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May you and those close to you have a bountiful **Thanksgiving**, a happy holiday season and a healthy, prosperous New Year.



Tina Del Casale
Mortgage Banker
NMLS# 191852

Phone: 301.850.1326

Mobile Phone: 301.523.1893

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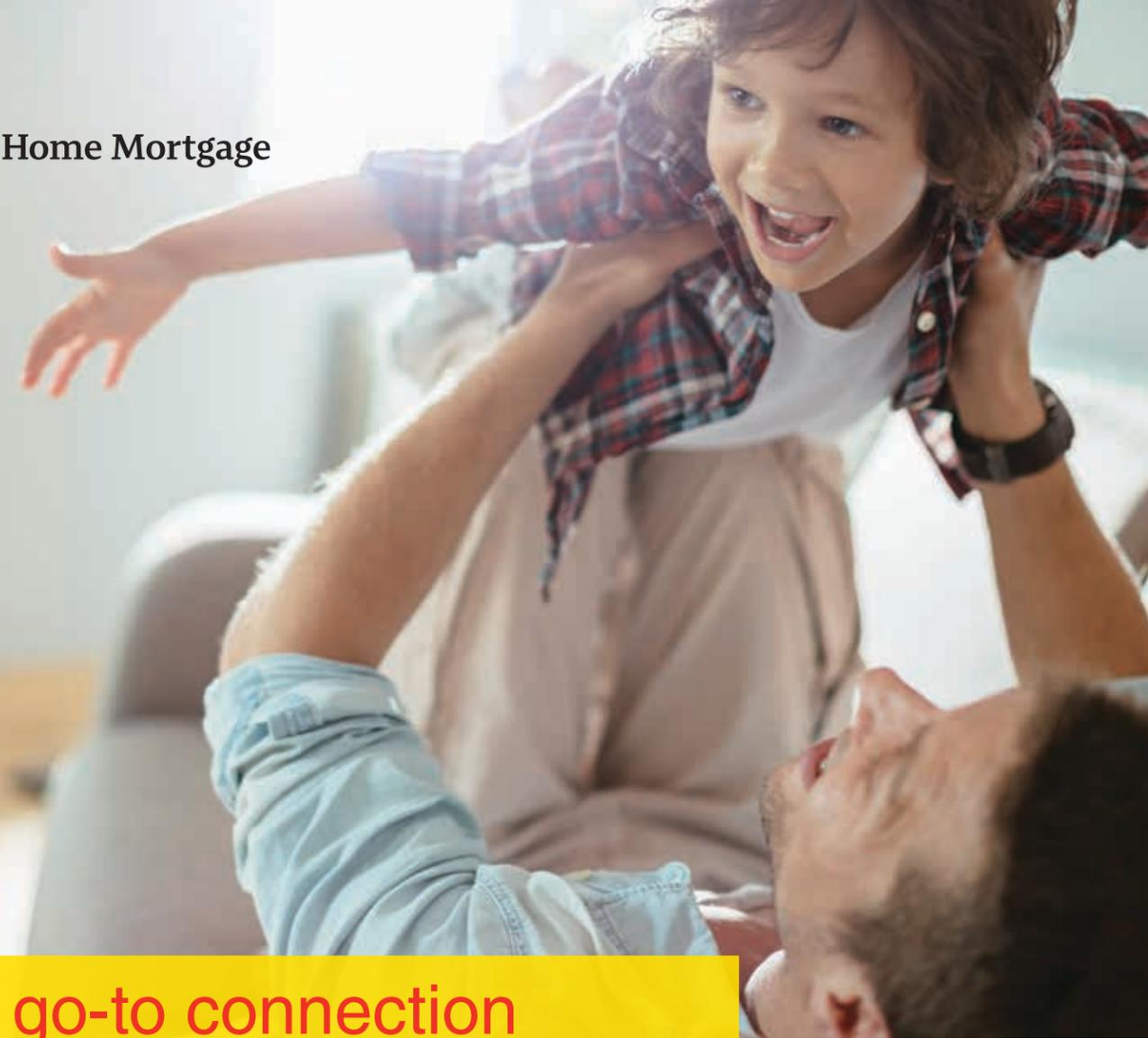
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TABLE OF CONTENTS



08
Index of Preferred Partners



12
We Ask... You Tell! What Are You Most Thankful for This Year?



14
Special Events: Photos from Our Sept 24th Fall Mixer!



18
Master the Media: Optimizing Your LinkedIn Profile



23
Golden Nuggets: Words of Wisdom from Our Features



24
Partner Spotlight: Heather Gontarek Eastern Title & Settlement



30
A Cool Life Story: Marc Dosik



36
Agent Spotlight: Ellie Shorb



42
Rising Star: Omar Flores



48
Cover Story: Michelle Yu



56
Ops Boss™ Coaching: Is Your Assistant a Multiplier?



63
Top 250 Standings



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▶ publisher's note

HAPPY THANKSGIVING!

Dear DC Metro Real Producers,

Happy November! November is a month of gratitude. It's a time to reflect on the current year and the year to come. Veterans Day is also this month. Thank you to our veterans!

We are so grateful for our amazing *Real Producers* community! Our mission is to inform and inspire industry professionals such as yourselves all over the DC Metro area. It is a badge of honor to be a Real Producer. Receiving this publication means YOU are in the top .05 percent of your industry.

This tribe gives back to the community and takes ownership for their impact on the DC metro area. We are grateful to the amazing agents and partners who shared their stories of charitable giving during the pandemic with us that we published in our September and October issues. Thank you all for all you do!

No doubt, this year has been challenging — a year of a pandemic, and of growth in our industry. When we are challenged, our best selves can show up. I have seen many of our Real Producers have their best years ever in the face of this challenge. We are grateful for the resilience, and health of our community.

We are grateful to have had the ability to gather as a community in September and October. Check out the fun photos from our September 24th Fall Mixer in Bethesda on pages 14-16! Photos from our amazing Fall Fête in October will be in next month's

issue. Also, check out our cover story and partner spotlight interviews on our YouTube channel and on Spotify.

If you haven't joined our private Facebook group, don't miss out! We publish your responses to "We ask the questions" in the private group! Thank you to our features who have shared their stories to inform and inspire this amazing community. My favorite part of being the publisher is interviewing such talented, wonderful humans!

Without our preferred partners, none of this would be possible. We are thankful for their participation and to the Real Producers who referred them. All partners have been referred and vetted by our Real Producers.

Last, but certainly not least, thank you to my team. The team here cares about our *Real Producers* community, our standards, and the voice we give to you, the Real Producers! Thank you: Angela, Michael, Wendy, Ellen, Mark, Ian, Kristina, Lauren, Molly, Zach, Chris, Ryan, Amanda, and Bobby. Thank you!!!!

With Gratitude,



Kristin Brindley
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As Thanksgiving approaches, what are you most thankful for this year?



JENNIFER CHOW
LONG & FOSTER POTOMAC VILLAGE

I am thankful for my health and to have all this time to spend with my family.



JOHN LESNIEWSKI
RE/MAX UNITED REAL ESTATE

If I were a betting man (and I'm not), then I would bet the number 1 answer is "family." And I am no different. Number 1a is health. One of my daily affirmations is, "I am happy and grateful to God that every nerve, cell, muscle, and tissue in my body is in a state of health and harmony." Happy Thanksgiving!



TANYA REDDING
CENTURY 21 NEW MILLENNIUM

I am most grateful for my family's and friends' positive attitudes and willingness to help and support others. My business has been very successful so far this year and it has afforded me the ability to assist my community.



DAVID WAGNER
RE/MAX REALTY CENTRE

I think everyone has taken some extra time to reflect this year. I'm always thankful for health, family and friends. This year, however, I'm really thankful, as well, for my community. This year has been complicated, and my neighborhood and community have been so helpful to one another during these tough times. It makes me thankful for where I live and all the amazing people around me.



SAM MEDVENE
CENTURY 21 REDWOOD REALTY

I am most thankful for the meaningful relationships and tribe of amazing people that surround me! In this time of gathering and breaking bread, albeit likely different this year, the strength of the ones you love never dissipates. As the roller coaster year of 2020 ensued, I found myself digging deeper into my personal relationships and staying connected with loved ones more than ever. Slowing down the pace of "life" has been a blessing in disguise, bringing to light the real priorities and joys I cherish daily.



ELLIE SHORB
THE SHORB TEAM
COMPASS

I'm thankful for my mastermind group — five women who meet monthly to share goals/hopes and serve as accountability partners and cheerleaders for one another. Priceless.



CHRIS REEDER
TEAM REEDER
LONG & FOSTER REAL ESTATE

I'm most thankful for the health and well-being of my family and friends. I'm also grateful that no one I know died from COVID-19.



SVEN SKARIE
LONG & FOSTER REAL ESTATE

I am grateful for the strong community I've built that helps my business thrive. I am grateful for the strong, healthy physical shape I am in. I am grateful for the guidance to step into a more authentic way of living and being.



AUDREY FORSHEY
RE/MAX REALTY SERVICES

As hard as 2020 has been, and as the president of a non-profit for orphaned girls in Kenya, I am thankful the girls and workers are all healthy and safe in the home where we support and educate them.



DONNA SEEKER
DONOFRIO & ASSOCIATES

I am grateful that we have, thus far, been well, and thankful that we have been working (a lot!). Personally, I am additionally grateful that all of our children and grandchildren are local. The reset of habits and routines brought about by the pandemic has been especially valuable to me. My priorities and goals have become clearer.



