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LAURA EDGAR

Laura Edgar is a loan officer with Finance of America who has 18 years of experience in the financial services industry. Her heart to help buyers achieve their homeownership goals is amazing, but not surprising given that she spent many years helping people in the nonprofit world. She also speaks Spanish, which is a tremendous asset. We sat down with her to hear more about what she offers clients and what she is passionate about.



Family vacation in Newport Beach



Photo Credit Devin Nicole Photography

“I spent a lot of years working in the nonprofit world. I volunteered in Ecuador for three years working with street children, teaching English at the university, and working on some grassroots community projects like painting murals, planting trees, and cleaning up garbage. When I came back to

the U.S. I landed in Arizona and started working with a nonprofit organization called Hands On Greater Phoenix. They coordinate busy working professionals who want to volunteer but whose schedules don’t necessarily allow them to make a regular commitment. It is episodic volunteerism, which means you can volunteer with children in a homeless shelter on a Wednesday night or in a domestic violence center on a Saturday morning



Arizona Mastiff Rescue, the day they adopted their Mastiff, Luka.



Vacationing in Sedona.

and not commit to being there on a weekly basis. I worked with this organization both as an employee and as a board member for ten years.”

“Then I went back to school to get my MBA, thinking I would use it to continue serving non-profits, but I came across a job opportunity to work with a credit union that was reaching out to Hispanic populations and I decided to take it. I spent the next ten years in finance working for the two biggest credit unions in Arizona. One of the programs we offered was called IDA or an Individual Development Account. It was a mortgage program for lower-income folks that encouraged them to save money for ten months. At the end of those ten months, we would match their savings 3 to 1 so that they had a down payment for a mortgage. That is how I fell in love with mortgage lending.”

“When the big financial crash happened in 2008, I was laid off and took a year to stay home with my kids. After that, I decided I wanted to go into mortgage lending and partnered with a friend of mine who was in the industry. I found out that it was perfect for me because it combines my passion for helping people with my love for numbers!”

Just because someone doesn’t automatically qualify for a certain type of loan, Laura enjoys finding creative solutions. “I am always trying to think through what would be the best way to get someone in a loan that is right for them and their family. This may mean identifying a credit card that should be paid off, or where they can get gift funds, or what they can do to raise their credit score. As I said earlier, I was a teacher in Ecuador. Once you’re a teacher, you’ll always be a teacher. I love answering questions and helping people understand the process. I think too many lenders in our industry are on to the next person without slowing down to explain things.”

“My favorite stories are people who aren’t initially able to qualify, but who put into place what I recommend and then are able to qualify later on. I keep in touch with my clients who don’t initially qualify. It took one of my clients four years from our first meeting to raise their credit score, but they did it and were able to get a mortgage and buy a house! It’s incredibly fulfilling to see people work hard to realize their dream of homeownership.”

“I always treat my clients like they are my family. I take care of people and want them to have the best experience with me. This is the most expensive thing they are ever going to buy, which can be daunting and even scary. I like to alleviate that feeling as much as possible.”

Next time you need to refer a lender to someone who wants to buy a home, reach out to Laura Edgar! She would be delighted to help.
EdgarTeam@financeofamerica.com
480-861-0072



Photo Credit Devin Nicole Photography

I always treat my clients like
they are my family. I take care of
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best experience with me.



MARY JO

Santistevan

By Dave Danielson

featured agent ▼



Mary Jo with her 1970 VW Bug

All-In Achiever

Think about the leaders you know in your life. What are the attributes they tend to share?

One similarity you're likely to find most of the time is a go-getting mentality...a spirit of relentless effort to reach results.

That's what Mary Jo Santistevan brings to life and to the work she does with her clients. As those who know her will attest, Mary Jo is an all-in achiever as a REALTOR® with Berkshire Hathaway HomeServices Arizona Properties.

FINDING HER PATH

Mary Jo has had her real estate

license for 13 years. Before that, her story began in another career path.

"Real estate is what I call my first big-girl job," she says with a smile. "When I was a bit younger in my early 30s, I worked with Southwest Airlines in reservations, then I decided I wanted to stay home with my boys."

At the same time, Mary Jo's energetic side needed productive pursuits.

"I need to stay busy. I've always been that way," she says. "After leaving Southwest Airlines my desire to stay busy lead to my next endeavor. Or should I say adventure? My sweet dad and I would go to estate sales and garage sales and we would resell things on eBay. We eventually had a booth in two different antique malls. Neither one of us really knew anything

about antiques, but between the two of us, we had a good eye for quirky things we could sell and make a profit on. It was a really fun father/daughter thing we did. Mostly for fun, not for the profit."

In 2006, Mary Jo's father passed away. And that spark for treasure hunting diminished without her partner.

"My mom had Alzheimer's, and my Dad was her caregiver. My husband told my Dad in his passing not to worry...that we would take care of my mom. Their home needed to be sold, and I already had selected a REALTOR® from our church for the job. In typical Mary Jo style, I went to work to get the house ready. I rented a storage unit for the clutter, got the house painted and carpeted and did some light staging. In the process, I thought, this is fun! Maybe I should get my license after the house sells," she recalls. "So I got my license. From the start, it was fun for me."

REWARDING RESULTS

The results were beyond Mary Jo's expectations.

"I didn't expect I would get as busy as I did. I had never had a job like real estate, so I felt like a fish out of water at first," Mary Jo remembers. "At the same time, one thing I knew is I never set forth to do anything I didn't succeed at. I knew if I worked hard, the sky was the limit. My husband, Mike, was an insurance broker and I thought if I did a deal here or there that would be enough. Lo and behold, I got very busy, things took off, and my husband sold his insurance business and joined me a year later."

Today, they are joined by two assistants and seven agents.

"We aren't trying to grow some massive team. We're like a little family. We teach agents not only to handle buyers, but how to take listings, which is a little different arrangement than most teams," Mary Jo explains. "When I was new, I would take on anything, including rentals 45 minutes across town. I'm pretty sure I was in the hole on most of those, but that's how I learned. We have been blessed with repeat business and referrals through time. I never imagined it would take off like this."

Mary Jo's energy for her work is contagious.

"When it comes down to it, the close contact I have with my clients is a big passion for me...having a chance to deliver a personal touch and to maintain contact with my clients. It allows us to go beyond the business transaction and get to know them and have lasting relationships with them."

THE HEART OF LIFE

Family is at the center of Mary Jo's world, including Mike. Together, they enjoy a dynamic partnership in life and business.

"It's a great experience being able to work together most days," she says with a giggle. "Mike works primarily with

taking our buyers out, and I focus more on the listing side, as well as contracts and negotiating."

Mary Jo and Mike cherish time with their children — 28-year-old Jordan, and his wife, Lizza, who live in California; and their younger son, 21-year-old Jakob.

As Mary Jo explains, "Growing up, the boys put up with countless canceled vacations, being in an airport and having me suddenly stop, set up my computer and work, or being in line at Disneyland and having me jump out of line to answer a call."

They have learned there is no stopping her from taking a call at any hour of the day. ●●●



The Santistevan Family

...

Before the workday begins, Mary Jo takes walks every morning. “I feel blessed to live in the beautiful Arizona desert and starting my day like this really helps me mentally.” Recently, she and Mike bought an RV they plan on taking on road trip adventures when time allows. They also have a 1970s VW bug.

“I had VW bugs growing up. My dad restored them,” she said. “The license plate reads 4 GE...with GE being my dad’s initials. We ordered the vanity plate that has the Arizona desert backdrop and the words *Live the Golden Rule* along the bottom.”

Another favorite pastime is enjoying her eclectic music collection and playing the classic vinyl albums on a vintage 1960s console.

LEADING BY EXAMPLE

As she thinks about her career, Mary Jo offers advice for those just getting in.

