

Instead of splitting his time between multiple jobs now, James splits his time between growing a successful team of six and being a top producing broker to his clients, with being a husband and a new father to three-month-old Stella. Agnes is also a member of the Moda Group as a licensed real estate broker, in addition to being a model and actress; a travel adviser with Virtuoso, specializing in European travel; and a mother.

James and Agnes definitely know how to keep themselves busy. They enjoy traveling to Europe as much as they can, especially to Poland, where Agnes was born. Some of their European travel experiences include driving



James with the Moda Group team - (from left to right) Lauren Herskovic, Patrick Dodd, Agnes D'Astice, Julia Pandorf, and Mike Mabi.

through sunflower fields in Tuscany in summer; touring wineries in Alsace along the Route des Vins; eating at Michelin-star rated restaurants, as well as local gems; hunting truffles in Siena; riding a gondola through the canals of Venice; and hiking through the scenic Tatra Mountains in Poland. Stateside, James enjoys fishing, is an avid musky hunter, loves to golf, and likes to "chef it up" at home.

James is currently broadening his vision for his business. He has always been passionate about helping people realize their goals and making a positive impact

on their lives. He has always given that passion to his clients. But now, he is also taking that same passion and using it to mentor and lead his team members.

"It is extremely rewarding to know that I get to wake up every day and do what I love, knowing that a big part of the growth and success for our agents is due to the structure, systems, accountability, and mentorship I am able to provide. I especially love seeing a new agent accomplish in one year what took me five to accomplish," he says.

“It’s not how big of a splash you make, it’s the ripple effect you make on others, and those ripples turning into waves.”

As James continues to embark on his path as team leader, he hopes to continue to grow his team and empower his team members to become leaders as well. As he says, “It’s not how big of a splash you make, it’s the ripple effect you make on others, and those ripples turning into waves.”



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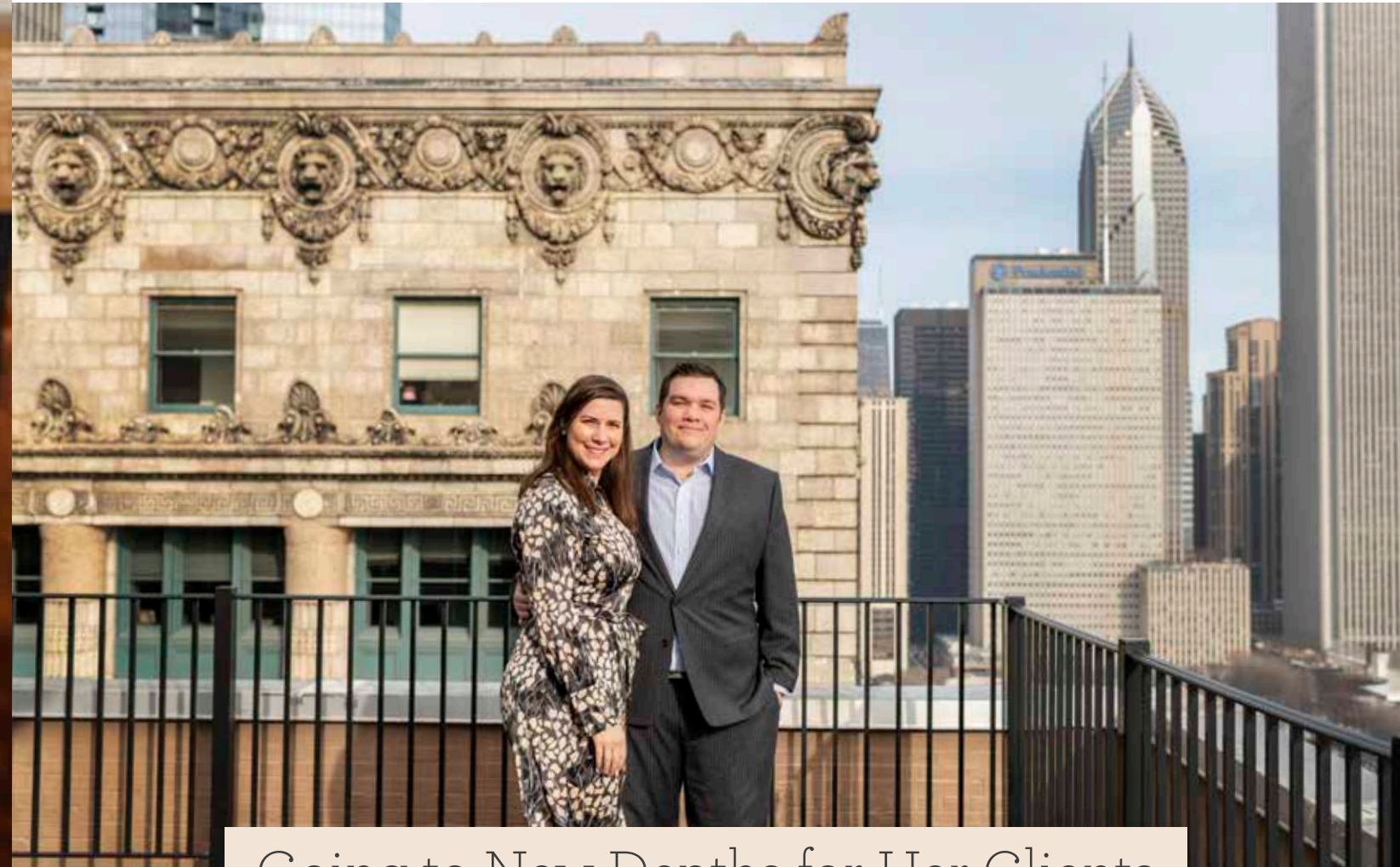
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KRISTINE MENAS DALEY

► agent feature

By Jennifer Mitchell
Photos by Heather Allison Love Photography



Going to New Depths for Her Clients

Kristine Menas Daley’s Minnesota upbringing has influenced every aspect of her life—from her love of the outdoors and adoration of Prince, to her optimistic outlook on life and desire to do right by her clients. Minnesota’s frigid winters taught Kristine how to appreciate the sunny moments in life and to find the positive aspects of any situation. Every day she takes a moment to stop and identify what she’s grateful for in life, no matter what else might be going on.

“Life is all about perspective,” notes Kristine. “If you can remember that, it’s much easier to find the good and beautiful things around you.”

She also learned a lot from her time as a competitive swimmer, which

required a tremendous amount of tenacity and practice in order to see results—something that translates well into her work in real estate.

“At swim practice, you’re just swimming back and forth across the pool without arriving at a different destination,” explains Kristine. “The repetitive nature [of it] requires mental strength and forces you to put mind over matter and push yourself, even when you’re exhausted. And that was a really important lesson for my career: how to keep pushing myself even when I was tired or not seeing the results I wanted. I learned that the hard work would pay off eventually.”

Like many others, Kristine explored various careers before diving into real estate. For several years, Kristine worked in marketing for the nonprofit sector, then pursued a graduate degree in historic preservation at the School of the Art Institute of Chicago. After graduate school, she worked for a small nonprofit in Pilsen, helping homeowners

rehab their properties to receive a historic tax freeze. When the recession hit, however, the historic rehab work dried up and Kristine started taking real estate classes.

“I decided to give real estate a try at the suggestion of a friend,” says Kristine. “I felt my background in historic preservation of architecture was a good segue into real estate. During the first few years, I was a REALTOR® part-time while also working for the City of Chicago. In my first year, I made \$14,000 and knew I had to make a decision to either leave the business or commit fully. With the support of my brokerage—specifically, my managing broker, Barbara O’Connor—I emerged the following year earning far more than I dreamed was possible. The year after that I became a CAR



...

Top Producer, and I still remember the incredible feeling of realizing [that] my hard work had paid off.”

Eight years into her real estate career, Kristine has a career volume of \$51,380,139. She loves helping people through life’s transitions, like when they are moving out of a lifelong home and sharing in their stories of life, death, happiness, and other memories that occurred in those homes. Similarly, she enjoys working with first-time homeowners who feel immense pride and joy in owning a space that is their own.

“Real estate is so much more than sales—you have the power to change people’s lives.”

