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## MEET THE EAST VALLEY REAL PRODUCERS TEAM



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# EAST VALLEY REAL PRODUCERS. PRESENTS Golden Nuggets



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Winston Churchill

**Georgi Stratton**

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"No one has ever become poor by  
giving" - Anne Frank

**Holly Parker**

**Creepy Crawly Pest Control**

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tomorrow others won't have."



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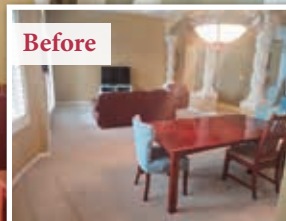
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# CREEPY CRAWLY

## PEST CONTROL

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– HOLLY PARKER, CO-OWNER OF CREEPY CRAWLY PEST CONTROL.

Looking for a go-to pest control company with an expert staff, flawless service, and your clients’ best interests at hand? Creepy Crawly Pest Control is a family-owned business that has been chasing away pesky bugs in East Valley homes for over 30 years. Led by Holly Parker and her mother, Dawn Ross, Creepy Crawly Pest Control lets it be known that top producers can rest assured that their clients will be pest-free as long as they’re on the job.

Since the business started in the 1980s, Holly has always been around the pest control industry. She fondly remembers her dad bringing home bugs to show her or riding along with her dad on the job. Four years ago, after spending some time in the debt management industry, Holly returned to her roots to rebrand and jumpstart the family business again.

Today, Creepy Crawly Pest Control has six expert field technicians with a highly skilled and responsive office staff. They are one of less than 300 companies nationwide that is GreenPro certified, meeting the standard for integrated pest management. It is also a QualityPro accredited company. QualityPro is an initiative by the National Pest Management Association to encourage professionalism and recognize excellence in the industry.

Creepy Crawly’s three specialties are scorpion control, scorpion inspections,

and termite treatments. With scorpion control, experts know the best time to fight them off is at night when they’re most active. When it comes to inspections, it’s all about letting customers know exactly what they need, whether it’s home sealing or monthly maintenance. All termite jobs are not created equal. Creepy Crawly uses only top of the line products that will knock out the problem and keep it gone for 7-10 years. They also offer a completely green termite treatment option.

Customer satisfaction is paramount for Creepy Crawly Pest Control. “We play a big part in helping our customers feel comfortable in their own home,” Holly explains. “We had a customer that kept finding scorpions inside after paying another company to seal her home. We came out and corrected the job, and I checked in with her monthly for about six months. She was so happy to be scorpion-free and that made it all worth it.”



Photo Credit  
Devin Nicole Photography



The Parker, Ross and Hizme Family



Holly Parker

Running the business with her mom has put Holly and Dawn into a rare category as a 100 percent female-owned business, and they take great pride in it. That, along with being family-owned, allows Holly, Dawn, and the entire Creepy Crawly Pest Control team to go above and beyond for agents and clients.

Holly’s biggest achievement is the growth of the highly skilled team at Creepy Crawly. “We have a super awesome team of the best technicians in the Valley,” she said. “They are a big part of where we are today and the growth that we are continuing

to have.” The team is perhaps the biggest passion Holly has in her business, but another focus she has is the education aspect of her work.

“I like to teach real estate agents about scorpions and why it’s a good idea to order a scorpion inspection for your client. I’m also on a mission to help educate the industry on proper termite control. Cheaper is not better, and a quality termiticide is super important.”

Holly has also founded CCPC Scorpion Sting Project, a 501(c)(3) that helps families who are victims

of a scorpion sting. Creepy Crawly Pest Control also donates to D.A.R.E. and the Wounded Warrior Project.

Outside the business,

Holly loves to go camping with her husband of ten years and their two kids. Even if it’s just to unwind for a few days, a nice camping trip goes a long way.

In the next five years, Holly envisions her company growing to where she can take those mini-vacations more often. But no matter how big the business grows, Creepy Crawly Pest Control can always fall back on its family pedigree, expertise, and ability to educate agents and customers. If you want to learn more about Creepy Crawly Pest Control, visit [creepycrawlypestcontrol.com](http://creepycrawlypestcontrol.com)!



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# STACIA EHLEN

## THE RIGHT FIT



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» featured agent  
By Dave Danielson



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The comfortable shoes. The favorite coffee cup.  
The comfortable chair. Life is filled with things that just seem to suit us.  
When you find the right match, you know it.

That's the way it's been for Stacia Ehlen.

As a REALTOR® Partner with her husband Tim with The Ehlen Team as part of RE/MAX Alliance Group, Stacia knows she's found the right fit with real estate.

"When you get your start in this business, I think it's so important to find a company and a team that's willing to give you the training you need," Stacia explains. "If you get started the right way, you'll be successful."

“When I started, I wanted to have the quality name and brand behind me. Today, I wouldn't change a thing. The RE/MAX brand has been priceless for me.”

### GRATITUDE AND POSITIVE ATTITUDE

Stacia took her own advice to heart. Since starting in the business in 2004, she has been a proud member of the RE/MAX team. It's a choice she would still enthusiastically make today.

"When I started, I wanted to have the quality name and brand behind me," she recalls. "Today, I wouldn't change a thing. The RE/MAX brand has been priceless for me."

### SHARING THE SAME PATH

A huge part of that rewarding feeling is directly due to the partnership Stacia enjoys in life and business with Tim.

"One of my favorite parts of what I get to do each day begins with the way Tim and I work together," Stacia says. "He joined me in 2014."

Like most great partnerships, it took a bit of time for Stacia and Tim to find their rhythm working together.

...



...

“There was a time when we started where we butted heads a bit. But after a year, we figured out a good way to split what we do. I handle listings and Tim handles buyers. That allows us to each have a specialty and an area we can focus our energy on,” Stacia says. “I have a Marketing degree from Arizona State. I love doing the pretty stuff and spending the money, along with doing social media and hosting events. Tim is the numbers guy. He’s out helping buyers find the right homes and working on the inspections side of things.”

#### OPENING A NEW DOOR

Before beginning her journey in real estate, Stacia had worked in sales in the publishing world. There was an event in her life that opened her eyes to a new path.

“I remember when one of my coworkers left the company to start her own real estate career. As soon as she began, she called and said, ‘You need to get your real estate license and come work with me,’ Stacia recalls. “I was just 24, but it was a great time for me to get into the industry.”

After about a year, Stacia took the leap and went full-time in real estate. She picked up a couple of deals while working part-time, and got her first listing after joining the team at RE/MAX. She started with a dedicated, methodical approach to learning and growing.

“When I first started, I had floor time, working with walk-ins,” she says. “I also started farming very small townhome communities in the area. That really seemed to get things going for me. I still farm to this day. When I started, I was mailing 200 postcards a month. Now we mail almost 4,000 a month to our neighborhood.”



