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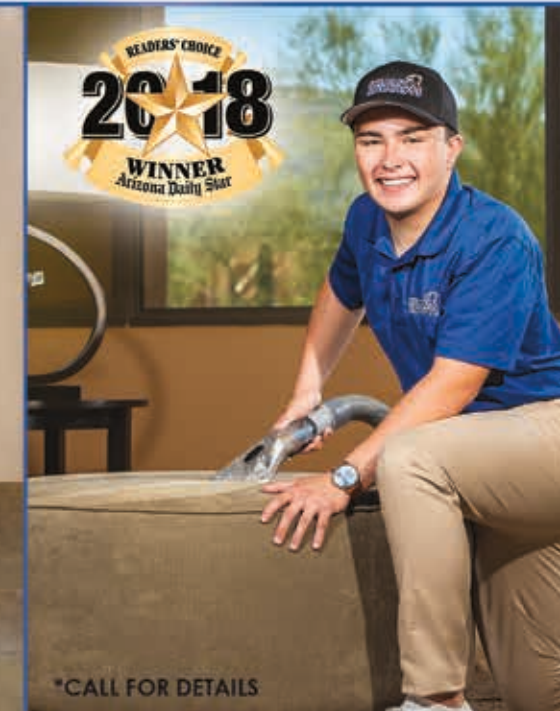
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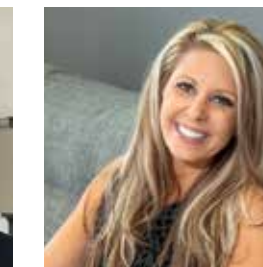
Jacquelynn Buck
Photographer



Kylea Bitoka
Writer



Dave Danielson
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Jennifer Philips
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▶▶ publisher's note

What Sparks Joy?



My beautiful granddaughter Raeya Sunshine.

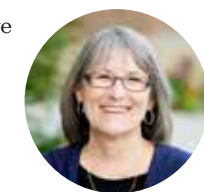
I still fight to have a little green in my life! One way is to plant a veggie garden and although I have not been able to the last few years this year I made a change! I only planted onions but what a slew of onions I have planted. Why onions? Low maintenance, they resist the critters I have in my soil, and when we harvest at the beginning of June they will be good till at least November. So I encourage you in this busy busy life to find something that will spark a little joy! It is often the little things for me. You should have seen the smile on

my granddaughter's face when she found out her MoMo (my grandma name) was gardening again. She knows the joy it brings me, for we have loved gardening together since she was really little. For me? The desert coming into bloom after a time of mostly dirt, dust and death. The first time I see beautiful, colorful flowers in the median as I drive down the road gives me hope and sparks a little joy! Then I know, if we have had enough winter rain, we will soon be in awe of the gifts this desert has to offer. Coming from New Orleans where green is everywhere and things just grow, this desert has taken some getting used to. And although it has been 34 years,

This March issue features several incredible agents who are continually sparking joy in the lives of those they touch. **Jerri and Andy Szach** have made it their passion to be there in this seven-day-a-week industry for their clients. Sharing Andy's lifetime experience in building is a huge asset this fantastic team offers as well. How do they do it and still have the enthusiasm

and joy in the midst? Turn to page _____ to find out. Our Rising Star is a beautiful young lady who I met several years ago. She was brand new and soaking up all she could to be successful! **Sara Garcia** surrounded her self with seasoned, kind-hearted agents who were happy to help her on this journey. She dove in with both feet giving and receiving, it has paid off tremendously!

When I first met **Juan de La Ossa**, I was struck by his sincerity, honesty, and how he and his wife have given to young couples for over 25 years in a ministry that helps prepare them for marriage. What a testament of putting what really matters into action. This must certainly spark lots of joy for all involved! And imagine the shock when I found out my husband and I took one of those very classes before we got married. And now it has been 37 years. Thanks, Juan, for all the years of service!



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► rising star!

By **Kylea Bitoka**
Photography by **Casey James**



“I moved out. It was a hard choice, but I wanted to create a better life for myself. I wanted to break the cycle; I needed to be in a different environment.”

“Girl, it takes a village!” Sara Garcia exclaims with a laugh as she opens up about her childhood, journey to real estate, and the ultimate adventure of motherhood. From showing houses to “parties” in the bathroom, Sara gracefully navigates her roles. “I’ll have one kid in the bath, the other on the toilet, and I’m on my laptop.” Other times instead of the bathroom, the car is Sara’s office. “They’ll fall asleep on the way home from school. I park in the driveway and work from the car so they can finish their naps.” However, the secret to Sara’s success is not just in her skillful balancing of daily demands and responsibilities. “There’s no way I could have done it alone!” 2018 Rookie of the Year, Sara tributes her achievements to those who have supported her along the way from her grandparents during childhood, to her children’s dad, Justin, and real estate mentors, Chris Cobb and Eric Gibbs. The success is sweeter as she reflects over how far she’s come. From moving out at 17 to starting her real estate team and being a single mom, it’s been a roller coaster of a ride, but that hasn’t stopped Sara. She paves the way for her children like her grandpa paved the way for her.

first pregnancy, I got so sick; I could not continue to work. I went from management in a bank to being home all day; it was quite an adjustment!” Even though she didn’t feel well, Sara could not just sit around. “I started watching YouTube tutorials on crocheting and taught myself how to do it.” It’s a hobby Sara still enjoys; she’s even taught a crocheting class. After the birth of her son, Sara found herself facing another adjustment. “Being a stay-at-home mom is one of the best things you can do for your babies; it’s also one of the most challenging situations I’ve been in personally.” Ready to go back to work, Sara explored her options. “I wanted to go back to work, but I also wanted the ability to pick my kids up from school, I didn’t want to do aftercare. I needed the interaction, but I didn’t want to go back to a desk.”