“It’s very helpful to join a team. As a new agent, you’re interviewing brokerages, they aren’t necessarily interviewing you. The broker on call can’t be available to you 24/7 and, depending on your personality style and market, you need someone available at all times...you could be writing an offer at 10 p.m.,” she says. “Joining the *right* team can be a key to your success. New agents need an experienced agent to review every single contract written for quite some time until they are ready to fly. Also, I’d advise to not be money-driven.”

When you talk with Mary Jo, it’s clear that she is a genuine, compassionate

“

Work hard,
do the
right thing.
When you
do that,
the rest
will come.

and honest professional who goes all in to help her clients achieve their dreams.

As she says, “For me, I believe success in this business is about doing the right thing and being honest on every single transaction. Work hard, do the right thing. When you do that, the rest will come.”



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coaching corner

By **Joshua Lee Henry**, President of the
Advanced Home Marketing Institute®

Look, I love sales. When done correctly, selling is all about helping people find a solution to their problem.

Said another way...

SELLING IS SERVICE

And *marketing* is all about *preselling* prospects on why they should do business with you.

Yet too many people get caught up with shiny object syndrome, chasing the latest fad in marketing.

Or they try to be persuasive by using “hypnotic language patterns” and power positioning. But there aren’t any “magic words” that will make people buy from you.

Instead, you need to focus on meeting real needs, solving problems and communicating your value in a clear and compelling way.

That’s why whenever I bring up the topic of sales or marketing, I’m quick to point out that no, I’m not going to tell you about Ben Franklin.

And I’m not going to explain any kind of ninja social media tricks or how to use false scarcity to induce action.

Instead, I’m going to give you twelve ways to close more sales, by building more trust with your prospects in your marketing.

TRUST AND THE GROWING CREDIBILITY CRISIS

Trust is dying. In an age of paid online influencers, corporate scandal and exaggerated credibility claims, it can be hard to know who you can trust.

That’s why my friend and former client, David Horsager, founder of the Trust Edge Leadership Institute, says the most important question in business, relationships, or politics — really in *every* area of life, is ...

“CAN I TRUST YOU?”

In his 2020 Trust Outlook Report, Horsager says, “*Nearly 50% of Americans say building a trusted culture should be the #1 concern*” for business leaders.

This makes total sense. People are skeptical about who we can trust because we’ve all been burned before.

We’ve been victims of cyber hacks and credit fraud.

We’ve been lied to by politicians and religious leaders.

And we’ve been misled by the biggest brands and companies around the world.

When it comes to working in our local market, having a trusted brand and a good reputation is the difference between life and death for your business.

Trust is such a high-demand currency because genuine trust is a rarity in our culture today.

That’s why I believe ...

TRUST DIFFERENTIATES YOU FROM YOUR COMPETITION.

Consider these benefits for your business when you have trust:

- You are more inclined to get referrals.
- You build a loyal following of “raving fans.”
- You establish your value as an experienced professional.
- Your fees are protected because price objections disappear.
- Your advice and recommendations are followed because clients know you have their best interests in mind.

That’s why building trust is such a core theme of what we teach on in the **ADVANCED HOME MARKETING INSTITUTE**.

Plain and simple...

TRUST IS THE #1 FACTOR IN BUSINESS.

Just think about it.

If a prospect doesn’t trust you, they will never buy from you.

And no new sales means no new revenue...

1. No new revenue means you may not be able to cover your operating costs.
2. You won’t be able to spend more money on marketing and advertising.
3. And you may miss out on other opportunities for networking and promotion.

SO WITHOUT SALES, NOTHING ELSE MATTERS.

That’s why so many people beat the whole “*know, like and trust*” mantra. And I agree with that.

In short, if sales is the lifeblood of your practice ...

TRUST IS THE “HEART” THAT KEEPS LIFE BEATING.

But the need for building trust starts far earlier than making a good first impression at your next listing appointment.

THE PROCESS OF QUICKLY AND EFFECTIVELY BUILDING TRUST WITH PROSPECTS STARTS WITH YOUR MARKETING AND ADVERTISING.

With the right kind of marketing, you can attract prospects who are *prequalified*, *predisposed*, and *presold* on doing business with you.

So if you really want to close your next listing contract, you need to ensure your prospect:

- Trusts you.
- Trusts your service.
- Trusts your company.

... Before you ever give them an agreement to sign.

That’s why in the rest of this article I’m going to give you a dozen ways to build more trust in your marketing, so you can double your closing ratio and help more people.

12 TIPS FOR IMMEDIATELY BUILDING MORE TRUST WITH PROSPECTS

1. Clearly explain your Unique Selling Proposition and why they should do business with you.
2. Specialize in serving a specific customer avatar, geographic location, or type of property.
3. Reveal the inner workings of how you deliver more value than your competitors.
4. Address your faults or weaknesses upfront and handle them accordingly.
5. Honestly set realistic pricing and market expectations with your CMA.
6. Be human. Don’t be fake or try to conform to something you’re not.
7. Show your prospects you know how to help them. Don’t just tell.
8. Highlight client success stories and other positive testimonials.
9. Uphold a service guarantee, warranty or form of risk-reversal.
10. Incorporate audio and video messages in your marketing.
11. Promote your expertise, qualifications and designations.
12. Provide valuable content to your market for free.

Well, there you have it. You can begin to use these 12 trust-building tips in your marketing today. And you’ll soon fill your pipeline full of qualified prospects because of them.

Even better, you’ll be on your way to doubling your closing ratio on contracts *ethically*, and much faster and easier than ever before.

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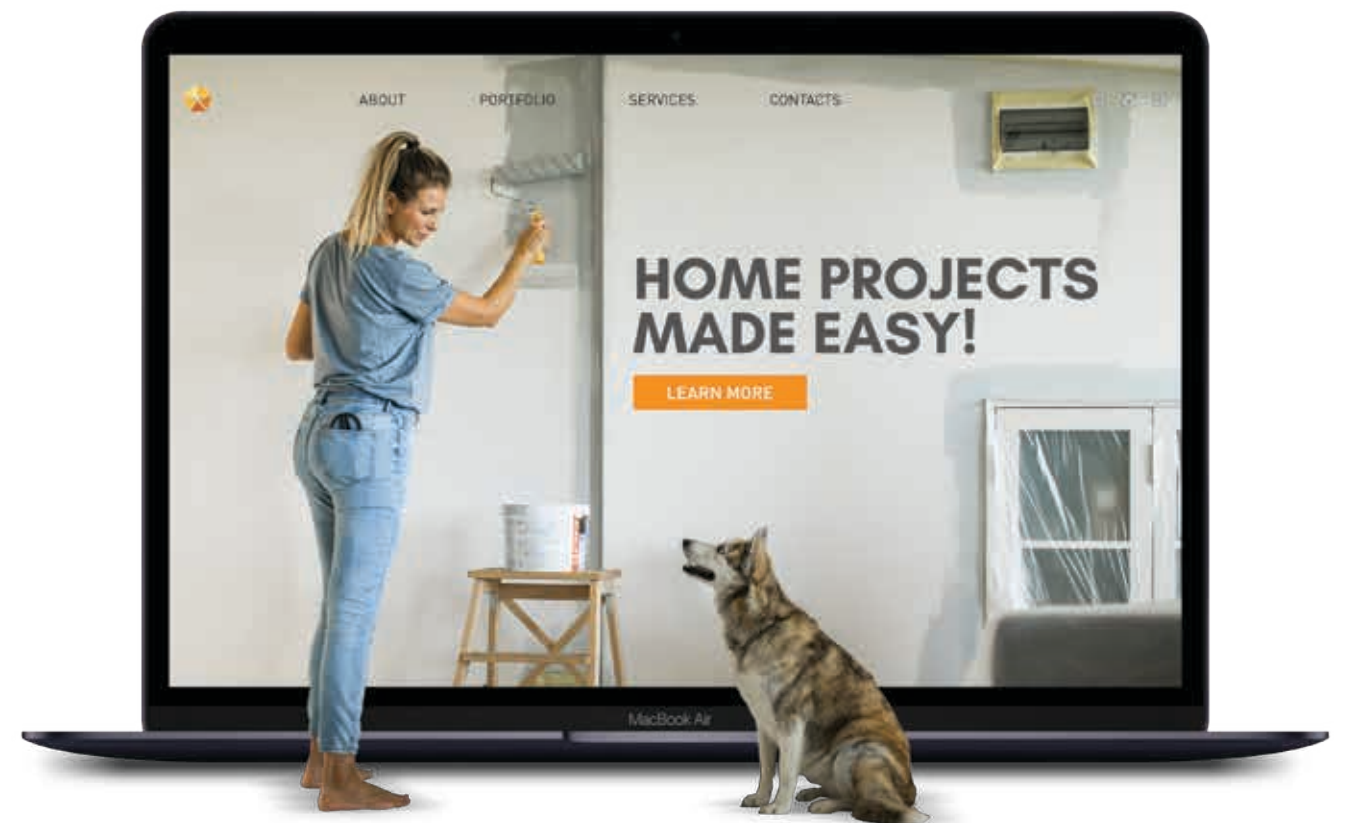
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LIQUID CATERERS

