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Avondale Bowl
Friday, February 11th at 2 PM
Details on page 18

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ON THE RISE:

TIFFANY VONDRAN

PARTNER SPOTLIGHTS:

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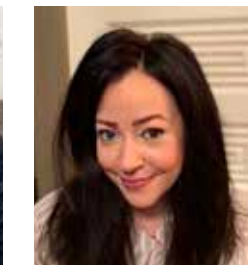
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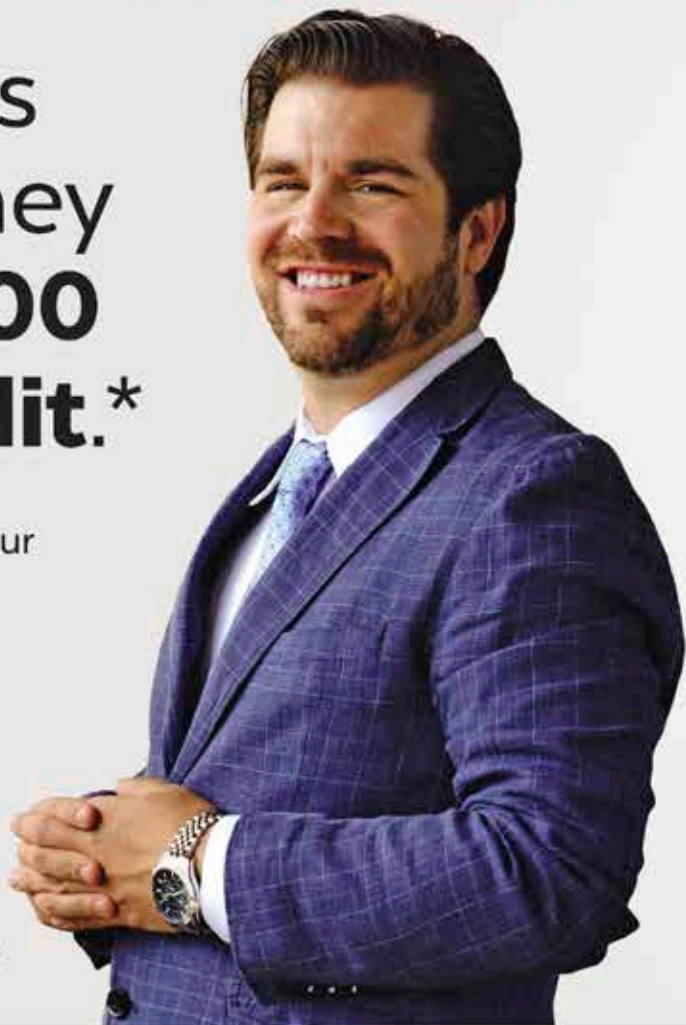
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At some point in your life I'm sure you have heard the saying, "Where there is no vision, the people perish." It is from Proverbs 29:18, but what most people don't know is that that is only the first half of the verse. The second half says, "but blessed is he who keeps the law."

The vision of our platform is to connect, elevate, and inspire REALTORS® as well as industry professionals who support REALTORS® in their day-to-day endeavors. The first word "connect" is intentional because when collaborative, like-minded people truly connect, the elevating and inspiration naturally follow suit.

The past two years have been a learning curve of how to connect people in unique ways. I have tried to make connecting people my law to the best of my ability. Whenever I found myself wavering, I would constantly ask myself, "Am I connecting, elevating, and inspiring the people in our community with my interactions?" This question has allowed me to stay the course so every time you see a copy of *Chicago Real Producers*, please realize that those three words in our masthead are consequential to our mission!



Andy Burton
Publisher, *Chicago Real Producers*
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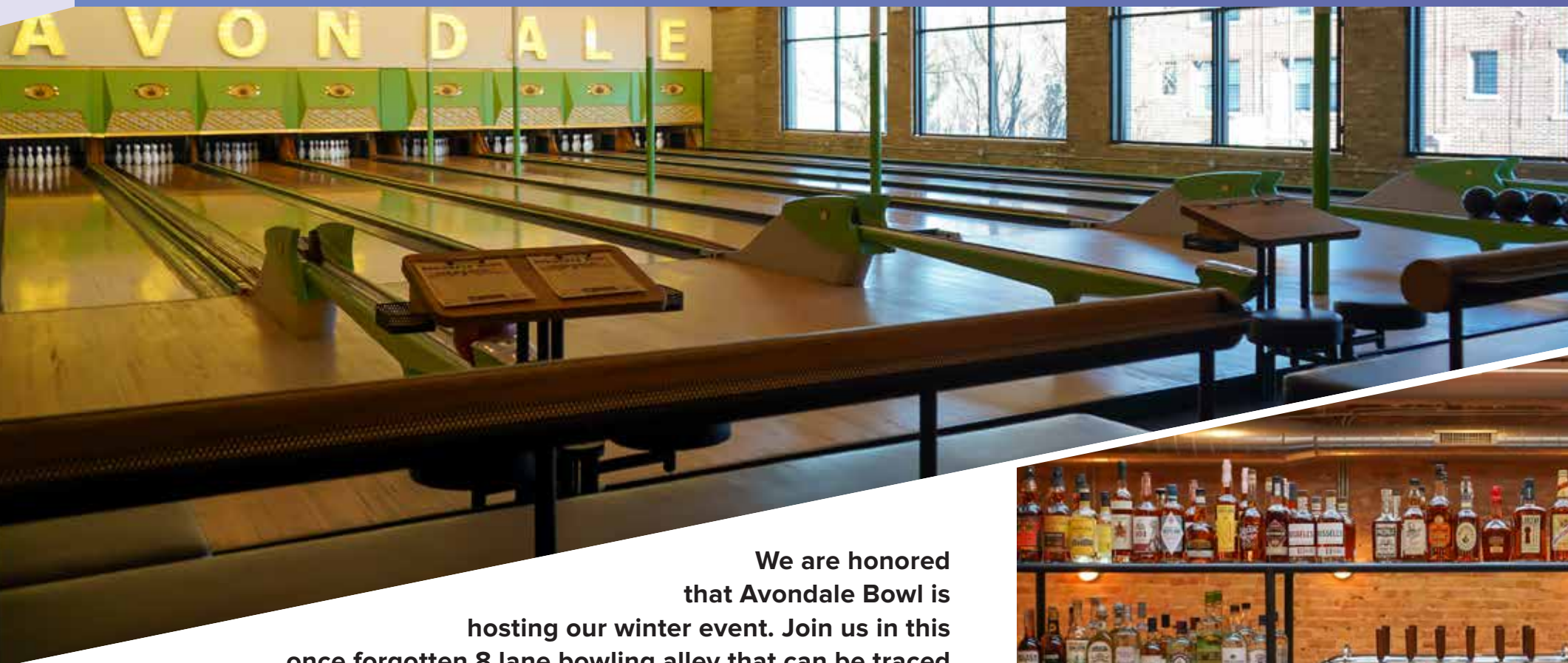
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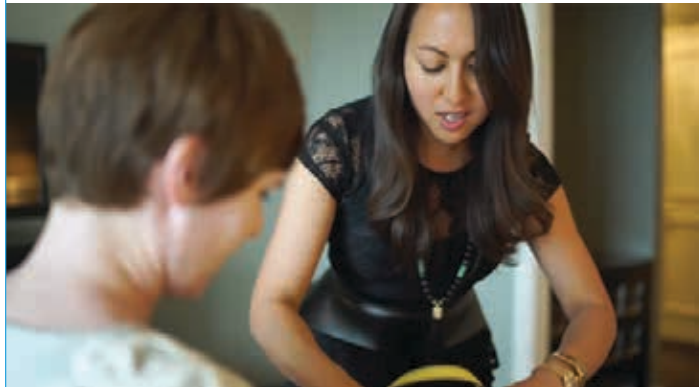
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Q: How does tristinstyling obtain the latest exclusive luxury items first every time?

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A: Clients love us for our ability to create new outfits by using pieces from their current wardrobe, combined with high end investment pieces, or fabulous inexpensive pieces to make a great outfit. While some stylists might find it challenging to work within a budget, I find it to be a lot of fun. I love to show clients how to find amazing pieces at unbelievable price points!

Q: Why do people need tristinstyling when so many retailers offer styling services for free?

A: While styling services in retail stores are nice to have access to, customers are limited to shopping only in that one store. Clients who want to create a cohesive wardrobe that is unique to their personal style choose to hire us for personal shopping audits because they benefit from learning how to expand their own wardrobe by shopping all the current trends available from all retailers.

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Alex Margulis

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Reliability, consistency, and persistent problem solving have been the pillars of Alex Margulis's mortgage business over the past twenty years. The commitment he has to his clients and referral partners has produced a foundation of relationships that have enabled his business to flourish. And despite the incredible numbers in production he has achieved, he and his team at CrossCountry Mortgage remain 100 percent focused on people, not numbers.

“Our main objective is achieving satisfaction with anyone that we come in contact with—be it a client, a REALTOR® partner, or anyone else that is involved in the transaction,” Alex emphasizes. “I constantly preach that mantra to the team to keep our main goal top of mind. Having a great team

is crucial, and I am blessed with a team that makes me look good to our clients and referral partners.”

The discipline, patience, and sense of responsibility Alex brings to his business are traits he has been developing since he started learning the piano at age five. Born in the former Soviet Union, Alex moved to Chicago with his family when he was ten years old and he still speaks fluent Russian. Like nearly everyone growing up in Chicago during the 1990s, Alex was a huge Chicago Bulls fan and looked up to Michael Jordan; Alex saw his work ethic and dedication, as well as his astonishing achievement and talent. ●●●



I GET THE MOST SATISFACTION WHEN I'M ABLE TO FIND A SOLUTION WHERE COMPETITORS SAID NO TO THAT CLIENT. THAT MEANS I HAVE MADE A MEANINGFUL IMPACT ON SOMEONE'S LIFE, WHICH GIVES ME IMMENSE PRIDE IN DOING THIS BUSINESS."