...

“Lilah and Jayden, they are 4 and 6. They are my absolute everything!”



Sara Garcia

“Whatever you do, Don’t Stop!”

“My grandma and grandpa had a huge hand in raising me. My grandpa started as a janitor. He would come home and tell my grandma, ‘I’m not going to settle for this. I’m going to do better.’ He went back to school and went on to work for the Superior Court downtown as a translator and a bailiff. Watching him made me realize that I have no excuses. He worked so hard. He was also a musician; he dedicated himself to mariachi music. He did all of that and was still a great-grandpa. If he could do all of that, there was nothing that I couldn’t do.” Inspired by her grandfather’s achievements, Sara knew she could decide her destiny. At the age of 17, she made a critical choice. “I moved out. It was a hard choice, but I wanted to create a better life for myself. It was a difficult living situation due to some of my parents’ struggles. I wanted to break the cycle; I needed to be in a different environment.”

Sara got her career started in the financial industry, first at a casino and then a bank. “My role at the casino was very similar to that of a bank teller, but the hours were not ideal.” To have a more stable career, Sara transitioned into banking. “During my

...

“I want to invest in a couple of properties in Tucson. Why don’t you get your real estate license, and you can represent me?” Sara’s dad asked. Surprised but intrigued, Sara looked into real estate. “I had never thought about it before that conversation with my dad.” Sara’s dad gifted her Hogan School of Real Estate for her birthday. “Justin supported me going to night school; he stayed home with our kids so I could launch my real estate career.” It turned out real estate was what Sara had been looking for. “Real estate was my saving grace; it built my self-confidence back up. I had no clue it would turn into what it has!” Sara laughs as she adds, “My dad has yet to purchase a property.” But that didn’t matter to Sara. Once she had her real estate license, she ran with it, encouraged by her broker. “Chris Cobb is an amazing motivator. He told me whatever you do, don’t stop! In real estate, it’s a roller coaster ride. In the downtimes, it’s easy to think about throwing in the towel, but if you put in the work, that phone call will come, and you will get another one under contract.”

Sara remembered Chris’ advice as she faced another challenge. “When I was going through a divorce, it would have been easy to give up and get a job that pays hourly. I just kept telling myself, don’t stop, or you’ll never know what could have been.” Sara’s experience motivates her to encourage others to overcome their obstacles. “I came to Realty One Group Integrity because I wanted to start a team. I have a strong passion for helping other women, especially moms, find their groove and build something for themselves. Eric Gibbs is an incredible leader; he’s all about empowerment, which resonates with me.” Sara’s eager to grow her team and take her business to the next level. While there are exciting plans in the future, Sara never forgets everyone who helped make her dreams a reality. “Justin and his parents were always there for me. I can call him or them if a showing comes up and I need help. I could not have done this without them. It takes a village, especially with a schedule like ours in real estate.”

Life’s challenges have taught Sara what’s important. “Family is everything to me. I want my kids to remember me as a very present and strong mom, that I was always there. I didn’t have that growing up; my grandparents were the ones that taught me life. When each of them passed, it was so difficult, even now, I wish I could pick up the phone and get their advice.” Sara cherishes each opportunity to build a strong bond with her kids. “I know my kids won’t forget the time I spent with them. Toys get lost or forgotten, but I hope they’ll remember us playing together.”

From her kids to her team members and clients, Sara encourages and empowers others, grateful for the support she’s received over the years. “I have never felt alone nor had to fend for myself. I wasn’t allowed to give up in the most challenging moments. I thank my tribe immensely.”



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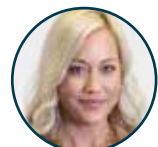
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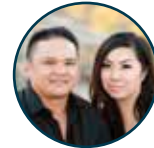
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Branch Manager/Loan Consultant
NMLS ID: 1427898
Hablo Español
210 W. Continental Rd. Suite 244C
Green Valley AZ 85622
Mobile: 520-264-8696
Fax: 1-855-409-5382
Christian.Hernandez@Caliberhomeloans.com
www.YourMortgageStar.com



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You know when you've met someone that makes you feel like they have nothing but your best interests at heart... that they're someone you can trust who will do whatever it takes to help you achieve your goals.

That's the feeling you instantly will get when you meet Don and Kathy Lee. Don and Kathy Lee are a husband and wife team who have been in the real estate industry for over 20 years. They have helped countless individuals and families achieve their real estate goals through the years, they give their all -- every day.

Don's path involved an action-packed career in shooting sports, including life as an international archery competitor and various senior leadership roles for 25 years with Precision Shooting Equipment and Encountering Arms company, including serving as Vice President of the organization's archery business.

Kathy's another encouraged Don to take a close look at life as a REALTOR. He did and hit the ground running when they started working together in Tucson in 2006. In 2009, they added a second market, working with clients in the Park City, Utah, area as well.

Working with Experience While Don enjoyed his life in shooting sports, he can't help but wonder about an alternate path.

As he says, "I wish I would have started this a lot sooner in my life. The industry has been very good to us, and we've been very successful."