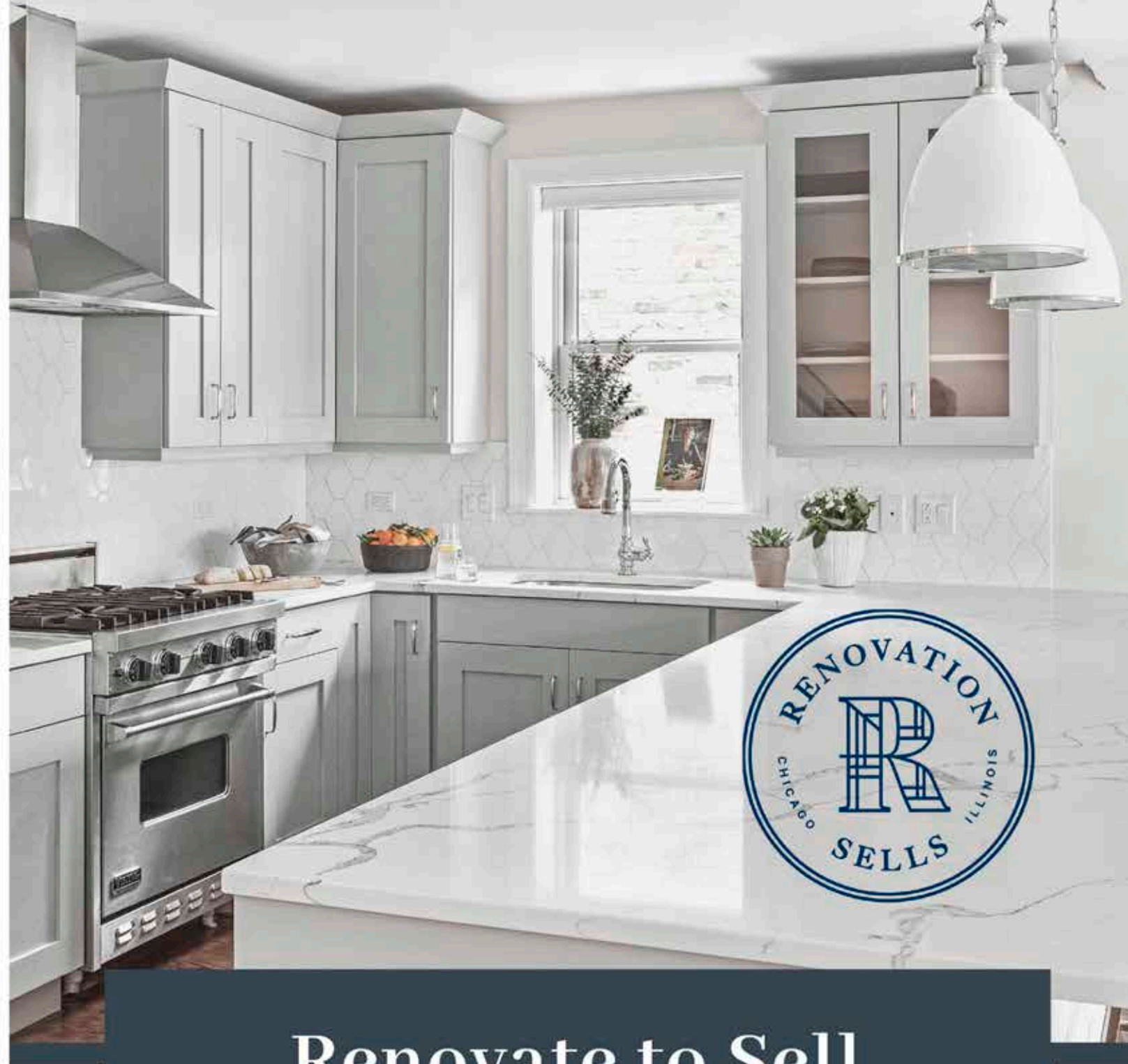
“I recently helped a family of five, that was relocating from overseas and had spent months living in a two-bedroom apartment, find a beautiful home they could purchase in time for the holidays,” notes Kristine. “Moments like that force you to step back from the transaction and realize how you’ve impacted someone’s life. Real estate is so much more than sales—you have the power to change people’s lives.”

The passion she has for helping others and doing good has led to her involvement with the Chicago Association of REALTORS® Sustainability Group, whose mission is to engage and educate REALTORS® on how to help clients with issues around sustainability. She is also on the board of directors of the Chicago Bungalow Association, a nonprofit dedicated to strengthening Chicago’s bungalows and vintage homes through educational resources and energy efficiency programs.

Knowing how harsh the winter months can be without a coat, Kristine also does her part to ensure no child in Chicago goes to school in sub-zero weather without one. She donates a portion of her commission to Coat Angels and volunteers there every winter, fitting Chicago Public School kids with fleeces, coats, gloves, and hats.

Outside of work and volunteering, Kristine loves to try new restaurants, cook, bike around the city—another carryover from her life in Minnesota, which has one of the biggest bike-commuting populations in the US—and travel with her husband, John.

“At the end of the day, that’s what’s important,” says Kristine. “I believe success and happiness come from making a positive impact on friends and family and being able to stand behind the work you’ve done. When looking back on my career, that’s what I hope to be remembered for.”



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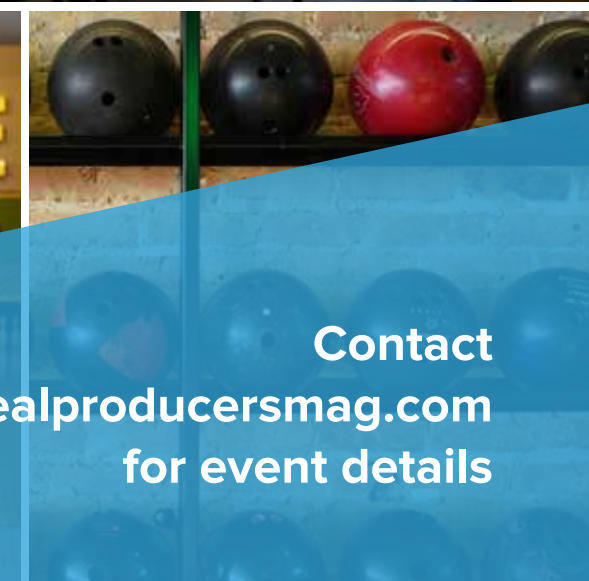
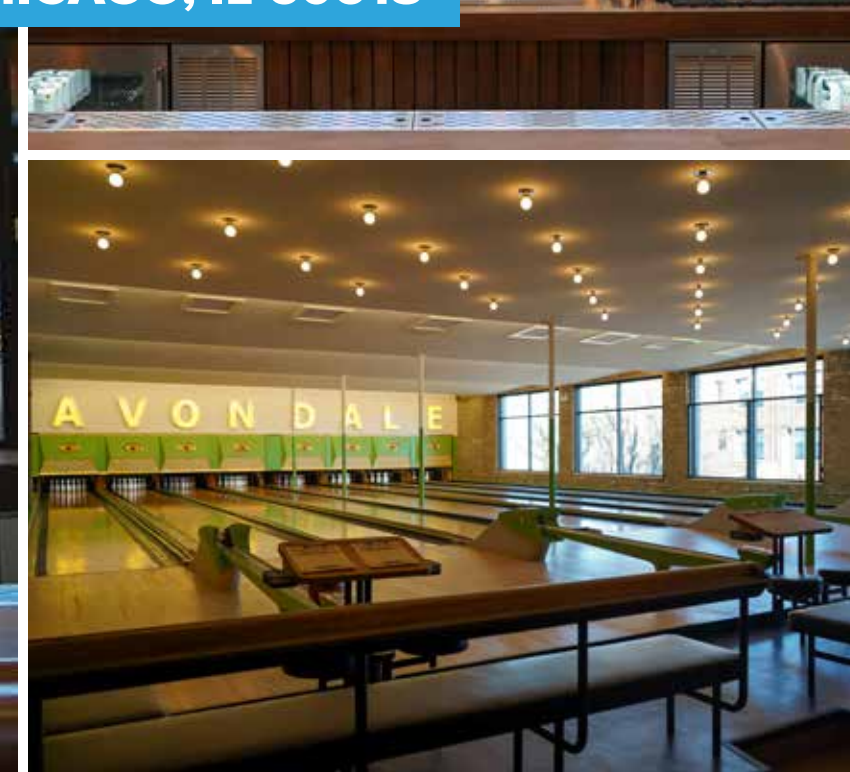
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LISA

RAIMONDI

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Fighting for the American Dream

By Chris Menezes
Photos by Carlos Miranda

Lisa Raimondi likes to think of her business, the Raimondi Law Group Ltd., as that old Bailey Building and Loan company in the movie *It's a Wonderful Life*. If you've never seen the movie, Bailey Building and Loan is a small, family-run business that gave regular townsfolk the ability to own their own home, and attain the American Dream, instead of having to rent and live in the seedy town of Pottersville, the vision of the scheming Mr. Potter, a wealthy curmudgeon who thought of people as cattle rather than humans. Helping people fight against large and powerful organizations looking to exploit them was the driving force behind Lisa's decision to become a lawyer.