Alex at a Chicago Bulls game with his wife, Kate.



Alex and his pup, Coco.

••• After graduating from Loyola University in 2001, Alex was introduced to the mortgage industry by a mentor who explained the limitless opportunities of creating your own business in the industry. Deciding to “give it a try,” Alex quickly took to mortgages and helping people into homes. He loved the challenge it often presented and how he could utilize his own creativity, resourcefulness, and ability to create highly organized systems of success for himself and others.

“I pride myself in being resourceful and not taking no for an answer when there are alternative ways to get the deal done,” Alex explains. “I get the most satisfaction when I’m able to find a solution where competitors said no to that client. That means I have made a meaningful impact on someone’s life, which gives me immense pride in doing this business.”

Alex’s focus on people and relationships is best exemplified by the numerous partnerships he’s created—from the very first REALTOR® partner he began working with in 2001 (whom he still works with to

this day) to the many others he has developed along the way. Being very systems-oriented in his business has helped Alex stay on top of all his relationships and remain consistent in everything he does.

“The key to my success is turning those things that originally brought me success into organized systems, like my CRM,” he says. “Every day when I come to work I know what I need to do because the day is already planned out by my scheduled tasks according to my CRM. I’m not driven by numbers on a daily basis. Instead, I want to build

winning habits that will produce results. If those habitual tasks are being done regardless of the mood of the day, success will be consistent.”

Consistency is definitely a theme in Alex’s life. Remember his childhood loves? He did stop learning the piano sometime in high school, but he’s recently gone back to it and is enjoying learning and cultivating his skills again. He also still loves the Chicago Bulls, and he and his wife, Kate, go to as many games as they can. And of course, his life wouldn’t be complete without his pup, Coco, whom he calls “the sweetest mutt in the world.”

To experience the consistency, reliability, and problem-solving ability Alex and his team at CrossCountry Mortgage have become known for, visit www.alexmarginis.com or call 312-651-5352.



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Whenever You Know Better, You Do Better

Health Tips for 2022



business
By Sunny Akhigbe

I cannot begin to talk about the new year without first recognizing how the past couple of years brought about a major disruption to all of us, both professionally and personally. For some of us, that's even more so true when it comes to the state of our health!

Many of us are now working at home and/or homeschooling, and what's true for too many of us is we are not getting enough exercise. Plus, now it is winter in Chicago, which means we have an added layer against us: unsatisfactory weather.

Spending much of my time in the health and wellness industry, I have seen firsthand how the struggles listed above, when coupled with unhealthy nutrition, the consumption of too much alcohol and too many sweets, and/or the neglect of mental health will quickly combine and lead to feelings of depression or anxiety.

Eating properly and following a fitness routine is essential; they will help your mind and body. As I say, whenever you know better, you do better. Here are some healthy tips as we welcome in 2022:

1. It doesn't have to take all day. Even as our lives continue to evolve and change, one thing remains: we are short on time! Instead of scratching out your workout plan, be strategic. Here are the best workouts to do in thirty minutes or less:

- HIIT classes
- Cardio dance workouts
- CrossFit WOD
- Running
- Virtual personal training
- Total body circuit

In these workouts, you'll burn calories, get a good stretch in, and feel invigorated and pumped, ready to take on your day, week, and year!

2. Rethink your workout space. Many people are reluctant to work out in their homes because they are not used to doing it. However, when we think outside the

box, we can find several hidden spots that would be perfect for your own personal gym. This fall, I challenged my clients to share with us their at-home workout space. Here are some creative ways to add some pizzazz:

- Design it with your favorite workout in mind. If you enjoy yoga, create a peaceful and serene home yoga studio. If you prefer lifting weights, search out a rustic spot that is able to hold a variety of weights and equipment. This will not only motivate you to get your sweat on, but it will encourage you to move in the ways that feel best.

- Get creative with the location. Do you have a basement that is collecting old boxes? What about an attic that can easily be converted into a personal gym with no commute? Even carving out a nook in your living room and having that be your own personal workout space is beneficial.
- Don't forget to decorate! After all, this is your space. Add greenery, lights, or motivational posters. While this is the perfect opportunity to let your personality shine, you can also use decorations to make the space more workable. Are you working out in a small room? Add mirrors to give it a more open feeling. Install shelves or hooks to hang equipment on the wall in creative ways.

3. It's all about nutrition. I know we don't like hearing this, but what we eat matters! You simply cannot work your way to a healthier you in 2022 if you are

going to ignore what foods you choose. Proper preparation of healthy meals, frequency of eating, and appropriate ingredients are all important factors. I recommend finding a convenient and easy nutrition plan through a nutritional coaching program to find the best plan for your individual needs.

These are just a few of my favorite tips for 2022. My goal in sharing this information is to inspire and assist you, the *Chicago Real Producers* community, to take control of your health, to motivate you, and to inspire change—not only in your health but every aspect of your life. I believe in myself, so I know I can believe in you. Here's to a healthy 2022!

About the Author:

Sunny Akhigbe is a certified fitness coach with IFBB Pro & NABBA Pro cards, where he specializes in health and fitness programs for individuals, groups, and corporations. He is also the author of *A Boy and His Dream* and founder of *A Boy and His Dream Foundation*. Sunny is currently working on a second book, *Zero to Hero*. He enjoys spending time with his two young children as a single parent. His hobbies include fitness, interior design, reading, photography, soccer, biking, boxing, wrestling, running, cooking, writing, and traveling.



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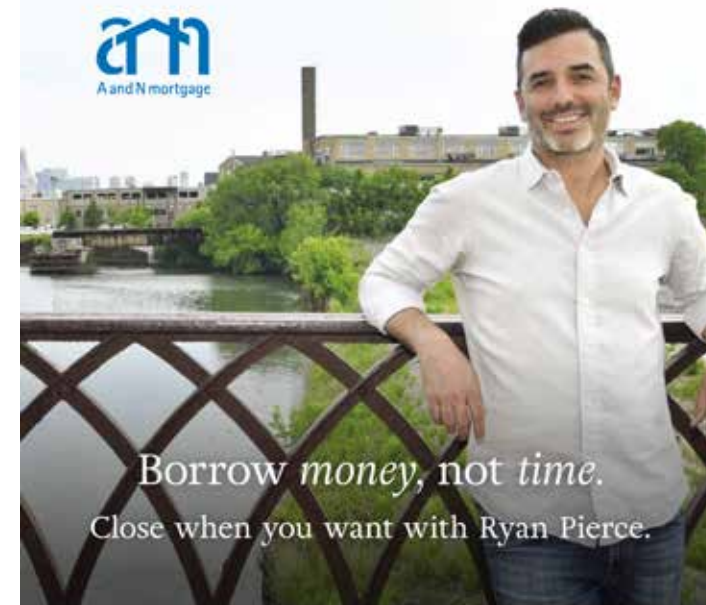


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Christie Carmody

DOING WHAT SHE LOVES



Christie Carmody learned the value of a good REALTOR® the hard way: she purchased her first condo without any planning or guidance from a real estate professional. The experience did two things for Christie. It not only made it clear to her how important the guidance from a trusted professional was, but it also ignited a passion for real estate that could only be quenched by becoming a REALTOR®.

“I became obsessed with following real estate,” Christie explains. “I was already looking for a career that provided me with more job satisfaction in the form of helping and educating people. And we learned so many things after purchasing our condo that I felt becoming a REALTOR® was the perfect way to achieve that kind of satisfaction.”

Christie is also a Certified Financial Planner®. Prior to becoming a REALTOR®, she was working as a financial analyst for a high-net-worth family office, assisting in the management of the family’s assets and organizations, providing detailed information on investment options, and managing many other details in their lives—from travel to strategic financial decisions.

“Two of my favorite things about the job were creatively minimizing the tax effects for the different entities and handling

all of the accounting details,” she says. “I learned how to efficiently manage my time with very little direction and to think creatively.”

Incredibly self-motivated with a strong work ethic, Christie was extremely excited by the idea of managing her own real estate business while having the opportunity to help people. She comes from a long line of women business owners and considers great customer service to be a family tradition.

Christie was born and raised outside a small, rural town in Ohio where her great-grandmother started a clothing store that was passed down to her grandmother, and later, to her mother. Christie started helping at the store during the busy holiday seasons when she was in high school.

“Watching my mom’s dedication to her customers and running of her own small business was an amazing lesson. Little did I know how valuable that would be for my future career in real estate,” she says.

Christie took the chance, after earning a degree in finance and a degree in human resource management, and moved to Chicago although it was the middle of the recession. She was twenty-two years old, had no money, no connections, and just a low paying job in retail management. Everything she has accomplished has been through hard work, a willingness to learn, and a fearlessness for trying new things

Christie approached real estate in the same way. She entered the business in 2003 and became a top producer within three years. She built her business on the long-standing family traditions of great customer service and running a business with the utmost integrity. As a result, her business has run almost entirely on referrals for the last fifteen years. ●●●



...

“To me, it’s not about how long it takes, how much work I put in, or what the price point is. [Rather] It’s all about putting myself in my clients’ shoes, helping them make the right decisions for whatever they need or helping them solve a problem. Success to me comes one client at a time—helping one client achieve their goal, and having them refer me to someone else to help them achieve their goal. Having that true level of trust from my clients is what it is all about!” Christie explains.

While Christie has worked extremely hard to get to where she is now, she also says she could not have been successful without the support of her husband, Bryan. Inspired by Christie’s leap of faith into a career that she absolutely loves and has a passion for, Bryan later made a similar leap into his current career as a professional voice actor. Their daughter, Claire, just started her freshman year at Amundsen High School, and, like Bryan, is a talented piano player.