LYNDA ROTHSCHILD
TOWN & COUNTRY MOVERS

I am most thankful for the health and well-being of my family. After contracting COVID-19, my biggest fears were not for myself, but if I had in any way come in contact with my 92-year-old father, my 87-year-old mother, or my 1.5-year-old granddaughter. Thankfully, they never caught it, nor did anyone else in my family. When faced with such an uncertain health emergency such as this virus, one takes a long look at how precious life is and that we should be thankful for each and every day we inhabit the earth. I think about that just about every day and look forward to many more healthy days ahead.



MELINDA ESTRIDGE
THE ESTRIDGE GROUP
LONG & FOSTER REAL ESTATE

When we face such difficult, stressful times, we have time to reflect and appreciate what we have. For me, it is friends, family and health. So



ANNE-MARIE FINNELL
TTR SOTHEBY'S INTERNATIONAL REALTY

My answer is probably the cliché of the pandemic...but it's one thousand percent the bonus time with my family and the serious wake-up call regarding how I am (was) actually living my life versus how I want to be (am now) living my life. Thank you, COVID-19, for the reprieve. It's hard to express this gratitude with so much suffering happening around the world and at home, but this is my honest answer.



KAREN ROLLINGS
EXP REALTY

All of my family has been spared the coronavirus. Best Thanksgiving ever. The last pandemic took my great grandmother and her daughter, who was a nurse in Baltimore.



RYAN CORVELLO
RYAN CORVELLO PHOTOGRAPHY

I am thankful for my health, first and foremost. I am also thankful for being able to marry my best friend during this pandemic and being able to do what I enjoy doing, each and every day. Trying to grow a photography business is a challenge but meeting new clients and attempting to create the perfect image for them is something I wouldn't change at all. I am thankful for my health and to have all this time to spend with my family.



MIKE ALTOBELLI
RE/MAX REALTY SERVICES

I'm extremely thankful for my wife and two boys. They are my world!



▶▶ special events

DC METRO REAL PRODUCERS

▶▶ FALL MIXER
SEPTEMBER 24, 2020

On Thursday, September 24, we held our Fall Mixer. This was the first event we've held since the pandemic began, and we were very excited about the amazing turnout and opportunity to see everyone again!

We appreciate all our *Real Producers* and industry partners who came out to Bethesda for our gathering. A big thank you to Nurit Coombe for lending us her beautiful, luxury, new construction listing for the Mixer. Shout out to our fabulous caterer, Chris's Dishes. And most of all, thank you to our wonderful

sponsors: Stewart Title, JK Moving Services, and TruPlace. We couldn't do it without you!

If you missed this gathering, we hope you can join us for our next one! Be on the lookout for information coming to your inbox. For more information on *DC Metro Real Producers* events, please email us at events@dcmetrorealproducers.com.





Giving Thanks

There is no better time than now to express how grateful I am for my wonderful clients and partners. They make my job rich with gratitude.

Wishing everyone a Happy Thanksgiving season!



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- Richard F.



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- Zoher A.

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▶ MASTER THE MEDIA



Optimizing Your LinkedIn Profile

By Christina Daves

Whether you are an active user or not on LinkedIn, you want to optimize your profile. The reason is because LinkedIn has such powerful “Google juice” that when someone puts your name into Google, it’s very likely that your LinkedIn profile will come up as one of the first search results. That might be your only opportunity to make an impression on a potential buyer or seller. That being said, let’s get your profile looking great!

1. Put in a header photo that is aligned with your brand. If you sell luxury homes, put that type of image. If you sell condos, don’t show a luxury home kitchen. It’s off-brand and you will confuse people.
2. Make sure your headshot is professional. Remember, this isn’t Facebook. Don’t use a picture with your kids (unless your branding is “The Family Realtor®.”) And don’t use a happy

hour shot. LinkedIn is a professional business platform. Speak its language.

3. Don’t list your title as, for example, “Top Producing Realtor.” Think in terms of “what’s in it for me?” Tell people what you do for *them*. “I help new home buyers find their dream home while keeping cash in the bank.”
4. Make sure your “About” section is in the first person and address the “What’s in it for me?” What do you do for the people you work with? What is your secret sauce? Make sure you include relevant keywords here. Use emojis to make things pop. Always include your cell phone number.
5. The “Featured” section is a great place to put videos, pdfs, or eBooks about what you do. This is prime real estate on LinkedIn. Don’t miss out on this opportunity.
6. Ask for recommendations. Every time you work with a lender, title company, buyer or seller, if you are connected on LinkedIn, ask them for a recommendation.
7. Fill out the rest of your profile as completely as possible. Remember, real estate is a referral business. You might connect with someone from high school, college, or a former company you worked for. These are all things that will

help you relate with and connect with potential clients.

Spend a little time as the year is coming to a close to get your LinkedIn profile geared up and ready to go for 2021.



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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Golden Nuggets



MICHELLE YU
Long & Foster Real Estate
 “I used to advocate for parents and children. Now I advocate for my clients!”
 “Keep your vision and values, and above all, be prepared to work very hard.”



OMAR FLORES
RE/MAX Fine Living
 “Whatever the mind of man can conceive and believe, it can achieve.”
 —Napolean Hill
 “Having the mindset of a champion is a must. Being able to create opportunities and serve people is the best.”



ELLIE SHORB
Compass
 “If I had to do it over, I’d get a coach early on. I’ve had lots of wonderful mentors (brokers and other agents too). Monthly Masterminds have been a key to my growth as well.”
 “SO grateful for *Real Producers* and GCAAR and CRS and Ninja and Tom



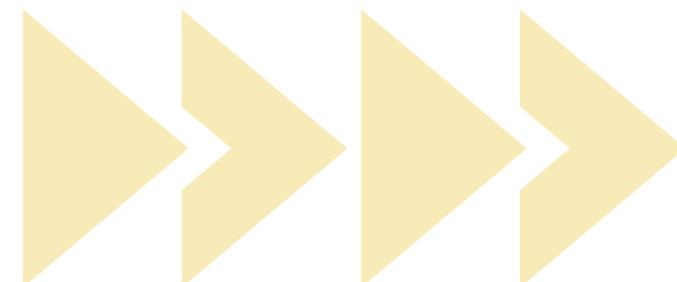
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Ferry and all the organizations that pull Realtors® together to network and learn from one another.”



MARC DOSIK
CENTURY 21 Redwood Realty
 “It’s easy to talk and tell customers you give great service, but will you go the extra mile when you can do something more positive for your client — or will you just let the deal happen? Do you meet with all your appraisers so you have a relationship when value goes astray? Are you an

advocate when the lender tells you your client can’t use all their seller subsidy when there may be a way?”





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HEATHER
GONTAREK

Taking
You to the
Finish Line
...

▶▶ partner spotlight

By Zachary Cohen
Photos by Ryan Corvello Photography

“The key is to set realistic customer expectations, and then not to just meet them, but to exceed them — preferably in unexpected and helpful ways.”
—Richard Branson

Title agents are often unseen but critical cogs in the wheel of a real estate transaction.

“The title agent plays one of the most important roles in helping facilitate a closing, from start to finish,” Heather Gontarek begins. “Title agents not only work to make sure the seller has proper ownership of the property they’re selling, but they also help the buyer get title insurance to protect them in the event that the title of their home is called into question after the purchase is completed.”

With a staggering 26 years of experience in all corners of the real estate business, Heather is the type of title agent that you want on your side. She grew up watching her mother excel in the mortgage business, and shortly after graduating high school, Heather began working for Sandy Spring Mortgage. She worked her way up within the company and, after 10 years, moved into real estate sales.

After six successful years as a real estate agent, Heather transitioned into title work. Her experience in both mortgages and as a real estate agent continues to inform her work in title. “I can say I have experience from all sides of the transaction, which helps me to properly educate my team in just about any situation,” Heather explains.

**Eastern Title & Settlement:
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Heather Gontarek has 26 years of experience in all corners of the real estate business.

“We are committed to providing the highest level of customer service for our clients,” Heather explains. “Our clients are real estate agents, mortgage brokers, contractors and developers, lenders, home buyers and sellers, investors, attorneys, and borrowers throughout Washington, D.C., Delaware, Maryland, and Virginia.”

Heather and her team have an intimate understanding of the importance of their role. From contract to closing, they are commit-

ted to making each step of the transaction seamless. “No other title company in the area will go the extra mile like we will,” Heather smiles. “We want to exceed your expectations and make your transaction easy and hassle-free.”

With top-of-the-line technology and responsible and timely service, Eastern Title & Settlement makes working through closing both easy and efficient. “Our clients are the most important part of our business, and we work tirelessly to ensure your complete satisfaction so you can close more loans now and in the future,” Heather says.



Beyond Title

Heather spends most of her free time with her four children and two grandchildren. Her time away from work is often spent near the water or at the golf course with friends or hanging at home with family.

“My favorite way to spend time is with my kids. No matter if we are just cooking out at home or hanging out at one of our local favorites, we always seem to have a good time together,” Heather says.

When Heather decided to join the real estate industry, she followed in her mother’s footsteps; her children are now making real estate a three-generation affair. “Most of my children are grown now, and a couple of them have found their way into this industry also, so it seems to be becoming a trend in the family to be in the real estate industry,” Heather smiles.

After 26 years in real estate, Heather still relishes the simple joys of real estate: walking her clients through a stressful and exciting time and helping her team succeed.

“The biggest reason for my success is that I have 26 years of experience professionally, which gives me the insight and ability to be able to staff correctly to build and continue to build a group of professionals who are just as dedicated to our clients as I



am,” Heather explains. “The biggest win-win for me is when a customer comes to us through another party of the transaction, my team provides an experience that exceeds their expectations, and they become a repeat client and continue to use us as their preferred title company.”