Elevating the Experience

By Dave Danielson

In this world of changing protocols and social distance guidelines, one thing is for certain...people still want to get together in whatever way and form they can. After all, we're still social creatures.

With that in mind, as you consider what to do for your next event, Liquid Caterers is an organization that will help you elevate the experience for those who are attending.

Marykay Kimura is Marketing Director at Liquid Caterers. As she says, the company provides a range of services across the state, from backyard weddings and corporate events to virtual meetings.

"What we've been doing is creating cocktail boxes and pairing them with virtual cocktail classes...everything people need to create cocktails at home. All they need to do is provide the spirits," Marykay explains. "And they can hop onto a virtual class with someone from Liquid Caterers, and



learn about the drinks and learn how to create well-balanced cocktails."

Fulfilling the Need

Business during COVID-19 times has been good.

"As you can imagine, we're doing a lot of virtual events and going into fall, corporate clients are doing virtual classes for their holiday parties," Marykay says. "We've also had people do them for little happy hours to get their teams together. Business is definitely picking back up. People are getting a little more comfortable."

Liquid Caterers is a great choice to call upon when you're looking to make a great get-together even better.

As Marykay says, "We're there with people as they're getting everybody together and celebrating, whether it's a wedding or a birthday or some kind of accomplishment like graduation. We like to be part of the celebration with them."



Easy to Add to Your Next Event

The process of working with Liquid Caterers is streamlined.

"People can visit our website and fill out an inquiry form, or they can call in and we can talk with them about what would best fit their event," Marykay points out.

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"We have a full line of bar services. We also have a bunch of different kinds of mobile bars, including a tap truck — a 1966 Chevy panel truck that's been converted to serve beer on tap, as well as a 1964 Cushman Truckster with four taps to serve wine and cocktails," Marykay points out. "We have a passion for providing great and unique offerings to elevate those services."

The next time you're planning an event in person or online, take it to the next level. Elevate the experience with Liquid Caterers.

For More Information About Liquid Caterers:

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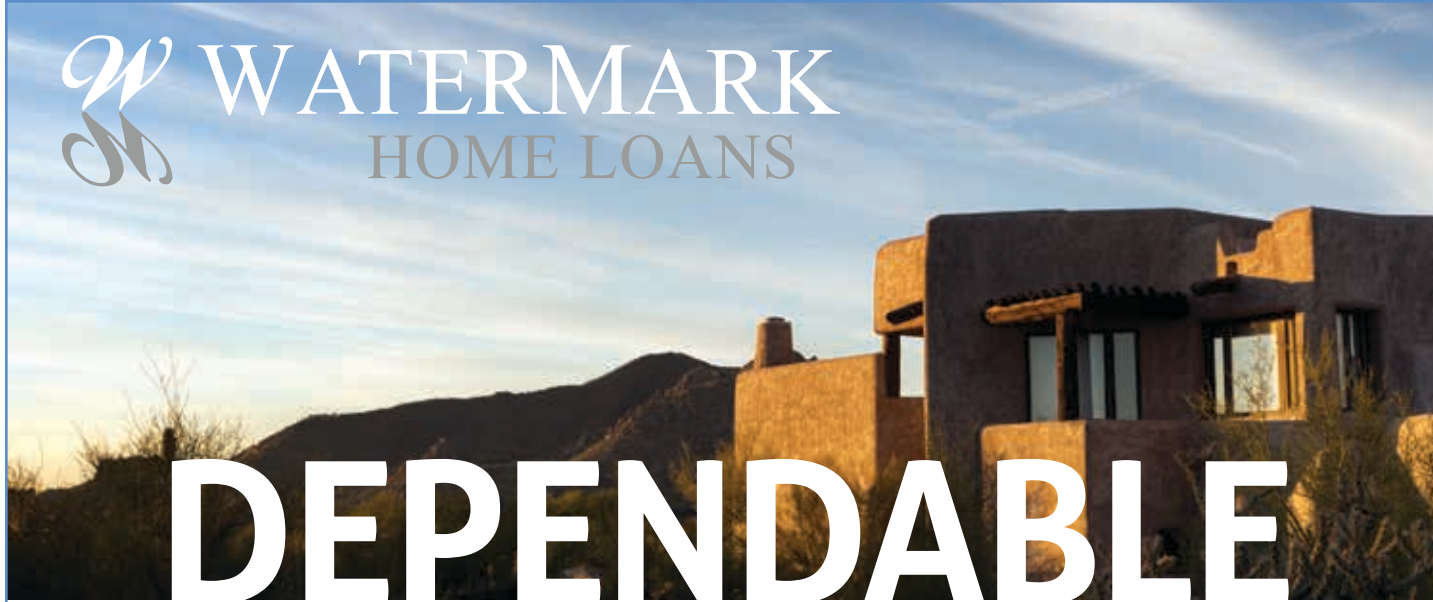


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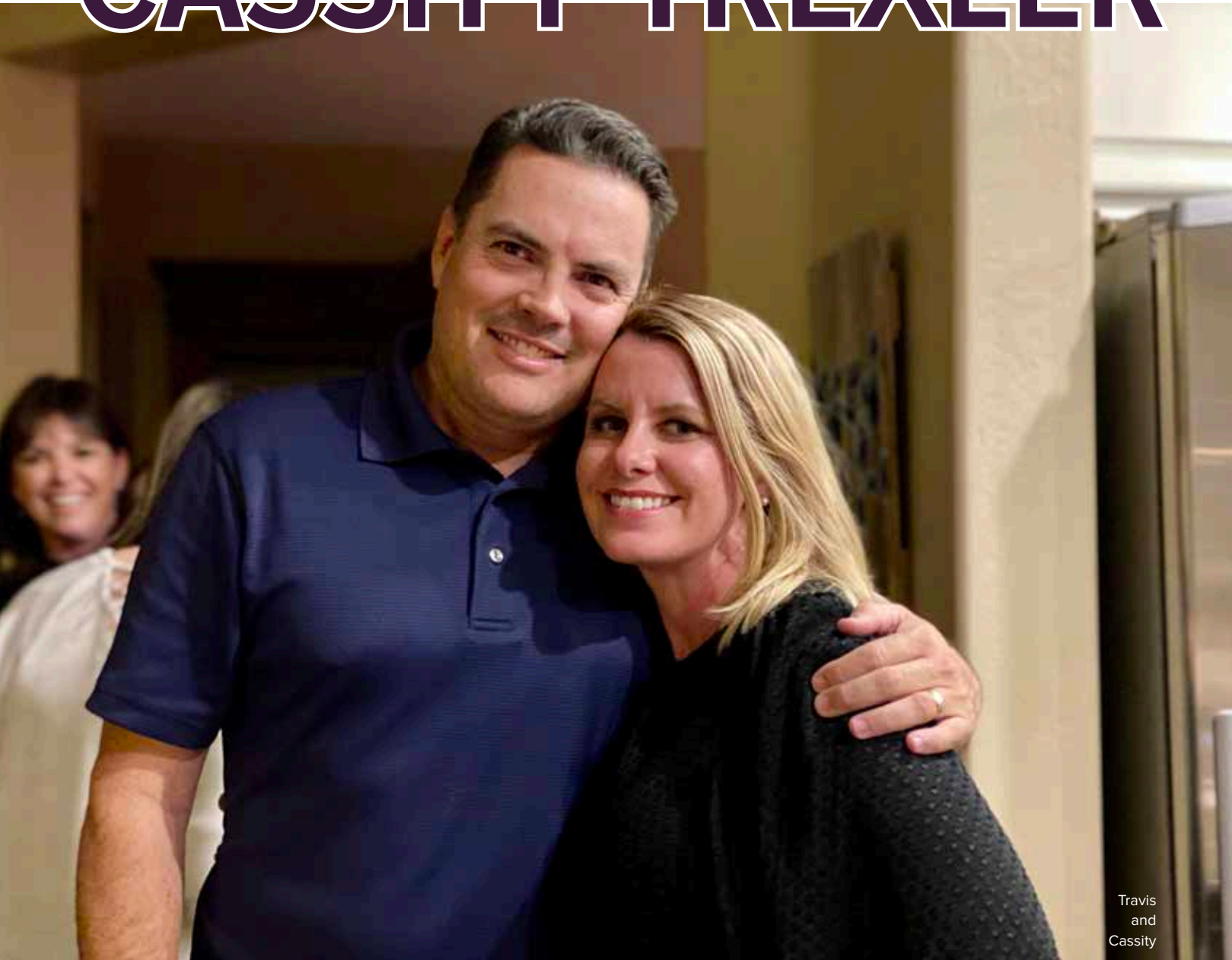