As a family, they enjoy spending time with their newest addition, Lexie, a Cavapoo puppy, as well as going to concerts, traveling, riding their bikes, and watching movies. Christie loves experimenting with new recipes and feeding something delicious to her family and friends. She also loves to hike, so she can connect with nature and explore new locations; garden, swim in the ocean, and bike along the lake near their house.

With Christie’s longevity and success in the business, she offers these tidbits of wisdom and encouragement to her colleagues: “Hard work *does* pay off. Don’t be afraid to take chances, spend time with people that add value to your life, and spend your time doing things you love while learning something from every experience you have.”



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Christie hiking the Napali Coast in Kauai with her mom, dad, and daughter.



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LEIGH ANN WYATT

▶▶ behind-the-scenes all-star feature

NOMINATED BY: LEIGH MARCUS

Name: Leigh Ann Wyatt

Position/Title: Sr. Executive Assistant

Office/Company: Leigh Marcus | @properties

How long have you been working for/with the person who nominated you? 6 years

How long have you been working in the real estate industry? 6 years

What did you do before you began working in your current position?

I worked for a promotional marketing company (Jack Nadel International) creating fun, branded items for different companies. For example: We did the rally towels given out at the Chicago Cubs game. It was a lot of fun projects!

What does your typical workday look like?

The first thing I do to start the day is check emails. I prioritize what needs to be handled right away and what can be done later as well as anything that Leigh needs to be alerted to right away. Then I review Leigh's calendar and prepare him for any meetings he has that day. After that, the organized chaos ensues. No two days are the

same for me. I juggle between handling clients and helping employee's problem solve and making sure Leigh's life and the office run smoothly.

How would you describe your job in one word?

Fulfilling

Why do you think you excel at your job?

I think I excel because I am open-minded and always willing to help. I've never been asked something and thought "that's not in my job description." Anything I can do to help keep the company moving forward, I'm happy to do. No job is too small.

What is the most rewarding aspect of your job?

Seeing our clients happy! Whenever I see a testimonial or referral come in from a past client or friend it makes me smile because I know we helped another person get through what can be a stressful time.

What is the most challenging aspect of your job?

While this is also a part that I



love, the ever-changing needs of our clients and employees keep me busy.

What is one thing about you that others might find surprising or interesting?

I'm very competitive and I love sports. If you've ever been to a bar with that basketball game called Pop-A-Shot—it's my favorite! I always try to challenge the most athletic person in the place.

When you're not working, what do you like to do for fun?

I LOVE traveling. There are very few places in the world I don't dream of going. My favorite place I've visited thus far has been Thailand. I got to hang with elephants in a sanctuary and it was magical!



How do you feel about being nominated as a Behind-the-Scenes All-Star?

I feel so honored! I truly love what I do and who I work for. I never expected to be nominated for something like this but am so grateful!

Is there anything else you'd like to share about yourself, about your job, or about your relationship with the person who nominated you?

Leigh and Lindsey Marcus have become my family over the past six years. I couldn't imagine what my life would be like had I never met them. They make me a better person and inspire me to dream big!

“Leigh Ann’s work ethic is truly unmatched. She treats my business as if it’s her business, and understands that we are a team, and high tides raise all ships.” - Leigh

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Virtual JAM SESSIONS

Top REALTORS® and Preferred Partners Engaging Virtually

We would like to give a huge shout-out to the *Chicago Real Producers* community! It has been awesome to see how everyone has connected, inspired, and elevated one another through the end of the year!




We started doing jam sessions in May of 2020 as a way to connect and add value to our CRP community while we couldn't meet together in person. Our jam sessions continue to be a success as we gather in small groups on Zoom, and we will continue these even as we start meeting in person. These sessions are designed to get a handful of experts on a call (both REALTORS® and Preferred Partners) to discuss what they are seeing in their industry and to help add value to the individuals who are able to tune

in. This is a great way to meet people on a more personal level and to get to know what's happening in different industries in the real estate community.

The jam sessions have been filled with creative ways to encourage our *Chicago Real Producers* community to continue to engage, and they have served as a way to build relationships. Plus, it has been great seeing even more engagement as we have consistently been streaming sessions on Facebook Live!

A huge thank you to all our amazing REALTORS® and Preferred Partners for your willingness to join together as a community and maintain our human connection!

We have received great feedback about these events, so we are continuing to schedule them in the new year! Want to join one? Let us know by emailing us at andy.burton@realproducersmag.com.



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» cover story
By Jennifer Mitchell
Photos by Sonya Martin

D. WAVELAND KENDT

Helping Clients Find a Place to Drop Their Anchor

D. Waveland Kendt, known to most as Waveland, has had two careers but has lived many lives. Waveland grew up in Merrillville, Indiana, a small town in north-west Indiana. He loved coming to Chicago whenever possible for Cubs games, the Taste of Chicago, and lakefront visits, and knew he was destined to live here one day. He earned a degree in economics from Purdue University and spent the early part of his career working in the restaurant and bar industry.

“I owned a few bars called Cactus over the years,” recalls Waveland. “One was in the old Cedar Hotel in the Gold Coast, and the largest location was near the Chicago Board of Trade. This was back in the late ‘80s and early ‘90s when pit trading still existed and there were tons of people working on the floor of the Board of Trade who would stop by the bar for a drink at the end of the day.”

Though business was booming, Waveland was starting to outgrow the trade and knew he either needed to expand or sell. So he sold his bars, bought a boat, and sailed away. Waveland moved to St. Thomas and enjoyed boat life there for a few years. As a friend was getting ready to sail around the world, he asked if Waveland was interested in joining him. Waveland was, but he was also interested in spending more time with his then girlfriend and now wife, Tara. He mentioned the trip to her and asked if she would come.

Tara responded that she would . . . but only if they were married! So the two lovebirds got married in August of 2004 and set sail soon after.

“It was an incredible trip,” states Waveland. “We sailed down the East Coast from New York to Central America and through the Panama Canal. We went on to the Galápagos Islands, the Marquesas Islands in the South Pacific, and on to Rangiroa, then Pape’ete, and got off in Bora Bora. It was a pretty small boat for four people, so by the time we hit Bora Bora, I think we were all ready for a break!”

Once the crew returned to their home port, Waveland was ready for his next adventure in the form of a new career. He wasn’t sure what he wanted to do, but he knew it didn’t exist in Corporate America. As someone who had invested in Wicker Park in the early ‘90s and always negotiated his own business leases, he realized that real estate might be a good fit. So in 2006, he got his license. His first job, in early 2007, was selling the Helmut Jahn building at 600 N. Fairbanks for the developer.

“It’s funny because when I first started in real estate, the market was on fire,” recalls Waveland. “I sold seventeen units in one month. To reward myself, I bought a \$600 Montblanc™ pen. One year later, in the middle of the worst real estate market crash since the Great Depression, I was packing a lunch because I didn’t want to spend money on eating out!”

... Fortunately, things panned out for Waveland—or more accurately, he worked hard to make his career in real estate a success. But, for Waveland, that wasn't too much of a challenge. He loves to work hard and relates to the Thomas Jefferson quote, "I'm a greater believer in luck, and I find the harder I work, the more I have of it."

According to Waveland, most successful REALTORS® work very hard, but they're able to work differently than lawyers, doctors, or finance professionals, thanks to the variable hours of the job.

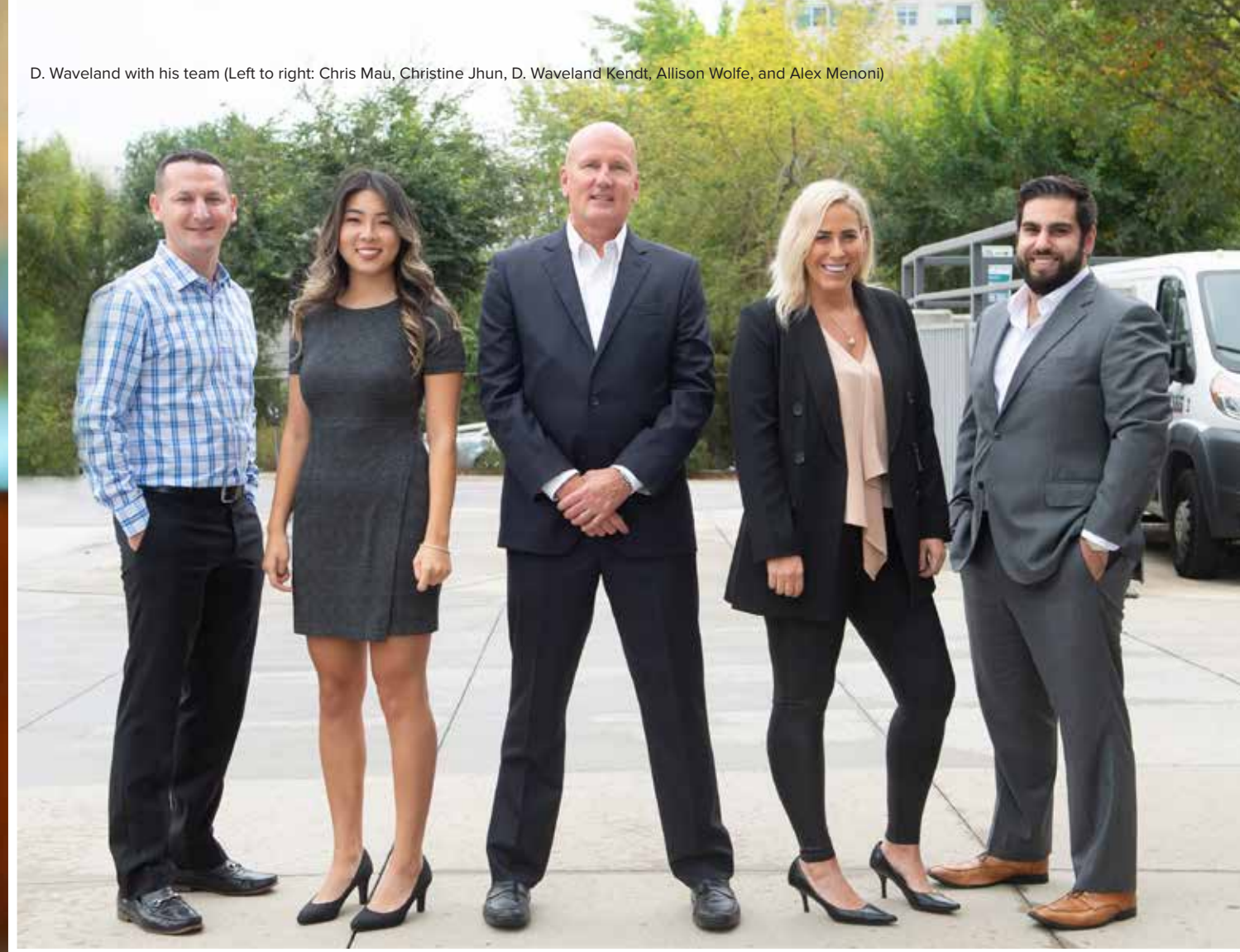
"My wife is a CPS teacher and leaves for work early in the morning," explains Waveland. "So I am in charge of waking up our



WHEN YOU SEE THE LOOK ON A BUYER'S FACE WHEN THEY REALIZE THAT THEY ACTUALLY OWN THEIR DREAM HOME, IT'S EXTREMELY REWARDING."