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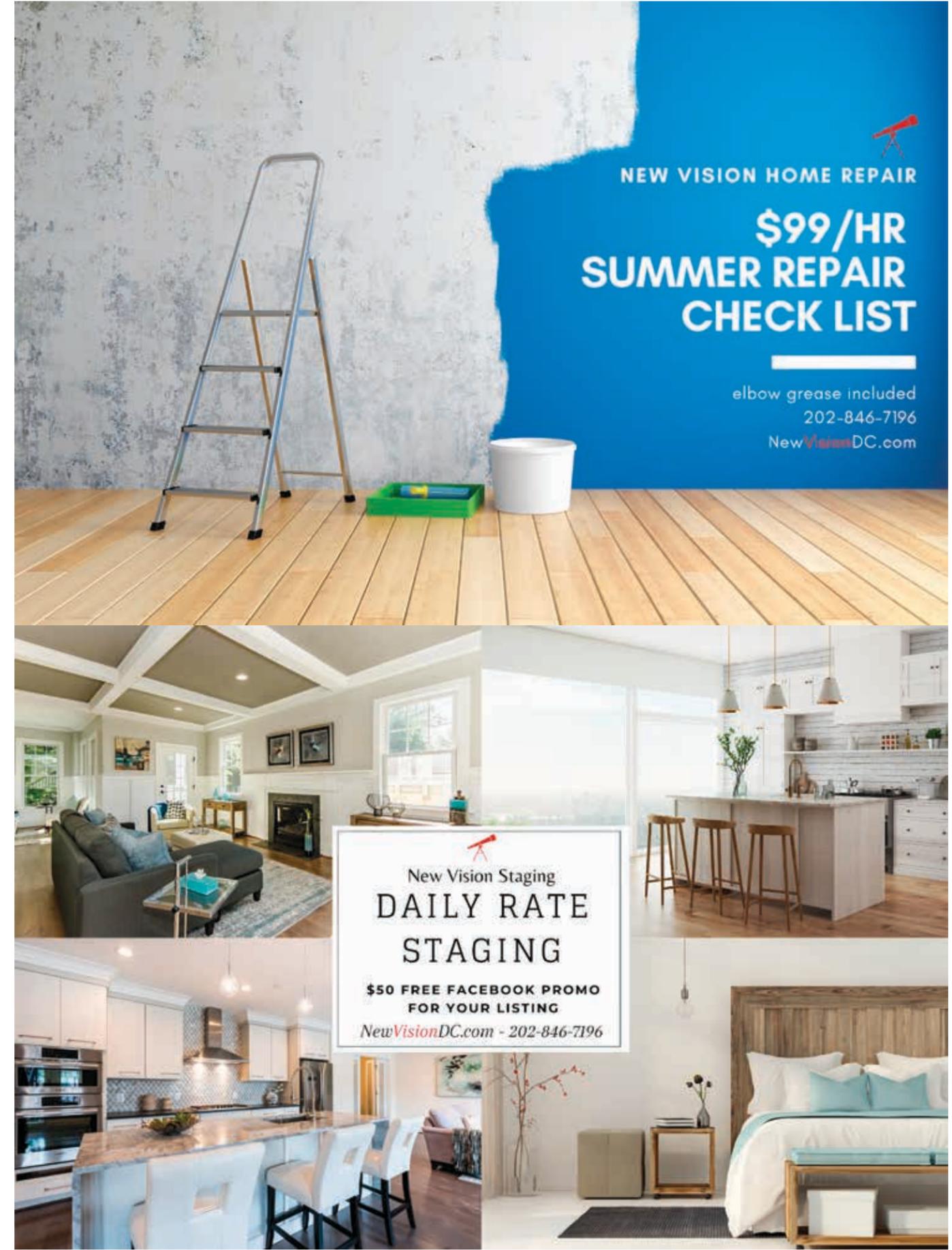


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MARC DOSIK

REDISCOVERING FULFILLMENT

a cool life story ◀◀

By Zachary Cohen
Photos by Ryan Corvello



Marc Dosik is team lead of the Fed City Team at Century 21 Redwood Realty.

“No one is better than me. I am better than no one.” —Carlos Santana

Growing up in Rockville, Marc Dosik, of Century 21 Redwood Realty, learned humility early and often.

“My father was always a fair man and was a great example to me,” Marc remembers. “[He] steadily took

care of his family, didn’t revere a lot of material things, and always [encouraged me to] do it on my own. ‘You can do it.’ He also just didn’t speak poorly of people. He just wasn’t that way. He was a great example.”

Marc has carried his father’s humble, optimistic, and empowering philosophy into his life as an adult and a professional.





The Brookeville Beer Farm is a favorite hangout for Marc and his wife Jill.



...

The Road to Real Estate

“I never wanted to be an agent,” Marc smiles.

Before getting into real estate, Marc was a business broker and restaurateur — a role that he continues to explore alongside his real estate career.

Café Gelato, in Bethesda, was Marc’s first restaurant. After early success, the café fell on hard times.

“I think the most memorable time was having a business that almost bankrupted me and leaning on help from others to get through,” Marc explains. “When I had Café Gelato, I had come from a very successful young career to having a very tough time making it through. I had family members and friends that saw me through. You know what they say about what doesn’t kill you...”

After getting through hard times, Marc returned to success as a business broker, began his real estate career in 2005, and currently owns three restaurants in the D.C. area.

“We got through it,” Marc says.

One lesson that continues to stick with Marc in his real estate career is the profound impact of relationships. After getting started in real estate in 2005, Marc applied this lesson to his business and discovered it to be a successful strategy.

“When my customer wins, I win,” Marc says. “It’s easy to talk and tell customers you give great service, but will you go the extra mile when you can do something more positive for your client? Or will you just let the deal happen? For example, do you

meet with all your appraisers so that you have a relationship when value goes astray? Are you an advocate when the lender tells you your client can’t use all their seller subsidy when there may be a way? Do you accept your client’s opinion and roll with it without giving yours when you know you can do better than what they expect?”

“[Success is] when I am positively impacting all the relationships I have, period.”

Transforming Anxiety into Fulfillment

In his earlier days, Marc struggled with anxiety. It took him many years to fully admit the impact his anxiety had on his life.

“I think that once I was convinced to conquer my daily anxiety, I turned a long corner. I had more confidence and moved forward faster in my life with the things I wanted to be a part of,” Marc says.

Marc has transformed his challenges into a positive impact on his own life and others’ lives. One of Marc’s primary life goals is to help other men with mental health.

“I think the majority of homeless and unemployed [people] have mental health issues, and most men won’t seek help or don’t know how to,” Marc says. “This is a problem for women but even more of an issue for men.”

“It’s just too bad I waited until I was in my late 40s to deal with [my mental health challenges]. This is what is inspiring me to help other men take a look at themselves.”

Marc’s desire to help others extends to all parts of his life. In real estate, he is passionate about helping other agents build their businesses. He currently has a team of 13 agents.

“I am really jazzed when they see success,” Marc says. “I think almost anyone who wants to be successful in this business can be. They just need a teacher, and they need help bringing clients to them.”

Lightening the Load

Marc has been married to his wife, Jill, for over 25 years, and the couple’s two children, Jack and Sydney, are out of the house. After overcoming such deep challenges in his personal and business life, Marc has discovered contentment.

“I’m about having fun,” he smiles. “We only live once. Let’s have a good time! Family and friends...just all the relationships I have. I feel like I could call 15 different people if I ever needed anything and they would all come running. It’s been great being married and going through life together with someone I love. We are proudest of our children’s outlook on life and successes. It’s been fun being an entrepreneur and creating businesses, and the best part is my impact on others who are a part of it.”

As an entrepreneur, Marc enjoys creating and taking chances. He thrives on helping others achieve their dreams. In real estate and his personal life, he’s determined to help others flourish.

“I think we all need to figure out what is stopping us from our dreams.”

It’s been fun being an entrepreneur and creating businesses, and the best part is my impact on others who are a part of it.





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Ellie SHORB

Always Growing

“Change challenges us, helps us to grow and to never become complacent.” These words, by Ellie Shorb, of Compass, have never seemed more necessary than today, or even this year (seriously, 2020, what the heck?). This perspective has kept Ellie moving enthusiastically forward, adapting, and progressing, not only in real estate, but in life as well.

Born in Texas and raised in Oklahoma City, Ellie attended the University of North Carolina at Chapel Hill, where she earned a degree in journalism and political science. While in college, she interned in DC on Capitol Hill for a senator from Oklahoma and fell in love with the area.

After graduating in 1990, Ellie moved to the D.C. metro area and worked as a defense contractor in Crystal City, in foreign military sales, assisting allied countries, such as the United Kingdom, Japan, and Greece, with the delivery of AEGIS weapon systems.

She met her husband, John, a year after moving to the area, at a football-watching party. “Neither of us watched the game, but we had great conversations!” she says.



Ellie with Salty, her 15-year-old Parsons Jack Russell terrier.

Real estate came onto Ellie’s radar when she and John purchased a vacation property on Gibson Island, with no Realtor® representation. She discovered very quickly how important proper representation is during a transaction. “Buying and selling homes is a big deal and having a solid team in your corner is critical. Realtor, title rep, lender, inspectors ... everyone has a key role to play. I thought I could really be of service to others in that way,” she says.

...

Ellie decided to enter real estate in 2005, around the time their two children, Jack and Catherine, were in middle school. “I decided the time was right for a change,” she says. “John and the kids fully embraced my new career, and I could never have done this work without their patience and support.”

As a Realtor, Ellie learned to embrace change. Energetic and enthusiastic about learning and improving every day, her commitment to continued education includes attending real estate educational events, networking conferences and retreats, earning designations, such as ABR, RSPS, and CRS, and weekly coaching. Ellie has also read countless books on mindset, negotiating, and personal growth in recent years.