...



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Lisa decided to go into law while in college at the University of Illinois. As an economics major, she took an antitrust law course, where she heard several stories about the “little guys” fighting to protect their interests against big companies. These stories inspired Lisa to attend the John Marshall Law School in Chicago and start her journey as the people’s advocate.



Lisa with her husband, Aaron, and their eight-year-old son, Max.

After law school, Lisa started practicing consumer protection law. She soon learned, however, that she enjoyed the transactional side of law more than litigation, so she transitioned into real estate law and ultimately branched out on her own. Over the past twenty-four years, Lisa has dedicated herself to providing her clients with the expertise needed to close real estate transactions, handling everything from first-time home purchases to multi-unit and commercial properties. Like the *It’s a Wonderful Life* protagonist, George Bailey, Lisa enjoys helping individuals, families, and small business owners achieve their version of the American Dream.

“In today’s complex housing and real-estate market there are unlimited opportunities for predators to take advantage of the uneducated consumer,” says Lisa. “I like to treat my clients as family and look at transactions from the perspective of ‘Is this something I would agree to if it were me or a member of my family?’ Lines can easily be blurred in this industry, so I do all I can to make sure my clients are getting the best service and the best professional advice.”



Lisa enjoys getting to know her clients personally, and is always willing to go above and beyond for them. “It is not rare for a client to call me on a weekend or a late evening with questions about their closing. I see it as part of my job, to remove some of that uncertainty, and I

believe that is one of the driving forces behind why I have a lot of referrals and a lot of repeat customers,” she says.

Lisa takes tremendous pride in making sure that her clients and the real estate agents she works with are getting the best professional advice, a tough negotiator, and someone who is not going to rely on others to do all the heavy lifting. She encourages any agent who has yet

“I like to treat my clients as family. . . so I do all I can to make sure my clients are getting the best service and the best professional advice.”



to work with her to “try me once,” so they can experience the difference.

“My firm is not the biggest. I do not have flashy billboards or any ads in the paper, but I value each client individually. And I like to think that, somehow, I have made a difference in people’s lives by providing the guidance needed to successfully navigate a very difficult market,” Lisa says.

When she is not working, Lisa loves spending time with her husband of ten years, Aaron, and their eight-year-old son, Max. They enjoy going to baseball games, cheering at University of Illinois games, and traveling, but most of all, they love going to the theatre. Max loves performing in theatre and hopes to open his own theatre one day; of course, Lisa looks forward to helping him close on that theater so he can realize his own American Dream.

To contact Lisa and the Raimondi Law Group, call **312-701-1022** or email them at lmr@raimondilawgroup.com.



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» cover story

By Jennifer Mitchell

Photos by Heather Allison Love Photography

LUKE

BLAHNIK

Go Big by Thinking Small: *Zeroing in on a Niche Offering*

Luke Blahnik has spent most of his career working in construction and real estate, learning the latter industry inside and out while circling in on niche offerings. It is his extensive experience and thirst for knowledge that has led to his success as a \$100M-career-volume broker.

Luke's interest in real estate began when he was in high school and living in a small town sixty miles outside of Chicago. He got a job painting and cleaning apartments that were owned by a private company and rented to university students. Through that work, Luke learned that one path to personal financial stability was through owning multi-family housing, and he's been interested in real estate ever since.

After college, Luke started working for the nation's largest homebuilder, selling new-construction homes in a massive planned community.

"I wasn't a licensed broker, but I learned a great deal about the construction process, new home sales, marketing, and land entitlement," says Luke. "It laid the groundwork for what my business looks like today, and gave me the insights necessary to assist clients in the homebuying experience. Whether my clients are looking for an investment property they plan to rehab or a new construction condo, having construction experience allows me to guide clients toward the best decision."

In 2010, Luke started his own brokerage, Blahnik Properties, which initially focused on buying and rehabbing distressed properties, and eventually evolved into a full-service brokerage. It was during the early years of Blahnik Properties that Luke fully explored the industry and worked to find a niche where he could excel.

...



“I started my brokerage without many connections and worked by myself for seven years,” explains Luke. “I learned everything I could about strategic acquisition of distressed properties through channels like sheriff’s auctions, short sales, and REO sales. Over time, I picked up a few investors and helped them purchase, rehab, and sell distressed property.”

As Luke was flipping properties and meeting other brokers, he decided to expand his office, adding a traditional real estate practice. In 2016, Luke joined forces with Anthony Flora to create the Flora | Blahnik real estate team.

“Working alongside Anthony has been incredibly fulfilling,” says Luke. “He is passionate, kind, and smart as a whip. It was immediately apparent that our clients were seeing better outcomes as a result of our working together, so we made the decision to grow our team and moved our brokerage over to @ properties in 2017.”

The team has since hired five additional brokers and an operations manager, Kara Cunningham. Though the team works with many different client types, they specialize in helping clients purchase and rehab condos; single-family homes; two- to four-flats; and larger apartment buildings.

“Every broker on our team personally owns multi-family investment prop-

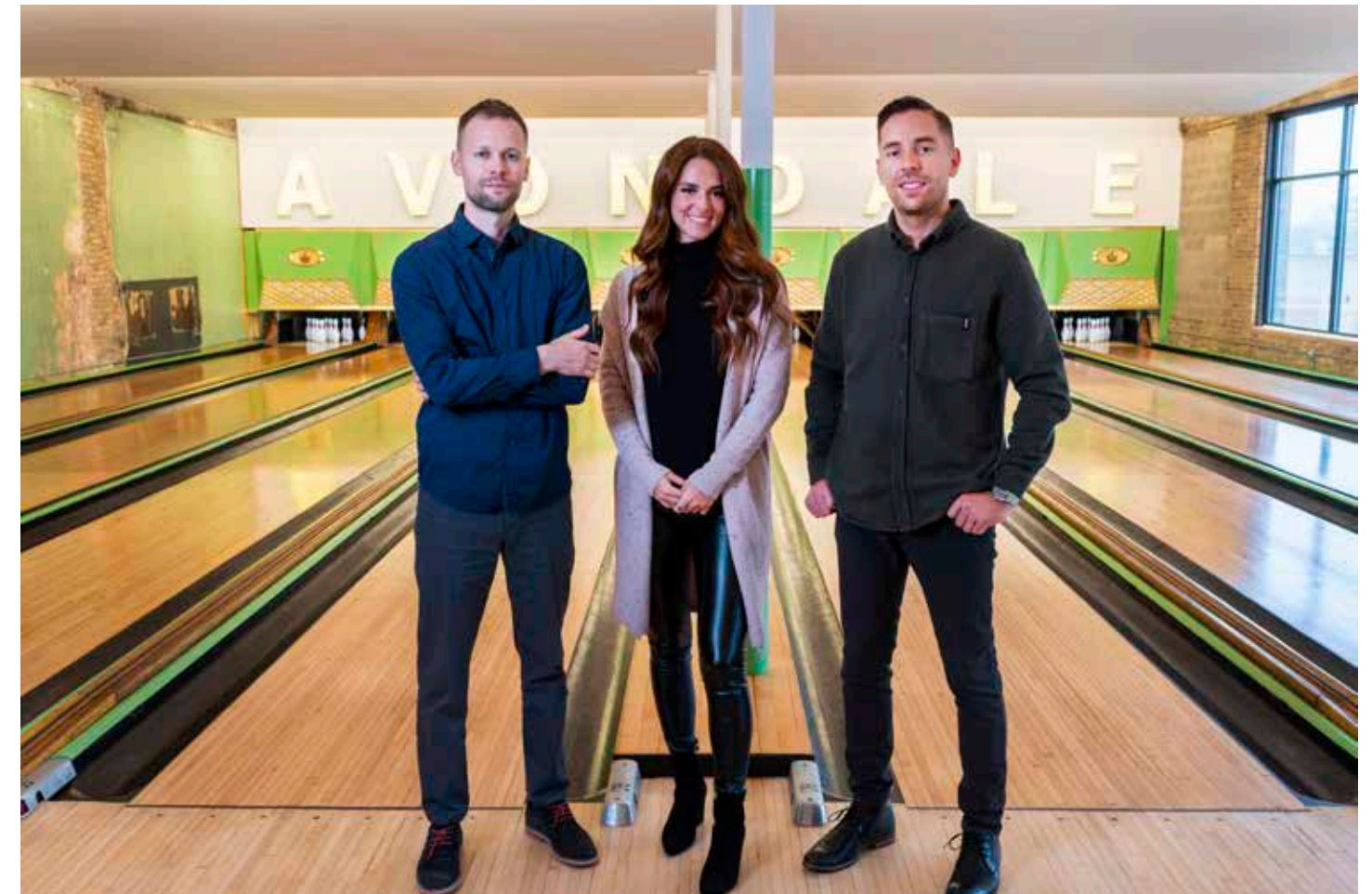
“I landed many of my first clients because they were looking for the special skill that I had. Whatever your specialty is, figure it out and be really good at it.”



erties, which I think helps us better understand where our clients are coming from and what their needs are,” states Luke. “Anthony and I also have Airbnb apartments at our personal residences, and have started helping clients purchase buildings with Airbnb units for added rental income.”