They definitely have. In fact, with their team, Don and Kathy average approximately 200 transactions a year.

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Were you, your broker or the team featured in an issue of Real Producers?

Juan De La Ossa Jr.

Enjoying the Journey!



▶▶ colleague corner

By **Dave Danielson**
Photography by **Jacquelynn Buck**

Leaders are measured not only in terms of what they achieve for themselves but, just as importantly, what they do to lift up those around them.

A perfect example of this truth is Juan De La Ossa, a REALTOR® with Team Integrity of Keller Williams Southern Arizona, who does all he can to help the families around him reach their goals—while enjoying the journey.

First Career Impressions

As Juan started his first career in the printing industry, he started as a delivery driver for a local printing company. Through time, he continued to learn and grow and became part of the management team—overseeing the operations at a local facility he was with for 19 years.

In time, Juan came to a crossroads and decided to make a career change. “That’s when I decided to pursue my childhood dream of being a police officer,” Juan recalls. “Law enforcement had always appealed to me because it was a way of helping people.”

While Juan had been previously managing the printing facility, he had a conversation with a friend, Aaron Wilson, about real estate.

“Aaron talked with me about the possibility of entering real estate a year or two before I started working as a police officer,” Juan remembers.

Coming Home to a New Career

After a short time of working in law enforcement and fulfilling his childhood ambition, Juan had another conversation with Aaron.

“I was honored to have served as an officer. While I had entered law

enforcement to help people, I personally found that the field of law enforcement takes a special person and recognized I was not happy. Aaron reached out to me again. He sat down and explained the difference we are able to make as real estate agents. He said there’s such an opportunity to help people and families through real estate.”

So, Juan made the move and joined Aaron’s team at Keller Williams.

“Aaron is a great leader, and he has been an outstanding mentor for me, as well,” Juan smiles.

Juan has found a fulfilling fit as a REALTOR®. He feels a strong sense of purpose being part of a team that helps an average of almost 500 families each year ... a role where he can proactively make a difference in the lives of those he gets to know.

“You become part of one of a family’s biggest decisions in life. I have a big belief in family, and it’s rewarding to become part of other families’ lives and to be able to help them grow their family in a home where they will make memories. To be able to help them at the start of that chapter is exciting.”

Driven to Deliver

It’s easy to see the spark that Juan has for his work meeting and helping area residents.

“It’s what motivates me. It doesn’t seem like work. I enjoy it so much that it energizes me,” Juan em-

phasizes. “I really enjoy the time I get to spend time with them and to get to know them outside of the transaction ... it’s an honor to be able to be invited into a family’s circle.”

When the deal is done, Juan enjoys the friendships that often have just begun.

“That’s a great part when the client-agent portion ends, and the friendship begins,” he says. “It’s such a joy getting to know them and staying in touch with them long afterward.”

Away from work, Juan cherishes time spent with his family, including his wife, Gina, their daughter, Charlee, and their son, Christian.

“I love spending time with my family, and we spend as much time doing things together as we can,” Juan says with a warm smile. “I take great pride in my marriage with Gina. She is my partner, and I wouldn’t be here without her understanding and encouragement.”

Juan and Gina enjoy giving back and have taken great joy and satisfaction in serving others through their marriage ministry work for the Diocese of Tucson since 1996.



Juan and his treasured wife Gina.

•••

“Gina and I have been honored to work with many couples over the years. Couples who are getting married attend a weekend-long program. We are presenters, along with a priest,” he explains. “While the priest we work with discusses the religious side of marriage, Gina and I talk about the experience side of the relationship.”

There are four or five weekend events each year, with about 40 couples attending each session.

As Juan says, “For us, it’s sharing our personal stories. Marriage is a wonderful journey, and it can be a challenging one, too. We share personal experiences on topics ranging from finances and communication to forgiveness ... it’s those things that people experience day-to-day.”

By working through the realities of marriage, couples develop an even richer bond together.

“Gina and I talk about the fact that we work together on a daily basis to strengthen our marriage. We talk about the topics that can help couples work on their marriages,” Juan says.



Juan’s annual Client Christmas Party...Not just Clients but Friends!



“Marriage is a cyclical journey. There are ups and downs. Along the way, communication is so vital. Each weekend, we share activities that teach those communication skills. It’s worth it to us if even one couple walks away from the weekend strengthening their relationship and seeing their love for each other grow even stronger.”

The tie between his work as a REALTOR® and his marriage ministry work with Gina is natural.

“We help families find their homes where their family will grow and create memories. If we can help marriages and help couples find deeper love, then that also fills households with love. It’s all very intertwined.”

Passion and Purpose

In a few years, Juan’s dedication and commitment to his clients and those around him have fueled his success in more ways than one.

“It’s taken me eight years to get where I am. As I look back on my transition, Aaron’s mentoring really helped. I committed myself to understand the Arizona purchase contract, which gave me confidence, and I was grateful to be part of a team to gain and learn knowledge more quickly than if I had been an individual agent,” he says. “As a team, we have systems and models in place and a customer management system to track our database.”

As Juan works to bring real estate solutions to his clients, he does so with a deep sense of gratitude.

“I want people to feel happy and have joy in life, despite its challenges ... for them to know that life is beautiful and to share that experience with them. Real estate is a vehicle for me to meet wonderful people,” Juan says. “I hope they know that I care about them beyond the transaction ... I truly care about them as people. I have a lot of gratitude for people who come into my life and for friends and family who have supported me to this point.”