Tim and Stacia with their children Natalie, Cooper and Sophie at Disney Aulani in Hawaii.



The Ehlen Family in Show Low where they have their family cabin.

#### SIGNS OF SUCCESS

The consistent, hardworking approach has paid off in big ways.

Today, Stacia, Tim and their team rank as the top RE/MAX team in Gilbert, having recorded 99 sides representing over \$40 million in 2020 — their best year yet.

In the process, Stacia has earned RE/MAX Hall of Fame and Lifetime Achievement honors, as well.

#### FAMILY FOUNDATION

For all of the accolades and tributes, success for Stacia and Tim really begins at home, with their three children — 9-year-old daughter, Natalie; 6-year-old son, Cooper; and 4-year-old daughter, Sophie.

“We often joke that we have so many kids so that someone will take over the business from us when they get older,” Stacia laughs. “Our children are very important to our careers. They enjoy our client events and they help us host and throw the parties. They go out and help us hang signs and put stickers on envelopes. They are a very integral part of our business.”

In their free time, Stacia, Tim and their children have a love of travel.

“We always say that it’s a blessing and curse to be in real estate. Wherever we go, we’re always working,” she points out. “I remember one trip several years ago. We were on an overnight train from Italy to Germany doing deals. Now, we’re very fortunate that we have a new buyer’s agent. So we are slowly building our team.”

Giving back is central to life, too. Stacia is part of the ongoing RE/MAX support of Children’s Miracle Network, donating each year to the organization and Phoenix Children’s Hospital. They also do large fundraisers for House of Refuge in Mesa.

As Stacia says, “Whenever we have a client event, we do raffles for prizes. All the money we raise goes to the House of Refuge or Children’s Miracle Network.”

No matter where Stacia goes, she draws on her love of people, getting to know them and serve them in a way that truly makes her a perfect fit for what she does.

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WAYNE SALMANS is an author, speaker and business coach. In the past decade he has coached and trained over 5,000 entrepreneurs, awarded 30 under 30 by REALTOR® Magazine, and ranked one of the top coaches in the world. His passion is coaching business owners to build, grow and scale their business, faster and with less bruises. [www. TheHeroNation.com](http://www.TheHeroNation.com); Text 469-500-3642 to get a free discover coaching call.

*It's easy in our quest for success to focus on what we don't yet have. If we lean too far on what we don't have it becomes a stumbling block for us. We lose sight of the abundance we already live in.*

As a teenager I had big dreams for my life. I wanted it all. I wanted success, wealth, a wonderful family and meaningful work. Every couple of months I like to reflect on that young man and his aspirations. What did he think was possible so many years ago? Then I reflect on my life now. I've already achieved much more than I thought was possible in my youth. The life I enjoy now is much more abundant than I thought was possible as a teenager. Then, I take time to dwell in the contrast between those dreams and my reality. Consequently, I feel gratitude.

One of my morning rituals is to write down three things I'm grateful for. The act of expressing gratitude is more than just writing things down. Taking a couple minutes to write these three things down sets the intention for the day. It puts my mind in a state of gratitude. By acknowledging what I already have, I open my world to more abundance.

Wallace D. Wattles in his book *The Science of Getting Rich* has an entire chapter dedicated to gratitude. I'd like to share with you a few quotes from his book that are profound.

*"The whole process of mental adjustment and atonement can be summed up in one word. Gratitude."*

*"It is easy to understand that the nearer we live to the source of wealth, the more wealth we shall receive; and it is easy to understand that the soul that is ALWAYS GRATEFUL lives in closer touch with God than the one which never looks to Him in thankful acknowledgment. The more we fix our minds on the Supreme when good things come to us, the more good things will come to us, the more good things we will receive, and the more rapidly they will come; and the reason is simply that the mental attitude of gratitude draws the mind into closer touch with the source from which the blessings come."*

*"Gratitude will lead your mind out along the ways by which things come, and it will keep you in close harmony with creative thought and prevent you from falling into competitive thought."*

It's easy to be grateful for the wonderful things in our lives. It's also important to be grateful for the pains and difficult things in life. Those

challenges hold the seeds of greatness. The next time you run into something you don't want I challenge you to ask a simple question.

What about what I'm experiencing right now can I be thankful for? Then be quiet for one minute. Listen to the answers that come to mind.

No matter what happens to you, there is something in that occurrence you can be thankful for.

It has been said, "Most folks are as happy as they make up their minds to be." Everything in my life is better when I choose gratitude. What do you choose?

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# GEORGI STRATTON



Photo Credit Devin Nicole Photography

**The purpose that drives you makes ripples into others' lives around you—sometimes, the results are even greater than you can imagine.**

**Georgi constantly meditates on this as an Associate Broker with The HomeStars at eXp Realty.**

**“I love what I do in real estate, because I realize that I am able to change each clients' lives for the better,” Georgi explains.**

## MOVING FORWARD

Georgi is a native of Arizona, born and raised in Yuma. As she came of age, she went to Northern Arizona University, where she earned her Biology and Chemistry degree. She was able to put herself through school by selling jewelry at Kay Jewelers.

“After working for a couple of years in genetic engineering, I realized it wasn't something I could see myself doing for a long time,” Georgi recalls. “I need to be passionate about what I will do for the rest of my life.”

In her life before working as a REALTOR®, Georgi worked as a certified real estate appraiser.

“I saw that real estate appraisers did really well. That got my attention, so I began an internship. Quickly I realized cultures in this industry varied, and I wanted to create my own culture and ethical environment, so I opened my company, HomeStar Appraisers, which is still thriving to this day,” she remembers.

“I enjoyed that, but when the economic crash happened in 2007, I began to help people negotiate short sales. I thoroughly enjoyed utilizing my strong negotiating skills, along with protecting people I felt were taken advantage of. I'm a caretaker, and I like to help people. Everyone was so afraid during that time. This inspired me to continue this through the rest of the transaction, so I decided to get my real estate license.”

That was 11 years ago.

## TEAM BUILDING SPIRIT

Georgi built her business through dedicated service, strong negotiation skills and insightfulness, in time, building her own team. She now has built a diverse, repeat client base utilizing her unique specialties including: Distressed Property Certified, Traditional Residential, Certified Commercial Investment & Advisor, Land and Development, and Property Valuation Consultant.

In 2020, Georgi joined eXp Realty.

“I love eXp Realty,” she says with a smile. “I love Chuck and Angela Fazio. It was one of the best business decisions I've ever made in my life. I always enjoy a collaborative environment with my team and clients.”

Georgi also enjoys her role as a mentor and a trainer with her 6-person HomeStars team.