“To me, these interactive events are one of the keys to ‘sharpening the saw.’ If I had to do it over, I’d have gotten a coach early on. I’ve had lots of wonderful mentors — brokers and other agents too. Monthly masterminds have been a key to growth as well. I’m so grateful for *Real Producers*, GCAAR, CRS, Ninja, and Tom Ferry, among the many organizations that pull Realtors together to collaborate and learn from one another,” she says. “It is such a treat to get to share new concepts and skills with my fabulous team and to learn from them, as well, during our weekly meetings.”

In addition to seeking out new ways to grow her knowledge, Ellie continues to be fully invested and involved in the industry. Having decided to “put herself out there,” she became involved with Greater Capital Area Association of REALTORS® (GCAAR), serving two years on the board, and on several committees. She invests annually in the REALTOR® Political Action Committee (RPAC) and also serves to support Compass’ DMV



The Shorb Team (From left: Megan Evans, Anne Harrison, Ellie Shorb, Taytiana Milicevic).



Ellie and her husband John enjoy homemade pizza in their own woodfired pizza oven.



Ellie Shorb (on right) with business partner, Annie Harrison.

philanthropy. Ellie was elected by her colleagues to serve on Compass’ Agent Advisory Board, where she is finishing up a two-year term at the end of this year.

Ellie’s involvement within the community and giving back has been an essential component to her life and business. While she has served a variety of charitable organizations in the past, recently, she and her son Jack created and released a series of YouTube videos called, “Doing Good in DC,” spotlighting community leaders and their worthy causes. Recent videos feature Open Door Sports,

Hope for Henry, Comfort Cases, DC Diaper Bank, and A Wider Circle.

Between all of these activities, Ellie finds time to enjoy long bike rides with her husband on the C&O Canal. Most of Ellie’s self-care is done early in the day as part of her morning routine. She has found that starting every day with gratitude, affirmations, then coffee, yoga, and walking her dog helps her to roll with whatever changes come her way.

“Success is a mindset to me,” she says. “Some days I feel like I nailed it, and other days I know I could have done better. I’m learning to step back, reflect and try to listen for insights so I can continue down the path to help myself and my team to continually adapt and grow.”



“I’m learning to step back, reflect and try to listen for insights so I can continue down the path to help myself and my team to continually adapt & grow.”

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▶▶ rising star

By Zachary Cohen
Photos by Ryan Corvello

FROM DREAM TO REALITY

“Whatever the mind of man can conceive and believe, it can achieve.”
—Napolean Hill

“I come from an immigrant family where we had humble beginnings,” Omar Flores begins.

After immigrating to the United States from El Salvador, Omar Flores’s parents worked multiple jobs to provide the best life possible. They raised their family of four in a one-bedroom apartment until Omar was nine, when they purchased their first home.

“This inspired me, as a young kid, that dreams are possible,” Omar reflects.

By the time he was 25, however, Omar had sunk into a rough patch. He admits that vision and ambition were lacking in his life.



Carlos Menendez (left) and Derick Labrada (right) were the first agents to join Omar Flores’ new team, The Haus Group, at RE/MAX Fine Living.

“I was an alcoholic who was only concerned about the next party to attend,” Omar explains. “I found myself dead broke and stuck. I decided to make a drastic change and really look myself in the mirror to ask myself, ‘Is this the best I can do?’ That’s the year that I quit drinking and decided to pick up some books and learn my way to success.”

This began Omar’s journey of entrepreneurship. He started to attend networking events, launched a wholesale car business, and worked a job at AT&T. He began to understand what it means to fail forward.

In 2016, Omar began his real estate career “...for the pursuit of happiness and achievements of personal goals,” ...





Derick Labrada (left) was one of the first agents to join Omar Flores' team.

•••

Omar smiles. "Real estate is also a way for my family to acquire legacy wealth. I had to get into the industry to learn and practice it."

Over the past four years, Omar has turned his life around. He's a six-figure earner with a flourishing busi-

ness. His family is happy, healthy, and thriving.

"I'm shooting for the stars and inspiring others to do the same," he says.

Omar's struggles as a child and in his early 20s have left a lasting impact

on him. He's able to empathize with those in similar situations. His big heart and unmatched care are apparent.

"Coming from humbling beginnings, I can really relate to a lot of people and certain struggles they may face. I have a huge heart and really care for people's best interests. From my own life experiences, I am



Omar Flores and his girlfriend, Andrea Brown, have two boys, Omar (three) and Reuben (one).

“
EACH DAY IS A NEW
CHALLENGE AND
A NEW SHOT AT
GREATNESS. **HAVING
THE MINDSET OF A
CHAMPION IS A MUST.**”

able to empathize and understand situations, then plan on how to turn things around for the better," Omar explains.

In 2019, Omar closed \$8.7 million in sales. At home, he and his girlfriend, Andrea Brown, have two kids and two dogs. His oldest son, Omar, is three, and Reuben is one.

"The biggest reason for my success is, above all, my faith in the Lord and grace over my life, and, of course, all of my amazing clients who support and believe in me," Omar exclaims. "I love them all. To see where I once was and now see where I am is a reason for me to continue to push on."

Omar is committed to driving forward and improving as a real estate professional, a friend, a son, a partner, and a father. Looking ahead, he knows that

real estate will continue to be the vehicle that leads him to his vision of success — a vision that includes serving more individuals, with an eventual goal to close over 100 homes each year. This year, he formed The Haus Group, at RE/MAX Fine Living, with two agents, Derick Labrada and Carlos Menendez. He now has four agents on the team and says he's "growing by the week." In the long term, Omar aspires to be the owner/broker of a successful real estate firm, with a team of over 300 agents.

"[I will be] diligently working and learning and continuing to find better ways of providing great value to the clients that we serve," Omar says. "I love my clients, and they are the biggest reason for my success...Seeing the satisfaction in my clients' faces is all worth it."

"So far, it's been a life-changing career for me that I am proud of. I love what I do. Each day is a new challenge and a new shot at greatness. Having the mindset of a champion is a must. Being able to create opportunities and serve people is the best."





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▶▶ cover story

By Molly Lauryssens

Photos by A. Claire Vision Photography



NYTTT MICHELLE LU

Breaking Personal
& Cultural Barriers



The Michelle Yu Team (From left: Jody Lish, Sobeida Laboy, Chloe Zhu, Corinne Soma, Michelle Yu, Linda Robinson, Carrie Balsam).

As an Asian immigrant, Michelle Yu had to go through a personal transformation when she began selling real estate 17 years ago.

Born in Taiwan, she was raised in a Confucian culture, which is different than American culture. She noted that they don't talk about money in the same way as in this culture; rather, their main form of currency is gaining knowledge. "Scholars have the highest rank and are the most prestigious people."

So in the beginning of her career selling homes, she went through a period of self-adjustment where she had to get comfortable and unlearn some of these psychological blocks. This phase would not last long. "Very quickly, I

felt so proud when I became capable of making money with my own hard work while helping people at the same time." Being assertive and using her voice to help uplift others and break down some of these cultural barriers was actually what led her to and through this personal metamorphosis.

Civic-Minded

In 1985, Michelle moved to the United States. She was a career diplomat and already had her master's degree in international law and diplomacy. She attended the University of Maryland for her Ph.D. When she was 30 years old, she had her first child and, over the course of six years, had three girls. At 36 years old, she finished her second master's degree and all her Ph.D. courses. "After struggling for a long time, I decided I didn't want to hide in books." This admission opened up a new door for her.

Michelle began volunteering locally and getting involved in her community. She began teaching at a Chinese school and also joined the PTA,

where her daughters went to school, becoming the PTA president there. She did a lot of community events and noticed that some immigrant parents had a hard time integrating into the culture. "They think they are contributing by simply sending their kids to school but, actually, it's not enough. You have got to come out and let people see you."

Eventually, she became president of the Montgomery County Council of PTAs, as well as the Montgomery County Public Schools' parent community coordinator. She is just as comfortable working side by side with the superintendent of schools and principals as she is with local parents. In fact, this work taught her so much — how to hold press conferences, how to handle questioning, how to negotiate and be more self-assured.



Through it all, Michelle found a new desire to serve. "That made me realize that I need to do more work to get more parents out — to participate and to feel comfortable ... they have got to speak up." She ran free workshops for parents as a volunteer and connected with many of them. "I invited speakers to talk to parents and teach them how to help their children succeed in this country. And then I'd tell them, go home and tell your children: 'I love you.' It's very simple, but there is this taboo in our culture."

Shifting Her Focus

For 13 years, she touched many lives and was a force as a community leader and volunteer. However, when she got divorced, her survival instincts kicked in. She needed to make money, as her oldest daughter was in 11th grade and there was college and graduate school to consider, times three. Meanwhile, in all that civic service she did, she had established her own network. Her positive energy and professionalism were on constant display.

When a friend recommended real estate to her, she immediately got to work. At 48 years old, she got her license. Her first client was a Chinese school teacher who reached out asking to help sell her house. She recalled, "I said, are you sure you want to be my experiment? I trust you, she said, even as a volunteer you were already passionate. I was so blessed and



...

lucky ... I got tremendous satisfaction from [selling that house].” Since then, Michelle’s drive has only grown stronger. “I used to advocate for parents and children. Now I advocate for my clients!”

Today, she operates out of Long and Foster at the Park Potomac office. She runs a team of eight, six of whom are actively selling, while all eight are licensed. She is beyond grateful for their hard work and dedication. “All are strong, independent women who also share the same passion for real estate and are as dedicated to their careers and families as I am. They un-

derstand this career is 24/7 and have been able to succeed in the field and beyond,” she says. Last year, they did a total of \$78 million in sales. They have received numerous awards, are consistently recognized in the Long and Foster Top 100 Club, and maintain a track record of top 1 percent in sales in North America.

