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Dear DC Metro Real Producers,

In this time of unpredictability, clarity is more important than ever. Fortunately, obstacles and uncertain times can make what's truly important more clear. May is the month we celebrate our Mothers — the women who brought us into the world.

As I sit here thinking about my Mother, life gets simple. Keeping my Mother safe and healthy is important. When I went through cancer and the treatment of cancer six years ago, life became extremely simple. Good people and good deeds became a mantra of mine. I am reminded of that time right now.

All of us have family and friends that are in the more vulnerable bracket to COVID-19. Elderly and immunocompromised people are more susceptible. I have witnessed this group of amazing REAL Producers/Humans help the community — from giving time and money to relief efforts to leading the charge and starting initiatives to help others in need.

All of you are leaders. Leaders of the Real Estate industry, and leaders in our community. This, too, shall pass, and I am proud to be associated with this amazing group of humans.

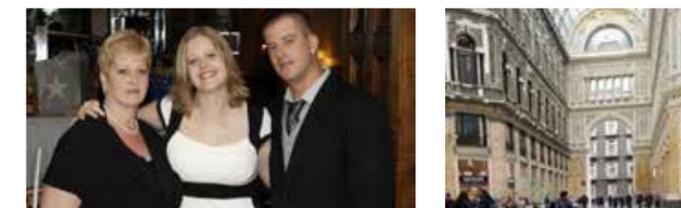
With Gratitude,



Kristin Brindley
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P.S. Our Digital Mastermind was April 16th. Our 2020 Walk of Fame event is rescheduled for September 24th. This will be a gathering together after all of the challenges of the coronavirus. Connection and Collaboration are even more important during times of adversity.

▶ publisher's note



For more information about our publication, partners, and future events, check us out at www.DCMetroREALProducers.com, at our private Facebook group, or email us at events@dcmetrorealproducers.com.

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Golden Nuggets



MARGARET BABBINGTON
Compass

"Balance is key for me... Self-care is not selfish! You recreate yourself, and it makes you a better you."

"You have to refine your decision-making and grow and scale in response to the business, constantly reevaluating what works and make adjustments accordingly."



ROB & MICHELLE HOPKIN
ProTec Inspection Services

"How do you get 35 people to row in the same direction? It's all about clarity. We had to get clear about what we want as a company. What's our goal? Why are we here? And an equally important question is why is each individual here?" —Rob



LEXY KRAUSE
ProTec Inspection Services

"There's always someone looking out for you. Our seasoned team leaders are standing close by to make sure no one strays from the 'ProTec Way.' No one is doing this alone, and the training truly never stops. It's easy to market something you have full confidence in!"



MARYAM REDJAE
Compass

"I love the process of getting a home market-ready, and helping someone find their home is so much fun. What keeps me most excited is that each day changes with what my clients need, so there is always something new. No two days are ever alike in this industry! If

you do this job for passion, it doesn't feel like work."



CHERYL LEAHY
Long & Foster Real Estate

When Cheryl first got into real estate, she intended to work part-time; yet, after a few years, she had an epiphany: "In order to make it worthwhile, I needed to be one of the 10% of agents who do 85% of the business. That was a powerful motivator."

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- Zillow Review, Clarksburg MD



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“What’s our goal?”

Rob Hopkin, CEO of ProTec Inspection Services, is known for repeatedly asking this question throughout ProTec’s weekly management team meetings.

He started posing this question to reframe team discussions around three years ago at the inception of the ProTec Leadership Team. After just returning from a leadership conference, Rob realized that ProTec couldn’t continue to grow with only two people in a leadership role—him and his wife Michelle. This simple setup, in place since she joined the business in 2007, was not going to be enough to propel them forward year after year.

“We knew that if we wanted to take our family business to the next level, we had to get serious about one thing: our team.” Rob attributes this single

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Rob and Michelle Hopkin, owners of ProTec Inspection Services.



OVER THE YEARS, WE'VE WORKED HARD TO FINE-TUNE AN INSPECTION EXPERIENCE UNMATCHED IN THIS INDUSTRY.

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notion as the source of the extensive internal growth experienced at ProTec over the last few years.

Realizing ProTec's future success depends on its ability to thrive as a team, Rob and Michelle appointed and started pouring into their division leaders: weekly accountability meetings, clear goal setting, management training seminars, business coaching calls... They even held a weekly book club to learn from some of the best on how to lead a winning team. They learned to lean heavily on the popular tactic of aiming to get one percent better every day. The momentum gained from making their ambitious growth goals bite-sized sparked an atmosphere of enthusiasm that trickled down throughout the company.

ProTec currently has 35 team members, of which 16 are inspectors; seven small teams make up the collective "ProTec Team." For every inspector, there is an additional office team member backing them up, with the sole objective of providing comprehensive support.

"How do you get 35 people to row in the same direction?" Rob laughs, reflecting on the organizational puzzle they've been working hard on. "It's all about clarity. We had to get clear about what we want as a company. What's our goal? Why are we here? And an equally important question is why is each individual here?"

They took defining the company's mission statement as the perfect opportunity to begin aligning the individual's goals with those of the team. Everyone was encouraged to bring forward their own personal mission and then the team put it to a vote. The experience of making the decision to-



ProTec's Leadership Team

gether proved to be just as important as the outcome.

Rob and Michelle are such strong believers in this team-centric business philosophy that they are now partners and coaches in the original program they attended in 2017, Inspector Empire Builder (IEB). While speaking at a recent conference in Austin, Texas, an attendee posed the question "But how do I find great people?" Rob told him that "great people are everywhere. It's like looking for a purple car. You never see one until you buy one, then you see them every day. It's the same for your business. If you're looking for talent you will see it every day."

ProTec is known throughout the DMV for their superior customer support, exceptional inspection services, and their small, family-company feel. The company's team approach is a carefully selected strategy to ensure success by holding tightly onto these distinguishing characteristics as they expand.

"Over the years, we've worked hard to fine-tune an inspection experience unmatched in this industry" says Rob. "If we want to be able to help as many people as possible have confidence in making the biggest investment of their life, we need to focus on hiring talented people whose personal mission matches the company's and training them to our higher standards."

•••



ProTec is seen at many real estate events around the DMV, having fun with their photo booth!



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66

I'm incredibly proud of how close our team has grown and what they've accomplished.



With their new management in place, the company's private inspection standards are even higher than before. When asked what Lexy Krause, Director of Growth & Business Development, liked best about the new setup, she said, "There's always someone looking out for you. Our seasoned team leaders are standing close by to make sure no one strays from the 'ProTec Way.' No one is doing this alone, and the training truly never stops. It's easy to market something you have full confidence in!"

2019 was ProTec's biggest year yet, with over 6,000 inspections. They are excited to see what the 2020

year will bring. Michelle sums up her feelings about hitting this milestone, "I'm incredibly proud of how close our team has grown and what they've accomplished. We've finally reached the point where each person knows the role they play and how to execute at a high level. It's an exciting time."

So just what is the ProTec Team working towards every day? Protecting the ones you love with inspections you can trust.

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7 reasons to hire an

INTROVERT ASSISTANT

By Christy Belt Grossman

Ops Bosses™ come in all shapes and forms. There's no one size fits all. That said, there are MANY real estate assistants who would call themselves introverts. Here are a few reasons you might want to hire one:

1. You're An Extrovert

Many successful REALTORS® are extroverts. If you're one of them, it might be wise to hire someone who balances you. Someone who can be the Yin to your Yang. You'll excel at and like different parts of the business. (You might love hosting open houses, while they may love creating your open house follow-up system.) And you will each "click" with different clients.

2. They Listen Well

Introverts spend much more time listening than they do talking. If your Ops Boss™ is the one handling client care on your team, this could be a great fit. Your clients will feel heard and cared for. Introverts may pick up on client concerns that an extrovert could miss. They are perfect to handle listing and transaction coordination for example.

3. They Like To Be Behind The Scenes

The person who rides "shotgun" prefers the leader to stand out. They would much rather help someone

else shine than to be the center of attention themselves. When you are the face and brand of your company, this is ideal. An introvert usually has little ego and is very team-oriented. This creates great harmony and synergy.

Introverts also often LOVE social media. Many introverts are actually "social media extroverts." So it can be a great fit if your assistant is going to be the "behind-the-scenes voice" of your business' social media accounts. They'll have fun making it come to life, and they will attract business to you.

4. If You Exclude Introverts, You Might Miss The Next Bill Gates or J.K. Rowling

There are a LOT of famous introverts: Bill Gates (founder of Microsoft), J.K. Rowling (author of the Harry Potter

series), Ben Silbermann (co-founder of Pinterest), Jack Dorsey (found of Twitter), Mark Zuckerberg (founder of Facebook).

Depending on the source, it's reported that somewhere between 30-50% of our population are introverts. If you exclude introverts from your search (whether subconsciously, because they don't present well in an interview, or consciously) — you could eliminate GREAT talent and a substantial part of the population. With unemployment at historically low rates, that is the LAST thing you want to do!

5. They Are Often Creative

Introverts spend a LOT of time thinking. They are also frequently avid readers. This means they are great problem solvers and will think outside the box — bringing you new ideas and new strategies. Creativity also requires mental space. Because introverts love solitude, they are able to focus and work creatively in a way that extroverts don't. In a world where the public perceives all REALTORS® to be "the same," this can be a HUGE advantage. An

introvert can help you stand out from the crowd.

6. Risk Is Not Attractive

Introverts are often more risk-averse than extroverts. This means they might stay with you longer. They will also do a great job of protecting you and protecting your business. They'll read your contracts, check the details, and make sure all your i's are dotted and t's are crossed.