“But as part of that, it's not so much about teaching how to sell a house. For me, I'm more interested in helping people learn how to be a great agent,” she points out. “Like I always say to our team, clients will be as loyal to you as much as you are to them. Being a great agent isn't just about doing the minimum; it's about treating each client as if they are family.”

The team dynamic on the HomeStars team is special.

“We're having fun together. Everyone has different skills as an agent. We all just put our heads together and help each other out. We inspire each





other,” Georgi says. “I especially love the young people on the team. I love bringing them in and teaching them with real estate and they bring so many skills and gifts. We are friends and work together to be our best.”

#### FULFILLMENT IN LIFE

Away from work, Georgi looks forward to time spent with family, including her 32-year-old daughter, Rachel Breeze Gomez, who is also a broker on the team; and 22-year-old daughter, Bailee Stratton, and 45-year-old adopted son. Georgi also cherishes time spent with her 7-year-old grandson, Eddie Gomez.

In her free time, Georgi has a true passion for gardening, and spending time with her dog, Luna. She’s also a health and wellness enthusiast.

“Since I was 19 years old, I’ve studied how to fix ourselves with food, vitamins and minerals,” she says.

Georgi also looks for ways to give back. One of those is by supporting her community. It was 12 years ago when she was asked to become the Director of Hope Worldwide Phoenix Chapter. She also serves on the National Board of Advisors for Hope Worldwide National. Georgi also was presented with the President’s Volunteer Service Award in 2017.

“I like doing projects for foster children and homeless families in the area,” Georgi says. “One of my favorite things is doing events for them each year. It hit me that I could only serve so many families.”

Part of her passion is helping the next generation of REALTORS®. She offers helpful advice for those who are trying to make their own start in the business.

“I think new members of the business need to pick a great mentor. When you start in real estate, you have whatever skills that God gave you. Even if you

don’t want to join a team, you have to get a great mentor,” she says.

“There are so many ways to do real estate. They aren’t good or bad. They are just different. They just have different flavors. Every style can be successful. It’s important to find someone who resonates with you. In the process, they can learn 10 years of real estate in a year.”

#### PEOPLE ARE HER PRIORITY

Those who work with Georgi rely on the way she makes their needs her top priority. Even seasoned agents come to Georgi on a consultant basis, seeking her 30-years’ experience as an appraiser for hard-to-answer questions regarding property valuation, complex zoning, and land development.

“Sometimes people need advice. I just want people to know that when they need something, they can reach out to me. I really want my clients to know that they’re my priority inside and out of a transaction,” Georgi says. “Sometimes we even become friends; They call me when they’re sad, or when they get promoted. My clients’ satisfaction after a transaction are paramount; when they trust me and we build real rapport, that is special and what keeps me going!”

Day by day, Georgi shares her gifts with those around her.

“I love my job, the people I work with, my clients and eXp. I believe people are either service to self or service to others. I work to use my gifts for the good of others and encourage as many people to give back. We all have an allotted time we’re allowed to be here on earth,” Georgi explains. “I intend to spend mine striving for good, using my skills and passions to make the lives of every person I meet better than before they met me. Being a broker, I help people in one of the most important decisions of their life; where else to make a monumental impact for good?”

“  
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IMPACT FOR GOOD?”



Georgi with her daughter Bailee

Georgi with her daughter Rachel Breeze Gomez. Rachel is also a broker on Georgi's team.

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Photo Credit Devin  
Nicole Photography

# NICOLE Aldaz

## GIVING AND GENEROSITY

**With each deal you close and each client you work with, you're giving of yourself. As a result, your investment in their needs makes all the difference.**

From the moment you first meet Nicole Aldaz, you know that's where her priority lies each day.

As a REALTOR® with the Madrano Group at HomeSmart Realty, Nicole serves those around her with a true sense of giving and generosity.



Josh, Vanessa, Krystal, Alicia, Katie, Sarah, Emma, Hailey and Erik



The Aldaz family at Christmas time



Nicole's husband  
Eleno Aldaz

"I'm not transactional in the way I approach what I do in real estate," Nicole explains. "Building the relationship and helping people is what matters most to me."

### Strong Sense of Service

That sense of service has been honed throughout Nicole's life, including during her previous career in the hospitality industry.

She spent 13 years working with Marie Callender's Restaurant & Bakery — first as a server, then working her way up to become Regional Manager of Guest Services. In that role, she traveled the nation, helping to open new restaurants.

"That's how I met my husband, Eleno," she says with a smile.

Nicole and Eleno married and added to their blended family.

"We had four children at the time, so I stopped working, while Eleno went into the car business," she says. "By the early 2000s, he owned a mortgage company. During that time, I helped out with some of the HR aspects and got some exposure to the business which has been a great help while working with lenders over the past few years."

### Improvising and Moving Ahead

When the economic downturn hit in 2008, Nicole and Eleno took a new path. They moved to California for a few years before returning to Arizona.

"When we got back to Arizona here, I worked in a corporate position," Nicole recalls. "I quickly realized that wasn't for me."

Her giving spirit has found outlets through volunteering in the community. She is a Girl Scout Troop Leader, the President of a Little League and on the board of the Band Boosters for the local high school. ...





The Aldaz Family

“I **absolutely love** helping people take a **huge step forward** in their lives.”

“While I was working on the Board of Directors with Little League, our Treasurer for the organization was also a REALTOR® -- Eleazar Madrano,” she says. “That’s how I got acquainted with the sales side of real estate. After getting my real estate license then talking with him, I joined his team.”

From the start, Nicole seems to have been made for her role in real estate.

“The only reason I’m successful is the fact that I can call on him 24 hours a day with questions,” Nicole explains. “He is very is support-ive. He teaches you how to do what you need to do, and has your back. It’s a huge blessing to be on that team and to receive that type of support and knowledge.” “The culture on the team is like no other! We are making massive moves and the growth is incredible!”

#### Passion for What She Does

The passion Nicole brings to her work is contagious.

“I like to say that I found my passion at 46. I love my job. It’s a way to help people achieve goals that change their lives,” she says. “It’s the ultimate way to help people ... that’s huge for me.”

In a short time in the business, Nicole has demonstrated why she is a true Rising Star in the industry. During her first year, she recorded eight transactions in the second half. Last year, in 2020, she completed 22. And so far, in 2021, she’s on pace to complete 40+ deals.

#### The Heart of Life

Family is at the heart of life for Nicole. She treasures time spent with Eleno and their nine — Josh, Vanessa, Krystal, Alicia, Katie, Sarah, Emma, Hailey and Erik.

Time away from work for Nicole revolves around her family and their activities. She also is a huge believer in continual learning.

In fact, she earned her GRI designation in just two years - an endeavor that normally can take five years.

“I like to think about education as a way to put more tools in my tool belt to be able to better serve my clients,” she emphasizes.