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CASSITY TREXLER



Travis
and
Cassity

Authentically Saying What She Means and Meaning What She Says

Cassity Trexler has been in the real estate industry for 14 years and is an Arizona native. She loves her family and works hard to serve her clients well. So well, that most of her clients are referrals and she has even worked with three generations within the same family. She is passionate about educating her clients and has learned a lot from them along the way.

Here is her story.

HOW DID YOU GET INTO REAL ESTATE?

After graduating from the University of Arizona, I was a juvenile probation officer in Tucson. We then moved to Phoenix so that Travis, my husband, could attend flight training and I finished my master's degree in counseling. After we had our son, I decided to go into real estate because it would be more flexible. I have always loved real estate. My dad, mom and both grandmothers were in real estate. Travis joined me in real estate five years ago, and we work together with our transaction coordinator, Linda. I started farming a community called The Landing in Anthem. I went door to door, planned community events and garage sales, and held every open house I could. After a few years of being dedicated to that community, I became the neighborhood specialist and eventually, it turned into a strong referral business.

WHAT IS THE BEST ADVICE YOU EVER RECEIVED?

A friend, who is a judge, gave me a piece of parental advice when we had our son. She said, "Say what you mean, and mean what you say." I had heard it before but at that moment of my life it really resonated with me and I think it applies to all areas of life.

WHAT IS YOUR GREATEST ACHIEVEMENT?

My family. Travis and I have been married for over 20 years. Our son, David, is 15. He is just starting high school. Our daughter, Robin, is 11 and in the sixth grade. David plays soccer and Robin plays softball; they are both very dedicated to their sports and family. I used to coach my daughter's softball team; however, now I consider myself the best cheerleader in the stands. Between my children's activities and real estate, that's pretty much our lives.



Cassity with her dad Mike

WHO INSPIRES YOU?

Years ago, I met a couple named Dr. and Mrs. Wilson. At the time I believed in God but didn't know much about the Bible or God. I helped them look for a house for a year. There was really no reason it should have taken that long. One day, they recommended I read Heaven is for Real by Todd Burpo. I couldn't put it down and I stayed up almost all night to finish it. I woke up the next morning a changed person. That day they found their house and they closed 10 days later. I felt like they were in my life so I could truly find the Lord. Faith is an important part of my life to this day because of them. I know

...

“

*Be OPEN-MINDED and remember we are
ALL IN THIS for the same reason.*

...

God put them in my life and had us keep searching for a house until I got it. They are still in my life. I try to glean lessons from the people that cross my path. I usually get to hear parts of my clients' life stories as we drive around and look at houses. I am inspired by so many of them. Everyone has a story.

WHAT IS A COMMON PHRASE THAT DESCRIBES YOU?

Hot mess. Haha. I do have it together, though it is pretty crazy around here. But seriously, I would say, “The early bird gets the worm.” Before the sun comes up, I am up praying, meditating and working. I strive to be early and right on top of things with my business.

WHAT CHILDHOOD EXPERIENCE SHAPED YOU?

My mother passed away when I was young, so my dad raised me with the support of many others in our small town of Williams, Arizona. Everybody knew who I was, and everybody pitched in and helped. That really has a lot to do with who I am today. I am hard-working, that comes from my dad. I also am giving and empathetic, and I got that from the people that surrounded me that didn't have to. The village raised me, and I am grateful for it.

WHAT IS AN INTERESTING FACT ABOUT YOU?

We have rescued four dogs—from my husband's 115-pound giant Schnauzer to my daughter's 3-pound Poodle mix. Originally, we had my dog Grace. She sits on the desk and works with me on the computer. Once we had three, my son insisted everyone in the family should have their own dog. He caught us at a weak moment so now we have four.

WHAT IS SOMETHING YOU DO DIFFERENTLY IN YOUR BUSINESS?

I educate my clients from start to finish and never try to push them into anything. They know exactly what documents they are signing and make well-educated decisions.



Linda and Cassity



Cassity on a hike with David, Robin and their two dogs.

WHAT IS YOUR FAVORITE PART OF REAL ESTATE?

I am a negotiator. I love negotiating and getting to know our clients. Be open-minded and remember we are all in this for the same reason. Don't have a bad attitude or draw hard lines. Communicate and figure it out.



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Photo Credit Patrick McKinley

BRYAN PANKAU

► on the rise

By Dave Danielson

MAKING HIS MARK

You know when you've seen a leader in the making. You can tell by the way they dedicate themselves to learning. You see the way they're never satisfied with good enough. And you see the effects their efforts have on the world.

That's the way it is with Bryan Pankau.

As a REALTOR® with RE/MAX Solutions in Chandler, Bryan is this month's Rising Star, who earned that distinction by making his mark day-in and day-out for his clients.

Signs of Things to Come

Bryan's story in real estate actually began long ago. After growing up in Illinois, Bryan moved to Peoria, Arizona, right before high school.

"I graduated from high school in Glendale in 2002, and then I went to Arizona State, where I attended the school of business there," Bryan recalls. "That's where I really started learning more about real estate and that's when I first got my interest in it."

After pursuing another career path for several years, Bryan's path led him back to real estate.

"About five years ago, I decided to go for it. I went into it full-fledged and full-time," Bryan remembers. "I started working with RE/MAX Alliance Group."



Bryan and Harper

Working Through the Transition

Bryan faced the familiar bumps and stops and starts of a new real estate agent.

"At first, I thought it was a little overwhelming," he says. "It was definitely a change from my prior career. I didn't have a boss telling me what to do. So I asked a lot of questions of people. I found those who were selling a lot and talked with them and spent time figuring out what my daily schedule should be like in this business."

His strategy worked.

"I continued spending a lot of time asking those questions and putting myself around other successful agents. I would reach out and buy them lunch," Bryan says.

Lifelong Learning

He also put his love of lifelong learning to work.

"One of the other big things was that I noticed some of the top agents were taking advantage of coaching with Mike Ferry," he explains. "So each night, I would watch Mike Ferry TV on YouTube after putting Harper to bed, and try to pick up pointers and things I could put to work." •••

When a buyer gets the keys to their new house, I get to be there for that moment. There are so many stories of SUCCESS and MILESTONES that are fun to be part of.