With a career volume of \$100M and recognition as a Top Producer for the past several years, Luke is an undeniable success. But for him,

success means having a healthy family and being able to participate in interesting projects. Luke and his wife Crystal, a Chicago Public School math teacher, and his 3-year-old son, Nelson, live in Logan Square and love to explore the city together. And as for interesting projects, this year Luke opened Avondale Bowl, a vintage eight-lane



bowling alley, and he is a partner on several exciting upcoming hospitality projects.

When he’s not brokering deals, Luke’s mentoring his “little brother” through Big Brothers Big Sisters of America.

“I am grateful for the opportunity to provide guidance and support to a young person who found himself in

an unfortunate situation,” notes Luke. “It’s been incredibly rewarding to watch my ‘little brother’ grow into a responsible and kind young man.”

As for advising up-and-coming REALTORS®, he encourages them to become an expert in one thing; brokers need to be generalists by nature, but he notes that it helps to have a specialty in which you really excel.

“My forte when I started was buying foreclosures at auction,” says Luke. “I went to the auctions

every day for years at the beginning of my career. I learned a great deal from experienced people around me, I asked a lot of questions, and became good at navigating the complicated transaction. I landed many of my first clients because they were looking for the special skill that I had. Whatever your specialty is, figure it out and be really good at it.”



Luke Blahnik with Anthony Flora.



Luke with his team | Photo credit: Jorge Gera Photography



Luke with his wife, Crystal, and their son, Nelson. | Photo credit: Hannah Persson Photography



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LINDHOLM

LINDHOLM ROOFING

Generations of Ensuring Families Are Covered

More than anything else, Lindholm Roofing is committed to family values and giving back to the community. A family-owned business, the Chicagoland roofing and siding company is currently being run by third-generation Lindholms. Siblings Mallory Kistner and Ryan Lindholm now own the company with their father, Tim. Their youngest sister, Rebecca Lindholm, joined the company in 2017 and hopes to also achieve joint ownership in the coming years.

Lindholm Roofing was founded in 1949 by Mallory and Ryan's grandfather, Thomas Lindholm. Since then, the company has expanded to provide customers with gutters and downspouts, soffit and fascia, siding, masonry, window and door installation, and insulation.

"Growing up, Ryan and I admired our father and grandfather for supporting their families with hard work and an entrepreneur mindset," says Mallory. "We joined the family business in the hopes of providing our children with the same opportunities we were fortunate enough to receive from the generations that came before us."

When Ryan started with the company, he learned the ropes from the ground up by working with the roofers. Whereas Mallory started working with the office staff, focusing on and learning about customer service and operations. Today, the two siblings run the business together.

•••



From left to right: Mallory Kistner (formerly Lindholm), Ryan Lindholm, Tim Lindholm, and Rebecca Marker (formerly Lindholm).

•••

“We find it helpful to have multiple points of view when trying to successfully run a company,” says Mallory. “You need someone to monitor and analyze day-to-day duties and someone to look at the big picture. That helps us grow and stay current in today’s market.”

For both Mallory and Ryan, the fact that the business is family-owned favorably affects their management style and outlook on customer service.

“We treat our customers and employees as members of our family,” says Ryan. “I think it makes the working environment more productive and enjoyable.”

Mallory agrees, noting that they strive to hire honest, hardworking individuals who share the Lindholm’s family values, and have a strong desire to provide excellent service.

The result is strong relationships with employees, clients, and REALTORS®. The staff at Lindholm Roofing loves the opportunities when they can be a part of the buying process. It allows them to further serve their clients by being able to provide

a second opinion after an inspection or advice to previous customers who are re-entering the buying or selling process.

“We look at roofing, gutters, and siding every day, but [we] understand our customers only deal with these things a few times in their lives,” explains Mallory. “We love sharing our expertise and educating our customers, so they feel confident about their biggest investment—their home.”

Prompt communication and offering good, better, and best options are just two ways Lindholm Roofing provides outstanding service to its customers.

But keeping customers happy isn’t the only thing that motivates the staff at Lindholm Roofing. The company is very active in the community and participates in a number of philanthropic initiatives, donating funds and services to help people in need. Lindholm has partnered with Mercy Home for Boys & Girls, their local Alderman’s office, LYDIA Home, the Eagle Scouts, Habitat for Humanity, and Christ Church Lake Forest to help put roofs over homeless families and those in need, and they

“WE LOVE SHARING OUR EXPERTISE AND EDUCATING OUR CUSTOMERS, SO THEY FEEL CONFIDENT ABOUT THEIR BIGGEST INVESTMENT—THEIR HOME.”

-MALLORY KISTNER



make financial donations to the Special Olympics Foundation and other organizations in need of a boost. In honor of the passing of Thomas Lindholm, founder of Lindholm Roofing, the company also donates to the Leukemia Foundation.

Outside of work, the Lindholm family enjoys fishing, playing tennis and other racket sports, playing board and card games, and traveling to the Florida Keys, where they have been vacationing together for the past thirty years.

The fourth generation of Lindholm’s is growing—Mallory is mother to her one-year-old daughter, and Ryan is a father of three—and the family enjoys watching their kids and grandkids grow into each new stage of life.

“We are proud to be a part of a family business,” states Ryan. “And we’re working to keep the business running for the fourth generation and, hopefully, more to come.”

For more information about Lindholm Roofing, visit www.lindholmroofing.com, or give them a call at 1-888-4-ROOFER.

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By Jennifer Mitchell
Photos by Carlos Miranda

RICH CEBULAK

REFLECTING ON A CAREER IN REAL ESTATE

Rich Cebulak has been working in real estate for forty-four years. For the past twenty-six years, he's been the designated managing broker of Baird & Warner's North Center office, growing the firm and its employees. Reflecting on his career, Rich notes two things of import. First, it takes an incredi-

ble amount of passion to be successful in this industry. Second, beyond the commission, unlimited earnings, and advancement, the biggest reward from your career will be the relationships you build with the people around you.

Growing up, Rich's father was a broker/owner. Realizing the opportunities that a career in real estate could provide, Rich and many of his siblings embraced the entrepreneurial spirit and followed their father into the industry.



"I started working in real estate right out of college and sold for a few years before becoming the manager of a boutique shop," recalls Rich. "I managed that shop for about fourteen years before making the switch over to Baird & Warner."

Over the years, Rich learned the value of commitment to, and passion for, the trade.

"Make sure you love what you do because success is a labor of love," states Rich. "If you are not committed and passionate about what you do, you'll burn out."

He also stresses the importance of having a vision for your career and knowing the endgame before you get started, claiming that it's much easier to hit a target if you know what that target is. And if you plan to join a larger organization, make sure your goals align with those of the company before you sign on.

Working in real estate has a lot of ups and downs, so Rich suggests learning to let the little things go while finding ways to constantly stay ahead of the changing landscape.

"Our industry is facing rapid change on many fronts, including technology, governmental regulation, increased competition from external forces, and the ever-changing consumer behaviors," states Rich. "It's important to stay on top of these issues, and if you're managing a team, train your associates in a way that allows them to thrive in the current and future environments."

One of the best ways to do that, according to Rich, is to surround yourself with talented people and find a mentor or mentors. Rich believes that his success is due to surrounding himself with industry experts. So it's probably no surprise that as his career advanced, he took others under his wing, mentoring up-and-coming associates at Baird & Warner.

•••



...