7. Persistence & Focus

Introverts like to limit distraction. They are able to focus in a deep way. This means they are fantastic at creating systems and plans, and following each detail through. They will stick with something long after an extrovert has lost interest. This makes them perfect project managers.



Christy Belt Grossman is an introvert. She is also the CEO & Owner of Ops Boss Coaching™, and a Director on the Board of NARESP (National Association of Real Estate Professionals). Christy's passion for raising the bar for Ops Bosses™ was fueled by her past experience as COO of one of the nation's first real estate teams to sell \$1 Billion. Ops Boss Coaching™ provides classes, a video resource center, group and 1:1 coaching and an annual conference focused on real estate operations professionals. FREE Reports & Resources at www.OpsBossCoaching.com. Contact: Christy@OpsBossCoaching.com

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▶ MASTER THE MEDIA



By Christina Daves

DON'T BE VANILLA!

When pitching the media, or even sitting in a listing appointment, what makes you stand out? What makes you the peanut butter fudge mocha flavor of ice cream versus the vanilla?

Most people like vanilla. Vanilla is easy. It's comfortable. Not everyone likes a more exotic ice cream flavor, but that's the one that stands out. That's the one people remember. Don't be the average agent like every other agent, be the WOW agent who gets the listing.

According to HomeLight, there are over two million real estate agents in the United States. That is a lot of competition for listings, buyers, and media. How can you not be the vanil-

la agent and stand out? Below are some things you can do to position yourself as the expert in real estate:

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3. Write a LinkedIn profile that highlights what you do for your clients.
4. Engage with your audience.
5. Create great content about the local market.
6. Focus on a niche. What do you do differently than all other agents?
7. Land media exposure you can share with your potential sellers and buyers.

Be the peanut butter fudge mocha of real estate. Don't settle for the vanilla that's just "fine." Be outstanding! Use your uniqueness to your advantage to help you stand out among the rest of the 1.999 million agents in the United States.



Christina Daves
PR for Anyone®

Christina Daves is the founder of PR For Anyone®. She has trained thousands of real estate agents in gaining visibility by using traditional and social media together for maximum effectiveness. Agents she has worked with have appeared in national magazines, newspapers, radio, television, and blogs. Book your free business strategy session with Christina at www.ChatWithChristina.com, and learn more about her at www.ChristinaDaves.com.

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MARYAM REDJAEF

Making A Difference & Leaving An Impression

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” —Maya Angelou

Maryam Redjaef sets herself apart by ensuring her clients won’t forget her. “I put my clients first. It’s so gratifying helping people find their place in the world. Each client is unique and different in what they need... I love helping them find what is the perfect fit for them!” she exclaims.

Maryam found her way to real estate serendipitously. She has always been passionate about remodeling and interior design, and offers her designer eye to her friends on the side. At a party where she had done the interior design for the home, a friend introduced her to a real estate agent, who told her, “You need to be in real estate.”

So three years ago, Maryam joined Compass, in Chevy Chase, and hasn’t looked back.

Much of her success — and she has had a great deal of it in her short time in real estate — can be attributed to personal ethics and integrity. Having worked in cut-throat and bloodthirsty businesses, first as a pharmaceutical specialized sales representative for over 14 years, and as a real estate agent since May 2017, Maryam knows firsthand how one can get caught up in competition. But she prides herself on not compromising her integrity and always providing her clients with the highest level of service she can. She never lets the competitive nature of the business change who she is or how she treats her clients.

“I love the process of getting a home market-ready, and helping someone find their

...

home is so much fun. What keeps me most excited is that each day changes with what my clients need, so there is always something new. No two days are ever alike in this industry! If you do this job for passion, it doesn't feel like work," she states.

Maryam also maintains an active and engaged lifestyle. She is licensed in Virginia, D.C., and Maryland, and has been married to her husband, Bahram, for 21 years. They have two high-school-age children who keep them busy, as they are both involved in their schools and activities. An ideal day, she says, starts with her son driving to school and her driving her daughter. She goes to the gym for a little over an hour to feel centered and refreshed, and then heads to the office to do client follow-ups, check emails, and run some comp sheets. She then meets a client, shows some houses, and writes and submits an offer. In the evening, she catches up with and spends time with her family.

Now, that is a good day. And if she had one more hour in her day, Maryam would splurge and get a spa treatment. "I am at a place in my life that I don't compromise sleep and health." She tries to meditate daily to keep centered and grounded each and every day.

She is also passionate about giving back. "I am so blessed, so I want to do all that I can do." She serves as the Compass Cares Champion for the Compass DMV offices to help agents learn how they each can give back to the community. She asks a simple but profound question, "What direction do you want your money to go?" She encourages others to give to "whatever touches your heart," saying,



"just do that." At the top of her favorite charities are the National Foundation for Cancer Research (www.nfcr.org) so that one day we can find a cure to cancer, and A Wider Circle (www.awidercircle.org), an organization whose mission is to end poverty.

Maryam defines success as "making a difference in everything that you do" and aims to make that difference every day, in each transaction and interaction. She is a rising star in the industry very likely because, as she says, "I leave a lasting impression with my clients."

And with the rest of us too.

Maryam can be reached at (202) 423-3331 and at maryam@compass.com. You can find her at Instagram [@maryamredjaee](https://www.instagram.com/maryamredjaee) or online at www.casadayallison.com.

“
I LEAVE A
LASTING
IMPRESSION
WITH MY
CLIENTS.”



Maryam with Gabrielle Defrancios Saiz and Daniel Stults, collecting personal care items for A Wider Circle.

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By Zachary Cohen
Photos by Ryan Corvello Photography

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CHERYL LEAHY

LEAP and the Net Will Appear





“Working in corporate America made me realize I wasn’t cut out for 9 to 5 work,” Cheryl Leahy begins. “I was working all the time, late nights.”

Cheryl knew that she had the desire to find work that better suited the lifestyle she wanted — and gave her more time with her family — so she left her corporate gig to do marketing consulting for corporate architects and engineering firms.

“I did well, but at some point, it occurred to me that by the time I paid taxes and the babysitter, I was doing a lot of work for minimal reward.”

It was then that Cheryl decided to resign and take some time to be home with her three children.

Real Estate Beginnings

Cheryl’s family has long been involved in real estate from the investment side. Along with her husband, John, Cheryl had bought and renovated a few homes on her own as well.

“By osmosis, I learned a lot about the market and the process,” Cheryl smiles. Despite all she had learned, Cheryl wasn’t fully prepared for the dilemma that her family was about to face as they prepared to enter a new home.

“After our third child was born, we bought a new home and sold our existing home with our dear friend and awesome agent, Rob Ramoy. Unfortunately, the home we bought had a federal tax lien placed on it, and we were unable to go to settlement. With three kids under six, all our belongings on a truck (Town & Country earned my eternal love that day), and our existing house sold to a new owner, we had no place to go... you can imagine how daunting that was.”



“ **BEING EXPOSED TO PEOPLE OF DIFFERENT CULTURES WITH DIFFERENT TRADITIONS AND DIFFERENT IDEALS HAS, HANDS DOWN, BEEN THE MOST INTERESTING PART OF MY CAREER.** ”

Cheryl with buyer agents Kate Bohlender (left) and Maggie Tehan (right)



Cheryl Leahy had intended to work part-time, but had an epiphany — in order to make it worthwhile, she would need to be one of the 10% of agents who do 85% of the business.

Fortunately, Cheryl had a friend with an empty rental property in Bethesda, so she sent her furniture to storage and furnished the rental in “stark IKEA style” until the title issue was resolved — nine long months later.

“And that’s when I decided to give up full-time mommying and part-time marketing consulting and get my real estate license,” Cheryl says.

Finding her Passion-Work

When Cheryl first got into real estate, she intended to work part-time. Yet, after a few years, she had an epiphany.

“In order to make it worthwhile, I needed to be one of the 10% of agents who do 85% of the business. That was a powerful motivator.”

Over the past 18 years, Cheryl has made real estate into a career she loves. Her career volume is over \$250 million, but more importantly, she’s earned countless friends from every corner of the globe.

“Growing up and going to college here has, admittedly, shaped my world-view,” Cheryl says. “As a real estate agent, I have had clients from all over the world, many with interesting stories and fascinating jobs and complicated relationships and their own unique housing problem to solve. I’ve been to dinner parties and baby showers and birthday celebrations for former clients. Being exposed to people of different cultures with different traditions and different ideals has, hands down, been the most interesting part of my career.”