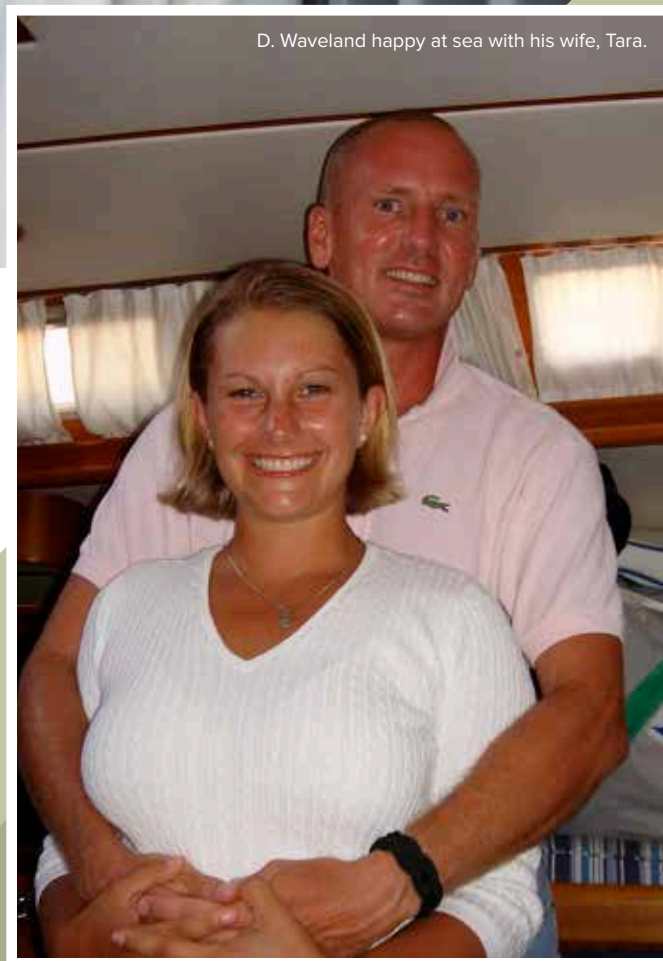


D. Waveland with his team (Left to right: Chris Mau, Christine Jhun, D. Waveland Kendt, Allison Wolfe, and Alex Menoni)



daughter, making her breakfast, and walking her to school. It's an amazing opportunity that I know very few fathers have, so I feel very fortunate to be able to do that each day."

Waveland's daughter, Mallory, is ten years old, and he loves going on walks through Lincoln Park with her, Tara, and their dachshund, Baxter. They also own a summer cottage on a nearby lake and spend as much time there as possible. Waveland's brother and Tara's sister also have houses on the lake, and they all love getting together for long boat rides (during which Waveland might just have himself a cigar). ...



D. Waveland happy at sea with his wife, Tara.

••• Once a year, Waveland still races in the Chicago Yacht Club race to Mackinac Island and thoroughly enjoys the time on the water, away from the constant thrum of city life.

But then he sails back to Chicago and drops anchor to continue building relationships with clients. And it's those relationships that fuel his passion and his success.

"The longer I'm in the business the more I see [that] it's all about relationships," says Waveland. "Keeping clients happy is the key to success, and when you see the look on a buyer's face when they realize that they actually own their dream home, it's extremely rewarding."

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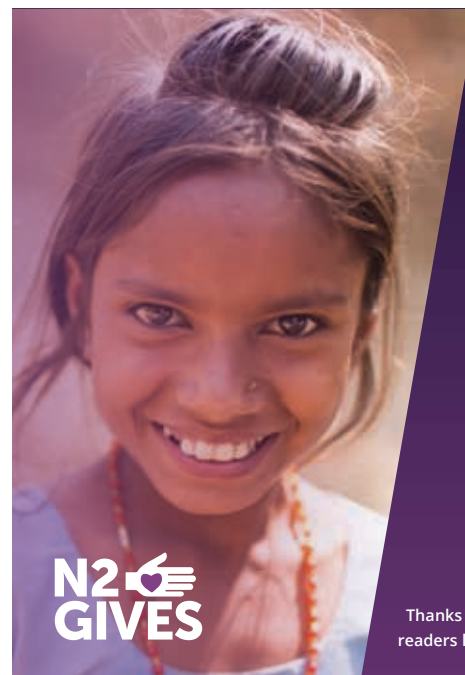


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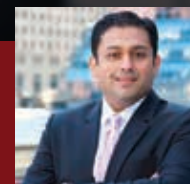
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➤ agent feature
By Jennifer Mitchell
Photos by Sonya Martin

Sharing Expertise to Build Generational Wealth

Helping clients achieve financial independence through real estate is a passion of Shay Hata's. Raised in Alaska by a single mom who owned her own cookie store, Shay watched her mother work eighteen-hour days to provide for her children, and save every penny so Shay could attend ballet lessons. While they had little money, Shay's mom made sure to teach her children lessons that would set them up for success in life, such as making Shay open a Roth IRA as soon as she got her first babysitting gig.

Shay learned the value of hard work and courage. She went into the store at 4 am every day with her mom. She learned how to make cookies, learned math by working the cash register, and honed her customer service skills by selling soda and cookies to patrons. At fourteen, Shay had to fire the manager, whom she caught stealing, while her mother was out of town; she ran the shop on her own for several days until her mother returned.

Thanks to multiple scholarships, financial aid, and hard work, Shay obtained her undergraduate degree in history from Dartmouth

College. She spent her twenties working hundred-hour weeks at a marketing and public relations firm in New York City. She was there when the Twin Towers fell, and she lost a friend that day. She realized life was too short not to have a career she loved. She moved to Minneapolis and founded two successful businesses. She sold them when she and her husband, Nobu, a REALTOR®, moved to Chicago after he was offered a job at the National Association of REALTORS®. Unsure of what to do next, Shay turned to him for advice. He suggested she try real estate. Shay gave it a go and found that she loved it.

"I have never enjoyed working for others," states Shay. "Since my mid-twenties, I've owned my own businesses, and I do best when working on my own. Being a REALTOR® is the perfect fit for me as it allows me to be a CEO while doing something I'm passionate about."

Shay was a natural, and she attributes her professional success to her commitment to working hard and her love of negotiating. (She's a graduate of Harvard's Program on Negotiation.) ...

Photo Credit: Lori Sapio



Shay with a team member
(Lauren Calderone).



•••

“Throughout my life, I’ve noticed that a lot of people have big dreams but aren’t willing to do the hard work to get there,” notes Shay. “Every day, I show up, do the work, have the hard conversations, and make small steps towards my goals. Eventually, those small steps add up and I’m able to achieve my dreams.”

One of the aspects she loves most about real estate is that she gets to be part of the big moments in her clients’ lives. She’s often the first person to know when a client is pregnant, has a new job, or is going through a divorce. She loves supporting her clients in both good times and bad, and making sure their home supports their new life both practically and financially.

After almost a decade, Shay formed her own team, which consists of herself, two other REALTORS®, Lauren Calderone and David Zwarycz, and four assistants. They average 150+ transactions a year and serve clients in Chicago and the suburbs. “Lauren and David always put the clients’ needs first, and are incredibly well-educated, smart, hardworking individuals. I couldn’t feel luckier to be working with them,” says Shay. The team is passionate about making the homebuying and selling experience as stress-free as possible, whether that means getting moving quotes for their clients,

helping them complete rehab work, or simply giving their honest opinion on houses or inspection negotiations.

But the team isn’t just committed to making life easier for their clients; they’re also committed to making the world a better place: they donate a percentage of each commission to a local animal rescue group, a local school, or a charity of their client’s choice.

“My family didn’t have a lot growing up, but I was always taught to share whatever I had with others,” says Shay.

One of the things Shay is passionate about is sharing her real estate knowledge to help people build their own wealth through real estate. She is fiercely committed to the Financial Independence Retire Early (FIRE) movement, and she and her husband are teaching their five-year-old son, Oliver, this philosophy. “We require our son invest 40 percent of his \$5 weekly allowance in the stock market,” explains Shay. “We research the stocks together, he picks one to invest in, then we track the stocks monthly. I’m working

“MY FAMILY DIDN’T HAVE A LOT GROWING UP, BUT I WAS ALWAYS TAUGHT TO SHARE WHATEVER I HAD WITH OTHERS.”

Shay with her son, Oliver.



hard to teach my son about investing, saving, budgeting, and planning for retirement at an early age.”