“I’ve had the pleasure to work with, train, and mentor several associates who went on to become Chicago Association of REALTORS® Rookie of the Year recipients,” notes Rich. “I’ve also had the pleasure of working with and managing some of the industry’s top producers. Knowing that you’ve influenced the people you work with, and watching associates grow beyond their expectations, is the greatest reward.”

Rich’s passion for real estate is only overshadowed by his love for his family. He has been married to his wife, Maria, for forty-three years; he loves spending time with his sons, Matthew and Benjamin; and grandchildren, Alex (seven years old) and Nora (four years old).

“Anyone in this business knows the personal sacrifices that affect your family, including long hours, irregular schedules, missed family events, and weekend work,” says Rich. “It requires support and encouragement

from your significant other and I am fortunate enough to have that.”

Despite the long hours required of him, Rich still takes time to pause and reflect on what makes life feel whole. A black belt in Tae Kwon Do and an Eagle Scout, Rich loves to stay active. He also enjoys spending time outdoors, including going up to his cabin in Wisconsin’s North Woods with his family, snowmobiling, cycling, fishing, and taking his boat out on the water.

Working in real estate, Rich sees firsthand how critical housing is to the stability of a family and a community. That’s why he volunteers with Baird & Warner’s Goodwill Network, which helps those in need of shelter. He also has taken several trips to Mexico with his management team to do hands-on work building houses for those in need, because, at the end of the day, that’s what matters most to Rich—helping people.

“Whether it’s an associate in my work family or my own grandkids, I want to help people learn and grow,” states Rich. “The best you can hope for is that you have a positive influence on people’s lives, which is what I strive for every day.”



“

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WHAT YOU

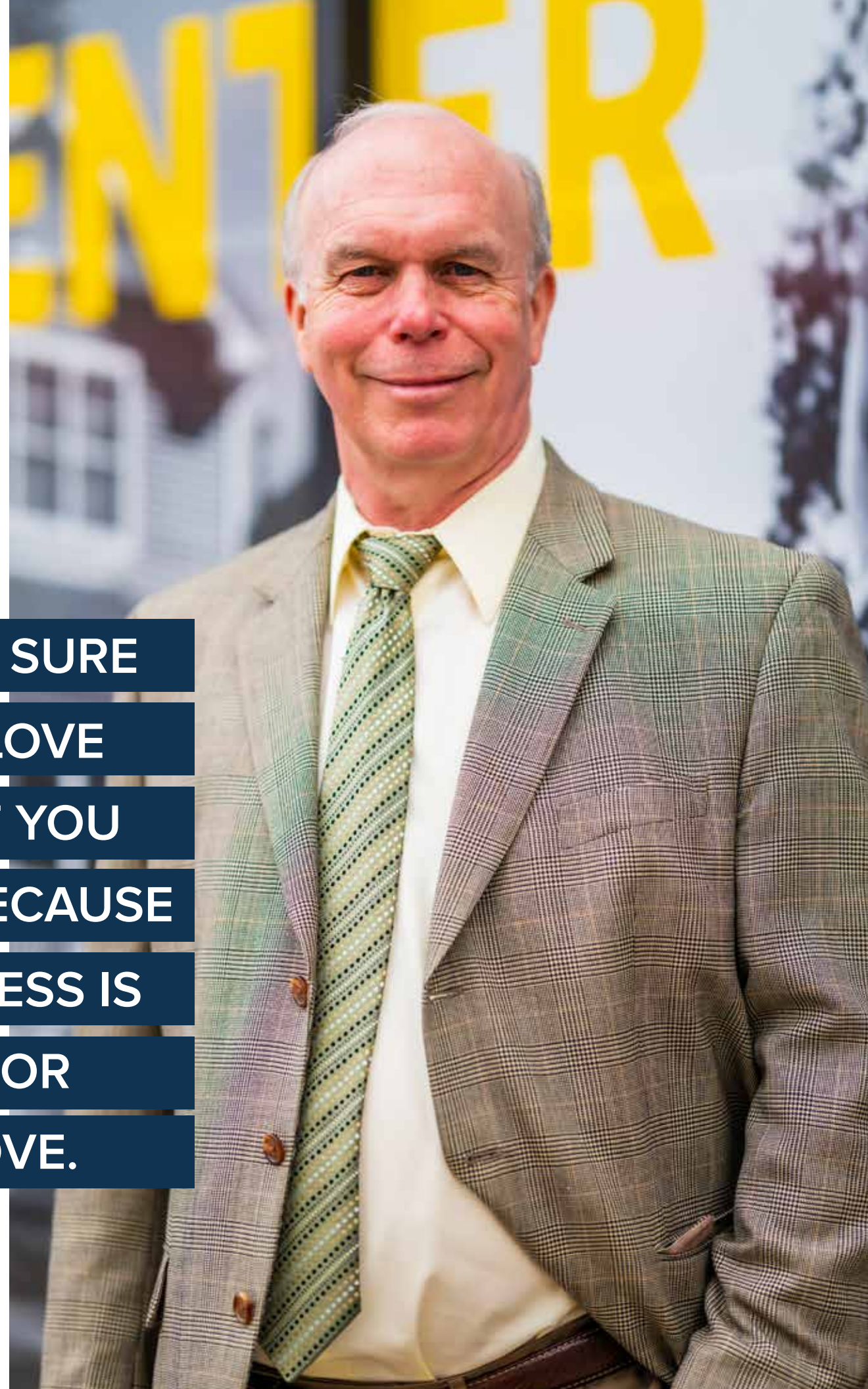
DO BECAUSE

SUCCESS IS

A LABOR

OF LOVE.

”





▶ events

WINTER

Hosted
by NEMA

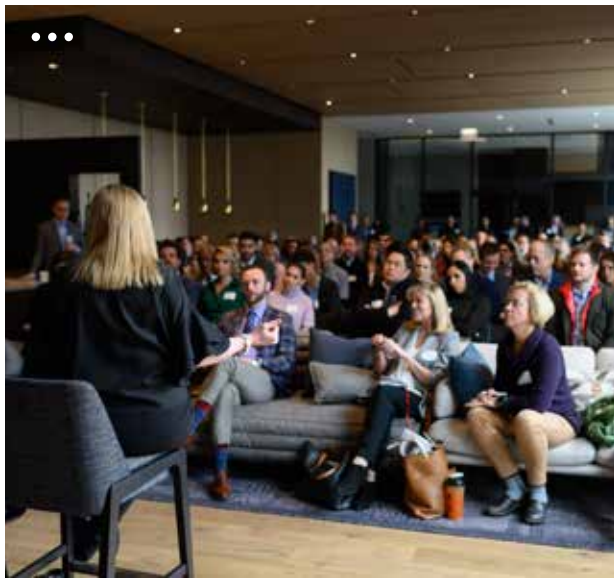
Photos by
Heather Allison Love Photography
and Carlos Miranda

The Winter Event at NEMA was a fantastic way to kick off 2020 and reconnect with the Chicago Real Producers community. The all-star panelists hit the mark as they shared their insights on how to distinguish yourself in a commoditized world.

EVENT!

We are thankful for Marki, Jenny, Scott, Frank, and Phil for being trailblazers in the industry. Again, another special thank you to NEMA Luxury Apartments for opening their doors to all of us. We hope you all enjoyed the space, networking with peers, and a competitive round of skee ball. We are grateful for everyone who joined us, provided raffle prizes, and helped make it an unforgettable event. We look forward to seeing you on May 8th for the Spring Event. Enjoy the photos!





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Cindy Ji won Wolves tickets and wine from Pete Horvath with Move-tastic!



Grace Botthof, Michael Shin, Pamela Moran, and Liz Kole all won gift cards from Montserrat Alvarado with Tri-State Restore



► events

WINTER EVENT

We are extremely grateful to our Preferred Partners who never disappoint with great raffle prizes at all the events! Check out just some of the winners from the Winter Event at NEMA:

Dana Nolan won a gift basket from Tony Migon and Dotty Dose with ECHO Home Inspection Inc.



Nora Thompson won a honeybee themed basket from Janelle Iaccino with Rose Pest Control

RAFFLE winners

Not Pictured:
Phil Skowron won a custom jacket from Gentleman's Cooperative
Sam Shaffer won a cruise on a 40-foot yacht for 12 people from Joel Schaub with Guaranteed Rate

Chuck Gullett and Andreas Holder won 4 tickets each to a Cubs game from Ryan Pierce with A & N Mortgage Services, Inc.