The relationships that Cheryl has built through real estate have deeply



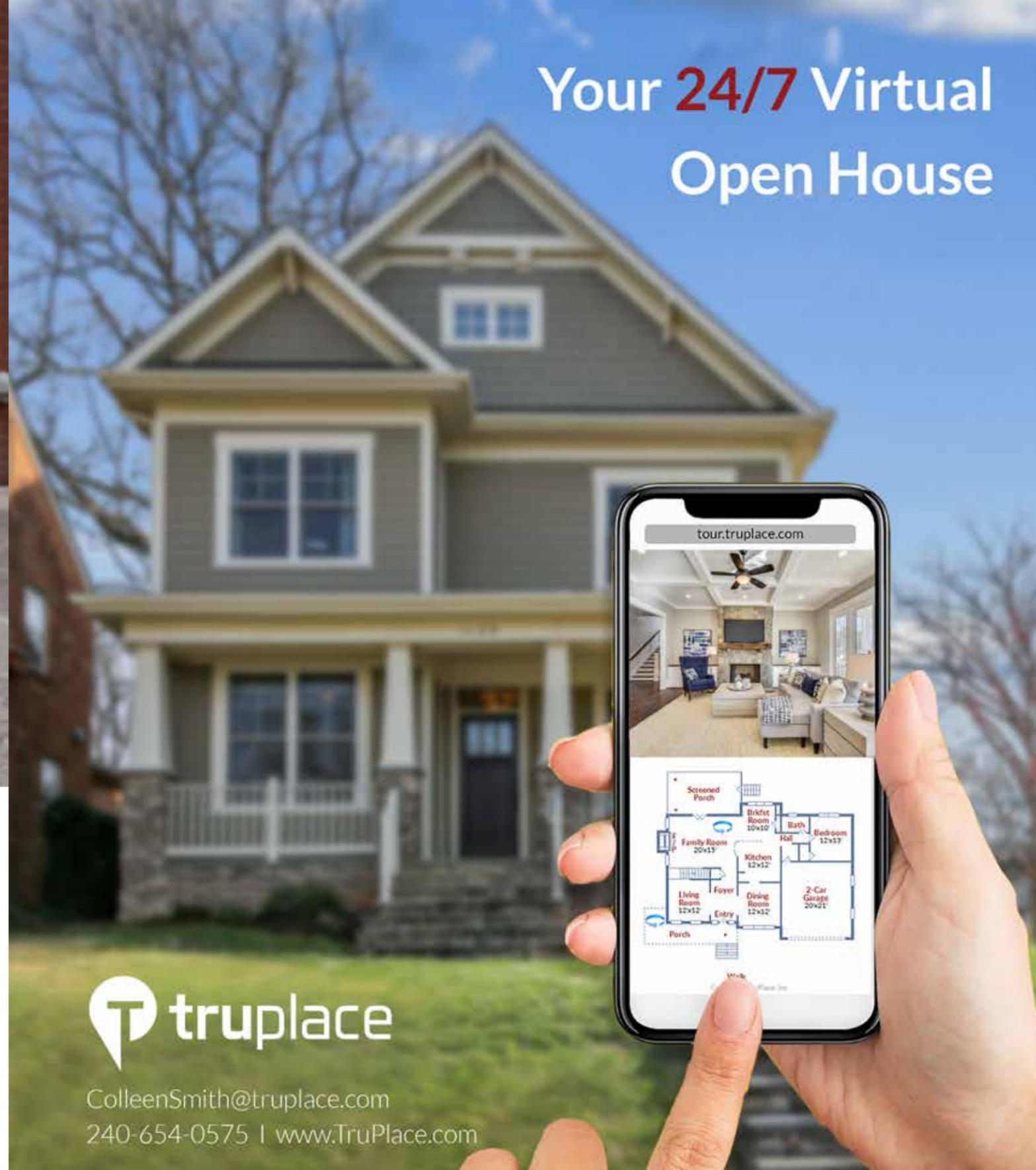
influenced her, personally. In each individual's story, she learns something new.

"One of my colleagues says a real estate transaction is like a love affair. You meet someone new, you are giddy with excitement at the possibility of a good match, then you form a relationship, and you get to know them intimately. The transaction ends at settlement, and you follow them on Facebook for the rest of your life to see if they have found someone to replace you," Cheryl laughs.

Outside of real estate, Cheryl is a mother and a wife; it's these titles that give her the most satisfaction in life. She's been married to her husband, John, for 30 years, and they have three children: Wynne, Mason, and Carter. "Watching my kids grow into adults eclipses any business success I've had," Cheryl beams.

"My whole life is a blur. I feel like it's moving at Mach speed."

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- 2. Dominant
- 3. Inspiring



NATALIE PEREZ
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My mother is....

STRONG, CONFIDENT, MOTIVATED.



CARA PEARLMAN
COMPASS

Hardworking, Show-stopping, Creative. She has always inspired me to hustle and create my space in business.



KIMBERLY HEALTH
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A *Compassionate* woman who sees the best in everyone. Her *Hardworking* and never-give-up nature has taught me to always be my best and go for any goal I set my mind to. Thirdly, her *Love* for her grandkids — they could not have asked for a better light in their life. Love you, Mom!



MARILYN CHARITY
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My mother was always aspirational (she said I could do anything), resilient (we did not have a lot but she always made it work) and generous (everyone was always welcome). I work to live up to her standards every day!



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- Holly W.



"Kasey is such a great one. She really worked with me and my family. She cared to make sure what we were getting was good for us. She is just absolutely the best. Thank you for your service."

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Amazing Mothers In Real Estate

MARGIE HALEM Compass

What were the life events that led you to become a real estate agent?

My sister Lori was a successful young REALTOR® and encouraged me to relocate to D.C. upon graduating from college. I worked with her in a small, boutique real estate company in Georgetown, Vicki Bagley/Debbie Doyle Realty, as an assistant. I learned hands-on from the best in the business. After nine months being their assistant I became a REALTOR®.

What do you believe has been the biggest reason for your success?

I am very hands-on and attentive. Although I have a team, I'm involved in all aspects of every transaction, which is unique for a top-producing agent.

Tell us about your family.

I am married to Mitch Halem, the most devoted, supportive, and loving husband and father. We have three sons, a daughter-in-law, a soon-to-be second daughter-in-law, and a beagle.

We love to have family meals and spend time together. We enjoy watching football and playing golf or simply just hanging out by the pool.

How have you juggled the demands of motherhood and a busy real estate career?

Truly, my husband, sisters, parents, and in-laws helped me juggle "the crazy." My friends and family have always been so supportive... Work-life balance is hard, but my family has always been my priority. Friends comment on my seemingly limitless stami-



The Halem Family (From left: Mitch Halem, Margie Halem, Courtney Rubens, Harrison Halem, Sam Halem, Amanda Halem, Adam Halem)

na. I am fortunate to love both my family and the real estate business. That joy is enriching and energizing.

What have been the most rewarding aspects of being in real estate while raising children?

Although the hours are demanding, I loved that I could schedule my appointments around my family commitments and sons' sporting events. My family has always been a top priority and it was important to me that we had regular family meals and that I was "in the moment" with my children and husband.

What has been your happiest or proudest moment?

My proudest moment has been watching my sons grow into strong,

confident, compassionate, generous, and thoughtful men. Observing my children take care of my ailing parents has been inspirational, as they understand the importance of love and commitment to family.

As a successful businesswoman, what legacy would you like to leave for your children?

The legacy that I would like to leave my children is that living a life of kindness, understanding, patience, fairness, and philanthropy is a life that makes a difference.

What is your favorite quote?

"Treat others the way you want to be treated."

LEISEL TAYLOR Keller Williams Preferred Properties

What were the life events that led you to become a real estate agent?

Tired of living paycheck to paycheck and needed money to buy my son formula — Similac Alimentum. He could not drink regular milk, and that brand was very expensive.

What do you believe has been the biggest reason for your success?

The support of my husband and drive to want a better life for my family and me.

Tell us about your family, including names, interests, what you like to do together.

Donnel Taylor (husband), Ahneldae Taylor (son), and Donnell Taylor (son). We enjoy bowling, travel, and watching movies together.

How have you juggled the demands of motherhood and a busy real estate career?

DOO Margaret Davenport keeps me on track with appointments. Husband and my awesome director of operations. Also sticking to my calendar. If I don't stick to my calendar schedule, I would get nothing done.

What have been the most rewarding aspects of being in real estate while raising children?

Flexibility. I love that I can attend my son's events during the work week and not have to worry about staying too long or rushing back to work. I can attend all his school events, where in the past I could not.



The Taylor Family (From left: Ahneldae Taylor, Leisel L. Taylor, Donnell Taylor, and DJ Taylor.)

What has been your happiest or proudest moment?

My proudest moment is building a successful team and sharing it with my husband.

As a successful businesswoman, what legacy would you like to leave for your children?

A mindset where my son knows he

can achieve anything and puts his mind to a business that was built from the ground up.

What is your favorite quote?

"If I think I can or I think I can't, either way, I am right!"

...

MARJORIE DICK STUART

Compass

What were the life events that led you to become a real estate agent?

I left home with \$2100 in my pocket, got a job as a bartender/tablesider, was living in a house with young professionals... One of them was reading *Principles of Real Estate Practice* and said, "I'm going to be a real estate agent and make a lot of money." I said, "That sounds like a great idea." I got into real estate in 1980 in Montgomery County, and gravitated to D.C. in 1982.

What do you believe has been the biggest reason for your success?

I don't take "no" for an answer. I love to win for my clients.

Tell us about your family.

My husband, Bill Stuart, ran real estate companies his whole life and is now my marketing genius and creator of our real estate training business, "Ambitious Agent Network." Our son, Rhett, graduated a couple years ago from Emory, pitched on their championship baseball team, majored in film, and is now finishing up his first year of film school at SCAD, in Atlanta. Bill has two children, the parents of our four grandchildren. Cass, Bill's daughter, works for me and is a phenomenal assistant. We all enjoy spending time together whenever possible.

How have you juggled the demands of motherhood and a busy real estate career?

My life is not in silos. It's messy, and I like it that way! Work, play, charities, community — it's all intertwined. I was able to build my business with a small child by keeping him on my schedule, not me on his. For example, if Bill and I had dinner at 9 p.m., so did our son. I worked my real estate appointments and fundraising events around his sporting activities, and his life somehow worked around my schedule. It just clicked!

What have been the most rewarding aspects of being in real estate while raising children?

Flexibility and freedom. Though I worked many



Marjorie Dick Stuart and her son Rhett.

hours, I was able to follow Rhett around the country while pitching for Emory. Bill and I made it to almost all of his games. As team mom, I didn't miss one game senior year! Real estate enabled me to make 35-45 sales per year from the baseball field. Also, I love vacationing with Bill to Caribbean destinations, where I chill with the wildlife and talk with clients and make sales while walking on the beach.