For fun, Michelle loves to practice yoga and enjoys listening to music and operas and going to concerts. She says her greatest gifts are her three daughters. “Although they all live in different places, I treasure the times when we can get together.”



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Does Your Assistant Add, Subtract, Divide or Multiply?

I co-host a podcast called “*The Leader Equation*” (along with Linzee Ciprani, CEO of Ciprani Consulting, the nation’s top recruiter for real estate admins). On the podcast, we interview entrepreneurs and their “Shotgun Leaders” — inside and outside real estate — which means we often host the nation’s top real estate agents and their Ops Bosses™.

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1. What ADDS to the leadership formula?
2. What SUBTRACTS?
3. What DIVIDES?
4. Most importantly, how can you MULTIPLY your results?

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We call it...”The Leader Equation.”

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- An “average assistant” expects to be trained and learns how to do their job. They may even do it well. An Ops Boss™ is constantly learning and growing in all areas of their life, including business. They are resourceful and figure things out on their own.
- An “average assistant” files and/or pays bills. An Ops Boss™ puts together and/or analyzes your Profit & Loss Statement.
- An “average assistant” does some sort of tracking of numbers. An Ops Boss™ tracks leading and lagging indicators. And analyzes the numbers to implement strategies to grow the team.
- An “average assistant” hates to make mistakes. An Ops Boss™ embraces failure, knows failure is the fastest way to success, and does not repeat the failures.
- An “average assistant” works “*in* the business.” They are task-oriented and crush checking things

off a list. An Ops Boss™ time blocks to ensure they also work “*on* the business,” to create systems to move the business forward in growth.

- An “average assistant” likes to be paid for time. An Ops Boss™ likes to be paid for results.
- An “average assistant” is a great follower. An Ops Boss™ is a great leader.
- An “average assistant” is an empire protector. An Ops Boss™ is a combination of an empire protector and empire builder, what I call an intrepeneur.

Here’s a hint:

1. If your assistant “subtracts or divides,” it’s time to release them into the wild.
2. If your assistant “adds,” they are probably a talented assistant. That’s a good thing.
3. If your assistant “multiplies,” you’ve got an Ops Boss™! And that’s a great thing.

BOTTOM LINE: Everyone doesn’t need an Ops Boss™. Sometimes a good assistant is just perfect for your business. If you want to *grow* your business, an Ops Boss™ becomes imperative.



Christy Belt Grossman is the CEO & Owner of Ops Boss Coaching™

and a Director on the Board of NARESP (National Association of Real Estate Professionals). Prior to that, Christy was the 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 coaching, Elite 1:1 coaching and an annual conference focused on real estate operations professionals. More info: www.OpsBossCoaching.com. Contact: Christy@OpsBossCoaching.com

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to September 30, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
1	Nancy W Taylor Bubes	Washington Fine Properties, LLC	42.5	\$95,562,352	15	\$34,524,672	57.5	\$130,087,024
2	Barak Sky	Long & Foster Real Estate, Inc.	49	\$46,159,344	72.5	\$59,931,228	121.5	\$106,090,576
3	Jennifer S Smira	Compass	65	\$54,770,352	55.5	\$42,687,660	120.5	\$97,458,008
4	Thomas S Hennerty	NetRealtyNow.com, LLC	178	\$74,178,824	19	\$9,466,415	197	\$83,645,240
5	Jay A Day	Real Estate Teams, LLC	130.5	\$58,824,576	55	\$22,045,106	185.5	\$80,869,680
6	Alejandro Luis A Martinez	RE/MAX Elite Services	65.5	\$25,765,764	138.5	\$48,095,968	204	\$73,861,728
7	Nathan J Guggenheim	Washington Fine Properties, LLC	30	\$26,986,800	44.5	\$43,972,200	74.5	\$70,959,000
8	Russell A Firestone III	TTR Sotheby's International Realty	7	\$58,517,000	6	\$12,322,000	13	\$70,839,000
9	Mark C Lowham	TTR Sotheby's International Realty	0.5	\$8,875,000	3	\$60,100,000	3.5	\$68,975,000
10	Brian Wilson	EXP Realty	96	\$56,752,320	12	\$8,684,900	108	\$65,437,224
11	Daniel M Heider	TTR Sotheby's International Realty	15	\$23,414,750	18.5	\$41,346,576	33.5	\$64,761,328
12	Hans L Wydler	Compass	27	\$33,368,200	18.5	\$30,708,500	45.5	\$64,076,700
13	Nurit Coombe	RE/MAX Elite Services	32.5	\$24,203,900	52.5	\$39,632,716	85	\$63,836,616
14	Trent D Heminger	Compass	74	\$48,495,900	21	\$15,089,390	95	\$63,585,288
15	Wendy I Banner	Long & Foster Real Estate, Inc.	28.5	\$32,466,500	29.5	\$29,577,650	58	\$62,044,152
16	Michael W Rankin	TTR Sotheby's International Realty	16.5	\$39,600,500	7	\$18,975,500	23.5	\$58,576,000
17	Christine R Reeder	Long & Foster Real Estate, Inc.	85	\$31,287,500	72	\$26,910,808	157	\$58,198,308
18	Dana Rice	Compass	26.5	\$28,652,300	28.5	\$28,836,550	55	\$57,488,848
19	David R Getson	Compass	15	\$12,830,006	61.5	\$44,550,048	76.5	\$57,380,056
20	Mary Anne Kowalewski	KOVO Realty	76	\$38,520,468	30	\$15,852,771	106	\$54,373,240
21	Jonathan S Lahey	RE/MAX Fine Living	69	\$29,418,904	55	\$23,856,680	124	\$53,275,584
22	Frederick B Roth	Washington Fine Properties, LLC	11.5	\$28,571,552	10.5	\$23,892,500	22	\$52,464,052
23	Troyce P Gatewood	RE/MAX Results	55	\$23,444,344	74	\$28,881,550	129	\$52,325,896
24	Kira Epstein Begal	Washington Fine Properties, LLC	23	\$17,324,500	32	\$34,891,500	55	\$52,216,000
25	Chelsea L Traylor	Redfin Corp	76	\$48,920,040	3	\$2,763,760	79	\$51,683,800
26	Eric P Stewart	Long & Foster Real Estate, Inc.	59	\$43,974,440	9	\$7,297,000	68	\$51,271,436
27	Erich W Cabe	Compass	23	\$23,350,650	27	\$27,705,900	50	\$51,056,552
28	Kimberly A Cestari	Long & Foster Real Estate, Inc.	28	\$29,440,444	20	\$19,736,376	48	\$49,176,820
29	Mandy Kaur	Redfin Corp	86	\$40,473,288	14	\$6,153,000	100	\$46,626,288
30	Nathan B Dart	RE/MAX Realty Services	42	\$19,576,670	49	\$25,305,736	91	\$44,882,404
31	Joel S Nelson	Keller Williams Capital Properties	30	\$30,414,450	14	\$14,273,500	44	\$44,687,952
32	Antonia Ketabchi	Redfin Corp	13	\$9,427,000	41	\$35,087,200	54	\$44,514,200
33	Marjorie S Halem	Compass	35.5	\$33,369,016	10.5	\$10,901,200	46	\$44,270,216
34	william thomas	TTR Sotheby's International Realty	7	\$29,740,000	4	\$14,425,000	11	\$44,165,000