Patrick Lynch won a TV from Hank Sander with Heartland Home Inspections





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a tribute to **ROBERT** ARCHIBALD



By Michael Bencks

Earlier this year we celebrated the amazing life of a good friend and huge supporter of CAR, Chicago Real Producers, and Chicagoland real estate who left us way too soon. Robert Archibald—father, friend,

tallest guy in the room, Big Ten Championship basketball player, NBA basketball player, Olympic basketball player, business owner.

To say it's been a tough time would be an understatement. Robert was a gentle giant who always put a smile on people's faces with his witty one-liners and overly generous personality. He was always the first to offer help to clients, business partners, and most importantly, family and friends. I used Rob for my personal insurance needs and referred him over the years to all of my clients buying a home. In return, he would let me mooch off his country club golf membership even though I had no business playing

there. No matter how many balls I lost in North Barrington, he would always invite me back and take me around introducing me to all the members like I was a pro. Every caddy at Biltmore knew who Arch was and fought to get paired up with him when we'd play. I'm sure it was because of how funny and easy-going Rob was on the course, he never let a bad shot get to him, but the generous gratuity at the end of the round probably helped a little too.

Anybody who knows me knows I'm a glass-super-freaking-full kinda guy and my bright spot during this dark time is that I've re-evaluated what's important to me in life: family, friends, and good old-fashioned human connections. Everything else is way down the totem pole.

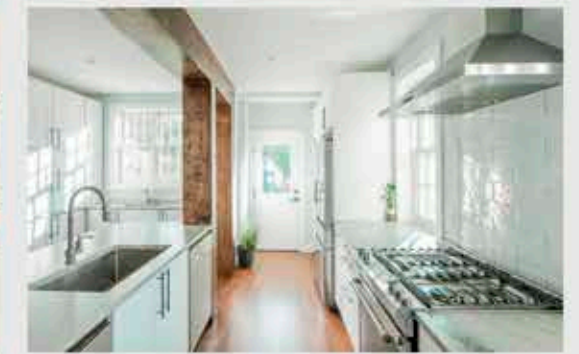
Another bright spot is the Robert Archibald Student-Athlete Health and Wellness Fund created by his family to help others who may be struggling. Life is really hard. Work is hard. Marriage is hard. Kids are super-duper hard. We all know this, but nobody likes to talk about it, especially men for some reason. Regardless of how large the real estate community is here in Chicago, many people often feel like they're on an island with zero support. That couldn't be further from the truth, but people just need to get comfortable enough to ask for help. In this industry there's constant pressure to produce more and earn

more—never take your foot off the gas. Some feel like they need to be available to their clients 24/7, but just like with airplane masks, if you don't take care of yourself first, how can you possibly take care of anyone else?

I've been on this planet for 40 years and have had every part of my body checked out regularly, but not once have I checked out my mind. I've spent more time and money on my Jeep Wrangler than I have on my mental health which is so backwards, and I LOVE my Jeep Wrangler. I recently saw a therapist for the first time ever and it was the best hour I've spent in who knows how long. I couldn't schedule my next visit fast enough. It was so cathartic and calming to just spill my guts about anything and everything to a professional, it was like a thousand-pound yoke was lifted off my back. Regardless of how blessed my life is, and my life is unbelievably blessed, I will be seeing a therapist regularly for the rest of my life, and I recommend everyone at least give it one try, I promise you won't regret it.

Arch, I'm going to miss you and I always dressed to play 18 at all of these fancy-pants fashion show real estate events. I will especially miss all of your golf tips that I hear, but somehow can't seem to apply. When I eventually learn to "hit the little ball before the big ball" I know you'll be smiling down on me. Rest in peace man and swing 'em straight up there.

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TOP 200 STANDINGS

Teams and individuals from January 1, 2020 to January 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	10	\$10,820,625	5	\$8,170,000	15	\$18,990,625
2	Emily	Sachs Wong	3	\$3,336,375	4	\$6,035,000	7	\$9,371,375
3	Matt	Laricy	11	\$4,827,388	9	\$4,534,000	20	\$9,361,388
4	Mario	Greco	8	\$4,932,500	1	\$740,000	9	\$5,672,500
5	Barbara	O'Connor	4	\$2,590,000	4	\$2,538,000	8	\$5,128,000
6	Michael	Maier	5	\$4,855,625	1	\$35,000	6	\$4,890,625
7	Sam	Shaffer	1	\$1,100,000	6	\$3,221,900	7	\$4,321,900
8	Joshua	Lipton	3	\$2,818,500	1	\$1,478,500	4	\$4,297,000
9	Matthew	Liss	5	\$3,063,900	2	\$1,171,000	7	\$4,234,900
10	P Corwin	Robertson	3	\$4,108,022	0	\$0	3	\$4,108,022
11	Elizabeth	Brooks	2	\$4,100,832	0	\$0	2	\$4,100,832
12	Leigh	Marcus	2	\$1,745,000	3	\$2,159,000	5	\$3,904,000
13	Konrad	Dabrowski	3	\$1,832,569	3	\$2,054,500	6	\$3,887,069
14	Karen	Biazar	5	\$2,343,000	3	\$1,534,000	8	\$3,877,000
15	Richard	Divito	2	\$1,900,000	2	\$1,900,000	4	\$3,800,000
16	Benyamin	Lalez	2	\$1,235,000	3	\$2,285,000	5	\$3,520,000
17	Nathan	Wilks	2	\$1,605,000	3	\$1,885,000	5	\$3,490,000
18	Paul	Barker	1	\$675,000	2	\$2,695,000	3	\$3,370,000
19	Mark	Tranter	5	\$2,783,400	1	\$554,000	6	\$3,337,400
20	Tara	Furnari	3	\$3,210,000	0	\$0	3	\$3,210,000
21	Cindy	Purdum	0	\$0	1	\$3,165,625	1	\$3,165,625
22	Connie	Engel	3	\$1,385,000	2	\$1,668,500	5	\$3,053,500
23	Gwen	Farinella	1	\$3,000,000	0	\$0	1	\$3,000,000
24	Ann	Caron	0	\$0	1	\$3,000,000	1	\$3,000,000
25	Ryan	Preuett	2	\$2,990,000	0	\$0	2	\$2,990,000
26	Layching	Quek	0	\$0	7	\$2,912,000	7	\$2,912,000
27	Brian	Pistorius	1	\$532,500	2	\$2,372,500	3	\$2,905,000
28	D	Waveland Kendt	3	\$2,232,500	1	\$642,000	4	\$2,874,500
29	Jill	Silverstein	0	\$0	2	\$2,740,000	2	\$2,740,000
30	John	Berdan	1	\$435,000	2	\$2,235,000	3	\$2,670,000
31	Alexander	Chaparro	1	\$2,650,000	0	\$0	1	\$2,650,000
32	Santiago	Valdez	4	\$1,100,000	5	\$1,510,000	9	\$2,610,000
33	Jason	O'Beirne	5	\$2,600,300	0	\$0	5	\$2,600,300
34	Suzanne	Gignilliat	2	\$2,570,500	0	\$0	2	\$2,570,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Alice	Berger	1	\$1,580,000	2	\$947,000	3	\$2,527,000
36	Christina	Delgreco	2	\$742,500	1	\$1,780,920	3	\$2,523,420
37	Alfredo	Medina	0	\$0	1	\$2,500,000	1	\$2,500,000
38	Camille	Canales	2	\$787,400	3	\$1,677,013	5	\$2,464,413
39	Juliana	Yeager	1	\$378,000	1	\$2,062,500	2	\$2,440,500
40	Survi	Kobawala	0	\$0	6	\$2,434,000	6	\$2,434,000
41	Timothy	Sheahan	3	\$1,475,000	2	\$945,450	5	\$2,420,450
42	Paul	Mancini	3	\$909,500	3	\$1,501,500	6	\$2,411,000
43	Michael	Shenfeld	3	\$2,215,000	1	\$175,000	4	\$2,390,000
44	Cynthia	Sodolski	2	\$1,640,000	1	\$740,000	3	\$2,380,000
45	Sara	McCarthy	3	\$903,000	3	\$1,465,400	6	\$2,368,400
46	James	Streff	2	\$1,600,000	1	\$750,000	3	\$2,350,000
47	Joe	Landgrebe	1	\$1,170,000	1	\$1,170,000	2	\$2,340,000
48	Christian	Pezzuto	3	\$891,020	5	\$1,422,500	8	\$2,313,520
49	Laura	Topp	3	\$1,767,500	1	\$545,000	4	\$2,312,500
50	Phyllis	Smith	2	\$1,290,500	3	\$997,900	5	\$2,288,400