What has been your happiest or proudest moment?

Anytime I think about my son is a happy, proud moment. He grew up with a mom with an incredible work ethic and ability to juggle work, play and parenting, in a loving household with an

amazing dad, step-siblings, nephews, and nieces. All added to his love for life and learning, his athletic talents, and his commitment to give back.

As a successful businesswoman, what legacy would you like to leave for your children?

Always follow your intuition and do the right thing. Work hard, do whatever it takes to achieve your dreams and you will see the world is there for you to get whatever you desire. You are the creator of your own reality!

What is your favorite quote?

"Do not go where the path may lead. Go instead where there is no path and leave a trail." —*Ralph Waldo Emerson*



The Valois Family (From left: Frank, Jacqueline, husband Tom, Janice, Michael, and Steven)

JANICE VALOIS

Compass

What were the life events that led you to become a real estate agent?

My in-laws were brokers and I loved going to open houses on the weekends

What do you believe has been the biggest reason for your success?

We are hand-holding, nurturing, caring, knowledgeable and experienced.

(My daughter, Jackie Valois, joined my team in 2014 and is licensed in Maryland and D.C.)

realproducersmag.com

Tell us about your family.

I have four grown children: Frank, Mike, Jacqueline, and Stevie. We all love sports and long days.

How have you juggled the demands of motherhood and a busy real estate career?

When my youngest went to school full-time, a real estate career gave me the flexibility to volunteer in the classroom and attend school functions.

What have been the most rewarding aspects of being in real estate while raising children?

Helping people realize their real estate dream.

Do you have stories about your own mother and her influence on you that you would like to share?

My mother taught me to work hard, be kind, and help others.

What has been your happiest or proudest moment?

When my daughter joined me to form a mother-daughter team.

As a successful businesswoman, what legacy would you like to leave for your children?

To work hard and help people in need and always be empathic.

What is your favorite quote?

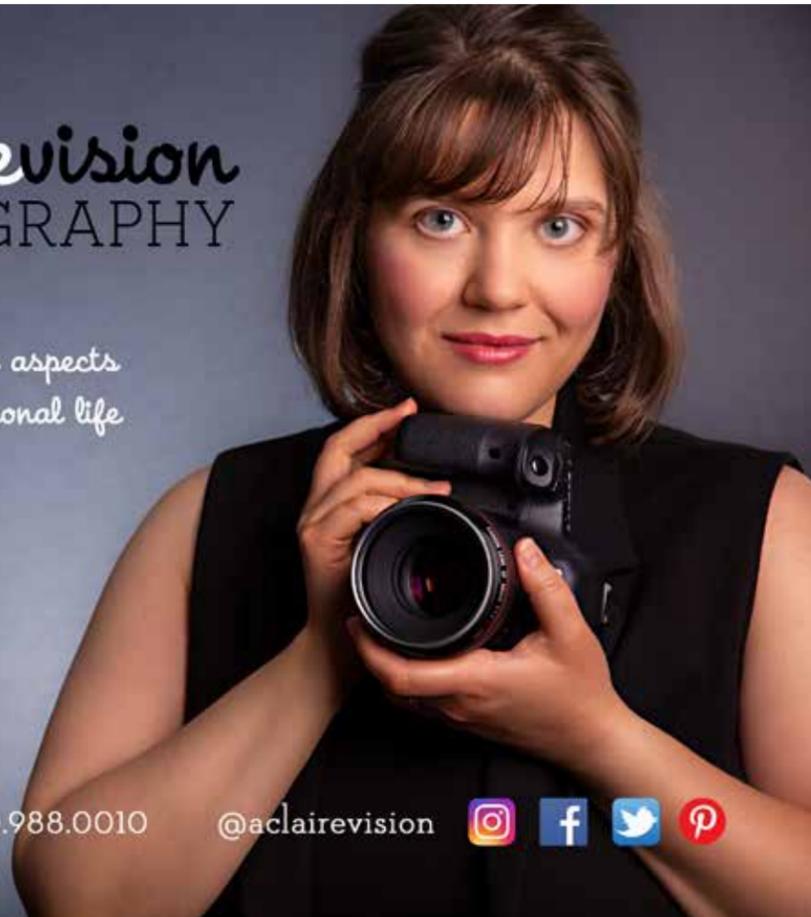
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By Molly Lauryssens
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Margaret Babbington

Family First

Margaret Babbington's dream Mother's Day would start with a sunrise bike ride with her family from Rehoboth Beach to Lewes, Delaware, a preferred route of hers. The idyllic day would continue at "my favorite place on earth — our home in Rehoboth" with the rest of the family, including her mother and mother-in-law.



The Babbingtons (From left: Cookie, Mae, Brendan Jr., Brenda, and Margaret).

"Family First" is not just a Mother's Day thing for the founder and CEO of the Babbington Team, of Compass. It's more like a mantra that she and the team strive to live by. In this industry that is always on, day and night, weekdays and weekends, Margaret knows that maintaining boundaries are crucial. With the right tools, "We can have boundaries and still do a big, huge business. We just need to

be protective of each other." So when they stay grounded and create that atmosphere, the processes and systems they have in place will support them. Maybe that's why this team's trajectory has been so impressive — they are growing roughly 40 percent year after year.

As an empath who cares very deeply about others, Margaret readily admits that she can take on too much herself. So how does she do it all, then? "Honestly, it's a moving target for me," she says

candidly. "Balance is key for me." One tool that is vital for her in combating this overwhelm is self-care. "Self-care is not selfish! You recreate yourself, and it makes you a better you."

This team's core principles center around growth and taking care of each other. One of the things they do is a group chat to keep them connected. But even that comes with

boundaries. "We keep group chats to on-and-off times, unless it's a huge emergency." In addition, the team does a lot of enrichment and holds quarterly growth meetings. Often, they will read books together and practice rehearsing different scripts in a variety of situations. Here, they will try to focus on slowing speech down or interpreting body language. They provide feedback for one another

as well. For example, why are you doing this with your arms? The major point in this exercise is to remind them all, "We are that person [we are serving]. If you are not calm and your clients are not calm, then it's not going to be a good transaction."

Growing Up Unconventional
Born and raised in D.C., Margaret says she moved six times before first



The Babbington Team

grade. "I learned how to be self-sufficient at a young age. My parents were hippies — very unconventional — and I grew up surrounded by a diverse community of friends and family." Little did she know, this would be invaluable to her career in real estate. One of the byproducts of this was learning how to be a big thinker and not fear failure.

“We can have boundaries and still do a big, huge business. We just need to be protective of each other.”

Margaret went to Loyola University in Maryland and graduated with a bachelor's degree in Business Administration. Her first job was in marketing and catering with her mother's downtown catering business on K Street. Then, she did event planning and group sales for the Spirit of Washington. After graduating from college, she worked in commercial property management in both D.C. and Maryland. One fateful summer night in college, she was working a primo waterfront gig at the Sequoia Open and met her future husband, Brendan. As it would turn out, he is the yin to her yang; whereas she is a risk-taker, "he is a conservative and cautious man," she noted.

...

In 2000, she began working with a Fortune 500 company as an information technology recruiter and team lead. Soon enough, she founded her own recruiting company. When she was looking to grow and wanting a change, Brendan reminded her of her obsession with real estate. They were investors, and she had fallen in love with turning “an ugly-duckling property into a swan.” After six years, she decided to take the leap and jump into real estate.

Things didn't go as planned; she had a rough start. “I went from a big career to 100-percent commission. I made very little money, and after six months went back to work. I did that again for a year and then finally came back to real estate.”

In retrospect, she mentions that joining a team could have alleviated that. “Trying to start from nothing can be discouraging, and a team will feed your business right away. You'll also have exposure to many more transactions through a team, and will increase your depth of knowledge in this business exponentially.” Teams were just starting to come into vogue in 2007.

Since that humbling early experience, Margaret has been on a tear. Last year, her team did 127 transactions for \$92 million in volume, and that number will likely hit \$130 million in 2020. Her career volume for 13 years is over \$300 million.

One of her biggest challenges was making the transition from a solo agent to running a team. “You have to refine your decision-making and grow and scale in response to the business, constantly reevaluating what works and make adjustments accordingly.” As the team lead, she focuses on individual successes and adores watching agents grow personally and professionally. For Margaret, that is the pinnacle of achievement. Well, that, along with her family...

Brendan works for Google, and they have two children together. Their oldest, daughter Mae, is a student at University of Maryland, and their son, Brendan Jr., is a junior in high school. They also have a dog named Cookie.

Margaret is living proof that you can do big business and still put family first.



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Time Out

In the early morning hours of March 12th — at the very beginning of the current crisis and before most of the shutdowns and stay-ins that we've become familiar with in the weeks since — our publisher, Kristin Brindley, had to make the difficult call to postpone our REAL Producers' 2020 Walk of Fame event at the Washington Nationals' baseball stadium. Over 600 agents were registered, and we were so excited to bring together the top producers in the DMV for this special event...

Rest assured that DC Metro REAL Producers events are not canceled — just temporarily on hold.

Adjusting

In the meantime, in April, this community pivoted to virtual.

APRIL DIGITAL MASTERMIND

The Mastermind we held on Zoom on April 16th was a hit! Watch for more of these to come.

DIGITAL MASTERMIND
LET'S THRIVE AND PIVOT TOGETHER!
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The Future

We look forward to seeing everyone at the next Digital Mastermind in June and at our rescheduled 2020 Walk of Fame event in September. This year's gatherings will be incredible!