Disclaimer: Information based on MLS closed data as of October 6, 2020, for residential sales from January 1, 2020, to September 30, 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 September 30, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
35	Daryl Judy	Washington Fine Properties ,LLC	14.5	\$22,839,530	15	\$20,838,500	29.5	\$43,678,032
36	Mehrnaz Bazargan	Redfin Corp	65	\$39,851,332	3	\$2,780,000	68	\$42,631,332
37	Margaret M Babbington	Compass	14	\$12,162,650	40	\$30,001,580	54	\$42,164,232
38	James Bass	Real Estate Teams, LLC	64	\$25,126,170	49	\$16,903,868	113	\$42,030,040
39	Sheena Saydam	Keller Williams Capital Properties	27.5	\$13,828,025	51	\$27,747,374	78.5	\$41,575,400
40	Mark D McFadden	Compass	12	\$25,655,000	5	\$15,823,800	17	\$41,478,800
41	Tyler A Jeffrey	Washington Fine Properties, LLC	13.5	\$10,763,976	29.5	\$30,647,200	43	\$41,411,176
42	Andrew Riguzzi	Compass	17.5	\$14,006,200	20	\$27,371,790	37.5	\$41,377,992
43	Michelle C Yu	Long & Foster Real Estate, Inc.	35.5	\$27,328,000	17.5	\$14,013,000	53	\$41,341,000
44	Meredith L Margolis	Compass	12.5	\$15,312,850	28.5	\$26,013,686	41	\$41,326,536
45	Margot D Wilson	Washington Fine Properties, LLC	13	\$30,606,500	3.5	\$9,554,300	16.5	\$40,160,800
46	Cara Pearlman	Compass	27	\$19,782,264	22.5	\$19,956,200	49.5	\$39,738,464
47	Hazel Shakur	Redfin Corp	92	\$37,858,500	3	\$1,834,381	95	\$39,692,880
48	Anne C Killeen	Washington Fine Properties, LLC	19.5	\$24,977,910	12	\$14,680,500	31.5	\$39,658,408
49	James M Coley	Long & Foster Real Estate, Inc.	22	\$21,999,062	23.5	\$17,101,270	45.5	\$39,100,332
50	Jacob Taylor	Blue Valley Real Estate	98	\$38,200,752	4	\$735,675	102	\$38,936,424
51	Robert Hryniewicki	Washington Fine Properties, LLC	9	\$16,436,238	8.5	\$21,436,500	17.5	\$37,872,736
52	Michael R Brennan	Compass	22	\$25,427,600	11	\$12,247,250	33	\$37,674,848
53	Carlos A Garcia	Keller Williams Capital Properties	24	\$17,836,400	23	\$19,353,548	47	\$37,189,948
54	Brent E Jackson	TTR Sotheby's International Realty	27	\$24,520,250	12.5	\$11,640,000	39.5	\$36,160,248
55	Tim Barley	RE/MAX Allegiance	16	\$14,129,278	25	\$20,814,000	41	\$34,943,276
56	Jane Fairweather	Long & Foster Real Estate, Inc.	26.5	\$24,050,250	10.5	\$10,542,500	37	\$34,592,752
57	Kara K Sheehan	Washington Fine Properties, LLC	11	\$21,748,130	6	\$12,330,000	17	\$34,078,128
58	Robert H Myers	RE/MAX Realty Services	29	\$16,334,130	30	\$17,502,508	59	\$33,836,636
59	Marc Fleisher	Compass	14.5	\$25,346,900	6.5	\$8,452,500	21	\$33,799,400
60	Jeffrey M Wilson	TTR Sotheby's International Realty	7.5	\$11,225,498	16	\$22,477,112	23.5	\$33,702,608
61	Kenneth M Abramowitz	RE/MAX Town Center	37	\$14,973,680	37.5	\$18,532,590	74.5	\$33,506,270
62	Nadia Aminov	Long & Foster Real Estate, Inc.	75	\$29,212,700	11	\$4,016,100	86	\$33,228,800
63	Sheila R Pack	RE/MAX Roots	75.5	\$23,420,284	28	\$9,469,655	103.5	\$32,889,940
64	Lawrence M Lessin	Save 6, Incorporated	85	\$32,343,925	1	\$211,050	86	\$32,554,975
65	Bradley J Rozansky	Long & Foster Real Estate, Inc.	28	\$28,046,480	5	\$4,324,900	33	\$32,371,380
66	Michael B Aubrey	Compass	18	\$14,370,100	18	\$17,871,618	36	\$32,241,718
67	Thomas Lindsay Reishman	Compass	33	\$27,117,000	5	\$4,835,000	38	\$31,952,000
68	Victor R Llewellyn	Long & Foster Real Estate, Inc.	27	\$14,141,600	33	\$17,516,400	60	\$31,658,000
69	Carl G Becker	Premier Properties, LLC	7	\$16,030,000	9	\$15,508,000	16	\$31,538,000
70	Jeremy E Lichtenstein	RE/MAX Realty Services	17	\$24,438,360	6	\$7,010,100	23	\$31,448,460
71	Robert A Sanders	TTR Sotheby's International Realty	26.5	\$24,861,924	8	\$6,302,900	34.5	\$31,164,824

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
72	Karen D Rollings	EXP Realty, LLC	46	\$22,425,526	15	\$8,554,399	61	\$30,979,924
73	Avi Galanti	Compass	15.5	\$15,893,000	16.5	\$14,950,800	32	\$30,843,800
74	Lisa R Stransky Brown	Washington Fine Properties, LLC	24	\$22,435,510	10	\$8,360,500	34	\$30,796,010
75	Pennye Green	Long & Foster Real Estate, Inc.	79	\$30,708,200	0	\$0	79	\$30,708,200
76	Eric Murtagh	Long & Foster Real Estate, Inc.	14	\$27,079,500	2	\$3,307,000	16	\$30,386,500
77	Corey C Burr	TTR Sotheby's International Realty	14.5	\$20,012,000	9.5	\$10,241,550	24	\$30,253,550
78	Carolyn N Sappenfield	RE/MAX Realty Services	16	\$14,363,000	16	\$15,835,000	32	\$30,198,000
79	Marin Hagen	Coldwell Banker Residential Brokerage	7.5	\$10,982,500	13.5	\$19,108,000	21	\$30,090,500
80	Koki Waribo Adasi	Compass	31	\$19,009,520	10	\$11,034,750	41	\$30,044,268
81	Harrison I Beacher	Keller Williams Capital Properties	18.5	\$9,722,650	28	\$20,023,400	46.5	\$29,746,050
82	Maxwell E Rabin	TTR Sotheby's International Realty	13	\$14,745,500	13.5	\$14,997,800	26.5	\$29,743,300
83	Rebecca Weiner	Compass	15	\$10,847,250	23	\$18,775,740	38	\$29,622,990
84	Patricia G Mills	Charis Realty Group	57	\$21,977,476	25.5	\$7,448,697	82.5	\$29,426,172
85	Norman S Domingo	XRealty.NET LLC	60	\$29,422,752	0	\$0	60	\$29,422,752
86	Sarah Jacobs	Washington Fine Properties, LLC	4.5	\$17,357,500	4.5	\$11,795,000	9	\$29,152,500
87	Anslie C Stokes Milligan	McEneaney Associates, Inc.	21	\$17,155,650	16.5	\$11,987,609	37.5	\$29,143,260
88	Lauren E Davis	TTR Sotheby's International Realty	11.5	\$12,286,000	12.5	\$16,798,000	24	\$29,084,000

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to September 30, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
89	Roby C Thompson III	Long & Foster Real Estate, Inc.	22	\$18,466,450	11	\$10,571,691	33	\$29,038,140
90	Sina Mollaian	The ONE Street Company	12.5	\$6,315,677	28	\$22,497,380	40.5	\$28,813,056
91	Melinda L Estridge	Long & Foster Real Estate, Inc.	18	\$16,359,380	21	\$12,079,300	39	\$28,438,680
92	William Fastow	TTR Sotheby's International Realty	10	\$11,511,500	10	\$16,799,000	20	\$28,310,500
93	Tina C Cheung	EXP Realty, LLC	11	\$4,434,000	47.5	\$23,721,076	58.5	\$28,155,076
94	Tamara E Kucik	Tower Hill Realty	40.5	\$22,014,200	9	\$5,578,500	49.5	\$27,592,700
95	Elizabeth M Lavette	Washington Fine Properties, LLC	7.5	\$13,893,500	6	\$13,679,220	13.5	\$27,572,720
96	Long T Ngo	Redfin Corp	3	\$1,109,500	50	\$26,402,268	53	\$27,511,768
97	Marshall Carey	Redfin Corp	44	\$25,547,576	2.5	\$1,889,900	46.5	\$27,437,476
98	Thomas S Buerger	Compass	24	\$14,315,148	18	\$13,079,100	42	\$27,394,248
99	Katie R Nicholson	Coldwell Banker Residential Brokerage	33	\$18,263,000	17.5	\$8,967,624	50.5	\$27,230,624
100	Alecia R Scott	Long & Foster Real Estate, Inc.	35.5	\$17,347,524	17	\$9,653,300	52.5	\$27,000,824
101	Kimberly A Casey	Washington Fine Properties ,LLC	13.5	\$18,339,530	3	\$8,645,000	16.5	\$26,984,530
102	Brittany Allison	Compass	12	\$11,081,900	19	\$15,790,500	31	\$26,872,400
103	Bryan Kerrigan	Redfin Corp	52	\$24,148,400	4	\$2,661,000	56	\$26,809,400
104	Todd A Vassar	Compass	13.5	\$10,857,200	18.5	\$15,922,750	32	\$26,779,950
105	Kenneth A Grant	RE/MAX Plus	19	\$8,448,150	46	\$18,207,434	65	\$26,655,584