Juan and Team Integrity feel such gratitude for the relationships they build that they hold quarterly events with their clients, friends, and family each year.

“Each time, we have over 100 people join us, and it means so much to us to get together on a non-real estate basis to just have fun and really spend quality time together,” Juan says. “One event we do is a Christmas celebration, where children can get their pictures taken with Santa, build gingerbread houses, and create Christmas ornaments together. For us, it’s our personal way of giving back, strengthening bonds and showing our true appreciation for the families we work with. It’s an exciting time.”

Each day, Juan works to become better than the day before.

“I am always striving to become a better agent. Success is learning something from someone even if it’s another agent on the other side of the transaction,” Juan says. “Everyone has something to offer. I want to grow as a father, husband, team member, and agent. The better I am as an agent and a person, the more I can help. I want to be the best agent possible for the families I work with. It’s a daily journey to continue to grow.”

It’s a journey Juan enjoys. And it’s clear that his clients and those around him feel the exact same way.

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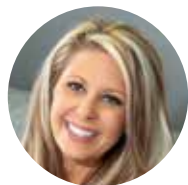


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Is Your Business Culture Making You

CRINGE OR CREATE?



coaches' corner

By Jennifer Philips

An organization, company, brokerage, business or team's culture consists of the common core values, beliefs, attitudes, and behaviors that the owners, leaders, agents, employees, and partners share and use on a daily basis.

What culture have you and your business created?

The culture you create determines how the people in your company describe where they work, how they understand the business, and how they define themselves as part of the business. I am fortunate

to have an amazing group with a culture that thrives on common core values, shares the same vision, the same mission, and focuses on nurturing one another and their clients. Are you this fortunate? If it's yes, congratulations! You are on your way to success! If the answer is no, keep reading, your success depends on it.

Ask yourself, do you know what your business truly stands for? What makes you unique? What's the mission? What culture are you creating, or have you created? Most importantly, what does this culture mean to you and the people you've surrounded yourself with? The answers will determine the quality of life both you, and the people around you will have. This will make or break any business.

Our work culture impacts us on a professional and personal level every single day. We all have needs. If those needs are not being met, we tend to be less excited about our work and far less productive. Let's get it right and learn how these Six Basic Human Needs will change your business culture.

Six Basic Human Needs:
Certainty
Uncertainty/Variety
Significance
Love and Connection
Growth
Contribution

We all tend to lean toward two of these needs and define them as the most important to us. We need them all, but typically two are driving most of our behaviors. A great company or team-building exercise is to learn what everyone's top two needs are. This reveals to each other how to nurture one another and helps bond as a group.

These needs are deeply rooted and can be nurtured in many different ways.

When someone's top need is certainty, and their work environment provides a safe place to share, collaborate and spend time feeling safe and comfortable, these people will perform at a much higher level. They will be more creative and less stressed. They won't

be worried about losing a position or being criticized for speaking up. For someone who has certainty at the top of their list, be sure you're providing the safe space they need to flourish.

In the midst of certainty, we also need uncertainty. Sounds counterproductive, right? Really, we all need variety in our lives, goals to work toward and things to look forward to. For some, having uncertainty and variety are the most important. Have variety will actually push these people to achieve more at a faster pace. How much creativity, variety, and change do you allow and embrace? Are you nurturing variety and creativity for those who need it?

Feeling significant is so very important in any relationship and environment. Imagine if you're married and you feel insignificant to your partner. Would you feel as if your needs are being met? When people don't feel valued or significant in their world, they tend to withdrawal and start to question where they fit and why they're there. Everyone should have a place in a business that allows them to thrive, feel important, valued and significant. If that's one of their top two needs, you must know this and ensure you're meeting this need.

Love and connection is the feeling that we belong. This is why people join organizations, companies, teams, etc. The feeling of being loved and connected can even be the little things like when your birthday comes around and the people in your company acknowledge this benchmark in your life. This makes you feel loved and connected to those who took the time to make it special. Learning each other's "Love Languages," found in a book or online, also helps keep agents, employees, and

partners feel connected and loved. Learn what everyone's love language is and how to reward one another to keep the connections strong.

We've all heard, "If we're not growing, then we're dying." We all need challenges and growth. Often times, businesses don't make room big enough for people to grow. When someone outgrows their company they usually leave. You want to make sure you and everyone in your business are sharing a place where collective learning and growth are offered.

Are you contributing? Contribution can show up in many different ways. Contributing your time to those who may need it in your business may be one. Contributing money or time to an organization or cause that you hold dear to your heart could be another. Whatever it is for you and those around you, make sure it's part of your goal planning and stick to it. Contribution can also create a feeling of significance, some certainty, may give you variety, allows for love and connections, and creates growth in yourself and the people who are involved, along with the people you are contributing to. Contribution truly serves all of the basic human needs.

Take a quick inventory of where you're at and where you want to be. Make some adjustments according to the Six Basic Human Needs. Ask for what you need, and don't be afraid to share this with your company and coworkers. This could be the start of a new mindset and culture in your business that will take you and those around you to the next level!

See you at the top!