DIGITAL MASTERMIND 2.0
LET'S THRIVE AND PIVOT TOGETHER!
JUNE 4, 2020
10AM - 12PM
SEE YOU ALL ON ZOOM!

JENN SMIRA
2019 TEAM VOLUME: \$210,099,716 WITH 262 UNITS SOLD

SAMER KURAISHI
2019 TEAM VOLUME: \$241,527,000 WITH 581 TRANSACTIONS

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JUNE DIGITAL MASTERMIND

Our next Digital Mastermind on Zoom will be bigger and better than the first! Join us and top industry thought leaders on June 4th.

FALL FÊTE

Our exciting Fall Fête will be held at one of our REAL Producers' gorgeous listings! Date TBD.

Stay tuned for updates... coming soon!

If you have any questions or concerns, please reach out to us at events@dcmetrorealproducers.com.

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2020 WALK OF FAME

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Check out our featured blog post, "What Happens at Closing," to learn tips about what to bring, who attends, signing documents, and getting the key!

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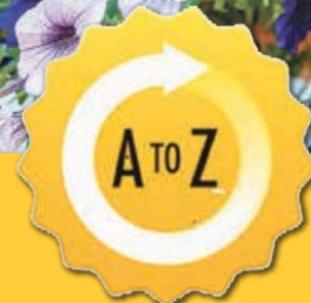


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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Mar. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
1	Mark C Lowham	TTR Sotheby's International Realty	0	\$0	2	\$57,000,000	2	\$57,000,000
2	Russell A Firestone III	TTR Sotheby's International Realty	2	\$45,947,000	1	\$947,000	3	\$46,894,000
3	Jennifer S Smira	Compass	18	\$16,159,750	17	\$14,825,499	35	\$30,985,248
4	William Thomas	TTR Sotheby's International Realty	3	\$22,350,000	1	\$8,250,000	4	\$30,600,000
5	Barak Sky	Long & Foster Real Estate, Inc.	15	\$11,278,344	18.5	\$13,312,000	33.5	\$24,590,344
6	Michael W Rankin	TTR Sotheby's International Realty	7.5	\$18,600,000	2	\$5,015,000	9.5	\$23,615,000
7	Jay A Day	Real Estate Teams, LLC	36.5	\$17,270,022	17	\$6,080,308	53.5	\$23,350,330
8	Preston E Innerst Jr.	EYA Marketing, LLC	10	\$16,861,660	4	\$5,080,250	14	\$21,941,910
9	Marjorie S Halem	Compass	16.5	\$16,199,016	4	\$3,046,200	20.5	\$19,245,216
10	Alejandro Luis A Martinez	RE/MAX Elite Services	18	\$6,905,300	38.5	\$12,128,143	56.5	\$19,033,444
11	Frederick B Roth	Washington Fine Properties, LLC	3	\$5,389,000	5	\$13,037,500	8	\$18,426,500
12	Nancy W Taylor Bubes	Washington Fine Properties, LLC	7	\$11,807,000	2.5	\$6,525,000	9.5	\$18,332,000
13	Hans L Wydler	Compass	10	\$11,377,700	4	\$6,445,000	14	\$17,822,700
14	Thomas S Hennerty	NetRealtyNow.com, LLC	40	\$14,663,290	4	\$2,655,990	44	\$17,319,280
15	Nathan J Guggenheim	Washington Fine Properties, LLC	8	\$5,741,300	14	\$11,322,499	22	\$17,063,800
16	Trent D Heminger	Compass	22	\$14,312,249	4	\$2,712,450	26	\$17,024,700
17	Nurit Coombe	RE/MAX Elite Services	9	\$7,135,000	10	\$9,636,500	19	\$16,771,500
18	Tim Barley	RE/MAX Allegiance	5	\$5,521,000	11	\$10,697,999	16	\$16,218,999
19	Joel S Nelson	Keller Williams Capital Properties	10	\$10,785,400	4	\$5,040,500	14	\$15,825,900
20	David R Getson	Compass	5.5	\$4,191,500	17	\$11,396,000	22.5	\$15,587,500
21	Christopher D Ritzert	TTR Sotheby's International Realty	4	\$8,512,500	2	\$5,965,000	6	\$14,477,500
22	Daniel M Heider	TTR Sotheby's International Realty	3	\$8,516,500	5.5	\$5,706,500	8.5	\$14,223,000
23	Daryl Judy	Washington Fine Properties, LLC	3.5	\$6,183,500	6	\$7,871,500	9.5	\$14,055,000
24	Thomas Lindsay Reishman	Compass	15	\$11,861,000	2	\$1,605,000	17	\$13,466,000
25	Kimberly A Cestari	Long & Foster Real Estate, Inc.	6	\$5,555,000	7	\$7,845,000	13	\$13,400,000
26	Nancy S Itteilag	Washington Fine Properties, LLC	7.5	\$11,555,500	1	\$1,740,000	8.5	\$13,295,500
27	Lisa R Stransky Brown	Washington Fine Properties, LLC	11	\$10,285,000	3	\$2,950,000	14	\$13,235,000
28	Ross A Vann	Compass	2.5	\$3,155,000	6	\$9,829,900	8.5	\$12,984,900
29	Kara K Sheehan	Washington Fine Properties, LLC	3	\$6,594,000	2	\$6,200,000	5	\$12,794,000
30	Jonathan S Lahey	RE/MAX Fine Living	18	\$7,426,175	16.5	\$5,334,630	34.5	\$12,760,805
31	Chelsea L Traylor	Redfin Corp	19	\$11,602,640	1	\$1,085,000	20	\$12,687,640
32	Kira Epstein Begal	Washington Fine Properties, LLC	7	\$4,247,500	7	\$8,420,500	14	\$12,668,000
33	Margaret M Babbington	Compass	5	\$3,975,000	10	\$8,663,599	15	\$12,638,599
34	Andrew Riguzzi	Compass	7	\$6,346,200	5	\$5,737,500	12	\$12,083,700

Disclaimer: Information based on MLS closed data as of April 3, 2020, for residential sales from January 1, 2020, to March 31, 2020, in Virginia, Maryland, and Washington, D.C., by agents licensed in our D.C. Metro service area of Washington, D.C., and Frederick, Montgomery, and Prince Georges Counties in Maryland. Numbers not reported to the MLS by the date the information is retrieved are not included. MLS is not responsible for submitting this data. Some teams may report each agent individually.

TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Mar. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
35	Cara Pearlman	Compass	9	\$6,730,500	6	\$5,225,900	15	\$11,956,400
36	Jeremy E Lichtenstein	RE/MAX Realty Services	6	\$7,851,110	3	\$4,032,600	9	\$11,883,710
37	James Bass	Real Estate Teams, LLC	18	\$6,906,461	14	\$4,888,043	32	\$11,794,504
38	Mark D McFadden	Compass	3	\$7,911,500	1	\$3,748,800	4	\$11,660,300
39	Kimberly A Casey	Washington Fine Properties ,LLC	3	\$3,683,500	2	\$7,950,000	5	\$11,633,500
40	Troyce P Gatewood	RE/MAX Results	15	\$5,740,569	16.5	\$5,679,485	31.5	\$11,420,054
41	Shahram Aalai	Compass	11	\$7,098,500	5	\$4,281,000	16	\$11,379,500
42	Marc Fleisher	TTR Sotheby's International Realty	5	\$11,239,250	0	\$0	5	\$11,239,250
43	James M Coley	Long & Foster Real Estate, Inc.	5	\$6,202,500	5	\$5,025,400	10	\$11,227,900
44	Brent E Jackson	TTR Sotheby's International Realty	6	\$6,281,000	5.5	\$4,897,100	11.5	\$11,178,100
45	Eric P Stewart	Long & Foster Real Estate, Inc.	12	\$9,611,000	2	\$1,552,500	14	\$11,163,500
46	Charles F Holzwarth Jr.	Washington Fine Properties, LLC	0	\$0	1.5	\$11,162,500	1.5	\$11,162,500
47	Margot D Wilson	Washington Fine Properties, LLC	2.5	\$5,145,000	2	\$6,015,300	4.5	\$11,160,300
48	Wendy I Banner	Long & Foster Real Estate, Inc.	5	\$5,057,400	8	\$6,050,900	13	\$11,108,300
49	Erich W Cabe	Compass	1.5	\$1,692,500	9	\$9,397,000	10.5	\$11,089,500
50	Michael R Brennan	TTR Sotheby's International Realty	6	\$5,632,000	5	\$5,385,000	11	\$11,017,000
51	Anne C Killeen	Washington Fine Properties, LLC	6	\$8,652,060	1.5	\$2,239,500	7.5	\$10,891,560
52	Norman S Domingo	XRealty.NET LLC	23	\$10,808,300	0	\$0	23	\$10,808,300
53	Daniel B Register IV	Northrop Realty, A Long & Foster Company	43.5	\$10,105,875	3	\$571,250	46.5	\$10,677,125
54	Pennye Green	Long & Foster Real Estate, Inc.	21	\$10,623,200	0	\$0	21	\$10,623,200
55	Christine R Reeder	Long & Foster Real Estate, Inc.	17.5	\$5,731,700	13	\$4,790,650	30.5	\$10,522,350
56	Mehrnaz Bazargan	Redfin Corp	14.5	\$10,488,734	0	\$0	14.5	\$10,488,734
57	Jeffrey M Wilson	TTR Sotheby's International Realty	2	\$2,232,750	5	\$8,185,000	7	\$10,417,750
58	Todd A Vassar	Compass	4	\$4,255,000	6	\$5,955,050	10	\$10,210,050
59	Sarah Jacobs	Washington Fine Properties, LLC	2	\$4,748,000	2	\$5,282,500	4	\$10,030,500
60	Christopher S Burns	TTR Sotheby's International Realty	14	\$8,454,850	3	\$1,392,499	17	\$9,847,349
61	Judith A Seiden	Berkshire Hathaway HomeServices PenFed Realty	8	\$8,861,900	1	\$926,923	9	\$9,788,823
62	Robert Hryniewicki	Washington Fine Properties, LLC	4.5	\$6,829,488	1	\$2,795,000	5.5	\$9,624,488
63	Dana Rice	Compass	4	\$5,080,300	3.5	\$4,228,500	7.5	\$9,308,800
64	Nathan B Dart	RE/MAX Realty Services	11	\$4,665,400	8.5	\$4,607,005	19.5	\$9,272,405
65	Tyler A Jeffrey	Washington Fine Properties, LLC	3.5	\$2,371,450	7	\$6,848,000	10.5	\$9,219,450
66	Nadia Aminov	Long & Foster Real Estate, Inc.	18	\$8,980,700	1	\$190,000	19	\$9,170,700
67	Annabel D Burch- Murton	Compass	5	\$3,758,000	5	\$5,381,000	10	\$9,139,000
68	Jose Francisco Ramirez	Urban Pace, a Long & Foster Company	7	\$5,731,350	3.5	\$3,407,150	10.5	\$9,138,500
69	Maxwell E Rabin	TTR Sotheby's International Realty	6.5	\$7,377,500	2.5	\$1,712,400	9	\$9,089,900
70	Loic C Pritchett	TTR Sotheby's International Realty	0.5	\$412,500	8	\$8,660,000	8.5	\$9,072,500
71	Stephen G Carpenter-Israeli	Buyers Edge Co., Inc.	0	\$0	6	\$8,910,000	6	\$8,910,000