Photo Credit
Patrick McKinley

...

Bryan gained traction, found success and has steadily built a successful business. In fact, in 2019, he recorded an impressive total of 35 deals. And 2020 is eclipsing that mark. So far, he's already closed 45 transactions, and he's on track to record 60 deals by the end of the year.

The passion Bryan has for what he does comes through loud and clear.

"When a buyer gets the keys to their new house, I get to be there for that moment. There are so many stories of success and milestones that are fun to be part of. It could be someone who is retiring and finding a new home near their grandchildren. Or it could be those who have saved a lifetime to get the house of their dreams in the area they've planned for. In any case, it means a lot to be able to be part of that."

Life's Foundations

Away from work, Bryan looks forward to time with his wife, Taylor, and their daughter, Harper, who will turn 6 years old on Halloween.

"Taylor works at a salon in Chandler," Bryan says. "While I was starting my real estate career, she was holding down the fort and taking care of Harper. Her support and encouragement have always been a huge help to me."

In his free time, Bryan enjoys time spent playing basketball and exercising each day at the gym.

"For an hour and a half, it's my time to really get good energy with a workout and to have my mind in a great place," he says.

Bryan, Taylor and Harper also enjoy time spent at their community pool and hiking.

Giving back has long been part of Bryan's world, having contributed

significant time to the Hope Group and its efforts to support those with autism.

As Bryan reflects on his relatively young career, he does so with gratitude.

"I've had help along the way that has meant a lot to my development," he says. "One of those is Michael Kent. I work with Michael at RE/MAX Solutions. He has been a huge help to me. I learn from him on a daily basis. He's a great guy and good friend. He's the one who showed me what I should be doing every day...to treat it like a regular job. When I started doing that, everything just skyrocketed."

With a dedicated blend of hard work, passion and caring, Bryan Pankau is definitely making his mark as a Rising Star.



Bryan with his wife, Taylor, and their daughter, Harper.



Bryan and Taylor

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Which celebrity would you want to have dinner with and why?



KARL TUNBERG,
MIDLAND REAL ESTATE

Bob Dylan. I would ask about the stories behind his songs/lyrics. Hopefully, he would play some of my favorite songs..."Like a Rolling Stone," "Mr. Tambourine Man," "Tangled Up in Blue," "Knockin' On Heaven's Door"...there are so many!



CARRIE FAISON,
MY HOME GROUP

Gary Sinise, I would love to have dinner with this very interesting man, to hear more about all of his accomplishments.



JOHN GORDON,
COLDWELL BANKER REALTY
Sam Elliot.



BECKY KOLB,
KELLER WILLIAMS INTEGRITY FIRST

Marilyn Monroe for me – she was drop-dead gorgeous and had quite a storied life with a number of highly influential people. Would love to get inside her head and know more of her "secrets."



CHRIS REECE,
UNITED BROKERS GROUP
Epstein



RAY MILLIMAN,
EXP REALTY
Tony Robbins



KELLY OXFORD,
CONWAY REAL ESTATE

I would love to have dinner with Keith Urban so we could discuss our new charity foundation assisting the homeless in our country and to invite him to play at my 33rd Wedding Anniversary. Should he agree to play, you are all invited!



TIFFANY MICKOLIO,
MY HOME GROUP

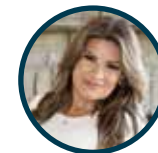
Elton John, I think he's brilliant and so insanely talented.



JEN CAKEBREAD
KELLER WILLIAMS SONORAN LIVING
Toss up for me between Dolly Parton and Howard Stern



KIMBERLY TOCCO,
KELLER WILLIAMS ARIZONA REALTY
Johnny Depp because I just want to crush on him for a couple hours, LOL.



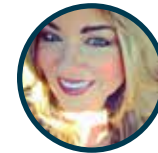
SHAMILE HIRSH,
PROSMART REALTY
Jesus and Tony Robbins



LINDA REHWALT,
RE/MAX PROFESSIONALS
Princess Diana



CINDI DEWINE,
RUSS LYON SOTHEBY'S INTERNATIONAL REALTY
Robin Williams



TIFFANY HERRMANN,
DELEX REALTY
Oprah! Her wisdom and desire for growth enlightens me.



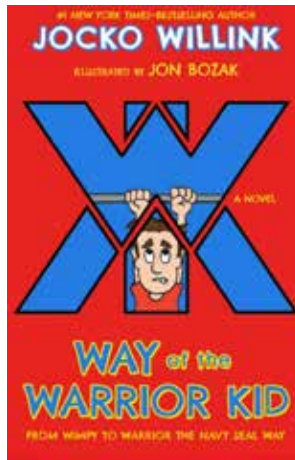
►► book review
By Chris Reece

Way of a Warrior Kid

BY JOCKO WILLINK



Jocko Willink is a former Navy Seal Commander, a speaker, podcaster and author of three leadership books. Lo and behold, he is also an author of a few kids' books! Have you ever read a kids' book authored by a Navy Seal? Yeah, until this one, neither had I! *The Way of the Warrior Kid* is a very quick read loaded with amazing principles all kids will enjoy and an easy-to-follow story of a boy named Marc who is mentored by his Navy Seal Uncle Jake. After finishing this book, I mandated to my family that it is a must-read by all members of the household. My oldest kids have already gone through it and really enjoyed it. I didn't even have to remind them to finish it, they did it on their own. What was Jocko telling them!?



fighting. But now I can handle myself in any situation...I wasn't born like this! I had to work for it. I had to learn it. I had to earn it. And what I am telling you is that instead of being a wimpy kid, you can be a warrior kid."

That night Marc liked the sound of becoming a warrior kid and was able to ease his nerves and fall asleep. With more questions the next morning Marc asks Uncle Jake to explain what a warrior kid is.

Marc: "A warrior is someone who fights in wars, right?"

Jake: "That's part of it but what else?"

Marc didn't know.

Jake: "There is a lot more to being a warrior than just being in a war. Warriors are people that stand up for themselves. They face challenges. Warriors work hard to achieve goals. They have the discipline to overcome their weaknesses. Warriors are people that constantly try to test and improve themselves. And yes, war is the ultimate test, but not all warriors go to war."

Marc: "But how can a kid become a warrior?"

Jake: "By doing all of the things I just said. A normal kid doesn't push himself – a warrior kid does. A normal kid doesn't work constantly to improve himself – a warrior kid does. I look at all the problems you cried to me about yesterday. A warrior kid wouldn't cry about those problems. A warrior kid would do something about those problems. He would do whatever it takes. Every problem you have can be overcome. EVERY ONE OF THEM. You can't do pull-ups? You work out and get stronger until you can. You don't know your times tables? You study and train your mind until you know them cold. You can't swim? You learn how. You get picked on? You learn to fight."

Marc was fired up about everything Jake said. Marc asks his Uncle if he will train him and help him become a warrior kid. Then Uncle Jake says one of the most powerful things in this book. "Then uncle Jake got really serious. Anything resembling a smile left his face. He looked me straight in the eyes and said, 'But let me tell you something. This will not be easy. This will be harder than anything

you've ever done before. I will help you. But you are the one that has to do the work. You have to want the change. That has to come from you. Do you want to do this? I need a commitment because I don't want to waste my time on you. Do you promise?" Uncle Jake held out his hand to shake."

Marc is in between 5th and 6th grade. My son was the same this summer. Who hasn't heard or even said something similar to the complaining like Marc's this year?! GUILTY, party of one, right here. As I read Marc's words I heard my own voice: I can't lose this much weight because the gyms are closed and I can't work out because it's hot. I'm not going to reach my goal this quarter because everything is shut down and people are scared. Shall I keep going because there are more?

As I read this children's book, as Uncle Jake spoke, I heard my internal Uncle Jake call me out just like he called out Marc.