An important chapter in her life started when she went to a session featuring speaker Michael Mayer, the author of “The Seven Levels of Communication.”

“The seminar was about building business based on generosity, love and appreciation,” she points out. “That’s how I like to conduct my business with clients by hosting events and partnering with charities.”

Today, she is in Michael’s coaching program and is a featured speaker at industry events.

One example has been when Nicole rents a movie theater and invites people to attend. The price of admission? A donated coat for a local shelter.

#### Giving Back

Every day, Nicole is finding new ways to share her gifts with her clients, her family and her community.

“Helping people is where I get my energy. When it comes to working with clients, my motivation is giving people the keys to their new home,” she says with a warm smile. “I absolutely love helping people take a huge step forward in their lives.”

As a Rising Star, Nicole Aldaz demonstrates what it looks like when giving and generosity are put into action — from the heart.

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By **John L. Lohr, Jr.** - Hymson Goldstein Pantilat & Lohr, PLLC

# Increased Protection FOR HOMESTEADS

*Your home is a valuable asset. You most likely invested a great deal of money into your home. For most people, their homes are in fact their biggest investments. But did you know that if you experienced financial troubles and a judgment creditor records a judgment that it operates as a lien on your home?*

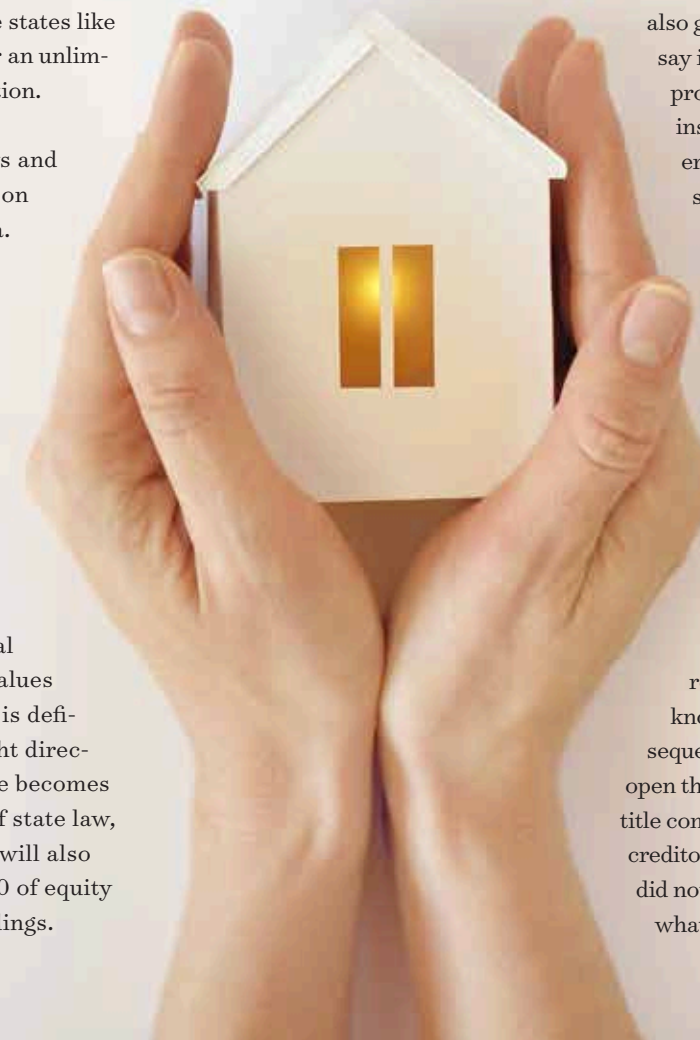


However, with that additional homestead protection came some “gotchas” that the Arizona legislature snuck into the bill that will help creditors. First, the new law makes existing judgments become automatic liens on a person’s home retroactively provided certain recording requirements are met. This change could cause a major upheaval for homeowners that have filed for bankruptcy protection because without reopening their cases and moving to avoid that lien, it would still remain on their home. Reopening the case is no sure result.

The second “gotcha” in the new law creates a new method for a judgment creditor to automatically get paid when a homeowner refinances a homestead property before any remaining cash proceeds are paid to the homeowner for any refinances that occur after January 1, 2022.

Arizona does offer some protection in your home through what is called a homestead exemption. The homestead exemption is a legal protection device that can help protect you from losing a home to judgment creditors and/or protect substantial equity in bankruptcy. A *homestead* refers to a dwelling that a homeowner lives in, whether it is a free-standing house, a condo, or sometimes even a manufactured home. As of now, in Arizona, you are only entitled to \$150,000 in equity for a homestead exemption in your home from these creditors after subtracting consensual liens. Some states like Texas and Florida offer an unlimited homestead exemption.

But, there is good news and hope for homeowners on the horizon in Arizona. In a recent change to Arizona law, as of January 1, 2022, the homestead exemption will increase to \$250,000 in equity for the primary residence of Arizona residents. Although still far less than what it should be considering the substantial increase in property values in Arizona recently, it is definitely a step in the right direction. Once the increase becomes effective as a matter of state law, the increased amount will also protect up to \$250,000 of equity in bankruptcy proceedings.



The new changes to A.R.S § 33-964 also gives a title company broad say in a sale of homestead property in whether there is insufficient equity in the property and whether the money should go to the creditor or the homeowner. If the anticipated payment to the homeowner is 80% or more of the amount of the homestead exemption, the statute creates a procedure for the title company to extinguish the judgment lien from the property. If the creditor has not updated its contact information, the judgment lien might be released without the creditor’s knowledge. An unintended consequence of this new power could open the door for litigation against title companies by homeowners and creditors who feel the title company did not make the right decision on what to do with the proceeds.



# What are your favorite East Valley restaurants to bring clients to?



**KARRIE LAW**  
*RE/MAX Foothills*  
Hidden House! DC Steakhouse for dinners. Make reservations far in advance. Keegan's and Stone and Vine are great for lunch. And I hit the new Pita Jungle a lot between showings in Chandler and Gilbert.



**TIFFANY MICKOLIO**  
*My Homegroup*  
The Sicilian Butcher



**LISA BARTLETT**  
*RE/MAX*  
Magianno's in Scottsdale. Food is great and they sell extra frozen entrees for a pretty low price. They reheat beautifully. We've done some big family gatherings there.