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
72	Sheila R Pack	RE/MAX Roots	23	\$6,686,000	8	\$2,199,025	31	\$8,885,025
73	Long T Ngo	Redfin Corp	1	\$500,000	15	\$7,968,500	16	\$8,468,500
74	Eric Murtagh	Long & Foster Real Estate, Inc.	3	\$6,302,000	1	\$2,100,000	4	\$8,402,000
75	Roby C Thompson III	Long & Foster Real Estate, Inc.	6	\$3,290,000	6	\$5,075,191	12	\$8,365,191
76	Michael B Aubrey	Compass	8	\$6,487,900	1.5	\$1,770,500	9.5	\$8,258,400
77	Andres A Serafini	RLAH Real Estate	3	\$2,849,000	8	\$5,299,021	11	\$8,148,021
78	Cameron H McFadden	Compass	3	\$7,911,500	0	\$0	3	\$7,911,500
79	Jennifer K Knoll	Compass	2	\$4,170,000	3	\$3,721,500	5	\$7,891,500
80	Jane Fairweather	Long & Foster Real Estate, Inc.	6	\$4,965,250	2	\$2,825,000	8	\$7,790,250
81	Melinda L Estridge	Long & Foster Real Estate, Inc.	5.5	\$4,374,131	6.5	\$3,401,000	12	\$7,775,131
82	Teresa A Mueller	Compass	7	\$5,054,990	5	\$2,679,900	12	\$7,734,890
83	Lawrence M Lessin	Homes By Owner, Inc.	21	\$7,700,375	0	\$0	21	\$7,700,375
84	Kathleen A King	Washington Fine Properties, LLC	3.5	\$5,022,500	3	\$2,665,000	6.5	\$7,687,500
85	Hazel Shakur	Redfin Corp	19	\$7,625,499	0	\$0	19	\$7,625,499
86	Wentong Chen	Libra Realty LLC	5	\$3,628,500	5	\$3,988,000	10	\$7,616,500
87	Mansour F Abu-Rahmeh	Compass	1.5	\$897,400	5.5	\$6,703,500	7	\$7,600,900
88	Tina C Cheung	EXP Realty, LLC	4	\$1,221,000	14.5	\$6,301,400	18.5	\$7,522,400

Disclaimer: Information based on MLS closed data as of April 3, 2020, for residential sales from January 1, 2020, to March 31, 2020, in Virginia, Maryland, and Washington, D.C., by agents licensed in our D.C. Metro service area of Washington, D.C., and Frederick, Montgomery, and Prince Georges Counties in Maryland. Numbers not reported to the MLS by the date the information is retrieved are not included. MLS is not responsible for submitting this data. Some teams may report each agent individually.

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Mar. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
89	Pamela B Wye	Compass	2.5	\$2,788,000	4	\$4,731,750	6.5	\$7,519,750
90	Ginette R. Winston	Winston Real Estate, Inc.	4	\$3,275,000	3	\$4,185,000	7	\$7,460,000
91	Marin Hagen	Coldwell Banker Residential Brokerage	2	\$2,506,000	2.5	\$4,920,000	4.5	\$7,426,000
92	Sam N Solovey	Compass	5	\$4,329,000	2	\$3,062,000	7	\$7,391,000
93	Kimberly N Fallin	Redfin Corp	14	\$7,360,500	0	\$0	14	\$7,360,500
94	Ruby A Styslinger	Redfin Corp	1	\$969,000	10	\$6,361,000	11	\$7,330,000
95	Elysia L Casaday	Compass	3	\$2,120,000	6	\$5,209,000	9	\$7,329,000
96	Tamara E Kucik	Tower Hill Realty	9.5	\$5,271,250	2.5	\$1,970,000	12	\$7,241,250
97	Alyssa A Crilley	Washington Fine Properties, LLC	3	\$3,191,000	3	\$4,036,260	6	\$7,227,260
98	Andrew L Pariser	Long & Foster Real Estate, Inc.	5	\$5,723,000	2	\$1,480,000	7	\$7,203,000
99	Cynthia L Howar	Washington Fine Properties, LLC	3.5	\$7,195,000	0	\$0	3.5	\$7,195,000
100	Brian Wilson	EXP Realty	15	\$7,184,873	0	\$0	15	\$7,184,873
101	Kerry E Fortune	Washington Fine Properties, LLC	2	\$2,637,500	2.5	\$4,487,500	4.5	\$7,125,000
102	Brittany Allison	Compass	3	\$2,702,000	7	\$4,406,500	10	\$7,108,500
103	Rebecca Weiner	Compass	4.5	\$3,398,500	6	\$3,694,500	10.5	\$7,093,000
104	Kenneth A Grant	RE/MAX Plus	7	\$3,019,350	10	\$4,007,400	17	\$7,026,750
105	Shuang Zhao	Signature Home Realty LLC	12	\$5,426,500	4	\$1,567,000	16	\$6,993,500

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
106	D'Ann K Lanning	Compass	13.5	\$6,943,250	1	\$15,000	14.5	\$6,958,250
107	Sharif Ibrahim	Keller Williams Capital Properties	3	\$1,890,000	9	\$4,922,900	12	\$6,812,900
108	Keegan J Dufresne	RE/MAX Allegiance	3	\$2,088,400	6	\$4,715,900	9	\$6,804,300
109	Justin Thomas DiFranco	TTR Sotheby's International Realty	2	\$6,797,500	0	\$0	2	\$6,797,500
110	Antonia Ketabchi	Redfin Corp	3	\$1,179,000	9	\$5,617,300	12	\$6,796,300
111	Carlos A Garcia	Keller Williams Capital Properties	3.5	\$2,971,500	5	\$3,814,000	8.5	\$6,785,500
112	BRIAN O HORA	Compass	0.5	\$387,500	7	\$6,354,720	7.5	\$6,742,220
113	Gladwin S D'Costa	Maryland REO Realty, LLC	27	\$6,690,315	0	\$0	27	\$6,690,315
114	Harrison I Beacher	Keller Williams Capital Properties	5.5	\$2,808,500	6.5	\$3,862,600	12	\$6,671,100
115	Corey C Burr	TTR Sotheby's International Realty	2.5	\$2,720,750	2.5	\$3,925,000	5	\$6,645,750
116	Mandy Kaur	Redfin Corp	13	\$5,803,900	2	\$837,500	15	\$6,641,400
117	Gail E Nyman	RE/MAX United Real Estate	11	\$5,066,294	3	\$1,544,000	14	\$6,610,294
118	Lydia C Benson	Long & Foster Real Estate, Inc.	3	\$5,641,000	1	\$945,000	4	\$6,586,000
119	Sina Mollaani	The ONE Street Company	0	\$0	8	\$6,547,400	8	\$6,547,400
120	Anslie C Stokes Milligan	McEneaney Associates, Inc.	4	\$4,485,000	3	\$2,039,999	7	\$6,524,999
121	Avi Galanti	Compass	3	\$3,340,000	4	\$3,138,900	7	\$6,478,900
122	Fleur V Howgill	TTR Sotheby's International Realty	2	\$1,740,000	5	\$4,706,500	7	\$6,446,500
123	Joseph Himali	RLAH Real Estate	2.5	\$2,297,000	5	\$4,102,500	7.5	\$6,399,500
124	Robert Crawford	Washington Fine Properties, LLC	4	\$2,625,950	4.5	\$3,764,499	8.5	\$6,390,449
125	Ethan N Carson	Compass	3	\$3,855,000	2	\$2,531,000	5	\$6,386,000
126	Sheena Saydam	Keller Williams Capital Properties	3.5	\$1,582,825	8.5	\$4,769,269	12	\$6,352,094
127	Keith James	Keller Williams Capital Properties	1	\$246,000	14	\$6,097,725	15	\$6,343,725
128	Daniel W Hozhabri	Keller Williams Realty Centre	12.5	\$3,825,350	7	\$2,507,950	19.5	\$6,333,300
129	Renee M Peres	Compass	3.5	\$2,230,000	6	\$4,092,790	9.5	\$6,322,790
130	Kenneth M Abramowitz	RE/MAX Town Center	9.5	\$3,499,538	7	\$2,809,800	16.5	\$6,309,338
131	Michelle C Yu	Long & Foster Real Estate, Inc.	6.5	\$4,710,500	1.5	\$1,575,000	8	\$6,285,500
132	Eric M Broermann	Compass	4	\$4,255,000	4	\$1,995,995	8	\$6,250,995
133	Itamar Simhony	RE/MAX Elite Services	2	\$1,629,000	5.5	\$4,601,500	7.5	\$6,230,500
134	James L Bell	TTR Sotheby's International Realty	2	\$5,015,000	1	\$1,215,000	3	\$6,230,000
135	Liliana Vallario	RE/MAX Realty Group	3	\$1,296,000	7	\$4,853,920	10	\$6,149,920
136	Elaine S. Koch	Long & Foster Real Estate, Inc.	8	\$4,691,900	1	\$1,440,000	9	\$6,131,900
137	Roman Mychajliw	Long & Foster Real Estate, Inc.	17	\$6,116,550	0	\$0	17	\$6,116,550
138	Marsha M Schuman	Washington Fine Properties, LLC	3.5	\$4,137,500	1	\$1,950,000	4.5	\$6,087,500
139	Anthony Mason	Keller Williams Preferred Properties	7.5	\$4,334,950	4	\$1,719,365	11.5	\$6,054,315
140	Joshua A Oliver	RLAH Real Estate	4	\$2,372,500	5	\$3,650,048	9	\$6,022,548
141	Lan Yin	Luxmanor Real Estate, Inc	10	\$3,827,200	5	\$2,195,140	15	\$6,022,340
142	Karen D Rollings	Berkshire Hathaway HomeServices PenFed Realty	6	\$2,305,500	6	\$3,689,999	12	\$5,995,499