Jennifer Philips
 Coach and Trainer
 Gateway Coaching & Consulting

▶ featuring
Kylea Bitoka
Photography by Jacquelynn Buck

Jerri & Andy Szach



“Happiness is an Inside Job”

The quote hangs above Jerri Szach’s desk. “It reminds me that I can be happy in whatever I am doing; it’s a choice.” Jerri’s positivity and enthusiasm shine through in all she does. I’ve got a huge bookcase filled with motivational books. I carry affirmations with me and put them around the house and my office. It helps cheer me up and re-set my perspective when it’s challenging.” Jerri adds with a laugh, “I think it would annoy my boys a little when they were growing up, I’d always say, ‘Now let’s look at this challenging situation in a more positive light.’” Annoying or not, it doesn’t take long to see that what Jerri’s doing is working. Married for 35 years, Jerri and Andy Szach successfully partnered together for life and business. They raised two sons together (Ryan is now a firefighter/paramedic and Tyler is a home inspector) while building a thriving real estate business. “There are five of us on our team! Andy, myself, and three dynamic agents: Sara Morris, Debi Jones, and Garret Brown.” Last year, the Jerri and Andy Szach team achieved \$17,000,000 in sales volume while Jerri’s and Andy’s total career sales are over \$200,00 million! For Jerri and Andy, everything clicked when they made the choice to pursue their passion. She sums it up with a favorite quote, “If you LOVE what you are doing, you will be successful!” In real estate, since the ‘80s, the journey has not been without challenges. It’s not easy managing family and business, but Jerri and Andy not only survived they’ve thrived. Jerri shares their journey and what they discovered along the way.

“Andy and I met at Stumble Inn, a country swing dance bar, a couple of blocks from where I lived while obtaining a Business degree from the University of Arizona. After graduation, Jerri found a job in sales. “I traveled southern Arizona, working as a sales rep for two national companies, Chilton credit reporting, and a major check printer. Andy was a union ironworker involved in large projects in Tucson.” After the birth of their son, Ryan, Jerri and Andy were faced with a critical decision. “When I traveled for work, I took my mother-in-law & infant son Ryan with me. They would hang out at the hotel while I made my calls. In the evenings, we would swim and eat out. This got hectic. We decided a career change was necessary, even though I was offered a promotion. The promotion required us moving to California. We loved Tucson and had family here.” That’s when Jerri and Andy took a leap of faith and decided to sell real estate! “I was experienced in sales, and Andy was experienced at building and managing properties, from building houses with his father and brother. It was a natural fit to sell the product that we believed in and still to this day are passionate about!”

A new challenge came with a new career! “How do we successfully create a dynamic real estate business and a joyful family life?” In an industry where burn out is more common than success, here’s what made the difference for the Szach’s, “Good communication, problem-solving skills, and common interests!” Jerri knows the effort communication requires more than most. “I couldn’t speak clearly for the first several years of my life.” Jerri, as a young child, went through six years of intense speech therapy. Jerri grows serious, “I still have the sandpaper alphabet I used in speech therapy.” For Jerri, it’s a reminder of the difference you can make in someone’s life. “I am so grateful for speech therapists. I would not be where I am right now if it weren’t for them.” The opportunity to impact lives continues to draw Jerri to real estate. “As REALTORS®, we can make a huge difference as we guide our clients through the process of selling and buying. This became especially important during the last major recession while assisting families through short sales foreclosures and not always happy life changes!”

During the 30 plus years that Jerri has dedicated to real estate, seven and a half of those she enjoyed as a branch manager of one of Long Realty’s offices. Training and guiding agents through challenging transactions was rewarding, and to this day, she continues in that spirit by teaching contract writing and negotiations at Hogan School of Real Estate. To balance life with work, Jerri chuckles, “We built a ski cabin, with the help of

...

Andy's brother, Pete, and our boys, so we could getaway. When it's time for a break, we run up there for the weekend and play!" Just like their real estate business Jerri and Andy take their adventures to a whole new level. They have enjoyed trips to visit family in Europe and cruises to various countries and Alaska! In addition, they have hiked the Grand Canyon several times. Last year, Jerri took a girl's trip to Yosemite and hiked Half Dome. "That was a lifetime experience!"



Whether it's skiing in Sunrise, Colorado, or bicycling in Tucson's famous 100 mile El Tour, Jerri and Andy stay active. "It's a mental release from the intensity of real estate." Jerri shares words of wisdom, "We believe it's important to have some passions in life that inspire you to do other things outside of real estate. It compensates for the challenging 50+ hour work weeks. They look forward to sharing their zeal for life and positive attitude with their soon to arrive first grandbaby, "I'm going to be taking one day off a week to be a grandma. We are getting a child backpack in hopes that he too will love the outdoors as much as we do!" As one of Jerri's many quotes says, "Success is NOT the key to happiness. Happiness is the key to success." For Jerri and Andy, it could not be more true.




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– Don Vallee, Founder of the Vallee Gold Team, Long Realty Company



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TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1–January 31, 2020