“It was up to Nobu and I to pay for college [ourselves],” continues Shay. “We don’t want that for our son or our future grandchildren, so every year since our son was born we’ve bought a new investment property. Eventually, the profits can not only pay for our son’s college education, but his future children’s education, as well as our retirement.”



Childhood friends, Shay and Nobu reconnected in the early 2000s after they walked past each other at the Anchorage airport. Shay, Nobu, and Oliver love riding bikes, going to children’s museums and playgrounds, and traveling together. They also go to a new ethnic restaurant every week to expose Oliver to new foods and people from various cultures. Because at the end of the day, while Shay is incredibly passionate about real estate, what matters most to her is to raise a kind, hardworking, and financially independent son, and to have a happy, loving family.

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THE MEANING OF VALUE



As a young REALTOR® or new business owner, your number one job is to meet as many people as possible and make value deposits through service to others. We can serve people in a million different ways, and just like it is with financial investments, at first the deposits will probably be small: showing properties, answering questions about a transaction, connecting clients with a lender, making contractor recommendations, displaying your phone or email on a website, etc. Now imagine offering bits of value on a consistent basis to all clients. Over time, your value grows, just like an investor's compounding interest. Over time, the impact of your service will go up and your value will shoot through the roof.

As the owner of a growing team of agents and staff, my job is exactly the same: make consistent value deposits to my teammates by offering guidance, training, systems, and support so they can grow into the successful agents they envision themselves being, but couldn't tackle alone. The more opportunities I bring them to step into their own vision, the more value they bring to me, and the more money we all make over time.

2. Value = money

Money is created through value, and value is developed by strategic thinking, not strategic doing. Most agents think the best way to make more money is by doing more or doing

I'm in the market for a stroller. This will be my first baby, and short of snagging a cute onesie for a friend's baby shower, I don't have any experience buying baby gear. Stroller brands, prices, sizes, and features are all foreign to me. Do stroller stores exist or am I stuck with what's in stock at Target? Do I want the seat to be parent-facing or street-facing? What's better, three wheels or four? And how many cupholders are really necessary?

covers, and a ton of other things I hadn't even considered. I am well prepared to buy what I need for baby's arrival. Thanks, IG!

That stroller experience got me thinking about value and I drew three conclusions that we've implemented into our business over the past few months, and will be our focus for 2022 and beyond.

1. Value defined

Recently, a friend asked me to define value. I'm no Merriam-Webster, but to me and my team, adding value is a simple concept: inspire people to take action on something they already want, then provide information and an easy avenue to actually do it. To put it another way, be a living, breathing Instagram ad!

There's only one thing I'm certain of: I need a stroller, ASAP! So, I did what any freaked out parent-to-be does and scrolled through Instagram waiting for the stroller ads to pop up and guide me in the right direction. Sure enough, in a matter of moments I had information on Nuna, PB Kids, and Mockingbird, plus ads for baby clothes, car seats, diapers, nursing

different. "I've changed the script I use with buyers and it worked!" is a complete misnomer. More showings, updated LinkedIn profiles, more emails, fancy listing fliers, more open houses, new scripts, etc., are all good tasks, but they don't support a growing mind or a growing business. Skill sets are developed through doing, and so it's true that if you take massive action, you may see results increase temporarily, tricking you into believing that results come from the amount of action you take. However, there comes a point in time where simply doing more of the same activities, even the ones you've seen success with, will block you from developing high value, and ultimately stunt your growth.

You have to keep going, keep giving, keep serving, and allow time for the value deposits to compound. Most agents give up making value contributions too soon and try to live off their short-term value interest before they have enough to sustain a long-term business, not to mention a cushy lifestyle. Twenty twenty-one has been a great year for most Chicagoland agents, but if we celebrate too soon and pull back serving others (forgetting that market conditions played a huge role in our business this year), we'll miss the chance to grow our value bank and create long-term sustainability and profit. It doesn't matter how much action you take. You cannot create a valuable experience for others when you're focused on your own actions.

If you intend to make more money through your growing business, you have to constantly get better at new things at different levels: high-quality thinking becomes your job. You'll see that true growth comes from first leveling-up your thinking, then building new skills around those beliefs.

3. Value as an add, not an exchange

If you're on board with the belief that money comes directly from value, the next step is to forget about reaping your payoff. Unlike a financial investor, how and from where the return comes back to you is unpredictable and should be none of your business. If you expect to get an immediate return directly from the service you provide, you will probably notice confusion, resentment, and discouragement will start to show up. From that place, you may take actions that are inconsistent with value. I see this happen when agents start to discriminate where they're willing to add value. For example, "I won't work with a buyer whose budget is less than

\$200,000," or "I crushed that listing appointment. I can't believe they didn't hire me," might seem like helpful business thoughts, but they could actually be slowing your potential to exponentially compound value interest (i.e., your bank account). Until your day is packed with too many clients to serve, and your bank account is spilling over, being picky or cranky about how and to whom you add value is a disservice to your future business. You have the right to add value to everyone you meet, independent of the return on your time, energy, and sound advice.

Our newfound mission is to double down on value in every interaction we have with our clients, business partners, friends, and family with no expectation for a return on the investments we make. We aim to inspire our community to follow through on their own plans, and our job will be to help make those adventures accessible, smooth, and enjoyable—just like my stroller experience! Because the value we give today creates the business we have tomorrow.

About the Author:

Emily Phair is a founder and co-owner of the Phair-Hinton Group of Keller Williams Chicago Lincoln Park and Keller Williams Milwaukee. She and her squad are rapidly growing in both Chicago and Milwaukee and have been consistently ranked in the top 1 percent of Chicago REALTORS®.

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▶ on the rise
By Chris Menezes
Photos by Caleb Pickman

TIFFANY VONDRAN

Fully Enjoying the Journey

Tiffany Vondran loves real estate like she loves playing pool. And she is fantastic at both. Not only is she one of the top agents at Fulton Grace Realty, but, as a professional pool player, she competed in the World Pool Championship in Las Vegas two years in a row and was even named MVP for her league in 2018. By being true to these two loves in her life, Tiffany has carved quite a niche for herself in both arenas, which has resulted in much success.

When it comes to real estate, Tiffany's love of people and forming relationships is the main reason for her success. She shows no partiality in helping the people she meets, whether they are renters looking for a new apartment or buyers looking for a luxury home. She focuses on helping each person achieve their goal, while becoming good friends through the process and remaining good friends after.

In fact, before Tiffany joined Fulton Grace Realty in 2019, she spent twelve years with @properties where she was the top rental agent, closing fifty rental transactions a year on top of her sales. Her long-term approach to relationships has resulted in a referral and repeat business ratio of over 90 percent, leading to sales such as the one she describes below:

"Earlier this year, I closed a \$1.7M deal with past renters who have been clients of mine for five years. I assisted them in finding their first two apartments when they were newly dating, then in purchasing their condo when they got engaged and married. This year, they sold their condo and purchased a luxury home. They have since gotten a dog, and are now planning to start a family," Tiffany explains.

"It's stories like this that I love and encourage me to continue building relationships with my clients," she continues. "If I open myself up to my clients and allow them to see me for me, they are more likely to build trust and a relationship with me going forward."

Tiffany cultivates those relationships by delivering a highly personable real estate experience that her clients find fun and enjoyable. Even after the

transaction is complete, she is always looking for ways to show them she cares, whether it's by throwing appreciation events or reaching out on birthdays and anniversaries.

Tiffany wasn't always so forthright with people. She used to be very modest and shy when meeting people at first, which was one of the reasons why she avoided real estate sales—she didn't want to be a "pushy salesperson." However, as soon as she realized real estate sales were more about developing relationships through delivering exemplary customer service, she instantly settled in, and even found more of her voice in the process.

Before entering real estate sales in 2008, Tiffany was a real estate paralegal for two years. She grew up in a small town in Illinois, then went to college at Southern Illinois University in Carbondale where she earned her degree in paralegal studies. She wanted to eventually become an attorney, but she decided to work in the field for a few years first and joined a law firm in downtown Chicago.



“IF YOU DON’T LOVE WHAT YOU DO, THEN THE CHANCES OF YOU SUCCEEDING AT WHAT YOU DO ARE SLIM. YOU HAVE TO MAKE WORK FUN, INCORPORATE WHAT YOU LOVE WITH YOUR WORK, AND SHOW PEOPLE WHO YOU REALLY ARE.”



...

As a real estate paralegal, Tiffany prepared all the closing documents and handled contracts through closing. While she also worked in insurance claims with MetLife and received numerous awards for her customer service, she really enjoyed learning about real estate and wanted to learn more about the other side of the business. So, she enrolled to get her real estate license and made the switch to REALTOR® shortly thereafter.

When Tiffany is not connecting with one of her clients, she enjoys spending time at her Airbnb property in South Haven, Michigan, where she enjoys hiking, kayaking, and biking. She also enjoys spending time with

her two sisters and her six-year-old niece, Emily, who, after being diagnosed with leukemia in 2019, officially beat cancer this past July and ended her treatments.

In honor of Emily, Tiffany started an annual Christmas toy drive for Comer Children’s Hospital. “Comer Children’s Hospital was absolutely fantastic at making sure my niece was entertained and felt loved while she spent endless nights with them. The toy drive is an opportunity for me to give back to the hospital on behalf of my niece,” she says.

As Tiffany continues to help everyone she can, no matter their circumstances, while fully enjoying and incorporating the things she loves to do every day in her life and in her business, she will continue to see much success.



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AN ANNUAL Financial Check-Up

By Shauna Osborne

The end of the year brings us many opportunities to reflect: on our objectives, our blunders, our accomplishments. Think back to the goals you set for yourself at the beginning of this year; did you get where you wanted to go? If not, why? If so, congratulations, and what's next? There are lessons to be gleaned from both our failures and our achievements, particularly in the economic arena. A thorough **financial check-up** during this introspective time of year will help you establish a clear financial plan for 2022 and beyond!