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
106	Ross A Vann	Compass	8.5	\$10,372,410	14	\$16,280,400	22.5	\$26,652,810
107	Cheryl R Leahy	Long & Foster Real Estate, Inc.	15.5	\$16,656,620	10	\$9,952,000	25.5	\$26,608,620
108	Robert G Carter	Compass	9	\$6,558,500	26	\$19,976,374	35	\$26,534,874
109	Richard Michael Morrison	Redfin Corp	2	\$1,165,000	40	\$25,346,598	42	\$26,511,598
110	Carmen C Fontecilla	Compass	24	\$11,811,000	29	\$14,646,450	53	\$26,457,450
111	Christopher D Ritzert	TTR Sotheby's International Realty	10	\$19,367,250	2.5	\$7,040,000	12.5	\$26,407,250
112	Gail E Nyman	RE/MAX United Real Estate	47.5	\$22,320,888	9.5	\$4,052,450	57	\$26,373,338
113	Thomas K Paolini	Redfin Corp	15	\$9,793,000	23	\$16,577,400	38	\$26,370,400
114	Mitchell J Toland Jr.	Redfin Corp	58	\$17,536,144	23	\$8,683,835	81	\$26,219,980
115	Keith James	Keller Williams Capital Properties	4.5	\$1,130,502	59	\$25,014,324	63.5	\$26,144,826
116	D'Ann K Lanning	Compass	46	\$25,020,676	2.5	\$925,000	48.5	\$25,945,676
117	Pamela B Wye	Compass	8.5	\$8,447,110	15.5	\$17,395,876	24	\$25,842,984
118	Andres A Serafini	RLAH Real Estate	12	\$9,939,750	27.5	\$15,697,322	39.5	\$25,637,072
119	Traudel Lange	Compass	9	\$13,726,500	8	\$11,662,000	17	\$25,388,500
120	Adewemimo D Collins	Redfin Corp	64	\$24,805,100	1	\$533,140	65	\$25,338,240
121	Kathleen A King	Washington Fine Properties, LLC	9.5	\$11,596,320	10.5	\$13,729,000	20	\$25,325,320
122	Lisa C Sabelhaus	RE/MAX Town Center	31.5	\$14,186,126	23.5	\$11,086,894	55	\$25,273,020
123	Farrah E Fuchs	Redfin Corp	59	\$21,258,414	9	\$3,992,000	68	\$25,250,414
124	Michael J Muren	Long & Foster Real Estate, Inc.	44	\$16,761,646	22	\$8,447,306	66	\$25,208,952
125	Edward Slavis	S&G Realty	28	\$16,884,564	12	\$8,293,500	40	\$25,178,064
126	Wentong Chen	Libra Realty LLC	18	\$13,357,500	15	\$11,684,000	33	\$25,041,500
127	Annabel D Burch-Murton	Compass	16	\$14,871,500	9	\$10,164,000	25	\$25,035,500
128	Meredith M Fogle	Old Line Properties	28.5	\$18,685,600	9.5	\$6,297,999	38	\$24,983,598
129	Elizabeth J D'Angio	Washington Fine Properties, LLC	5.5	\$11,525,250	5.5	\$13,380,000	11	\$24,905,250
130	Christopher S Burns	TTR Sotheby's International Realty	34	\$18,402,038	11	\$6,335,698	45	\$24,737,736
131	Eva M Davis	Compass	8.5	\$6,013,500	18	\$18,671,290	26.5	\$24,684,790
132	Monica Bryant	Redfin Corp	58	\$22,747,180	4	\$1,876,500	62	\$24,623,680
133	Casey C Aboulaflia	Compass	7	\$5,565,545	21.5	\$18,732,108	28.5	\$24,297,652
134	Melissa G Bernstein	RLAH Real Estate	17	\$15,085,000	13	\$9,205,500	30	\$24,290,500
135	Nancy S Itteilag	Washington Fine Properties, LLC	14	\$21,923,000	1.5	\$2,355,000	15.5	\$24,278,000
136	John Coleman	RLAH Real Estate	9	\$5,248,000	28	\$18,971,144	37	\$24,219,144
137	John T Kirk	Tower Hill Realty	35.5	\$22,492,028	2.5	\$1,707,500	38	\$24,199,528
138	Seth S Turner	Compass	14	\$10,289,700	21.5	\$13,831,200	35.5	\$24,120,900
139	Charles Dudley	Compass	11	\$6,772,300	24.5	\$17,272,700	35.5	\$24,045,000
140	Daniel B Register IV	Northrop Realty, A Long & Foster Company	101.5	\$22,539,618	4	\$1,458,500	105.5	\$23,998,118
141	James E Brown	Turning Point Real Estate	24.5	\$13,862,700	19	\$10,070,870	43.5	\$23,933,570
142	Elaine S. Koch	Long & Foster Real Estate, Inc.	26	\$16,809,700	9.5	\$7,023,900	35.5	\$23,833,600

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to September 30, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
143	Eric Steinhoff	EXP Realty, LLC	39.5	\$19,451,900	7	\$4,370,000	46.5	\$23,821,900
144	David DeSantis	TTR Sotheby's International Realty	8.5	\$9,808,138	11	\$13,836,000	19.5	\$23,644,138
145	Marjorie R Dick Stuart	Coldwell Banker Residential Brokerage	11	\$14,274,000	9	\$9,334,750	20	\$23,608,750
146	Leslie B White	Redfin Corp	0	\$0	31	\$23,519,800	31	\$23,519,800
147	Andrew Essreg	RLAH Real Estate	7	\$4,399,250	33	\$18,976,396	40	\$23,375,646
148	Katri I Hunter	Compass	11.5	\$6,359,620	26.5	\$16,985,850	38	\$23,345,470
149	Joan Cromwell	McEneaney Associates, Inc.	10	\$10,762,028	13	\$12,420,499	23	\$23,182,528
150	Stacy M Allwein	Century 21 Redwood Realty	32	\$9,902,390	43	\$12,976,355	75	\$22,878,744
151	Jennifer T Chow	Long & Foster Real Estate, Inc.	13	\$13,288,799	9.5	\$9,334,999	22.5	\$22,623,798
152	Ginette R. Winston	Winston Real Estate, Inc.	16	\$14,733,000	8	\$7,867,000	24	\$22,600,000
153	Amanda M Lasko	Redfin Corp	33	\$19,296,912	4	\$3,110,000	37	\$22,406,912
154	Alan Chargin	Keller Williams Capital Properties	4	\$2,901,250	31	\$19,427,150	35	\$22,328,400
155	Cameron H McFadden	Compass	10	\$19,809,000	1	\$2,375,000	11	\$22,184,000
156	Robert Crawford	Washington Fine Properties, LLC	17	\$13,202,476	9	\$8,976,999	26	\$22,179,474
157	Thomas A Keane	Washington Fine Properties, LLC	6.5	\$12,946,500	7.5	\$9,117,500	14	\$22,064,000
158	Mansour F Abu-Rahmeh	Compass	10	\$5,373,310	16.5	\$16,567,375	26.5	\$21,940,684
159	Joseph Himali	RLAH Real Estate	7	\$6,076,000	15	\$15,762,400	22	\$21,838,400
160	Kimberly N Fallin	Redfin Corp	36	\$18,553,800	4	\$3,206,900	40	\$21,760,700
161	Lisa Tucker	Redfin Corp	27	\$13,826,432	12	\$7,871,400	39	\$21,697,832
162	Elysia L Casaday	Compass	9	\$7,630,000	16	\$13,947,200	25	\$21,577,200

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
163	Rex Thomas	Samson Properties	3.5	\$1,477,950	38	\$20,054,624	41.5	\$21,532,576
164	Daniel J Whitacre	Colony Realty	39	\$12,624,900	29	\$8,904,800	68	\$21,529,700
165	Ethan F Drath	Washington Fine Properties, LLC	4.5	\$6,160,000	12	\$15,317,000	16.5	\$21,477,000
166	Joshua D Ross	RE/MAX Realty Services	9	\$8,019,500	17.5	\$13,455,900	26.5	\$21,475,400
167	Joseph M Poduslo	TTR Sotheby's International Realty	14	\$11,952,500	8.5	\$9,500,295	22.5	\$21,452,796
168	Gloria Rose Ott	TTR Sotheby's International Realty	5	\$4,717,950	2	\$16,715,000	7	\$21,432,950
169	Anthony Mason	Keller Williams Capital Properties	33.5	\$17,871,450	7	\$3,516,265	40.5	\$21,387,716
170	Andrew J Hopley	Keller Williams Realty Centre	30.5	\$12,757,375	18	\$8,607,000	48.5	\$21,364,376
171	Loic C Pritchett	TTR Sotheby's International Realty	7	\$5,785,500	14.5	\$15,537,000	21.5	\$21,322,500
172	Judy G Cranford	Cranford & Associates	11.5	\$6,884,401	17	\$14,340,000	28.5	\$21,224,400
173	Stephen G Carpenter-Israel	Buyers Edge Co., Inc.	0	\$0	17	\$21,123,500	17	\$21,123,500
174	Jubril O Wilson	Bennett Realty Solutions	38	\$16,821,036	9	\$4,239,591	47	\$21,060,628
175	John M Barry Jr.	Compass	18	\$13,868,998	7	\$7,086,500	25	\$20,955,498
176	Charles P Gilroy	Redfin Corp	37	\$17,944,524	4	\$2,985,000	41	\$20,929,524
177	Jacqueline T Appel	Washington Fine Properties, LLC	5	\$5,386,000	7	\$15,430,500	12	\$20,816,500
178	Kimberly M Dixon	Redfin Corp	40	\$18,996,850	4	\$1,798,990	44	\$20,795,840
179	Lee Murphy	Washington Fine Properties, LLC	5	\$4,936,400	13	\$15,754,900	18	\$20,691,300