Rank	Name	Sides	Volume	Average
1	Marsee Wilhems (16298) of eXp Realty (495201)	26.5	7,048,590	265,985
2	Kyle Mokhtarian (17381) of Realty Executives Arizona Territory (498305)	30.5	6,115,400	200,505
3	Russell P Long (1193) of Long Realty Company (298)	6.0	5,815,500	969,250
4	Lauren M Moore (35196) of Keller Williams Southern Arizona (478302)	13.0	5,501,000	423,154
5	Bryan Durkin (12762) of Russ Lyon Sotheby's Int Realty (472203)	4.0	4,495,000	1,123,750
6	Kaukaha S Watanabe (22275) of eXp Realty (495203)	22.0	4,398,300	199,923
7	Christina E Tierney (29878) of Russ Lyon Sotheby's Int Realty (472203)	2.0	4,000,000	2,000,000
8	Lisa M Bayless (22524) of Long Realty Company (16717)	8.0	3,748,700	468,588
9	Michael D Rhodes (19668) of Realty Executives Arizona Territory (498307)	18.0	3,637,500	202,083
10	Sandra M Northcutt (18950) of Long Realty Company (16727)	8.0	2,968,000	371,000
11	Tim S Harris (2378) of Long Realty Company (298)	6.0	2,841,224	473,537
12	Laurie Hassey (11711) of Long Realty Company (16731)	6.0	2,658,925	443,154
13	Susanne Grogan (17201) of Russ Lyon Sotheby's Int Realty (472203)	2.0	2,596,378	1,298,189
14	Jordan Munic (22230) of Coldwell Banker Residential Br (70202)	2.0	2,590,000	1,295,000
15	John Gallow (30606) of Russ Lyon Sotheby's Int Realty (472203)	4.0	2,579,500	644,875
16	Danny A Roth (6204) of Keller Williams Southern Arizona (478306)	9.0	2,536,300	281,811
17	Jason K Foster (9230) of Keller Williams Southern Arizona (478302)	5.0	2,501,500	500,300
18	Laura Sayers (13644) of Long Realty Company (16717)	7.0	2,494,360	356,337
19	Traci D. Jones (17762) of Keller Williams Southern Arizona (478302)	9.5	2,482,250	261,289
20	Laurie Lundeen (1420134) of Coldwell Banker Res Brokerage (70204)	10.5	2,354,500	224,238
21	Jose Campillo (32992) of Tierra Antigua Realty (2866)	11.5	2,256,730	196,237
22	Leslie Heros (17827) of Long Realty Company (16706)	4.5	2,235,750	496,833
23	Kimberlyn J Drew (20178) of Long Realty Company (16706)	2.0	2,202,410	1,101,205
24	Aaron Wilson (17450) of Keller Williams Southern Arizona (4783)	9.5	2,196,240	231,183
25	Denice Osbourne (10387) of Long Realty Company (16707)	5.0	2,186,000	437,200
26	Paul R. Oelrich (30546) of Long Realty Company (16728)	4.0	2,115,000	528,750
27	Jim Storey (27624) of Tierra Antigua Realty (2866)	3.0	2,113,000	704,333
28	Edgar B Yacob (53551) of Long Realty Company (16717)	1.0	2,075,000	2,075,000
29	Peter Deluca (9105) of Long Realty Company (298)	5.0	2,073,750	414,750
30	Patricia Sable (27022) of Long Realty Company (16706)	3.0	2,035,000	678,333
31	Angela Marie Kuzma (28301) of Keller Williams Southern Arizona (478310)	10.0	2,013,647	201,365
32	Jay Lotoski (27768) of Long Realty Company (16717)	8.5	1,989,770	234,091
33	Jennifer Philips (16201) of Realty Executives Arizona Territory (4983)	7.0	1,916,000	273,714

Rank	Name	Sides	Volume	Average
34	Katie M Smirnov (52565) of Long Realty Company (16706)	2.0	1,850,000	925,000
35	Michael D Oliver (14532) of Oliver Realty, LLC (51610)	6.5	1,818,100	279,708
36	Tori Marshall (35657) of Coldwell Banker Residential (70207)	5.0	1,808,000	361,600
37	Debbie G Backus (6894) of P B Trading Company, Inc. (2422)	2.0	1,800,000	900,000
38	Christian Lemmer (52143) of Engel & Volkers Tucson (51620)	3.0	1,770,000	590,000
39	John E Billings (17459) of Long Realty Company (16717)	4.5	1,736,150	385,811
40	Tom Ebenhack (26304) of Long Realty Company (16706)	6.0	1,711,000	285,167
41	Sofia Gil (1420209) of Realty Executives Arizona Territory (4983)	6.0	1,707,750	284,625
42	Carol Brown Crews (10858) of Tierra Antigua Realty (2866)	1.0	1,695,000	1,695,000
43	Nestor M Davila (17982) of Tierra Antigua Realty (286606)	8.0	1,683,500	210,438
44	Bob Norris (14601) of Long Realty Company (16733)	6.5	1,644,000	252,923
45	Maria R Anemone (5134) of Long Realty Company (16717)	2.0	1,580,000	790,000
46	Don Vallee (13267) of Long Realty Company (298)	5.0	1,560,300	312,060
47	Nidia A Gonzalez (22405) of Homesmart Advantage Group (5169)	2.5	1,507,500	603,000
48	Kelly Garcia (18671) of Keller Williams Southern Arizona (4783)	6.5	1,507,050	231,854
49	Colette A Barajas (5735) of Centra Realty (230701)	7.0	1,506,250	215,179
50	Gary B Roberts (6358) of Long Realty Company (16733)	6.5	1,499,000	230,615

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TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1–January 31, 2020