**SHELSI GUTHRIE**  
*Keller Williams Integrity First*  
Fleming's in Chandler



**DEREK ANGLIN**  
*Anglin Properties*  
Zinburger, Joe's Farm Grill, Back Yard Taco, Blue 32



**SHELLY HAUSFELD**  
*My Home Group*  
Uprooted Kitchen



**BECKY KOLB**  
*Keller Williams Integrity First*  
DC Steakhouse, Living Room and Postino's



**LISA FONSEC**  
*Lori Blank & Associates*  
S&V Scottsdale and Francines



**TAMMY MEDIGOVICH**  
*Bella Casa Realty*  
I love introducing clients to my local favorites in the city they are moving to. If we are looking in Queen Creek/San Tan Valley, my favorite is The Olive Mill; Chandler is The Hidden House, The Brickyard or for dinner Cuisine & Wine Bistro; Gilbert is Liberty Market. I have a favorite in every city, all locally owned.



**JAMES RAINS**  
*Berkshire Hathaway HomeServices*  
The Hidden house in Downtown Chandler.



**LEILA WOODARD**  
*My Homegroup*  
Board and Batten, Taco Guild and San Tan Flats



**KARL TUNBERG**  
*Midland Real Estate Alliance*  
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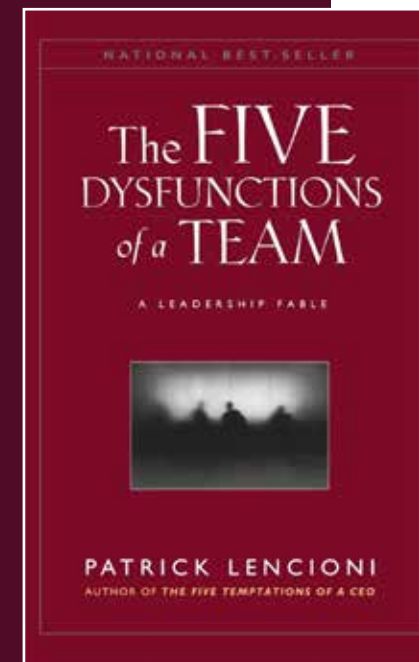
►► book review

By Scott Warga



## THE FIVE DYSFUNCTIONS OF A TEAM

by Patrick Lencioni



A few months ago I wrote a review of The Ideal Team Player by the same author, a fable with great tools to help you build a team.

Today I'm here to tell you he did it again.

The Five Dysfunctions of a Team is a fable where a new CEO is faced with a leadership crisis. Her team is functioning as individuals and not united.

It's so bad the company may fail.

However the author shows us five issues that on a very basic level cause even the best teams to struggle. Then he outlines steps anyone can take to overcome these issues and unite the team.

If you have a team, are thinking of joining a team or helping anyone else with their team, you want this book.



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# WeSERV

Focuses on International Real Estate Partnership with **Ghana**

**D**iversity and inclusion are fundamental practices that we focus on here at the West and SouthEast REALTORS® of the Valley (WeSERV). We pride ourselves on ensuring that WeSERV continues to seek opportunities to expand our appreciation and knowledge for different cultures and further international real estate success. That is why it brings me great pleasure and joy to announce the appointment of WeSERV as the 2021 National Association of REALTORS® (NAR) Ambassador Association to Ghana. According to the National Association of REALTORS®, the intent of the Ambassador Associations is to provide an organization-to-organization contact for associations to share best practices, ideas, and solutions to common problems with one another and host visits to the United States (when applicable). The Ambassador Association works closely with the Global Ambassador assigned to that country and NAR's Regional Coordinator for that part of the world. The program also allows members of the Ambassador Association to expand their global business networks and get involved in international real estate activities at the local or state level.

In addition, the Ambassador Associations will further WeSERV's ability to serve as a conduit to increase global relationships as we continue to

strengthen the relationships between the Bilateral Partners and the Global Ambassadors. Some of the commitments to being the 2021 National Association of REALTORS® Ambassador Association to Ghana include:

- Have an active Global Council/Committee/Network at WeSERV
- Submit an annual report to NAR on the activities of the Cooperating Association by February 28 of each year
- Keep in communication with both the Global Ambassador and Global Coordinator on a quarterly (at minimum) basis
- Host delegations from your Ambassador Association in attendance at the NAR Legislative Meetings and the Annual Conference & Expo
- Participate in the Global Alliances Advisory Board meeting at the REALTORS® Legislative Meetings & Trade Expo and the REALTORS® Conference & Expo

It is extraordinary to see how far our global efforts in real estate are expanding. This effort can be seen primarily through our Global Business & Alliance Council, which formed in 2012 when our association was the SouthEast Valley Association of REALTORS® (SEVRAR). The Global Business & Alliance Council is REALTORS® and Affiliates who have a passion for working in international real estate. The group has been awarded NAR's Gold and Silver Global Business Council Achievement Program Awards for the past three years. This fantastic group also hosts education sessions, cultural events, and luncheons to experience other cultures. Please reach out to WeSERV if you would like more information on these fantastic opportunities.



## 7 Questions You Need to Ask Your Home Inspector



By Curtis Kloc, *Inspections Over Coffee*

### Does the inspection include thermal imaging?

This is vitally important, since it allows an inspector to see behind walls. A thermal camera uses temperature differences to find hidden water leaks, electrical issues and missing insulation! It is so sensitive that you can see your handprint on a wall long after your hand is gone, or the heat from your footprints as you walk on carpet. Every inspection from Inspections Over Coffee includes commercial grade thermal imaging of the entire interior and exterior.

### How do you categorize the issues you find?

If you are stuck reading through an 80 page pdf with the word, serviceable, and little checkmarks everywhere, you might overlook something important, or over-react to something small. Inspection Over Coffee's modern software allows them to color code defects: Blue, Orange, and Red, so you and your client are focused on what is important; right now. You won't see serviceable and 'inspected' in our reports.

### Do the reports include videos?

Most modern inspectors are smart enough to request that the clients attend the inspection at the end for the summary walkthrough; this allows them to focus on the house as they inspect it. This makes videos vital in telling the story of what was visible on the day of the inspection. They also provide unequivocal evidence of issues or the lack of an issue on the day of the inspection. Bonus: clients buying the property from another state can see everything they would want? Videos of the roof, the attic, in-side the electrical panel, all the plumbing being operated, etc. are essential for your client to feel comfortable with their new home. One last bonus: a video provides clear data to allow a warranty company to cover a new issue, without calling it pre-existing.

### Is the inspection guaranteed?

Providing protection long beyond the inspection is so affordable, that not doing so is just an inspector who wants to pocket more money. Inspections Over Coffee provides

\$100,000+ of warranties, guarantees & extras with their 360° Home Protection Plan included with every residential inspection. With the same basic price structure, why would you let your clients get an inspection that doesn't protect their financial interest to the fullest extent?

### Do you provide a property history report?

If you were buying a used car, for 1/10th the price of a new house, you'd want to see the Carfax, wouldn't you? Well, Inspections Over Coffee includes the same kind of report with every property they inspect. Knowledge is power.