Begin at the end. Take an honest look at where you ended up financially this year. Perhaps, you had a particular financial goal in mind for this year – paying off a credit card, boosting your credit score, or putting more toward retirement. If you didn't get there, ask yourself what prevented you from meeting your target. Was it unrealistic?

Maybe you had a major life event that waylaid you (e.g., divorce, new baby, etc.). Be gentle with yourself here; it's been a tough couple of years for most!

Once you've done some reflecting on whether your financial goals were met and what you should do differently next year, dive into some forward-looking practices to help you get a clearer picture of your current financial health. Start with your **budget**. Is the budget you established for yourself at the year's beginning still adequate? Did you consistently over- or underspend in any areas? Adjust as needed for 2022. And, if you've stuck to your budget, you hopefully have a **surplus**, which can be thrown at debt or put away into savings. It's also a good time to double-check that you're maxing out your **401K contributions**. If that's not within your reach right now, strive to contribute at least as much as your employer will match.

Other areas to assess include **credit card interest rates, stocks, and insurance policies**. Many people don't know you can call your credit card company to negotiate a better interest rate, especially if you've been faithfully paying down your debt over the last 12 months. You might also use this time to study your stock portfolio; will you shift toward riskier or safer investments in 2022? Finally, review your insurance policies to ensure your coverages are still relevant. You may also qualify for new discounts and/or need to add major purchases made over the last year to your policy.

During this festive time of year, sitting down to examine your finances may sound like the ultimate killjoy. However, as you turn your thoughts toward resolutions for your physical, mental, and spiritual health, don't neglect your financial health!

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LUCAS WEIDEN WITH DELJO HEATING & COOLING

Knowledge: The Key to a Comfortable Home

Deljo Heating & Cooling is a leading residential HVAC provider in Chicago specializing in residential service repairs, maintenance, and installation. But they aren't your run-of-the-mill HVAC contractor. They're committed to doing things differently, which is why they invest heavily in employee training and development. And the investments have paid off: Deljo has earned a reputation for being one of the most knowledgeable, technically proficient, and customer-focused HVAC companies in Chicago.

One of the most important functions of the training center is to make sure technicians are up-to-date on the latest HVAC technology. In the last several years, HVAC equipment has become very technically advanced. Lucas notes that anyone working on this equipment needs to not only fully understand how to install and repair it, but also how to educate homeowners on using the equipment to create a comfortable home without negatively affecting their utility bill. ...

"In our industry, there is no barrier to entry," explains Lucas Weiden, sales and marketing manager at Deljo. "Despite the fact that we're working with gas and electricity, someone with no experience, no history, and no company behind them can go buy a furnace and install it in someone's home. Too often, people look for the cheapest option for installation and repair of HVAC equipment, but there's so much risk in that. You have to go with someone who really knows what they're doing."

Lucas notes that the HVAC industry has the second-highest number of failed businesses in the United States after the restaurant industry, so he recommends hiring contractors that have a proven track record. "The next time you want to save a couple of bucks by going with that guy working out of his garage, ask yourself, 'Will this guy still be in business in five years when I have issues with the equipment?'" Deljo has been in business for 100 years, and that longevity is proof of the Deljo Difference."

The company takes a great deal of pride in their ability to deliver a five-star experience from the moment they pick up the phone to the time when their technicians are leaving a happy customer's home. To ensure their technicians are fully trained on the latest technical best practices and on how to provide the best customer service, Deljo has invested in a state-of-the-art in-house training facility.





...

This focus on training and the intentional investment in employees' careers are two of the things Lucas likes most about working for Deljo.

"Every employee at Deljo has a clear career path as well as the resources and training to follow that path as long as they want to," notes Lucas. "From the shop helpers to the field technicians, everyone is given incredible opportunities to grow with the company, and I think that's very exciting."

Lucas has been with the company for nine years, but the path he took to arrive at Deljo might surprise you. After graduating from Bradley University, Lucas worked in the financial services industry until the 2008 financial crisis. Needing a new path forward, he and his wife, Liz, moved from Chicago to central Illinois to help her family run their HVAC company.

"I had no experience in the industry at the time," said Lucas. "But after five years of working for my in-laws, I was involved in all areas of the company and loved helping them grow the business."

But Lucas and his wife eventually wanted to be back in Chicago. So after helping Liz's



Too often, people look for the cheapest option for installation and repair of HVAC equipment, but there's so much risk in that. You have to go with someone who really knows what they're doing."



Palm Springs. But even in his spare time he has HVAC on his mind. You may recognize his voice from his podcast, *Between Two Furnaces*.

By just about anyone's definition, Lucas has had a very successful career, but like a true Deljo employee, he's constantly focused on bettering himself. One of the ways he stays motivated and focused is by sticking to a morning routine that includes a 5-5-20 exercise: he lists five things he's grateful for and five goals for the day, and then does twenty reps of an exercise.

He also had an "A-ha moment"

parents get the company on *INC's* list of the 5,000 fastest-growing companies, they knew it was the right time for a move. Lucas secured the job at Deljo, and the rest is history.

When he's not helping Deljo grow its customer base, Lucas and Liz love to travel and spend time with friends and family. They also enjoy exploring different restaurants in the city together, and walking their dog, Rudy.

Lucas also loves watching and participating in sports and is currently training for a triathlon in

early in his career that opened him up to more personal and professional successes. He realized that by being in competition with himself, rather than with others, he could continue to make positive changes in his life.

It's this commitment to betterment and education that makes Lucas a great member of the Deljo Heating & Cooling team. A team that's focused on improvement for their customers and their people.

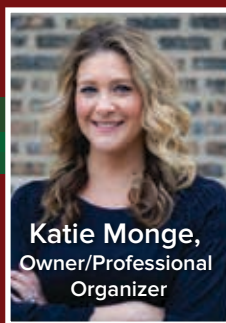
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home matters

By Shauna Osborne



Holiday Home Help – DELIVERED

To say many of us have a full plate is an understatement. Between job(s), academic responsibilities, social engagements, kids' events, charitable endeavors, travel, and hobbies, we might be lucky to snag half an hour for a cup of coffee some days. Now, the holidays are here, so add to that already-overwhelmed schedule *lots more* to celebrate, yes, but also to exhaust your time and energy. What if you could take some of those responsibilities away, so you can focus on what's really important to you during this special time of year? After all, one thing about convenience the Covid-19 pandemic has taught us is that, for a premium, you can get pretty much any product or service delivered right to your home!

Tree Delivery

If there's no time in your busy schedule for picking out a tree this year, you can arrange to have a fresh-cut tree delivered to your front door via a tree delivery service. There are several nationwide delivery services (e.g., ChristmasTreesNow has been delivering trees to homes all over the country for over 20 years!), allowing you to choose the most convenient day for your tree to arrive. If possible, support local business; check with your local farms, hardware stores, or nurseries to see if they deliver.

Outsourcing these services will be well worth the peace of mind you'll get when you're able to relax and enjoy the holidays with family and friends! Happy holidays!

Decorations and Lights Displays

Everyone loves seeing homes in our neighborhoods cheery and bright with lights and decorations, but not everyone can or wants to tackle the extensive bedecking process. Instead, consider hiring professionals to manage your decor this year. Your initial consultation with the company will establish what theme or design you want for your home; be sure to ask whether they will provide the lights or will expect to use yours. These companies will also take down decorations after the holidays, so you can relax and enjoy your post-celebration bliss.

Dining

Many are already familiar with indispensable grocery delivery services like Instacart and Shipt, which will bring every ingredient you need for a fabulous holiday meal – plus, eggnog and festive snacks – right to your front door (in under an hour, in some cases!). Not feeling up to cooking this year? You might choose to have a healthy and delicious meal catered, instead, or even bring in a professional chef for your gathering, freeing up your time and efforts to focus on your guests.

Errand / Shopping Concierge

A personal assistant / concierge service can lighten the load significantly for families during the holidays, including gift-buying and -wrapping, preparing the space for houseguests, standing in lines, commuting children safely to and from events, decorating, party planning, and much more.