Rank	Name	Sides	Volume	Average
51	Gary P Brasher (80408123) of Russ Lyon Sotheby's International Realty-472205	4.0	1,494,500	373,625
52	Cindie Wolfe (14784) of Long Realty Company (16717)	4.0	1,479,500	369,875
53	Carolyn A. Fox (1420840) of Coldwell Banker Res Brokerage (70204)	6.0	1,477,900	246,317
54	Nanci J Freedberg (30853) of Tucson Land & Home Realty LLC (783)	2.0	1,400,000	700,000
55	Jennifer R Bury (35650) of Jason Mitchell Real Estate Arizona (51974) and 1 prior office	6.0	1,387,881	231,314
56	Joshua Waggoner (14045) of Long Realty Company (16706)	1.0	1,380,000	1,380,000
57	Tyler Lopez (29866) of Long Realty Company (16707)	5.0	1,376,000	275,200
58	Trina M Alberta Oesterle (1420383) of Coldwell Banker Res Brokerage-70204	5.0	1,374,900	274,980
59	Liz Burnham (26094) of Tierra Antigua Realty (286610)	4.0	1,364,900	341,225
60	Meg M Sax (8816) of Coldwell Banker Residential Br (70202)	2.0	1,360,000	680,000
61	Louise Riley (14201046) of Tierra Antigua Realty (286610)	6.0	1,351,300	225,217
62	Karin S. Radzewicz (20569) of Coldwell Banker Residential Br (70202)	1.5	1,350,000	900,000
63	Daniel C Caldwell (29040) of Keller Williams Southern Arizona (478306)	5.0	1,323,550	264,710
64	Oscar J Ramirez (5010) of Long Realty Company (16727)	1.0	1,300,000	1,300,000
65	Tony Ray Baker (5103) of Tierra Antigua Realty (286606)	4.0	1,270,000	317,500
66	Candy Bowen (37722) of Realty Executives Arizona Territory (498303) and 1 prior office	5.5	1,239,500	225,364
67	Margaret A Avery-Moon (21952) of Long Realty Company (298)	3.0	1,236,000	412,000
68	Shawn M Polston (20189) of Keller Williams Southern Arizona (478306)	7.0	1,233,305	176,186
69	Anthony D Schaefer (31073) of Long Realty Company (298)	3.5	1,232,500	352,143
70	James L Arnold (142000775) of Tierra Antigua Realty (286614)	2.0	1,220,000	610,000
71	Julie Marti-McLain (148054285) of Sunset View Realty, LLC (402901)	3.0	1,209,900	403,300
72	Louis Parrish (6411) of United Real Estate Southern Arizona (5947)	3.0	1,202,695	400,898
73	Jennifer Anne Ferrell (36046) of Long Realty Company (298)	1.0	1,200,000	1,200,000
74	Ricardo J Coppel (11178) of Long Realty Company (298)	3.0	1,197,415	399,138
75	John Schneider (12646) of Tierra Antigua Realty (2866)	2.0	1,197,000	598,500
76	Alan Murdock (13942) of Realty Executives Arizona Territory (498306)	2.0	1,195,400	597,700
77	Mark Lee Dinges (55207) of Long Realty Company (16728)	3.0	1,192,450	397,483
78	Robert H Brakey Campos (19337) of Roca Realty (4688)	6.0	1,188,300	198,050
79	Steven W Inouye (22297) of Long Realty Company (16706)	3.0	1,185,850	395,283
80	Heather L Oliver (21476) of Oliver Realty, LLC (51610)	3.5	1,180,500	337,286
81	Martin Durkin (145036508) of Russ Lyon Sotheby's Int Realty (472203)	3.0	1,170,700	390,233
82	Karen B Green (7233) of Coldwell Banker Residential (70207)	3.0	1,161,500	387,167
83	Dina M Hogg (17312) of eXp Realty (4952)	4.0	1,157,900	289,475

Rank	Name	Sides	Volume	Average
84	Chuck Eparvier (1420956) of Tierra Antigua Realty (286610)	3.0	1,135,000	378,333
85	Carlos L Albelais (30953) of Realty Executives Arizona Territory (498306)	6.0	1,135,000	189,167
86	Melissa Dawn Rich (30786) of Tierra Antigua Realty (286607)	5.0	1,134,500	226,900
87	Heather L Arnaud (32186) of Realty Executives Arizona Territory (498306)	4.0	1,120,550	280,138
88	Jill Warren McKenna (33036) of Keller Williams Southern Arizona (478306)	4.0	1,118,900	279,725
89	Vincent R Yackanin (2249) of Long Realty Company (298)	3.0	1,096,500	365,500
90	Brittany Palma (32760) of 1st Heritage Realty (133)	5.0	1,093,375	218,675
91	Nicole Jessica Churchill (28164) of eXp Realty (4952)	7.0	1,081,050	154,436
92	Marta Harvey (11916) of Russ Lyon Sotheby's Int Realty (472203)	4.0	1,081,000	270,250
93	Richard M Kenney (5903) of Long Realty Company (16707)	4.0	1,079,500	269,875
94	Paula J MacRae (11157) of OMNI Homes International (5791)	3.5	1,073,400	306,686
95	Dina N Benita (7849) of Long Realty Company (298)	1.0	1,072,500	1,072,500
96	Eddie D Watters (31442) of Realty Executives Arizona Territory (4983)	6.0	1,070,750	178,458
97	James Servoss (15515) of Keller Williams Southern Arizona (478306)	6.0	1,065,400	177,567
98	Judith A Petersen (32539) of Coldwell Banker Residential (70207)	3.0	1,065,000	355,000
99	Ann K Gavlick (27887) of Tierra Antigua Realty (286601)	4.0	1,059,000	264,750
100	Brian H. Crehan (9210) of Coldwell Banker Residential (70207)	2.0	1,055,000	527,500

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TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1–January 31, 2020