It went something like this: Chris, a Warrior REALTOR® doesn't just start work when his phone starts ringing. He gets up early and works outside when it's hot. You know why!? Because if he can work out when it's hot he can work out anywhere anytime. Maybe he'll even learn to like it and cancel his gym memberships, save money and rely more on himself than others. Then once a Warrior REALTOR® has worked out his body early he can reach

out to his clients and friends and be a person of value instead of scrolling social media, news or binge-watching *Bosch*!

Chris, now more than ever, your friends need a positive warrior in their life. Negativity has infected the world around us and it is up to you to fight it. Sometimes day by day, sometimes hour by hour. People are stressed and angry right now and that is going to come out in areas it hasn't before. Are you going to give in to that or are you going to take a stand against it? A Warrior REALTOR® gets ahead of that. And if you're going to become one I will need a commitment, it will NOT BE EASY. I don't want to waste time on you. Do. You. Promise?

Kids' book. Okay.

I love when books kick my ass. I needed it. Have I been perfect? Not at all. Even going back for the notes on this review I'm reminded of the commitment I've made to myself, to my family. I don't want to be a wimpy REALTOR®, or a wimpy dad, wimpy husband or friend. What I shared above is within the first 35 pages of the book. The remainder of the story has ups and downs for Marc and he triumphs. The story will only cost you a couple bucks on Amazon and only a few hours to read. But the seeds that it plants might change you forever. I highly recommend *The Way Of The Warrior Kid*.

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▶▶ weserv president's perspective

By **Dena Greenawalt** –
2020 WeSERV President

Giving Back

One of the signs of a great and successful organization is how it gives back to the communities it serves—what is their philanthropic philosophy? At WeSERV, to give back is one of our primary values and pillars. Our members, board of trustees and staff are very focused on giving back to our members and the communities in which we live and work. WeSERV gives back both in volunteer time as well as monetarily. This is personal to me as a member, REALTOR® and your 2020 president. My belief is that we can all give back in some way to our fellow REALTOR® or affiliate, our neighbors, families and friends. It can be as small as calling someone who lives by themselves to say hello and check in, or writing a note to a military service member who is deployed to tell them we appreciate all they do to keep us free and safe.

Our Member Engagement & Community Outreach committees focus on projects that touch both our members as well as the public. Below are just a few ways WeSERV members give back to the communities in which we live, work, and serve.

- **Donate lockboxes** – To police/first responders for the elderly or those that are homebound, allowing help to reach them more easily in an emergency.
- **West Valley Car Show** – Great cars, fun and prizes with proceeds benefiting 3-5 different veteran organizations.
- **Festival of Trees** – Giving trees and all the decorations to families in need who would not otherwise have one. One of the chapters also partners an organization called Trees for Christmas.
- **Angel Tags** – Various chapters and brokerage offices have an Angel Tree within their offices.
- **Coats for Kids** – Providing coats to children who need them.

- **Fighting Hunger** – This year we launched a campaign to raise money for the AZ Food Bank Network. We raised over \$15,490 for Arizona families and won the Arizona REALTORS® Community Outreach award-giving us an additional \$2000 grant to give to this great organization.
- **Letters for Lollipops** – Writing letters (done by our members and their families) to senior citizens.
- **Leadership Class project** – Each leadership class does a project which benefits the community. Some examples are a community garden, blood drive, supporting a local animal shelter, gathering supplies for veterans.
- **Utilize NAR grants** – To improve/transform an area within a community to be more useful to its citizens. Twice, the grant has been used to provide a reading and quiet area for students at a Title I school.
- **WeCARE Fund** – This fund was established to help our members going through a catastrophic time in their lives. Our members contribute their funds to help others.

WeSERV members donate time, energy and help raise funds to help our neighbors and communities. I am proud to be a part of a great organization that cares and gives back. If you are interested in learning more about how you can get involved, please reach out to me or the staff at WeSERV.

Dena Greenawalt – your 2020 WeSERV president –
DenaG@DMGazHomes.com

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▶▶ weserv monthly update

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

WeSERV

Focuses on Community Support Efforts

To say this year has been one for the ages is an understatement. The West and SouthEast REALTORS® of the Valley adapted to the “new normal” by finding alternative measures to service not only our members but our surrounding communities. It has been the focal point and goal of our leadership to provide additional support to those in need. Especially, during these unprecedented times.



With the holiday season quickly approaching, WeSERV's Member Engagement Committee is in full swing with its Festival of Trees charity drive. For more than five years, our wonderful volunteers at our Association have made it their mission to spread holiday cheer. Members of the Association and the public donate pre-lit trees to this noble cause, and our Member Engagement Committee bans together to gift them to families who are in need. This year, WeSERV has partnered with the Boys and Girls Club to broaden our service horizon. The partnership expands our community service efforts to 25 Boys and Girls Club locations. Additionally, our Pinal Chapter is partnering with the Salvation Army for their Angel Tree. The charity drive provides holiday presents to children in Pinal County. The Festival of Trees and Angel Tree are near and dear to many in our Association. It is an opportunity to demonstrate love and support to those who need it the most.

The Pinal County Chapter is continuing its tradition of hosting the REALTOR® Memorial Run this year. The '80s theme is a virtual 5k challenge benefiting Alliance Cancer Care of Casa Grande. We expect 50 to 250 participants to register for this event. The run will be open from November 1-15. Once the participant has completed the challenge, they will submit a photo with their time.

Lastly, WeSERV advocates each of our members to participate in NAR's 2020 REALTORS® Conference & Expo. The theme of this year is to Restore, Revive, and Reenergize. It is a fitting focus for our REALTORS®. To ensure that they garner additional tools and resources for the betterment of their business and profession.

TOP 300 STANDINGS

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

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
1	Rebecca Hidalgo Rains	Berkshire Hathaway HomeServices	72,279,787	177
2	Kenny Klaus	Keller Williams Integrity First Realty	61,493,214	180
3	Beth M Rider	Keller Williams Arizona Realty	51,399,350	144
4	Mary Jo Santistevan	Berkshire Hathaway HomeServices	48,644,716	122
5	Denver Lane	Balboa Realty	48,186,092	126
6	Mindy Jones Nevarez	Keller Williams Integrity First Realty	43,433,173	112
7	Carol A. Royse	Keller Williams Realty East Valley	42,260,421	106
8	Heather Openshaw	Keller Williams Integrity First Realty	42,161,704	107
9	Karl Tunberg	Midland Real Estate Alliance	41,482,952	95
10	Rick Metcalfe	Canam Realty Group	40,874,315	141
11	Tiffany Carlson-Richison	Realty One Group	39,750,981	79
12	Janine M. Igliane	Keller Williams Realty East Valley	37,384,124	87
13	Shanna Day	Keller Williams Realty East Valley	35,220,076	58
14	Jody Saylor	Just Selling AZ	32,580,600	75
15	Jason Mitchell	Jason Mitchell Real Estate	32,064,755	101
16	Joanne Hall	Lennar Sales	31,580,610	93
17	Shannon Gillette	Launch Real Estate	29,350,207	54
18	Ben Leeson	Arizona Experience Realty	28,800,214	65
19	Charlotte Young	Keller Williams Realty Sonoran Living	28,639,100	72
20	Frank Gerola	Venture REI	27,698,750	60
21	Lacey Washburn Lehman	Realty One Group	26,250,565	76
22	Rachael L Richards	Rachael Richards Realty	26,180,755	72
23	Brian J Cunningham	List 3K	25,733,894	64
24	Jason Crittenden	Realty One Group	25,376,336	71
25	Rodney Wood	Realty One Group	23,948,034	56
26	Damian Godoy	Argo Real Estate	23,238,826	66
27	Randy Courtney	Weichert Realtors	23,136,100	46
28	Sixto Aspeitia	Realty One Group	23,008,500	72
29	Robin R. Rotella	Keller Williams Integrity First Realty	22,141,299	57
30	Shawn Camacho	United Brokers Group	21,947,548	54
31	Bob & Sandy Thompson	West USA Realty	21,940,400	56
32	David Morgan	HomeSmart Success	20,943,349	80
33	Dean Thornton	Redfin	20,722,950	50
34	Justin Cook	RE/MAX Solutions	20,515,095	49