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Mar. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
143	Stacy M Allwein	Century 21 Redwood Realty	8	\$1,872,250	13	\$4,086,240	21	\$5,958,490
144	John A. Vardas	TTR Sotheby's International Realty	1	\$2,975,000	1	\$2,975,000	2	\$5,950,000
145	Robert A Sanders	TTR Sotheby's International Realty	4.5	\$4,591,250	1.5	\$1,319,900	6	\$5,911,150
146	Thomas A Keane	Washington Fine Properties, LLC	1	\$1,685,000	2.5	\$4,225,000	3.5	\$5,910,000
147	Ethan F Drath	Washington Fine Properties, LLC	1.5	\$962,500	3	\$4,935,000	4.5	\$5,897,500
148	Marc Bertinelli	Washington Fine Properties, LLC	1.5	\$2,079,750	2	\$3,815,000	3.5	\$5,894,750
149	Jennifer T Chow	Long & Foster Real Estate, Inc.	3	\$3,272,500	2	\$2,600,000	5	\$5,872,500
150	Rachel P Levey	Compass	2	\$2,995,000	2	\$2,870,000	4	\$5,865,000
151	Eric Steinhoff	EXP Realty, LLC	9	\$4,483,400	2	\$1,380,000	11	\$5,863,400
152	Thomas S Buerger	Compass	7	\$3,117,148	4.5	\$2,744,000	11.5	\$5,861,148
153	Samuel Dweck	TTR Sotheby's International Realty	1	\$735,000	6	\$5,107,501	7	\$5,842,501
154	Bradley J Rozansky	Long & Foster Real Estate, Inc.	5	\$5,839,000	0	\$0	5	\$5,839,000
155	Meredith L Margolis	Compass	2	\$2,914,000	4	\$2,920,500	6	\$5,834,500
156	Ellen M Coleman	RE/MAX Realty Centre, Inc.	5	\$2,902,499	4	\$2,912,000	9	\$5,814,499
157	Lauren E Davis	TTR Sotheby's International Realty	3	\$1,786,000	4.5	\$3,967,500	7.5	\$5,753,500
158	Kelly K Virbickas	Compass	0.5	\$637,500	4	\$5,102,150	4.5	\$5,739,650
159	Sarah E Beatty	Realty Executives Premier	3.5	\$1,812,950	5	\$3,893,000	8.5	\$5,705,950
160	Krystyna Kazerouni	Long & Foster Real Estate, Inc.	3	\$5,700,000	0	\$0	3	\$5,700,000
161	Michael Gailey	Compass	4	\$3,240,500	4	\$2,459,500	8	\$5,700,000
162	Joseph M Poduslo	TTR Sotheby's International Realty	5	\$4,753,500	1	\$921,500	6	\$5,675,000

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
163	Martin L Toews	Compass	1	\$1,145,000	4.5	\$4,510,750	5.5	\$5,655,750
164	Alana C Aschenbach	Compass	3.5	\$1,912,550	3	\$3,735,000	6.5	\$5,647,550
165	Maryanne P Fiorita	Long & Foster Real Estate, Inc.	5.5	\$3,852,400	3.5	\$1,771,000	9	\$5,623,400
166	Judy G Cranford	Cranford & Associates	3	\$1,202,000	5	\$4,382,500	8	\$5,584,500
167	Juan Umanzor Jr.	Long & Foster Real Estate, Inc.	5	\$1,783,800	15	\$3,798,800	20	\$5,582,600
168	Michael P Rose	Rory S. Coakley Realty, Inc.	3.5	\$3,040,310	3	\$2,526,560	6.5	\$5,566,870
169	Marshall Carey	Redfin Corp	10	\$5,548,500	0	\$0	10	\$5,548,500
170	John M Barry Jr.	Compass	4	\$2,890,898	3	\$2,606,500	7	\$5,497,398
171	Gary J Rudden	RE/MAX REALTY SERVICES	6	\$4,964,500	1	\$510,000	7	\$5,474,500
172	James E Brown	Turning Point Real Estate	4	\$2,052,850	6	\$3,398,000	10	\$5,450,850
173	Samer H Kuraishi	The ONE Street Company	6.5	\$5,432,350	0	\$0	6.5	\$5,432,350
174	Richard Michael Morrison	Redfin Corp	0	\$0	9	\$5,421,150	9	\$5,421,150
175	Amy E Wease	RLAH Real Estate	1	\$812,500	5	\$4,605,000	6	\$5,417,500
176	David DeSantis	TTR Sotheby's International Realty	1.5	\$2,820,000	2	\$2,580,000	3.5	\$5,400,000
177	Christopher M Chambers	The ONE Street Company	9	\$3,142,500	5	\$2,246,900	14	\$5,389,400
178	Lee Murphy	Washington Fine Properties, LLC	2	\$1,426,400	5	\$3,954,900	7	\$5,381,300
179	Eva M Davis	Compass	3	\$2,631,000	4	\$2,738,000	7	\$5,369,000

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Mar. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
180	Bryan Kerrigan	Redfin Corp	11	\$5,360,000	0	\$0	11	\$5,360,000
181	Ryan N Lancaster	Long & Foster Real Estate, Inc.	5	\$1,653,243	8	\$3,700,400	13	\$5,353,643
182	Christopher R Leary	Washington Fine Properties, LLC	2.5	\$3,466,988	1	\$1,875,000	3.5	\$5,341,988
183	Greylin L Thomas Jr.	Redfin Corp	2	\$862,500	8	\$4,460,500	10	\$5,323,000
184	Michael W Patrick	RE/MAX United Real Estate	19	\$5,301,700	0	\$0	19	\$5,301,700
185	Charles L Wilson	RE/MAX Metropolitan Realty	2	\$2,220,000	2	\$3,075,000	4	\$5,295,000
186	Lee E Arrowood	TTR Sotheby's International Realty	2	\$5,235,500	0	\$0	2	\$5,235,500
187	Rong Ma	Libra Realty LLC	0	\$0	7	\$5,234,900	7	\$5,234,900
188	Nicholas W Poliansky	Keller Williams Preferred Properties	14.5	\$4,893,299	1	\$329,000	15.5	\$5,222,299
189	Aya Netanel	Magnolia Realty LLC	1	\$414,000	8	\$4,796,000	9	\$5,210,000
190	Lisa C Sabelhaus	RE/MAX Town Center	8.5	\$3,510,995	4.5	\$1,696,650	13	\$5,207,645
191	Joanne B Pinover	Washington Fine Properties, LLC	0.5	\$825,000	3	\$4,363,090	3.5	\$5,188,090
192	Gary P Jankowski	Coldwell Banker Residential Brokerage	3	\$3,052,500	1	\$2,100,000	4	\$5,152,500
193	Douglas C Perry	RE/MAX Excellence Realty	13.5	\$5,147,763	0	\$0	13.5	\$5,147,763
194	Robert Jenets	Stuart & Maury, Inc.	1	\$974,888	2	\$4,169,000	3	\$5,143,888
195	William J Shaver	RE/MAX Realty Centre, Inc.	2	\$1,348,000	6	\$3,740,000	8	\$5,088,000
196	Craig B McCullough	RLAH Real Estate	3	\$2,793,265	4	\$2,250,000	7	\$5,043,265
197	Asif Qadir	RE/MAX Premiere Selections	5	\$2,745,000	4	\$2,294,500	9	\$5,039,500
198	Christopher R Miller	Redfin Corp	1	\$180,000	13	\$4,850,300	14	\$5,030,300
199	Leslie B White	Redfin Corp	0	\$0	8	\$5,025,000	8	\$5,025,000
200	Alan Chargin		1	\$742,500	7	\$4,243,000	8	\$4,985,500
201	Adaline B Neely	Washington Fine Properties, LLC	2	\$3,135,060	1	\$1,820,000	3	\$4,955,060
202	Daniel W Hynes	Compass	2	\$4,945,000	0	\$0	2	\$4,945,000
203	Laura W Steuart	Compass	1	\$990,000	2	\$3,925,000	3	\$4,915,000
204	Delia E McCormick	Washington Fine Properties, LLC	3	\$3,834,000	1	\$1,060,000	4	\$4,894,000
205	Hovanes Suleymanian	The ONE Street Company	2	\$506,500	8	\$4,374,500	10	\$4,881,000
206	Amanda M Lasko	Redfin Corp	7	\$3,982,401	1	\$898,000	8	\$4,880,401
207	Christopher Calabretta	Redfin Corp	3	\$960,999	7	\$3,884,425	10	\$4,845,424
208	Nicole Roeberg	Redfin Corp	0	\$0	7	\$4,833,499	7	\$4,833,499
209	Giovanna Piskulich	Berkshire Hathaway HomeServices PenFed Realty	3	\$1,049,900	6	\$3,778,900	9	\$4,828,800
210	Mary Tinsley Raul	TTR Sotheby's International Realty	2	\$2,935,000	1	\$1,875,000	3	\$4,810,000
211	Meredith M Fogle	Old Line Properties	5.5	\$3,572,000	2	\$1,206,000	7.5	\$4,778,000
212	Steven A Henry	Continental Properties, Ltd.	6	\$2,606,300	3	\$2,139,500	9	\$4,745,800
213	James F Connolly	Long & Foster Real Estate, Inc.	1.5	\$1,515,500	3	\$3,213,000	4.5	\$4,728,500
214	Tammy Gale	Washington Fine Properties, LLC	0	\$0	3	\$4,721,650	3	\$4,721,650
215	Kornelia Stuphan	Long & Foster Real Estate, Inc.	1	\$1,285,000	3	\$3,425,000	4	\$4,710,000
216	Andrew K Goodman	Goodman Realtors	5	\$2,429,400	4	\$2,280,000	9	\$4,709,400