Rank	Name	Sides	Volume	Average
101	Kevin Nullmeyer (35101) of Timber Creek Real Estate (51390)	3.0	1,051,900	350,633
102	Carrisa R Martinez (22020) of Russ Lyon Sotheby's Int Realty (472203)	3.0	1,045,650	348,550
103	April Ayala (29221) of eXp Realty (495203)	5.0	1,038,600	207,720
104	Farley David Rosenstein (32946) of American Desert Realty (51032)	3.0	1,022,500	340,833
105	Cathleen B Tashman (35342) of Tierra Antigua Realty (2866)	2.0	1,020,000	510,000
106	John S Bogers (7054) of Coldwell Banker Residential Br (70202)	3.0	1,017,900	339,300
107	Kristi Penrod (33258) of Redfin Corporation (477801)	2.0	1,016,250	508,125
108	Mario Puebla (18090) of Homesmart Advantage Group (516901)	2.0	1,011,500	505,750
109	Tanya M Stiegemeier (19804) of Tombstone Real Estate - Pearce (201902)	4.0	1,007,000	251,750
110	Heidi M Baldwin (4228) of Long Realty Company (16706)	2.0	1,006,500	503,250
111	Jason C. Mitchell (36629) of Jason Mitchell Real Estate Arizona (51974) and 1 prior office	4.0	1,000,125	250,031
112	Lisa Korpi (16056) of Long Realty Company (16727)	3.0	999,500	333,167
113	Jerri Szach (6050) of Long Realty Company (16706)	4.0	996,400	249,100
114	Frank De La Ossa (36348) of Kelly Copeland Realty (3100)	4.0	989,000	247,250
115	Charlene Anderson (35) of RE/MAX Results (5106)	4.0	982,000	245,500
116	Elizabeth Cherry (27600) of United Real Estate Southern Arizona (5947)	2.0	975,195	487,598
117	Marina Mayhew (27576) of Long Realty Company (16706)	1.0	960,000	960,000
118	Jean Miller (22331) of Long Realty Sonoita/Patagonia (54502)	1.5	960,000	640,000
119	Michelle Bakarich (20785) of Homesmart Advantage Group (516901)	5.0	959,000	191,800
120	Virna Fratt (17388) of Tierra Antigua Realty (2866)	2.0	955,410	477,705
121	Linda M Johnson (12215) of Tierra Antigua Realty (2866)	5.0	955,000	191,000
122	Julie Agraz (36406) of HomeSmart Pros Real Estate (5143)	4.0	952,653	238,163
123	Maren Seidler (19694) of Long Realty Company (16728)	3.0	951,000	317,000
124	Susie Hall (3696) of Long Realty Company (16706)	1.0	950,000	950,000
125	Kelly Bradstreet (11595) of Long Realty Company (16706)	1.0	950,000	950,000
126	Maira Alonzo (35128) of Tierra Antigua Realty (2866)	1.0	950,000	950,000
127	Anne E McKechnie (14747) of eXp Realty (4952)	1.0	948,000	948,000
128	Bruce A Schulman (4865) of Tierra Antigua Realty (2866)	2.0	943,050	471,525
129	Matthew J Schulman (30611) of Tierra Antigua Realty (2866)	2.0	943,050	471,525
130	Robin Sue Kaiserman (4368) of Long Realty Company (16706)	1.0	940,000	940,000
131	Jannice S De Dios-Goodwin (17621) of Tierra Antigua Realty (286607)	3.0	939,000	313,000
132	Stuart M Shapero (1420977) of Realty Executives Arizona Territory (498303)	4.0	935,000	233,750
133	Christine D Hudena (28146) of Coldwell Banker Residential (70207)	3.0	934,500	311,500

Rank	Name	Sides	Volume	Average
134	Helen B Vinson (9304) of Oracle Land & Homes (875)	2.5	932,500	373,000
135	Lisa Larkin (7336) of RE/MAX Select (51543)	5.0	930,900	186,180
136	Charles B Spaulding III (15511) of Tierra Antigua Realty (286601)	3.0	922,500	307,500
137	Jenna McCombs (22310) of Realty Executives Arizona Territory (498312)	4.0	915,000	228,750
138	William Mordka (15847) of Harvey Mordka Realty (193)	3.0	914,250	304,750
139	Curt Stinson (4808) of Engel & Volkers Tucson (51620)	3.5	908,000	259,429
140	Linda W Mutimer (1420959) of Long Realty -Green Valley (16716)	3.0	907,900	302,633
141	Caroline Freedman (10073) of Tierra Antigua Realty (286601)	1.0	901,378	901,378
142	Merle Martinovich (13924) of Long Realty Company (16706)	1.0	900,000	900,000
143	Pamela Amanna (10184) of Long Realty Company (298)	2.0	900,000	450,000
144	Debra M Quadt (16709) of Redfin Corporation (477801)	3.0	896,900	298,967
145	Mark M Acosta (6700) of Long Realty Company (16719)	3.0	896,500	298,833
146	An Nguyen (36001) of Tierra Antigua Realty (286607)	3.0	896,000	298,667
147	Dana Blane Reddington (52423) of Long Realty Company (16728)	2.0	895,000	447,500
148	Maria E Juvera (20669) of Tierra Antigua Realty (SV) (286603)	5.0	892,700	178,540
149	Maximo Gomez (26645) of Tierra Antigua Realty (2866)	3.0	885,425	295,142
150	Wanda Fudge (28579) of Long Realty Company (16728)	2.0	883,000	441,500

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