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to September 30, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
180	Matthew C Patterson	Redfin Corp	21	\$8,202,337	26	\$12,456,240	47	\$20,658,576
181	Michael J Alderfer	Redfin Corp	3	\$2,121,000	23	\$18,441,660	26	\$20,562,660
182	William T Gossett	Washington Fine Properties, LLC	10	\$16,877,500	3	\$3,635,000	13	\$20,512,500
183	Matthew U Dubbaneh	The ONE Street Company	7	\$4,022,000	33	\$16,457,400	40	\$20,479,400
184	Nicole Roeberg	Redfin Corp	5.5	\$3,402,000	27	\$17,025,000	32.5	\$20,427,000
185	Rong Ma	Libra Realty LLC	5	\$3,753,000	23	\$16,645,900	28	\$20,398,900
186	Anna D Mackler	Long & Foster Real Estate, Inc.	9	\$6,939,700	18	\$13,339,500	27	\$20,279,200
187	Asif Qadir	RE/MAX Premiere Selections	16	\$10,245,500	17	\$10,027,399	33	\$20,272,900
188	Leslie C Friedson	Compass	15	\$11,073,750	10	\$9,149,750	25	\$20,223,500
189	Maribelle S Dizon	Redfin Corp	11	\$5,728,996	29	\$14,487,895	40	\$20,216,892
190	Roma Elhabashy	The Blackstone Real Estate LLC	2	\$670,000	4	\$19,518,788	6	\$20,188,788
191	Marc Bertinelli	Washington Fine Properties, LLC	7.5	\$9,801,261	7	\$10,216,750	14.5	\$20,018,012
192	Ruby A Styslinger	Redfin Corp	5	\$2,913,000	26	\$17,092,500	31	\$20,005,500
193	Shierra Houston	XRealty.NET LLC	51	\$19,927,100	0	\$0	51	\$19,927,100
194	NaToya V Joshua	Keller Williams Preferred Properties	3	\$9,358,000	6	\$10,465,000	9	\$19,823,000
195	Samer H Kuraishi	The ONE Street Company	13	\$8,674,550	9.5	\$11,116,250	22.5	\$19,790,800
196	Nathan B Ward	Compass	13	\$8,027,550	18	\$11,756,300	31	\$19,783,850
197	Jeffrey E Sachse	TTR Sotheby's International Realty	5.5	\$7,447,000	13.5	\$12,320,000	19	\$19,767,000
198	Daniel W Hynes	Compass	6	\$10,791,000	6	\$8,963,000	12	\$19,754,000
199	Aya Netanel	Magnolia Realty LLC	1	\$414,000	23	\$19,307,584	24	\$19,721,584
200	Brian O Hora	Compass	5.5	\$4,837,137	16	\$14,860,300	21.5	\$19,697,436
201	Rina B. Kunk	Compass	13	\$11,710,757	9	\$7,871,490	22	\$19,582,248
202	Stuart N Naranch	Redfin Corp	0.5	\$136,225	27	\$19,414,400	27.5	\$19,550,624
203	Robert J Krop	RE/MAX Plus	26	\$9,437,150	35	\$10,112,437	61	\$19,549,587
204	Carolyn H Jordan	GO BRENT, INC.	18.5	\$11,559,188	14	\$7,898,000	32.5	\$19,457,188
205	Daniel W Hozhabri	Keller Williams Realty Centre	38.5	\$13,688,334	16.5	\$5,763,545	55	\$19,451,880
206	Russell E Chandler	Redfin Corp	34	\$12,983,396	11	\$6,448,100	45	\$19,431,496
207	Dana S Scanlon	Keller Williams Capital Properties	13	\$8,958,773	18	\$10,441,000	31	\$19,399,772
208	Amy E Wease	RLAH Real Estate	10	\$5,852,996	16	\$13,338,150	26	\$19,191,146
209	Juan Umanzor Jr.	Long & Foster Real Estate, Inc.	20	\$7,180,330	40	\$11,970,280	60	\$19,150,610
210	Carly N Guirola	Redfin Corp	4	\$2,365,000	33	\$16,737,900	37	\$19,102,900
211	Andrew K Goodman	Goodman Realtors	27	\$12,006,275	13	\$7,090,750	40	\$19,097,024
212	Jennifer K Knoll	Compass	6	\$8,309,000	9	\$10,716,500	15	\$19,025,500
213	David M Wagner	RE/MAX Realty Centre, Inc.	16	\$7,247,150	20	\$11,661,834	36	\$18,908,984
214	Nicholas W Poliansky	RE/MAX United Real Estate	41.5	\$14,657,699	14	\$4,230,000	55.5	\$18,887,700
215	Donna Mank	Compass	11	\$8,559,500	10.5	\$10,224,277	21.5	\$18,783,776
216	Cheryl A Kurss	Compass	6.5	\$5,963,000	9	\$12,688,000	15.5	\$18,651,000

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
217	Justin Tanner	RE/MAX Allegiance	13	\$11,129,650	12	\$7,500,500	25	\$18,630,150
218	Nicholas P Chaconas	Redfin Corp	39.5	\$16,768,900	3	\$1,842,400	42.5	\$18,611,300
219	Sean M Der	Alpha Realty, LLC.	8	\$2,774,900	28	\$15,817,185	36	\$18,592,084
220	Eric M Broermann	Compass	14	\$10,680,806	9.5	\$7,755,995	23.5	\$18,436,800
221	Justin Thomas DiFranco	TTR Sotheby's International Realty	10.5	\$17,542,750	1.5	\$877,500	12	\$18,420,250
222	Kyle Meeks	TTR Sotheby's International Realty	5	\$3,890,000	17	\$14,499,300	22	\$18,389,300
223	Teresa M Burton	Long & Foster Real Estate, Inc.	16.5	\$11,891,200	7	\$6,498,000	23.5	\$18,389,200
224	Melanie M Hayes	TTR Sotheby's International Realty	7	\$7,631,500	5	\$10,720,000	12	\$18,351,500
225	Delilah D Dane	Redfin Corp	31	\$15,483,251	6	\$2,854,500	37	\$18,337,752
226	Reginald E Harrison	Redfin Corp	11	\$4,290,900	27	\$14,036,930	38	\$18,327,830
227	Jill C Coleman	RE/MAX Realty Centre, Inc.	29	\$12,480,390	12	\$5,824,945	41	\$18,305,336
228	Mynor R Herrera	Keller Williams Capital Properties	24.5	\$11,871,750	18	\$6,404,325	42.5	\$18,276,076
229	Rory Oblatz	Redfin Corp	0	\$0	28	\$18,177,600	28	\$18,177,600
230	Amalia B Morales Garicoits	RLAH Real Estate	3.5	\$2,735,000	20	\$15,387,600	23.5	\$18,122,600
231	Daniel F Metcalf	Long & Foster Real Estate, Inc.	26	\$16,766,190	2	\$1,310,000	28	\$18,076,190
232	Deborah C Cheshire	Long & Foster Real Estate, Inc.	14	\$10,854,800	12	\$7,154,000	26	\$18,008,800
233	Laura W Steuart	Compass	4	\$5,316,000	8	\$12,683,800	12	\$17,999,800

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TOP 250 STANDINGS

Teams and Individuals Closed Date from Jan. 1 to September 30, 2020

RANK	NAME	OFFICE	SELLING #	SELLING \$	BUYING #	BUYING \$	SALES	TOTAL
234	Barbara A Ciment	Long & Foster Real Estate, Inc.	27	\$10,154,042	18	\$7,796,900	45	\$17,950,942
235	Lisa J Plushnick	RE/MAX Realty Group	9.5	\$7,193,800	11	\$10,712,000	20.5	\$17,905,800
236	Roman Mychajliw	Long & Foster Real Estate, Inc.	50	\$17,740,946	0	\$0	50	\$17,740,946
237	John L Lesniewski	RE/MAX United Real Estate	35.5	\$14,076,051	8	\$3,660,340	43.5	\$17,736,392
238	Christopher J Carr	Simple Choice Realty, Inc.	36	\$17,716,550	0	\$0	36	\$17,716,550
239	Ellen M Coleman	RE/MAX Realty Centre, Inc.	25.5	\$13,141,899	8	\$4,557,800	33.5	\$17,699,700
240	Elizabeth S Hitt	RE/MAX Realty Group	18	\$8,560,800	18	\$9,136,879	36	\$17,697,680
241	Itamar Simhony	RE/MAX Elite Services	17.5	\$13,360,200	8	\$4,326,000	25.5	\$17,686,200
242	Sam N Solovey	Compass	11	\$9,372,674	8	\$8,268,750	19	\$17,641,424
243	Cynthia L Howar	Washington Fine Properties, LLC	8	\$15,611,500	2	\$1,975,000	10	\$17,586,500
244	Lenore G Rubino	Washington Fine Properties, LLC	8	\$7,796,350	8	\$9,773,000	16	\$17,569,350
245	Xuri Wang	Hometown Elite Realty LLC	5	\$3,798,500	12	\$13,743,000	17	\$17,541,500
246	Matthew L Modesitt	Redfin Corp	8	\$4,231,600	23	\$13,260,710	31	\$17,492,310
247	Gary Foreman	Compass	15	\$4,975,179	33.5	\$12,508,149	48.5	\$17,483,328
248	James A Grant	Compass	8.5	\$7,135,750	13	\$10,160,610	21.5	\$17,296,360
249	Bobbi Prescott	RE/MAX Results	27.5	\$9,571,765	20	\$7,719,915	47.5	\$17,291,680
250	Daniel M Schuler	Compass	11	\$7,294,582	12	\$9,944,470	23	\$17,239,052

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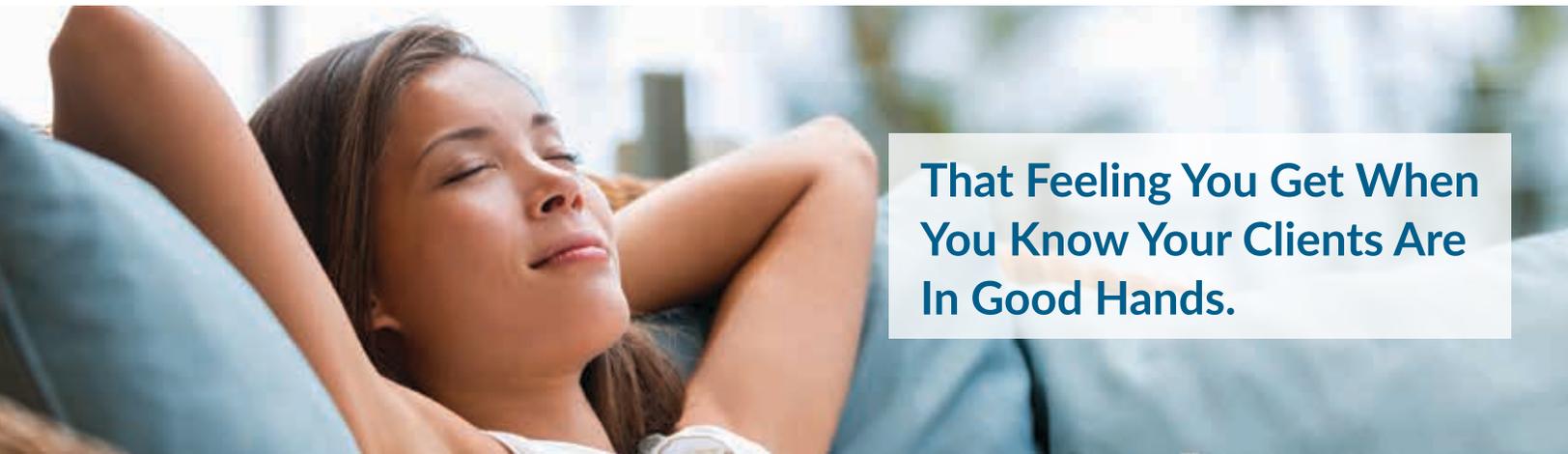
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