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- Christophe DuPont, Broker

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- Andrew Perkins, Realtor

TOP 200 STANDINGS

Teams and individuals from January 1, 2020 to January 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Grigory	Pekarsky	3	\$856,763	3	\$1,429,900	6	\$2,286,663
52	Michael	Rosenblum	1	\$965,000	1	\$1,300,000	2	\$2,265,000
53	Ivona	Kutermankiewicz	4	\$1,788,000	1	\$475,000	5	\$2,263,000
54	Burt	Fujishima	2	\$815,000	1	\$1,445,000	3	\$2,260,000
55	Amanda	McMillan	3	\$1,930,000	1	\$290,000	4	\$2,220,000
56	Beth	Gomez	1	\$411,500	2	\$1,789,000	3	\$2,200,500
57	Deborah	Hess	3	\$1,740,000	1	\$435,000	4	\$2,175,000
58	John	Astorina	1	\$410,000	2	\$1,762,569	3	\$2,172,569
59	Keith	Brand	0	\$0	4	\$2,157,499	4	\$2,157,499
60	Jennifer	Ames	2	\$1,332,500	1	\$815,000	3	\$2,147,500
61	Rena	Trapani	1	\$2,140,000	0	\$0	1	\$2,140,000
62	Stephanie	Cutter	3	\$2,138,000	0	\$0	3	\$2,138,000
63	Brent	Hall	3	\$2,128,000	0	\$0	3	\$2,128,000
64	Dorie	Westmeyer	2	\$909,000	2	\$1,187,250	4	\$2,096,250
65	Boris	Lehtman	3	\$2,095,000	0	\$0	3	\$2,095,000
66	Julie	Harron	1	\$1,780,920	1	\$300,000	2	\$2,080,920
67	Eric	Hublar	1	\$545,000	4	\$1,471,650	5	\$2,016,650
68	Lucas	Blahnik	2	\$1,188,013	2	\$821,250	4	\$2,009,263
69	Daniel	Hyman	2	\$995,000	2	\$995,000	4	\$1,990,000
70	Bari	Levine	2	\$635,000	1	\$1,355,000	3	\$1,990,000
71	Hunter	Andre	2	\$1,382,500	1	\$600,000	3	\$1,982,500
72	Melissa	Siegal	3	\$1,982,000	0	\$0	3	\$1,982,000
73	Michael	Vriehink	0	\$0	3	\$1,980,000	3	\$1,980,000
74	Christopher	Lobrillo	9	\$1,942,900	0	\$0	9	\$1,942,900
75	Ilona	Kazmer	1	\$950,000	1	\$950,000	2	\$1,900,000
76	James	Buczynski	2	\$1,870,000	0	\$0	2	\$1,870,000
77	Rubina	Bokhari	0	\$0	1	\$1,850,000	1	\$1,850,000
78	Dennis	Huyck	1	\$1,250,000	1	\$600,000	2	\$1,850,000
79	Julia	Stoner	0	\$0	2	\$1,849,500	2	\$1,849,500
80	Nadine	Ferrata	2	\$1,400,000	2	\$447,499	4	\$1,847,499
81	Jamarber	Luzaj	0	\$0	3	\$1,840,000	3	\$1,840,000
82	Christopher	Gaggero	1	\$200,000	2	\$1,640,000	3	\$1,840,000
83	Anne	Rossley	1	\$916,000	1	\$916,000	2	\$1,832,000
84	Amy	Pritchard	1	\$1,170,000	1	\$635,500	2	\$1,805,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Marissa	Schaefer	1	\$1,800,000	0	\$0	1	\$1,800,000
86	Jennifer	Knight	1	\$1,800,000	0	\$0	1	\$1,800,000
87	David	Fidanza	0	\$0	1	\$1,800,000	1	\$1,800,000
88	Carrie	McCormick	2	\$1,327,000	1	\$450,000	3	\$1,777,000
89	Rita	Kerins	2	\$1,775,000	0	\$0	2	\$1,775,000
90	Nathan	Binkley	2	\$885,000	1	\$885,000	3	\$1,770,000
91	Nicole	Duran	1	\$464,300	1	\$1,300,000	2	\$1,764,300
92	Steve	Otwell	0	\$0	3	\$1,754,000	3	\$1,754,000
93	Qiankun	Chen	1	\$335,000	4	\$1,404,500	5	\$1,739,500
94	Chaz	Walters	1	\$995,000	1	\$738,000	2	\$1,733,000
95	William	Zwicky	1	\$1,725,000	0	\$0	1	\$1,725,000
96	Michele	Gubser	1	\$1,355,000	2	\$365,000	3	\$1,720,000
97	Natalie	Jonas	1	\$850,000	1	\$850,000	2	\$1,700,000
98	Danielle	Dowell	2	\$1,699,000	0	\$0	2	\$1,699,000
99	Anna	Pesce	2	\$1,695,000	0	\$0	2	\$1,695,000
100	Ronda	Fish	0	\$0	1	\$1,662,900	1	\$1,662,900

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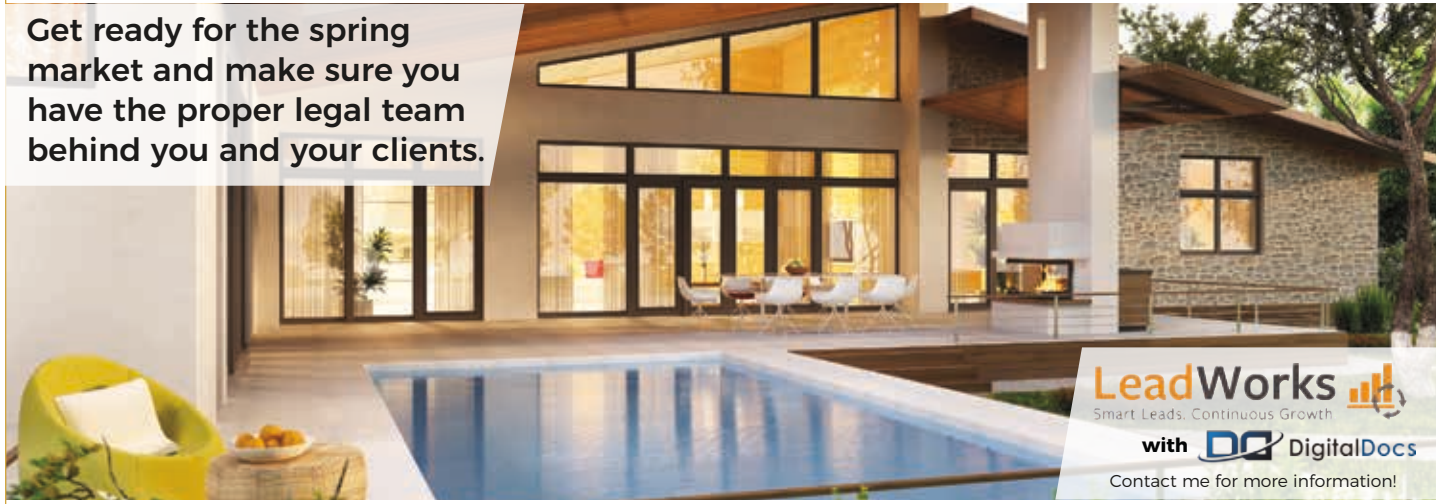
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*Based on 2500 closed loans, according to Guaranteed Rate production reports (2015-2018).
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TOP 200 STANDINGS