### Do you provide recall data on all the appliances and mechanical items?

Don't you think it is important that your client be informed that the dishwasher is known to start on fire, and the manufacturer will send out a technician to fix it for free? Inspections Over Coffee provides a recall report on any mechanical item they can get a serial and model number off of. And your client gets it monthly as long as they own the house. Bonus: if you put your headshot and contact info into our system, it looks like it is coming from their agent. Boom! Now the relator is staying in front of their clients with valuable information.

### Do you act as an advisor & an advocate or an alarmist?

You should want your client to have the most thorough inspection available, without all the scare tactics. It isn't the job of an inspector to act like an sports referee. At Inspections Over Coffee, they act as a Home Buyer Advisor, sharing information in a non-alarmist way. You won't find a more thorough inspection, but the information is always delivered in way that is easily digestible, and actionable.



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**Teams and Individuals** Closing Dates From January 1 - June 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
35	Lacey Lehman	Realty One Group	18,698,200	44
36	Ben Leeson	Keller Williams Integrity First Realty	18,325,325	37
37	Rachael L Richards	R House Realty	18,176,525	43
38	Frank Gerola	Venture REI	18,101,200	34
39	Thomas Popa	Thomas Popa & Associates	17,193,500	17
40	Justin Cook	RE/MAX Solutions	17,068,282	27
41	Brett Tanner	Keller Williams Realty Phoenix	16,896,999	45
42	John L. Hrimnak	Hague Partners	16,626,675	37
43	Darwin Wall	Realty One Group	16,617,250	26
44	Henry Wang	eXp Realty	15,930,387	32
45	Bob & Sandy Thompson	West USA Realty	15,890,800	30
46	Scott R Dempsey	Redfin	15,615,000	28
47	Rob Hale	Elite Results Realty	15,478,300	35
48	Ivy Coppo	Realty Executives	15,472,794	12
49	Shivani A Dallas	Keller Williams Integrity First Realty	15,368,891	32
50	Amy Laidlaw	Realty Executives	15,272,900	28



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**ARROWHEAD**  
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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - June 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
51	Jennifer Wehner	eXp Realty	14,876,700	33
52	David Newman	Hague Partners	14,867,500	30
53	Nathan D Knight	Prosmart Realty	14,844,434	31
54	David Morgan	HomeSmart Premier	14,802,100	44
55	Dean Thornton	Redfin	14,715,400	33
56	Russell Mills	Close Pros	14,665,350	29
57	John Gluch	eXp Realty	14,530,286	31
58	Diane Bearse	Realty Executives	14,526,000	22
59	Karen C. Jordan	Thomas Popa & Associates	14,450,500	14
60	Robyn Brown	Argo Real Estate Professionals	14,303,800	19
61	Mike Mendoza	Keller Williams Realty Sonoran Living	14,290,257	24
62	Gina McMullen	Redfin	14,203,900	32
63	Shawn Rogers	West USA Realty	14,128,650	34
64	Geno Ross	West USA Realty	14,099,700	19
65	Carey Kolb	Keller Williams Integrity First Realty	14,040,206	30
66	Dean Selvey	RE/MAX Excalibur	13,840,817	39
67	Robin R. Rotella	Keller Williams Integrity First Realty	13,655,700	29
68	Kathy Camamo	Amazing AZ Homes	13,626,390	28
69	Curtis Johnson	eXp Realty	13,501,800	40
70	David Arustamian	Russ Lyon Sotheby's International Realty	13,484,100	20
71	Douglas Hopkins	Realty Executives	13,465,425	35
72	Blake Clark	Limitless Real Estate	13,312,550	29
73	Lee Courtney	West USA Realty	13,265,000	10
74	Velma L Herzberg	Berkshire Hathaway HomeServices	12,995,200	21
75	Natascha Ovando-Karadsheh	KOR Properties	12,984,000	17
76	Angela Larson	Keller Williams Realty Phoenix	12,869,325	47
77	Heather Werner	Ravenswood Realty	12,784,005	29
78	Eric Brossart	Keller Williams Realty Phoenix	12,461,500	24
79	Richard Johnson	Coldwell Banker Realty	12,335,000	28
80	Jason L Penrose	RE/MAX Excalibur	12,204,883	31
81	Jason LaFlesch	Results Realty	12,204,000	22
82	Brian Christopher McKernan	Prosmart Realty	12,176,200	40
83	Jason Vaught	Realty Executives	12,093,400	25
84	Kyle J. N. Bates	My Home Group	12,083,175	28

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
85	Kelly Khalil	Redfin	12,060,611	25
86	Alisha B Anderson	West USA Realty	12,014,500	31
87	Tyler Monsen	Offerpad	11,945,750	22
88	Rick Ferguson	Coldwell Banker Realty	11,893,000	21
89	James Bill Watson	Perfect Choice Real Estate	11,765,000	23
90	Chris Lundberg	Redeemed Real Estate	11,586,500	21
91	Amy N Nelson	Keller Williams Realty East Valley	11,563,900	24
92	Alan Aho	Atlas AZ	11,425,300	33
93	Jill K Dames	Realty One Group	11,358,175	32
94	Michelle Mazzola	Berkshire Hathaway HomeServices	11,347,500	19
95	Ying Lin	The Housing Professionals	11,339,470	23
96	Shawn Camacho	United Brokers Group	11,325,000	27
97	Beverly Berrett	Berkshire Hathaway HomeServices	11,299,145	19
98	Daniel Callahan	RE/MAX Classic	10,966,965	31
99	Jody Poling	AZ Seville Realty	10,920,500	11
100	Michael Widmer	Keller Williams Integrity First Realty	10,908,900	21

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - June 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
101	Tyler Blair	My Home Group	10,876,520	27
102	Carin S Nguyen	Keller Williams Realty Phoenix	10,852,500	29
103	Daniel Brown	My Home Group	10,729,400	22
104	Lorraine Ryall	KOR Properties	10,504,614	16
105	Jared A English	Congress Realty	10,417,406	21
106	Elizabeth A Stern	Springs Realty	10,352,400	27
107	Kimberly Dempsey	KD Realty	10,261,000	17
108	Jennifer Dyer-Jenkins	Homie	10,248,253	23
109	Michael J. D'Elena	North & Co	10,203,600	17
110	Michelle Biagi Bauer	Realty Executives	10,167,500	18
111	Scott Cook	RE/MAX Solutions	10,160,990	23
112	Michael W Cunningham	West USA Realty	10,120,976	17
113	Erik Geisler	West USA Realty	10,117,400	17
114	Mike Haller	Ashby Realty Group	9,949,750	10
115	Jill McFadden	Delex Realty	9,944,900	19
116	David Barney	Fathom Realty	9,939,500	21
117	Jacquelyn E. Shoffner	eXp Realty	9,928,497	16
118	Gordon Hageman	My Home Group	9,893,219	20