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
217	Rachel K Valentino	Keller Williams Capital Properties	4	\$4,700,586	0	\$0	4	\$4,700,586
218	David S Hatef	TTR Sotheby's International Realty	0	\$0	3	\$4,700,000	3	\$4,700,000
219	Catherine Carlstedt	Coldwell Banker Residential Brokerage	0	\$0	2	\$4,695,010	2	\$4,695,010
220	Cihan Baysal	Long & Foster Real Estate, Inc.	7	\$3,242,900	2	\$1,427,000	9	\$4,669,900
221	Charles R Klein	RE/MAX Allegiance	2	\$2,190,000	2	\$2,475,000	4	\$4,665,000
222	Lisa Tucker	Redfin Corp	9	\$4,267,000	1	\$391,000	10	\$4,658,000
223	Wendy Slaughter	Elevate Real Estate Brokerage	6	\$3,078,500	4	\$1,544,003	10	\$4,622,503
224	Melissa A Brown	Evers & Co. Real Estate, A Long & Foster Company	0.5	\$657,500	2	\$3,955,000	2.5	\$4,612,500
225	Leigh Adams Slaughter	Long & Foster Real Estate, Inc.	1	\$910,000	1	\$3,700,000	2	\$4,610,000
226	Leslie C Friedson	Compass	3	\$3,277,500	2.5	\$1,317,500	5.5	\$4,595,000
227	Jonathan D Taylor	TTR Sotheby's International Realty	2	\$4,123,500	0.5	\$462,500	2.5	\$4,586,000
228	Jacqueline Battistini	Compass	5	\$3,611,500	1	\$959,000	6	\$4,570,500
229	J P Montalvan	Compass	3	\$2,066,500	3	\$2,493,500	6	\$4,560,000
230	Charles S Cornell	Compass	2	\$1,838,750	5	\$2,707,600	7	\$4,546,350
231	Edward Slavis	S&G Realty	6	\$3,445,998	2	\$1,095,000	8	\$4,540,998
232	Alecia R Scott	Long & Foster Real Estate, Inc.	4.5	\$2,182,000	5	\$2,357,700	9.5	\$4,539,700
233	Gary Foreman	Compass	5	\$1,356,400	9	\$3,163,660	14	\$4,520,060

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to Mar. 31, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
234	John L Lesniewski	RE/MAX United Real Estate	11	\$4,519,228	0	\$0	11	\$4,519,228
235	Charles Dudley	Compass	0	\$0	7.5	\$4,492,700	7.5	\$4,492,700
236	Andrew A Peers	Compass	5	\$2,656,649	2.5	\$1,835,950	7.5	\$4,492,599
237	Peter J Ferguson	Compass	1	\$529,923	5	\$3,959,800	6	\$4,489,723
238	Pamela E Ryan-Brye	Compass	3	\$2,975,000	2	\$1,508,300	5	\$4,483,300
239	Dana S Scanlon	Keller Williams Capital Properties	2	\$2,145,000	3	\$2,334,500	5	\$4,479,500
240	Marjorie R Dick Stuart	Keller Williams Capital Properties	2	\$2,767,000	2	\$1,692,750	4	\$4,459,750
241	Tatjana Bajrami	Long & Foster Real Estate, Inc.	2.5	\$3,948,750	1	\$510,000	3.5	\$4,458,750
242	Rina B. Kunk	Compass	4	\$4,042,257	1	\$415,000	5	\$4,457,257
243	Eric T Hovanky	Redfin Corp	11	\$4,456,000	0	\$0	11	\$4,456,000
244	Diane C Rulka	Weichert, REALTORS	2	\$1,021,000	4	\$3,430,000	6	\$4,451,000
245	Thomas A Powers	Long & Foster Real Estate, Inc.	7	\$3,800,999	1	\$649,000	8	\$4,449,999
246	Kara Johnson	Keller Williams Capital Properties	1.5	\$781,250	4	\$3,662,200	5.5	\$4,443,450
247	Xinya Zhang	Long & Foster Real Estate, Inc.	1	\$310,000	6	\$4,130,000	7	\$4,440,000
248	Elizabeth J D'Angio	Washington Fine Properties, LLC	1	\$3,462,500	0.5	\$975,000	1.5	\$4,437,500
249	Seema Rodriguez	AveryHess, REALTORS	4	\$1,872,000	6	\$2,530,000	10	\$4,402,000
250	Suzanne S Barry	RE/MAX Realty Centre, Inc.	3	\$2,253,999	4	\$2,143,999	7	\$4,397,998

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- Faster processing turn times because loans are processed, approved, and closed locally
- Commitment to customer service
- Conventional, FHA, USDA and VA financing
- 97% Conventional Financing
- 100% VA Financing
- Second mortgage up to 95% financing
- Consistent pre-qualifications and on-time closings
- Experience in condo lending and condo project approvals
- Over 25 years of on-time, hassle free closings
- Ability to originate loans from the South-Atlantic states to New England

We look forward to working with you!

(301) 972-8531
ClientCare@ProTec-Inspections.com
www.ProTec-Inspections.com

LUXURY HOME SPECIALISTS

INTEGRITY
Although no home inspection company can provide a complete list of house defects, we do expect to find all visible problems in excess of \$500 and stake our reputation on it with our ProTec Promise!

SOLUTIONS
With access to thousands of local contractors, Porch Home Assistant has helped millions of homeowners ease the pain of moving. Free to your client forever with every ProTec Inspection!

EXPERIENCE
Over 30,000 inspections performed since 1986—we have seen it all! ProTec stands above the rest with the best team of inspectors in the industry!

TIME SAVING
Saving Realtors® countless hours each transaction with our one-stop shop and full-time support staff!

RESIDENTIAL & COMMERCIAL INSPECTIONS

ProTec Inspection Services

2200 Defense Highway, Suite 400 Crofton, MD 21114

Ryan Paquin
Branch Manager
NMLS ID 187868
301.332.1589

Jay Franklin
Branch Sales Manager
NMLS ID 199740
240.463.1634

Jessica Enfinger
Loan Officer
NMLS ID 513123
301.905.7773

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Jordan Eng
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NMLS ID 1217691
410.353.5693

Ryan Kurrle
Loan Officer
NMLS ID 1631310
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Loan Officer
NMLS ID 1423057
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FIRST HOME MORTGAGE

2200 Defense Highway, Suite 400 Crofton, MD 21114

This is not a guarantee to extend consumer credit as defined by Section 1026.2 of Regulation Z. Programs, interest rates, terms and fees are subject to change without notice. All loans are subject to credit approval and property appraisal. First Home Mortgage Corporation NMLS ID #71603 (www.nmlsconsumeraccess.org).



“*Greg Kingsbury is the best. Full Stop. He’s my go-to expert, having provide me and hundreds of my clients with the highest level of service for over 10 years! The Kingsbury Team is knowledgeable, succinct and trustworthy. I’d rate them a 10 out of 10!*

Carlos Garcia, Principal Eng Garcia Group, Keller Williams Capital Properties



“*If you are in this business and plan to have a meaningful career, you need to have true partners like we have with Greg and his team. They understand the business inside and out and always go the extra mile to create an experience that our clients want to tell their friends and family about.*

Jason Martin, CEO Jason Martin Group, RLAH Real Estate

Get Your Clients Started Out on the Right Foot with a Verified Pre-Approval



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