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
35	Blake Clark	HomeSmart Lifestyles	20,397,625	55
36	Darwin Wall	Realty One Group	20,218,900	41
37	Mike Schude	Keller Williams Integrity First Realty	19,132,588	52
38	Shawn Rogers	West USA Realty	19,043,700	52
39	Kathy Camamo	Amazing AZ Homes	18,976,104	50
40	Rob Hale	Elite Realty	18,643,555	59
41	Diane Bearse	Realty Executives	18,529,500	38
42	Douglas Hopkins	Realty Executives	18,510,110	55
43	David Arustamian	Russ Lyon Sotheby's International Realty	18,502,300	35
44	Eric Brossart	Keller Williams Realty Phoenix	18,492,700	41
45	Beverly Berrett	Berkshire Hathaway HomeServices	18,295,008	40
46	Renee Merritt	Keller Williams Arizona Realty	18,248,867	33
47	Michaelann Haffner	Michaelann Homes	18,027,200	50
48	Robert S Thompson	William Lyon Homes	17,586,633	42
49	Kyle J. N. Bates	My Home Group	17,173,450	53
50	LaLena Christopherson	West USA Realty	17,156,800	26

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TOP 300 STANDINGS

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

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
51	Henry Wang	eXp Realty	17,039,295	42
52	Daryl R Snow	Homie	16,915,198	43
53	Carey Kolb	Keller Williams Integrity First Realty	16,794,600	42
54	Gordon Hageman	My Home Group	16,583,510	38
55	Shivani A Dallas	Keller Williams Integrity First Realty	16,450,173	41
56	Jason LaFlesch	Results Realty	16,329,505	37
57	Russell Mills	Close Pros	16,280,940	42
58	Jennifer Felker	Infinity & Associates RE	16,241,990	24
59	Alisha B Anderson	West USA Realty	16,099,585	41
60	Phillip Shaver	eXp Realty	15,997,900	46
61	Danny Perkinson	Perkinson Properties	15,943,870	29
62	W. Russell Shaw	Realty One Group	15,729,140	52
63	John & Natascha Karadsheh	KOR Properties	15,610,500	27
64	Amy Laidlaw	Realty Executives	15,514,110	42
65	Brett Tanner	Keller Williams Realty Phoenix	15,430,000	49
66	Gus Palmisano	Keller Williams Integrity First Realty	15,367,666	46
67	Lauren Rosin	West USA Realty	15,314,935	42
68	Kelly Khalil	Redfin	14,953,820	38
69	Kristy Martinez	TCT West Property Management	14,794,600	43
70	John Gluch	Platinum Living Realty	14,615,488	39
71	Benjamin Arredondo	My Home Group	14,565,800	43
72	Grady A Rohn	Keller William Realty Sonoran Living	14,549,672	31
73	Carole Hewitt	Homie	14,407,700	37
74	Jonas Funston	Venture REI	14,406,150	38
75	Jamie K Bowcut	Hague Partners	14,399,800	42
76	Cathy Carter	RE/MAX Alliance Group	14,263,920	22
77	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	14,238,796	33
78	Johnny Nicholson	Redfin	14,047,795	38
79	Richard Johnson	Coldwell Banker	14,044,200	34
80	Mark Captain	Keller Williams Realty Sonoran Living	13,875,749	38
81	Gina McMullen	Redfin	13,762,515	41
82	Tyler Blair	My Home Group	13,753,799	41
83	Julia Spector-Gessner	My Home Group	13,684,839	31
84	Jason Vaught	Realty Executives	13,574,300	37

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
85	Stacia Ehlen	RE/MAX Alliance Group	13,531,600	31
86	Robyn Brown	Argo Real Estate	13,494,600	30
87	Nicholas R Kibby	Keller Williams Realty Phoenix	13,210,000	33
88	Kirk Erickson	Schreiner Realty	13,200,890	37
89	Jared A English	Congress Realty	13,196,230	32
90	Lorraine Ryall	KOR Properties	13,053,500	29
91	Jennifer Dyer-Jenkins	Homie	12,973,899	33
92	Bill Olmstead	Keller Williams Realty East Valley	12,898,100	33
93	Ben Swanson	Keller Williams Integrity First Realty	12,882,260	41
94	Timothy Ehlen	RE/MAX Alliance Group	12,855,101	28
95	Michael J. D'Elena	North & Co	12,807,001	38
96	Rebekah Liperote	Redfin	12,801,350	32
97	James Bill Watson	Keller Williams Realty Sonoran Living	12,791,701	27
98	Gina Donnelly	ProSmart	12,613,900	28
99	Jerry Thomas Beavers	Realty One Group	12,601,899	34
100	Scott R Dempsey	Redfin	12,583,510	31

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

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TOP 300 STANDINGS

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

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
151	Kirk A DeSpain	Call Realty	10,121,200	25
152	Heather Rodriguez	Coldwell Banker	10,114,150	21
153	Stephanie Cook	Haven Realty	10,105,356	17
154	Pat A. Lairson	The Maricopa Real Estate Company	10,074,300	35
155	Frank Merlo	Berkshire Hathaway HomeServices	10,057,950	22
156	Rachel Krill	eXp Realty	10,014,904	23
157	Michael J Shimon	eXp Realty	9,993,511	28
158	Nicole Stevens	West USA Realty	9,969,317	23
159	Adam B Coe	Delex Realty	9,949,990	27
160	Danielle Bronson	Redfin	9,926,080	27
161	Matthew G Murray	Realty One Group	9,864,990	27
162	Darlin L Gutteridge	RE/MAX Fine Properties	9,848,149	24
163	Mo Yaw	Realty Executives	9,812,774	24
164	Carin S Nguyen	Keller Williams Realty Phoenix	9,743,400	26
165	Robin M. Drew	Southwest Mountain Realty LLC	9,736,595	31
166	Becky Bell	Keller Williams Integrity First Realty	9,733,981	25
167	Andrew Watts	Coldwell Banker	9,718,540	20
168	Vincent Fumusa	HomeSmart	9,673,525	24
169	Lisa Miguel	West USA Realty	9,623,515	18
170	Kristy N Dewitz	Hague Partners	9,606,750	25
171	Michael Barron	Infinity & Associates RE	9,585,400	21
172	Frederick P Weaver IV	eXp Realty	9,575,511	27
173	Lauren Sato	West USA Realty	9,532,400	27
174	Roger Marble	Marble Real Estate	9,516,238	18
175	Angela Larson	Keller Williams Realty Phoenix	9,502,300	43
176	Benjamin Eberhard	HomeSmart Lifestyles	9,491,500	25
177	Stacie C Whitfield	Flat List RE	9,465,403	24
178	Terra A. McCormick	HomeSmart	9,457,275	30
179	April McNeil	United Brokers Group	9,423,980	22
180	David Courtright	Coldwell Banker	9,419,400	24
181	Marie Nowicki	West USA Realty	9,413,400	22
182	Kristie Falb	HomeSmart	9,409,500	30
183	Jaime R Robinson	DPH Realty	9,385,086	28
184	Robert Reece	United Brokers Group	9,380,500	27

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
185	William G Barker	Farnsworth Realty & Management	9,336,200	30
186	Mark Newman	Newman Realty	9,332,900	24
187	Jill Vicchy Heimpel	RE/MAX Classic	9,288,050	31
188	Dean Selvey	RE/MAX Excalibur	9,271,646	28
189	Chris Lundberg	Redeemed Real Estate	9,250,225	25
190	Cynthia Worley	Keller Williams Realty East Valley	9,209,500	19
191	Adam Prather	Russ Lyon Sotheby's International Realty	9,168,400	24
192	Kiran Vedantam	Kirans & Associates Realty	9,076,900	17
193	Barbara Schultz	Coldwell Banker	9,059,677	28
194	Kathleen M Lanci	Toll Brothers Real Estate	9,033,915	21
195	Beth Rebenstorf	Realty One Group	9,013,800	22
196	Steve Hueter	eXp Realty	8,969,095	27
197	Peter Kamboukos	eXp Realty	8,968,380	30
198	Jeffrey M Sibbach	eXp Realty	8,958,390	22
199	Becky Engstrom	Coldwell Banker	8,951,577	21
200	Jaime L Blikre	My Home Group	8,945,900	29