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#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
119	Jonas Funston	Venture REI	9,827,000	17
120	Benjamin Arredondo	My Home Group	9,809,100	19
121	Geoffrey Adams	Realty One Group	9,752,000	22
122	Cynthia Worley	Keller Williams Realty East Valley	9,670,499	14
123	Michael Kent	RE/MAX Solutions	9,554,500	22
124	Kaushik Sirkar	Call Realty	9,482,000	15
125	Mary Newton	Keller Williams Integrity First Realty	9,458,775	28
126	Tyler D Whitmore	O48 Realty	9,430,000	18
127	Christopher S. Tiller	Russ Lyon Sotheby's International Realty	9,405,200	12
128	Heather M Corley	Redfin	9,377,800	21
129	Tara R Keator	Keller Williams Integrity First Realty	9,296,000	20
130	Heather Taylor	Prosmart Realty	9,247,268	16
131	Leila A. Woodard	My Home Group	9,230,100	22
132	Benjamin Graham	Infinity & Associates Real Estate	9,220,800	19
133	Nicholas R Kibby	Keller Williams Realty	9,219,000	19
134	William R Nager	Stunning Homes Realty	9,101,000	15
135	Pat A. Lairson	The Maricopa Real Estate Company	9,035,650	27
136	Ty Green	Coldwell Banker Realty	9,028,010	19
137	Steven Bernasconi	Keller Williams Integrity First Realty	9,001,570	21
138	Peg E Bauer	Cactus Mountain Properties	8,972,000	18
139	Grady A Rohn	Keller Williams Realty Sonoran Living	8,947,499	19
140	Michaelann Haffner	Michaelann Homes	8,945,300	20
141	John Karadsheh	KOR Properties	8,913,499	12
142	Shar Rundio	eXp Realty	8,813,000	15
143	Jason Zhang	Gold Trust Realty	8,778,690	17
144	Thomas A Mastromatto	Mountain Lake Realty	8,714,400	17
145	Kirk A DeSpain	Call Realty	8,694,525	23
146	Mondai Adair	Keller Williams Realty Sonoran Living	8,642,240	16
147	Holly Poty	My Home Group	8,626,500	17
148	Kerry Jackson	Arizona Gateway Real Estate	8,586,900	21
149	Brian J Cunningham	eXp Realty	8,577,500	17
150	Jaime L Blikre	My Home Group	8,568,499	25



# TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - June 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
151	Katrina L. McCarthy	Hague Partners	8,562,250	18
152	Samantha Allen	WJH	8,550,690	31
153	Dawn A. Dziezynski	Realty One Group	8,520,000	10
154	Susan Lynn Jordan	United Brokers Group	8,499,000	12
155	Troy Holland	HomeSmart	8,471,000	13
156	Michael McCabe	My Home Group	8,447,000	15
157	John A Sposato	Keller Williams Realty Sonoran Living	8,406,890	17
158	Frank Merlo	Berkshire Hathaway HomeServices	8,396,900	18
159	Katie Baccus	Keller Williams Realty Sonoran Living	8,370,940	19
160	April McNeil	United Brokers Group	8,369,500	19
161	Gina Donnelly	Prosmart Realty	8,323,797	14
162	Christy Rios	Keller Williams Integrity First Realty	8,314,000	11
163	Michael J Dingman	Platinum Service Realty	8,278,194	18
164	Adam B Coe	Delex Realty	8,226,200	19
165	Elizabeth Rolfe	HomeSmart	8,152,500	13
166	Suzanne M Rabold	West USA Realty	8,145,000	5
167	Darlin L Gutteridge	RE/MAX Fine Properties	8,136,835	19
168	Jenna L. Williams	Realty Executives	8,072,500	17
169	Danielle Bronson	Redfin	8,062,990	19
170	Kiran Vedantam	Kiran and Associates Realty	8,039,889	14
171	Bob Turner	HomeSmart	8,017,500	11
172	Keith M George	Coldwell Banker Realty	7,981,000	28
173	Rebekah Liperote	Redfin	7,933,000	13
174	Ronald Bussing	Realty One Group	7,882,000	16
175	Charles P. Turner	Keller Williams Integrity First Realty	7,867,415	15
176	Braden Johnson	Results Realty	7,858,990	14
177	Thoman L Wiederstein	Redfin	7,783,935	17
178	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	7,781,885	14
179	Kris Cartwright	Locality Real Estate	7,780,000	13
180	Caleb Janus	Keller Williams Realty Phoenix	7,770,000	6
181	Michael Mazzucco	My Home Group	7,760,077	19
182	Carole Hewitt	Homie	7,747,700	17
183	Pamm Seago-Peterlin	Century 21 Seago	7,714,590	17
184	Devin Guerrero	Realty One Group	7,705,500	13

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
185	Rosann Williams	HomeSmart	7,672,000	10
186	Andrew J Carter	Zion Realty	7,624,200	16
187	Katie Lambert	eXp Realty	7,619,198	19
188	Frederick P Weaver IV	eXp Realty	7,616,000	18
189	Eleazar Medrano	HomeSmart	7,606,900	15
190	William Ryan	Infinity & Associates Real Estate	7,594,675	13
191	Mark Brower	Mark Brower Properties	7,591,044	20
192	Barbara Schultz	Coldwell Banker Realty	7,577,001	15
193	Jerry Thomas Beavers	Realty One Group	7,556,000	17
194	Sheryl D Willis	eXp Realty	7,554,770	14
195	Rita L. Stevenson	The Hogan Group	7,515,000	5
196	Danielle M. Nichols	The Maricopa Real Estate Company	7,503,244	24
197	Hilary C Sutter	My Home Group	7,497,630	17
198	Dawn Carroll	Lori Blank & Associates	7,475,750	17
199	Aimee N. Lunt	RE/MAX Solutions	7,475,000	13
200	Cindy Flowers	Keller Williams Integrity First Realty	7,443,500	27