Teams and individuals from January 1, 2020 to January 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Jennifer	Liu	3	\$1,659,800	0	\$0	3	\$1,659,800
102	Joel	Holland	2	\$1,055,500	2	\$577,500	4	\$1,633,000
103	Hayley	Westhoff	1	\$280,000	1	\$1,350,000	2	\$1,630,000
104	Wilfredo	Aguilar Jr	1	\$320,000	1	\$1,285,000	2	\$1,605,000
105	Frank	Montro	7	\$1,260,900	4	\$322,000	11	\$1,582,900
106	Keith	Wilkey	1	\$875,000	1	\$705,000	2	\$1,580,000
107	Justin	Hooks	0	\$0	1	\$1,575,000	1	\$1,575,000
108	Kate	Stephens	1	\$1,575,000	0	\$0	1	\$1,575,000
109	Nicholaos	Voutsinas	1	\$715,000	2	\$832,500	3	\$1,547,500
110	Jason	Finn	3	\$1,542,900	0	\$0	3	\$1,542,900
111	Joshua	Hecker	5	\$1,533,000	0	\$0	5	\$1,533,000
112	Linda	Levin	0	\$0	1	\$1,525,000	1	\$1,525,000
113	Gregory	Viti	1	\$1,525,000	0	\$0	1	\$1,525,000
114	Dorota	Moskal	1	\$1,525,000	0	\$0	1	\$1,525,000
115	Keith	Tarasiewicz	0	\$0	4	\$1,521,500	4	\$1,521,500
116	Laura	Kelly	0	\$0	1	\$1,520,000	1	\$1,520,000
117	Samuel Paul	Huth	1	\$1,520,000	0	\$0	1	\$1,520,000
118	John	Irwin	2	\$1,505,000	0	\$0	2	\$1,505,000
119	Syama	Pappu	0	\$0	1	\$1,500,000	1	\$1,500,000
120	Pamela	Rueve	1	\$750,000	1	\$750,000	2	\$1,500,000
121	Lina	Shah	1	\$750,000	1	\$750,000	2	\$1,500,000
122	Charese	David	1	\$405,000	2	\$1,089,500	3	\$1,494,500
123	Nahyun	Lee	0	\$0	1	\$1,487,500	1	\$1,487,500
124	Jeffrey	Michael	1	\$1,487,500	0	\$0	1	\$1,487,500
125	Kathy	Murphy	1	\$480,000	2	\$1,005,000	3	\$1,485,000
126	Hosam	Bader	2	\$740,000	2	\$740,000	4	\$1,480,000
127	Ryan	McKane	2	\$1,129,000	1	\$350,000	3	\$1,479,000
128	Ken	Jungwirth	2	\$975,000	1	\$500,000	3	\$1,475,000
129	Eugene	Biondi	0	\$0	1	\$1,475,000	1	\$1,475,000
130	Clare	Spartz	2	\$1,467,500	0	\$0	2	\$1,467,500
131	Ryan	Smith	12	\$1,459,701	0	\$0	12	\$1,459,701
132	Joelle	Cachey Hayes	1	\$1,445,000	0	\$0	1	\$1,445,000
133	John	Moumouris	1	\$1,155,000	1	\$279,900	2	\$1,434,900
134	Justin	Lucas	1	\$880,000	1	\$547,000	2	\$1,427,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Joanne	Nemerovski	1	\$360,000	1	\$1,065,000	2	\$1,425,000
136	Mark	Kowalik	2	\$1,161,500	1	\$262,000	3	\$1,423,500
137	Paula	Calzolari	2	\$1,420,000	0	\$0	2	\$1,420,000
138	Andrei	Turcu	5	\$1,309,000	1	\$109,000	6	\$1,418,000
139	Melissa	Govedarica	2	\$1,399,800	0	\$0	2	\$1,399,800
140	Robert	Sullivan	1	\$695,000	1	\$695,000	2	\$1,390,000
141	Ying	Li	1	\$310,000	3	\$1,074,000	4	\$1,384,000
142	Cedrick	Hunter	4	\$1,106,500	2	\$275,000	6	\$1,381,500
143	Steve	Meyer	2	\$1,380,000	0	\$0	2	\$1,380,000
144	Leonard	Benefico	2	\$1,365,000	0	\$0	2	\$1,365,000
145	Lisa	Sanders	2	\$835,000	1	\$525,000	3	\$1,360,000
146	James	Sheehan	1	\$272,000	1	\$1,080,000	2	\$1,352,000
147	Colette	Connelly	1	\$1,350,000	0	\$0	1	\$1,350,000
148	Susan	Kanter	1	\$302,000	1	\$1,048,000	2	\$1,350,000
149	Karla	Mina	3	\$1,095,000	1	\$255,000	4	\$1,350,000
150	Rachel	Vinson	0	\$0	1	\$1,350,000	1	\$1,350,000

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TOP 200 STANDINGS

Teams and individuals from January 1, 2020 to January 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Anne Marie	Bonness	1	\$1,350,000	0	\$0	1	\$1,350,000
152	Kelly	Parker	2	\$1,345,000	0	\$0	2	\$1,345,000
153	Jennifer	Mills	1	\$539,500	1	\$800,000	2	\$1,339,500
154	Lyn	Harvie	1	\$1,020,000	1	\$318,000	2	\$1,338,000
155	Andrea	Allen	1	\$605,000	1	\$730,000	2	\$1,335,000
156	Vera	Perner	1	\$560,000	1	\$775,000	2	\$1,335,000
157	Joshua	Weinberg	1	\$630,000	1	\$700,000	2	\$1,330,000
158	Ted	Kuhlmann	1	\$522,000	2	\$792,500	3	\$1,314,500
159	Melanie	Giglio	0	\$0	3	\$1,307,500	3	\$1,307,500
160	George	Lacorte	0	\$0	1	\$1,300,000	1	\$1,300,000
161	Richard	Dawidiuk	1	\$1,300,000	0	\$0	1	\$1,300,000
162	Jason	Vondrachek	0	\$0	1	\$1,298,810	1	\$1,298,810
163	Daniel	Merrion	1	\$130,000	1	\$1,165,062	2	\$1,295,062
164	Yolanda	Zapiain	2	\$865,000	1	\$425,000	3	\$1,290,000
165	Joe	Gawley	1	\$1,285,000	0	\$0	1	\$1,285,000
166	Brady	Miller	1	\$351,000	2	\$917,500	3	\$1,268,500
167	Robert	Yoshimura	1	\$1,080,000	1	\$179,900	2	\$1,259,900
168	James	Mattz	5	\$1,257,000	0	\$0	5	\$1,257,000
169	Jodi	Slutzky	1	\$366,800	1	\$880,000	2	\$1,246,800
170	Kyla	Martensen	1	\$1,100,000	1	\$142,500	2	\$1,242,500
171	Michael	McGuinness	0	\$0	3	\$1,241,000	3	\$1,241,000
172	Jennifer	Hosey	1	\$619,000	1	\$615,000	2	\$1,234,000
173	Martin	Murphy	1	\$1,230,000	0	\$0	1	\$1,230,000
174	Kathryn	Barry	1	\$205,000	2	\$1,022,500	3	\$1,227,500
175	Keith	Goad	2	\$1,227,000	0	\$0	2	\$1,227,000
176	David	Parleir	1	\$162,000	2	\$1,058,000	3	\$1,220,000
177	Marie	Levesque	2	\$325,000	1	\$895,000	3	\$1,220,000
178	Enrique	Zavala	1	\$118,000	3	\$1,096,500	4	\$1,214,500
179	Susan	Sondag	1	\$1,210,000	0	\$0	1	\$1,210,000
180	Stella	Cordero Wagner	0	\$0	1	\$1,210,000	1	\$1,210,000
181	Izabela	Sloma	1	\$655,000	1	\$552,000	2	\$1,207,000
182	Brad	Lippitz	1	\$222,500	2	\$978,000	3	\$1,200,500
183	Andre	Nguyen	1	\$1,200,000	0	\$0	1	\$1,200,000
184	Patrick	Roberts	0	\$0	1	\$1,200,000	1	\$1,200,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Marta	Lazic	0	\$0	4	\$1,196,000	4	\$1,196,000
186	Claudia	Langman	0	\$0	1	\$1,195,000	1	\$1,195,000
187	Meredith	Manni	1	\$1,195,000	0	\$0	1	\$1,195,000
188	Jacqueline	Colando	3	\$1,192,000	0	\$0	3	\$1,192,000
189	Luis	Ortiz	1	\$220,000	6	\$972,000	7	\$1,192,000
190	Richard	Kasper	0	\$0	2	\$1,185,000	2	\$1,185,000
191	Keith	Hales	0	\$0	1	\$1,180,000	1	\$1,180,000
192	Susie	Pearson	0	\$0	1	\$1,170,000	1	\$1,170,000
193	Ann	Bauer	2	\$1,170,000	0	\$0	2	\$1,170,000
194	Neil	Hackler	1	\$350,000	2	\$819,500	3	\$1,169,500
195	Gerasimos	Drake	1	\$582,500	1	\$582,500	2	\$1,165,000
196	Josue	Duarte	2	\$496,500	3	\$668,000	5	\$1,164,500
197	Julie	Busby	2	\$1,162,500	0	\$0	2	\$1,162,500
198	Arthur	Cirignani	13	\$1,160,847	0	\$0	13	\$1,160,847
199	Mary	Nack	3	\$1,160,000	0	\$0	3	\$1,160,000
200	Urai	Chiya	0	\$0	1	\$1,155,000	1	\$1,155,000

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