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

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
201	Beth S. March	Woodside Home Sales AZ	8,872,324	21
202	Elizabeth A Stern	Springs Realty	8,869,628	28
203	William Carter	Keller Williams Realty Phoenix	8,820,500	27
204	Aimee N. Lunt	RE/MAX Solutions	8,816,000	15
205	Ivy Coppo	Realty Executives	8,777,106	11
206	Richard Collins	Keller Williams Integrity First Realty	8,775,103	25
207	Rachele M. Oram	HomeSmart Lifestyles	8,760,300	18
208	Thomas L Wiederstein	Redfin	8,729,899	21
209	Cara Wright	Superlative Realty	8,729,500	12
210	Tara R Keator	Keller Williams Integrity First Realty	8,713,500	24
211	Kevin Barry	Keller Williams Integrity First Realty	8,669,400	31
212	Dawn Matesi	United Brokers Group	8,636,500	20
213	David Newman	Hague Partners	8,632,000	18
214	Devin Guerrero	Realty One Group	8,611,390	18
215	Michelle Mazzola	Berkshire Hathaway HomeServices	8,574,150	23
216	Harlan A Stork	Realty Executives	8,562,250	19
217	Elizabeth Rolfe	HomeSmart	8,531,400	22
218	Heather Werner	Ravenswood Realty	8,528,371	24
219	Cristen Corupe	Keller Williams Realty Phoenix	8,482,500	20
220	Michael McCabe	My Home Group	8,467,800	27
221	Trevor Bradley	My Home Group	8,467,340	26
222	Andrea Deely	Redfin	8,425,165	22
223	Ashley McKee	Realty Executives	8,393,200	26
224	Krysten Jones	Homie	8,340,850	22
225	Harold G Beebe	Fulton Home Sales Corporation	8,285,438	21
226	Ronald Bussing	Realty One Group	8,281,500	24
227	Brian Kingdeski	Gentry Real Estate	8,245,200	29
228	David C. Rose	Infinity & Associates RE	8,244,300	13
229	Jason G. Williams	HomeSmart	8,241,963	22
230	Lisa M. Blanz	Blanz Realty	8,234,426	19
231	Lindsay M Bingham	My Home Group	8,174,176	21
232	Kerry Garcia	HomeSmart	8,164,800	20
233	Danielle M. Nichols	The Maricopa Real Estate Company	8,148,592	28
234	Steve Helmstadter	Helmstad Realty	8,142,450	19

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
235	Carol Gruber	eXp Realty	8,135,800	27
236	Maureen Waters	RE/MAX Foothills	8,114,615	18
237	Kimberly Sue Bloomquist-Ehlbeck	Keller Williams Integrity First Realty	8,089,000	17
238	Alondra Churcher	Conway Real Estate	8,086,216	24
239	Joshua Asanovich	Keller Williams Realty Phoenix	8,078,000	23
240	Matthew Kochis	Keller Williams Realty East Valley	8,052,800	20
241	Tammy L Chapman	Visionary Properties	8,051,200	20
242	Melanie Nemetz	Keller Williams Integrity First Realty	8,047,150	21
243	Michael Hargarten	Highgarden Real Estate	8,035,474	20
244	Travis M Flores	Keller Williams Integrity First Realty	8,023,135	26
245	Daniel Moon	United Brokers Group	8,018,400	20
246	Karen C. Jordan	Thomas Popa & Associates	7,986,000	13
247	Becky Kolb	Keller William Intgerity First Realty	7,960,000	18
248	Gina McKinley	RE/MAX Fine Properties	7,951,500	22
249	Matthew S. Potter	Stunning Homes Realty	7,924,800	24
250	Katie Lambert	eXp Realty	7,923,300	25

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#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
251	Jill McFadden	Delex Realty	7,911,550	16
252	Michael W Cunningham	West USA Realty	7,892,973	15
253	Christopher S. Tiller	Russ Lyon Sotheby's International Realty	7,884,830	17
254	Stephanie Wyatt	Coldwell Banker	7,850,299	17
255	Amanda Pinkerton	Realty One Group	7,822,900	18
256	Heather Taylor	ProSmart Realty	7,817,795	15
257	Mondai Adair	Keller Willias Sonaran Living	7,759,549	22
258	Nick Bastian	Realty Executives	7,758,000	22
259	Jeremy A Wilson	Russ Lyon Sotheby's International Realty	7,754,090	16
260	Andrew R Bloom	Keller Williams Arizona Realty	7,737,400	12
261	Jason Dawson	North & Co	7,736,000	18
262	Troy Holland	HomeSmart	7,728,150	21
263	George Socrates Trezos	The Maricopa Real Estate Company	7,720,400	25
264	Caryn L Kommers	Bold Realty	7,701,800	23
265	Gigi Roberts-Roach	Coldwell Banker	7,674,900	19
266	Lindsay Barnes	Realty Executives	7,645,800	17
267	Tyler D Whitmore	O48 Realty	7,643,955	20
268	Nathan D Knight	ProSmart Realty	7,628,910	23

#	Full Name	Office Name	Total Volume Sales 01/01/2020 - 08/31/2020	Total Unit Sales 01/01/2020 - 08/31/2020
269	Michele Keith	HomeSmart	7,592,185	15
270	Jerry A Oliver	Atlus Realty	7,580,390	15
271	Beth Butner	Berkshire Hathaway HomeServices	7,560,402	13
272	Kelly Jean Oxford	Conway Real Estate	7,539,240	19
273	DeAndre K. Harvey	Hague Partners	7,519,852	21
274	Andrea Feyen	Berkshire Hathaway HomeServices	7,515,633	20
275	Geoffrey Adams	Realty One Group	7,513,900	24
276	David Hans Kupfer	Keller Williams Realty Sonoran Living	7,501,680	17
277	Allen R Willis	Ensign Properties Corp	7,472,890	21
278	Kim Panozzo	HomeSmart	7,472,474	17
279	Debi Gotlieb	Key Results Realty	7,459,488	19
280	Katherine Katz	United Brokers Group	7,451,800	15
281	Steven Bernasconi	Keller Williams Integrity First Realty	7,441,800	21
282	Michael Mazzucco	My Home Group	7,440,000	19
283	Randy Duncan	Realty Executives	7,422,700	21
284	Kaushik Sirkar	Call Realty	7,416,650	19
285	Jill Ostendorp	West USA Realty	7,404,500	16
286	Caleb Williams	My Home Group	7,400,900	18
287	Chris DeFreitas	HomeSmart	7,397,700	15
288	Sarah Gates	Keller Williams Realty Sonoran Living	7,369,399	17
289	Bradley M. Sikes	Delex Realty	7,361,200	17
290	Danielle Mampel-Wehbe	The Offer Company	7,352,000	20
291	Daniel T Birk	Realty Executives	7,346,900	19
292	Paul Aslaber	Keller Williams Realty Sonoran Living	7,330,900	18
293	Ramon J. Nunez	Stunning Homes Realty	7,318,900	22
294	Kevin Weil	RE/MAX Excalibur	7,313,700	20
295	Alan Aho	Atlas AZ	7,282,400	27
296	Shawneil Lange	Keller Williams Realty East Valley	7,269,790	17
297	Brian Sniadanko	Homie	7,266,490	21
298	Brock O'Neal	West USA Realty	7,261,471	20
299	Lynnanne M Phillips	Keller Williams Realty Sonoran Living	7,254,000	10
300	Heintje Tjahja	HomeSmart	7,242,000	21

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