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - June 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
201	Gigi Roberts-Roach	Coldwell Banker Realty	7,428,277	16
202	Jason Dawson	North & Co	7,427,500	12
203	Joseph J Carroll	HomeSmart	7,421,500	14
204	Maria Henderson	A & M Management of Arizona	7,417,000	27
205	W. Russell Shaw	Realty One Group	7,396,550	19
206	Suzy Steinmann	Realty One Group	7,364,200	15
207	David Harvey	Hague Partners	7,342,500	14
208	Maria C Williams	Shadow Hawk Realty	7,321,500	11
209	Mary Almaguer	Apache Gold Realty	7,306,900	25
210	Charlene Bare	HomeSmart	7,306,000	9
211	Sarah Anderson	RE/MAX Alliance Group	7,255,689	14
212	Michael Hargarten	Realty One Group	7,250,952	19
213	Jeffery Chesleigh	HomeSmart	7,245,400	19
214	Julie Thompson	West USA Realty	7,191,500	17
215	Jill Vicchy Heimpel	RE/MAX	7,157,575	21
216	LaLena Christopherson	West USA Realty	7,117,500	8
217	Jon S. Englund	HomeSmart	7,087,350	14
218	Katie Taylor	Keller Williams Realty Sonoran Living	7,063,390	16
219	Michael D Smith	Realty One Group	7,053,000	13
220	Lauren Rosin	eXp Realty	7,050,500	18
221	Elizabeth Ellen Melichar	My Home Group	7,046,490	12
222	Renee Merritt	Keller Williams Arizona Realty	7,046,310	15
223	Travis Dutson	Premier Real Estate Opportunities	7,034,481	17
224	Tina Garcia	eXp Realty	7,019,900	7
225	Stacie Neumann	Russ Lyon Sotheby's International Realty	6,971,000	16
226	Matthew Long	Realty Executives	6,953,073	14
227	Kevin Weil	RE/MAX Excalibur	6,947,600	16
228	Gina McKinley	RE/MAX Fine Properties	6,909,000	19
229	Kevin Houston	Keller Williams Realty Sonoran Living	6,900,150	13
230	Tara Hayden	Redfin	6,877,500	15
231	Brian Kingdeski	Gentry Real Estate	6,867,900	19
232	Cristen Corupe	Keller Williams Realty Phoenix	6,856,000	16
233	Jeffrey T Hubbell	Dana Hubbell Group	6,829,600	11
234	Timothy Ehlen	RE/MAX Alliance Group	6,813,725	17

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
235	Jon Sherwood	Crossroad Brokerage	6,777,500	15
236	Eric Dixon	On Q Property Management	6,775,500	9
237	Adam Lee	My Home Group	6,699,750	13
238	David C. Rose	Infinity & Associates Real Estate	6,656,500	13
239	Cherry Johnston	Hague Partners	6,639,700	15
240	Alan Brown	HomeSmart	6,637,000	13
241	Chun Crouse	RE/MAX Fine Properties	6,632,388	17
242	Allen R Willis	Ensign Properties Corp	6,614,500	11
243	Ben Swanson	Keller Williams Integrity First Realty	6,613,500	17
244	Kelly R. Jensen	KJ Elite Realty	6,606,000	13
245	Sheila M Popeck	RE/MAX Classic	6,603,526	12
246	Zachary A Markee	Balboa Realty	6,592,073	13
247	Kenneth Ortiz	Keller Williams Integrity First Realty	6,565,089	13
248	Mike Olberding	Berkshire Hathaway HomeServices	6,549,300	16
249	Royal Henry	Cactus Mountain Properties	6,530,000	19
250	David Cox	Saguaro Desert Realty	6,524,800	8

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - June 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
251	Ryan Meeks	My Home Group	6,512,990	10
252	Larry K Cheuk	Gold Coast Realty	6,473,500	12
253	William Carter	Keller Williams Realty Phoenix	6,460,000	14
254	Brooke Bogart	Keller Williams Realty East Valley	6,451,790	13
255	Sarah Morales	eXp Realty	6,444,000	14
256	Bonnie Kennedy	West USA Realty	6,438,000	12
257	Jennifer Felker	Infinity & Associates Real Estate	6,427,800	9
258	Jon Littlefield	West USA Realty	6,417,131	10
259	Robin M. Drew	SWMR Property Management	6,404,000	16
260	Holly Marcus	HomeSmart	6,399,475	15
261	Annette E. Holmes	United Brokers Group	6,390,000	13
262	Cindy Bostinelos	Realty One Group	6,377,030	17
263	Jamison Briley	Phoenix Property Group	6,364,900	15
264	Cara Wright	Superlative Realty	6,347,050	7
265	Steven Coons	Springs Realty	6,345,900	15
266	Thomas Dempsey Jr	DPR Commercial	6,341,500	24
267	Amy A Pradetto	Keller Williams Realty Phoenix	6,339,000	12
268	Michael Burk	Offerpad	6,331,000	16

**Disclaimer:** Information is pulled directly from the Cromford Report. New construction and sales outside of the East Valley are not included.

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 06/30/2021	Total Unit Sales 01/01/2021 - 06/30/2021
269	James G Townsend	Keller Williams Integrity First Realty	6,317,000	14
270	Korey L. Stewart	Keller Williams Integrity First Realty	6,307,700	15
271	Andrew Lane	AZ Lane Realty	6,279,000	10
272	Bryce A. Henderson	Four Peaks Brokerage Company	6,259,100	17
273	Mark David Sloat	Realty One Group	6,255,000	13
274	Anthony R Fortuna	eXp Realty	6,252,500	10
275	David Courtright	Coldwell Banker Realty	6,247,180	16
276	Benjamin Marquez	eXp Realty	6,234,000	14
277	Lynnanne M Phillips	Keller Williams Realty Sonoran Living	6,229,500	11
278	Gus Palmisano	Keller Williams Integrity First Realty	6,208,316	16
279	Judy Alvis	RE/MAX Excalibur	6,200,999	18
280	Dorrie J Sauerzopf	Homie	6,187,300	14
281	Michelle Rae Colbert	Keller Williams Integrity First Realty	6,186,100	16
282	Danny Perkinson	Perkinson Properties	6,169,863	11
283	Yalin Chen Dorman	Realty One Group	6,161,800	14
284	Trish Friberg	Revelation Real Estate	6,159,000	11
285	Edward Durham	North & Co	6,133,000	10
286	Zachary Cates	eXp Realty	6,133,000	9
287	Tiffany Mickolio	My Home Group	6,118,440	16
288	Kari Potts	My Home Group	6,118,200	11
289	Jason L Bond	My Home Group	6,116,299	13
290	Hope A. Salas	Keller Williams Integrity First Realty	6,081,900	13
291	Carol Gruber	eXp Realty	6,074,700	19
292	Bill Olmstead	Keller Williams Realty East Valley	6,058,000	16
293	Stephanie Sandoval	HomeSmart Lifestyles	6,010,750	12
294	Michael Marr	Keller Williams Realty Biltmore Partners	5,997,500	7
295	Sharon Cochran	HomeSmart	5,996,200	3
296	Daryl R Snow	Homie	5,995,725	15
297	Lori A Gelder	Prosmart Realty	5,991,290	12
298	Andrew Cooper	Gentry Real Estate	5,967,500	13
299	Mike Foley	West USA Realty	5,945,000	6
300	Erika Uram	Keller Williams Realty Sonoran Living	5,915,444	13

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