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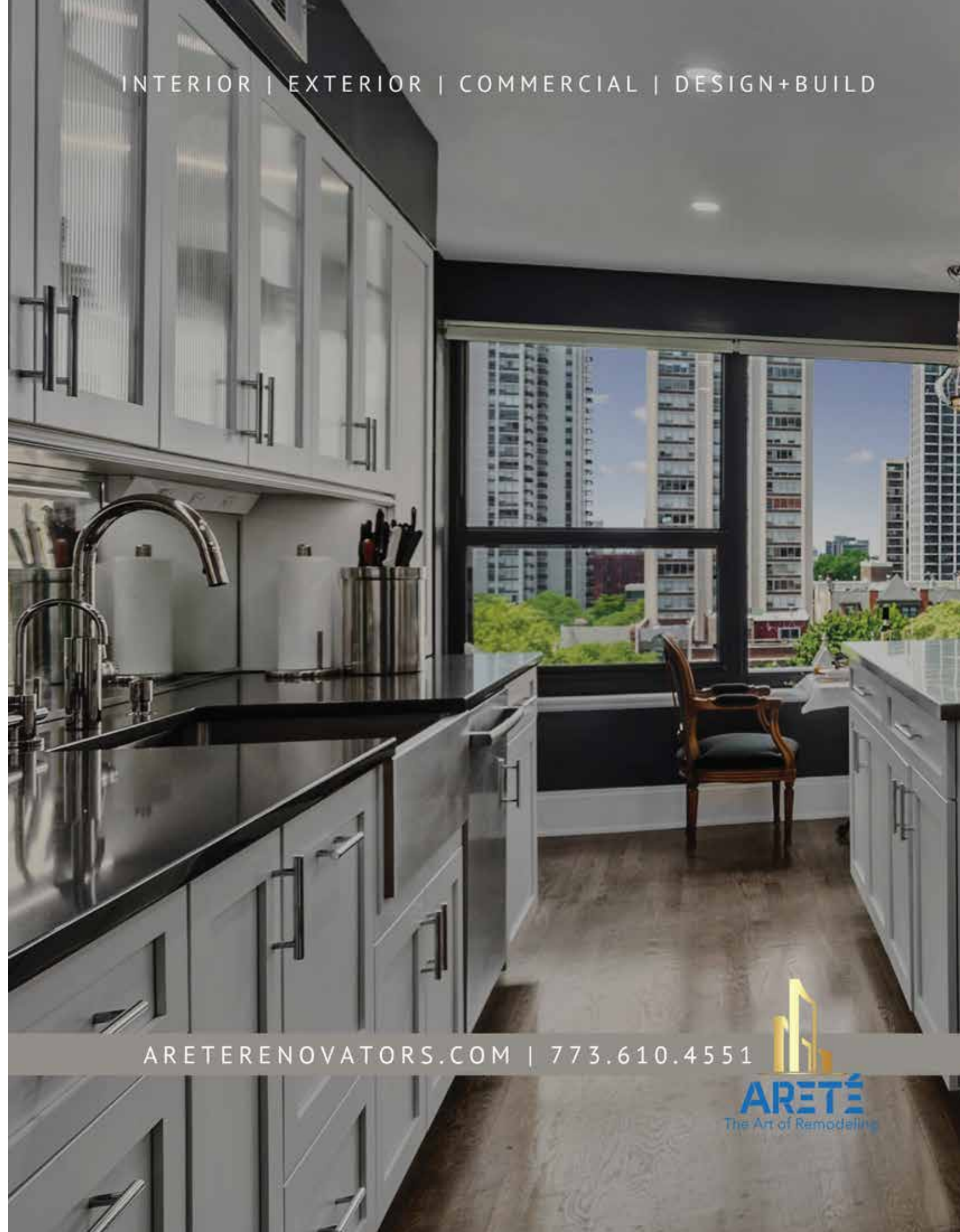
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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to October 31, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Leila	Zammatta	154	\$318,901,802	66	\$143,542,650	220	\$462,444,452
2	Jeffrey	Lowe	145.5	\$190,970,516	84.5	\$115,248,050	230	\$306,218,566
3	Emily	Sachs Wong	93.5	\$161,174,431	48.5	\$79,505,500	142	\$240,679,931
4	Matt	Laricy	214	\$96,113,684	244	\$129,326,947	458	\$225,440,631
5	Leigh	Marcus	182.5	\$120,886,618	93.5	\$63,350,610	276	\$184,237,228
6	Mario	Greco	131.5	\$80,921,375	44.5	\$36,700,652	176	\$117,622,027
7	Chezi	Rafaelli	49.5	\$70,718,000	24	\$46,420,139	73.5	\$117,138,139
8	Sophia	Klopas	60	\$46,908,425	44	\$34,897,500	104	\$81,805,925
9	Brad	Lippitz	56	\$44,186,425	46	\$36,106,300	102	\$80,292,725
10	Grigory	Pekarsky	63	\$29,469,049	98	\$47,924,446	161	\$77,393,495
11	Carrie	McCormick	59	\$43,109,649	32	\$32,563,988	91	\$75,673,637
12	Millie	Rosenbloom	41	\$46,477,300	27	\$23,202,900	68	\$69,680,200
13	Alexandre	Stoykov	19.5	\$9,030,150	140.5	\$59,285,450	160	\$68,315,600
14	Susan	Miner	9	\$31,483,500	9	\$35,741,500	18	\$67,225,000
15	Jennifer	Ames	38	\$44,103,400	14.5	\$22,642,250	52.5	\$66,745,650
16	Karen	Biazar	74.5	\$40,940,250	51	\$25,671,650	125.5	\$66,611,900
17	Melanie	Giglio	56.5	\$36,905,013	51	\$25,727,325	107.5	\$62,632,338
18	Hayley	Westhoff	47.5	\$30,349,100	43.5	\$32,228,635	91	\$62,577,735
19	Benyamin	Lalez	18.5	\$10,083,750	105	\$52,284,881	123.5	\$62,368,631
20	Debra	Dobbs	39.5	\$42,252,340	24	\$18,028,000	63.5	\$60,280,340
21	Ryan	Preuett	21.5	\$29,467,000	15.5	\$30,022,450	37	\$59,489,450
22	Julie	Busby	36.5	\$25,619,650	44	\$31,319,563	80.5	\$56,939,213
23	Katharine	Waddell	45	\$27,340,000	41.5	\$27,829,650	86.5	\$55,169,650
24	Tommy	Choi	37	\$21,088,900	63.5	\$33,382,480	100.5	\$54,471,380
25	Joanne	Nemerovski	23	\$27,973,250	28	\$26,329,687	51	\$54,302,937
26	Timothy	Sheahan	50.5	\$34,975,600	24.5	\$18,102,250	75	\$53,077,850
27	Timothy	Salm	23.5	\$49,247,095	6.5	\$3,513,750	30	\$52,760,845
28	Emily	Phair	32	\$14,239,575	95	\$37,629,466	127	\$51,869,041
29	Daniel	Close	36	\$17,121,200	47	\$31,401,713	83	\$48,522,913
30	Bari	Levine	48	\$24,549,874	33	\$23,677,050	81	\$48,226,924
31	Konrad	Dabrowski	29	\$22,862,000	36.5	\$24,455,650	65.5	\$47,317,650
32	Daniel	Glick	33	\$23,422,250	30	\$21,984,200	63	\$45,406,450
33	Sam	Shaffer	22.5	\$10,518,550	57.5	\$34,041,650	80	\$44,560,200
34	Keith	Brand	18	\$9,318,900	45	\$35,171,788	63	\$44,490,688

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Danielle	Dowell	41	\$22,775,800	37.5	\$21,674,750	78.5	\$44,450,550
36	Darrell	Scott	18.5	\$12,304,300	60	\$32,100,700	78.5	\$44,405,000
37	Ashley	Donat	33.5	\$17,296,743	54.5	\$26,578,788	88	\$43,875,531
38	Ivona	Kutermankiewicz	40.5	\$33,212,258	17	\$10,402,850	57.5	\$43,615,108
39	Michael	Rosenblum	37	\$31,290,547	13	\$11,546,000	50	\$42,836,547
40	Lauren	Mitrick Wood	27	\$16,370,750	46.5	\$26,464,688	73.5	\$42,835,438
41	Melissa	Siegal	51	\$32,967,750	17	\$9,857,900	68	\$42,825,650
42	Rafay	Qamar	40.5	\$15,044,015	73	\$27,531,425	113.5	\$42,575,440
43	P Corwin	Robertson	24.5	\$41,714,133	0	\$0	24.5	\$41,714,133
44	Jennifer	Mills	40.5	\$27,164,225	18	\$13,566,152	58.5	\$40,730,377
45	Scott	Curcio	49.5	\$18,184,200	47	\$22,036,232	96.5	\$40,220,432
46	James	D'Astice	18.5	\$9,882,950	55.5	\$29,560,057	74	\$39,443,007
47	Lance	Kirshner	38.5	\$18,697,809	34	\$20,310,650	72.5	\$39,008,459
48	Nadine	Ferrata	40	\$25,335,500	22	\$12,826,972	62	\$38,162,472
49	Nicholaos	Voutsinas	21	\$12,776,800	43.5	\$25,108,500	64.5	\$37,885,300
50	Natasha	Motev	21.5	\$23,171,700	9.5	\$14,164,250	31	\$37,335,950

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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to October 31, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Melanie	Everett	17	\$5,911,680	72	\$31,356,975	89	\$37,268,655
52	Barbara	O'Connor	33	\$19,472,095	32.5	\$17,242,645	65.5	\$36,714,740
53	Eugene	Fu	20	\$18,347,600	42.5	\$18,286,965	62.5	\$36,634,565
54	Jill	Silverstein	13	\$6,722,250	41.5	\$29,705,740	54.5	\$36,427,990
55	Amanda	McMillan	44.5	\$21,978,400	23	\$14,328,627	67.5	\$36,307,027
56	Jason	O'Beirne	34	\$24,290,701	19	\$10,996,375	53	\$35,287,076
57	Colin	Hebson	21	\$15,440,500	32	\$19,830,200	53	\$35,270,700
58	Sarah	Ziehr	55	\$26,715,500	13	\$8,411,700	68	\$35,127,200
59	Robert	Sullivan	18.5	\$19,430,500	14	\$15,409,000	32.5	\$34,839,500
60	Elias	Masud	12.5	\$4,734,249	59.5	\$30,066,136	72	\$34,800,385
61	Robert	Picciariello	63	\$34,337,900	0	\$0	63	\$34,337,900
62	Lucas	Blahnik	16.5	\$8,113,750	32	\$26,214,650	48.5	\$34,328,400
63	Kelly	Parker	19	\$10,653,050	41	\$23,421,650	60	\$34,074,700
64	Vincent	Anzalone	24.5	\$19,460,792	16.5	\$13,810,000	41	\$33,270,792
65	Nancy	Tassone	22.5	\$26,699,500	6	\$6,265,000	28.5	\$32,964,500
66	Richard	Kasper	30.5	\$20,199,550	27.5	\$12,708,837	58	\$32,908,387
67	Dennis	Huyck	27	\$18,372,750	19.5	\$14,134,375	46.5	\$32,507,125
68	Owen	Duffy	42	\$21,746,815	23	\$10,509,500	65	\$32,256,315
69	Alishja	Ballard	31	\$16,926,050	25.5	\$15,116,611	56.5	\$32,042,661
70	Cadey	O'Leary	16	\$23,449,000	7	\$8,553,500	23	\$32,002,500
71	Michael	Maier	44	\$19,213,126	26	\$12,733,002	70	\$31,946,128
72	Nicholas	Colagiovanni	29.5	\$26,899,900	5	\$4,985,000	34.5	\$31,884,900
73	Rizwan	Gilani	19.5	\$9,744,185	34	\$21,692,750	53.5	\$31,436,935
74	Pamela	Rueve	17	\$22,298,000	11	\$9,069,000	28	\$31,367,000
75	Layching	Quek	5	\$2,397,500	45.5	\$28,736,650	50.5	\$31,134,150
76	Sherri	Hoke	16.5	\$20,382,158	10	\$10,718,000	26.5	\$31,100,158
77	Karen	Schwartz	32	\$14,939,000	30	\$16,126,999	62	\$31,065,999
78	Joseph	Kotoch	15.5	\$7,246,000	44	\$23,415,200	59.5	\$30,661,200
79	Matthew	Liss	24	\$15,723,250	18	\$14,426,500	42	\$30,149,750
80	Michael	Shenfeld	24.5	\$17,240,250	19	\$12,284,900	43.5	\$29,525,150
81	Scott	Berg	57	\$26,143,331	4	\$3,242,000	61	\$29,385,331
82	Juliana	Yeager	23	\$13,958,199	21	\$15,391,643	44	\$29,349,842
83	Elizabeth	Ballis	16	\$9,331,250	19	\$19,993,999	35	\$29,325,249
84	Nick	Nastos	13.5	\$5,237,800	46	\$23,726,750	59.5	\$28,964,550

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Stefanie	Lavelle	31.5	\$17,089,900	9.5	\$11,706,700	41	\$28,796,600
86	Nicholas	Apostal	23	\$15,831,050	12	\$12,534,000	35	\$28,365,050
87	D	Waveland Kendt	29.5	\$16,332,784	17	\$11,932,500	46.5	\$28,265,284
88	Brooke	Vanderbok	40	\$24,631,450	7	\$3,510,750	47	\$28,142,200
89	Danny	Lewis	22.5	\$10,827,250	24	\$16,892,000	46.5	\$27,719,250
90	Suzanne	Gignilliat	11	\$18,471,000	6	\$9,214,000	17	\$27,685,000
91	Kevin	Wood	7.5	\$20,732,257	3	\$6,926,659	10.5	\$27,658,916
92	Melanie	Carlson	21.5	\$13,513,650	16	\$14,002,217	37.5	\$27,515,867
93	Lisa	Sanders	43.5	\$20,656,700	12.5	\$6,827,250	56	\$27,483,950
94	Ryan	Mckane	61	\$24,236,900	7	\$3,195,000	68	\$27,431,900
95	Eudice	Fogel	17.5	\$10,558,125	19	\$16,855,750	36.5	\$27,413,875
96	Ryan	Gossett	23.5	\$10,601,623	31.5	\$16,648,625	55	\$27,250,248
97	Sara	McCarthy	24	\$11,720,250	23.5	\$15,231,025	47.5	\$26,951,275
98	Elizabeth	Lothamer	22	\$11,094,600	32.5	\$15,738,659	54.5	\$26,833,259
99	Rubina	Bokhari	18	\$12,306,250	17	\$14,358,000	35	\$26,664,250
100	Leslie	Glazier	26	\$15,623,000	15.5	\$10,549,950	41.5	\$26,172,950

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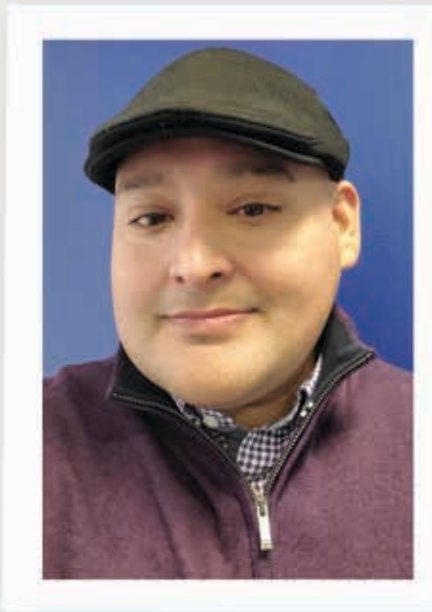


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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to October 31, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Bruce	Glazer	24	\$14,695,000	18	\$11,467,250	42	\$26,162,250
102	R. Matt	Leutheuser	11	\$24,010,000	3	\$1,841,500	14	\$25,851,500
103	Cory	Tanzer	35	\$12,670,248	30	\$12,763,899	65	\$25,434,147
104	Grace	Sergio	33.5	\$22,206,700	1	\$3,180,000	34.5	\$25,386,700
105	Laura	Meier	29	\$13,389,500	23	\$11,497,365	52	\$24,886,865
106	Mark	Icuss	16	\$14,073,472	9.5	\$10,778,000	25.5	\$24,851,472
107	Samantha	Porter	20	\$18,735,500	2	\$6,050,000	22	\$24,785,500
108	Brian	Moon	17	\$8,279,700	29	\$16,486,650	46	\$24,766,350
109	Linda	Levin	16	\$12,193,000	15	\$12,525,562	31	\$24,718,562
110	Lisa	Blume	15.5	\$6,890,000	34	\$17,786,372	49.5	\$24,676,372
111	Stephanie	Cutter	27	\$13,690,065	16	\$10,945,150	43	\$24,635,215
112	Christopher	Engelmann	9	\$3,721,900	43	\$20,710,100	52	\$24,432,000
113	Michael	Hall	25	\$17,076,450	13	\$7,355,000	38	\$24,431,450
114	Patrick	Shino	7	\$2,632,500	55	\$21,578,910	62	\$24,211,410
115	Santiago	Valdez	35.5	\$13,481,562	30	\$10,710,857	65.5	\$24,192,419
116	Sari	Levy	15.5	\$8,277,425	21.5	\$15,704,482	37	\$23,981,907
117	Nancy	Mcadam	15.5	\$12,140,975	10	\$11,766,500	25.5	\$23,907,475
118	Todd	Szwajkowski	25	\$11,686,575	25.5	\$11,998,000	50.5	\$23,684,575
119	Anthony	Torres	10	\$3,918,900	41	\$19,737,050	51	\$23,655,950
120	Shay	Hata	24.5	\$12,478,125	17	\$11,139,900	41.5	\$23,618,025
121	Philip	Skowron	16	\$17,018,502	6	\$6,546,000	22	\$23,564,502
122	Cynthia	Sodolski	21	\$13,412,900	18	\$10,048,400	39	\$23,461,300
123	Pasquale	Recchia	17.5	\$8,671,900	22	\$14,683,500	39.5	\$23,355,400
124	Amy	Duong	16	\$6,400,900	21.5	\$16,876,194	37.5	\$23,277,094
125	Steve	Dombar	0	\$0	40	\$23,256,750	40	\$23,256,750
126	Ian	Schwartz	23.5	\$14,520,500	12.5	\$8,421,600	36	\$22,942,100
127	Joshua	Lipton	18.5	\$15,254,000	8.5	\$7,585,213	27	\$22,839,213
128	Benjamin	Lissner	11.5	\$5,367,500	33	\$17,469,400	44.5	\$22,836,900
129	Katherine	Malkin	8	\$17,965,000	5	\$4,670,000	13	\$22,635,000
130	Stephanie	LoVerde	25.5	\$11,693,100	18.5	\$10,826,900	44	\$22,520,000
131	Stephanie	Maloney	14	\$11,012,500	8	\$11,442,500	22	\$22,455,000
132	Stacey	Dombar	47	\$20,821,638	3	\$1,619,500	50	\$22,441,138
133	Gail	Spreen	38.5	\$17,057,500	10	\$5,327,500	48.5	\$22,385,000
134	Mehdi	Mova	14	\$8,803,400	23	\$13,565,600	37	\$22,369,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Julie	Harron	6.5	\$11,006,000	8	\$11,183,000	14.5	\$22,189,000
136	Susan	Kanter	27	\$14,320,500	17	\$7,859,000	44	\$22,179,500
137	Brady	Miller	24	\$6,444,529	43	\$15,557,000	67	\$22,001,529
138	Nick	Rendleman	26	\$7,389,070	47.5	\$14,564,202	73.5	\$21,953,272
139	Brooke	Daitchman	20	\$10,152,000	23.5	\$11,776,200	43.5	\$21,928,200
140	John	O'Neill	14	\$14,253,687	9	\$7,436,000	23	\$21,689,687
141	Chris	McComas	24	\$11,007,499	18	\$10,651,629	42	\$21,659,128
142	Cindy	Weinreb	11	\$6,356,000	26	\$15,162,350	37	\$21,518,350
143	Sharon	Gillman	10	\$8,574,500	15	\$12,941,500	25	\$21,516,000
144	Margaret	Baczkowski	21.5	\$17,205,702	5	\$4,289,500	26.5	\$21,495,202
145	Dominic	Irpino	32	\$11,989,300	22	\$9,278,500	54	\$21,267,800
146	Anne	Rossley	17	\$16,625,816	7	\$4,338,000	24	\$20,963,816
147	Barbara	Proctor	16	\$16,525,500	3	\$4,223,933	19	\$20,749,433
148	Staci	Slattery	35	\$19,735,900	1	\$1,011,750	36	\$20,747,650
149	Lindsey	Richardson	31	\$11,365,300	16	\$9,242,500	47	\$20,607,800
150	Hadley	Rue	24.5	\$15,998,850	8	\$4,598,450	32.5	\$20,597,300

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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to October 31, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Edward	Jelinek	18.5	\$9,056,000	16	\$11,499,750	34.5	\$20,555,750
152	Jeffrey	Proctor	16.5	\$12,743,470	6	\$7,788,500	22.5	\$20,531,970
153	Brittany	Strale	4	\$1,888,900	33	\$18,593,250	37	\$20,482,150
154	Anne	Killarney	27	\$20,461,899	0	\$0	27	\$20,461,899
155	Robert	Yoshimura	23	\$9,093,800	19	\$11,303,900	42	\$20,397,700
156	Laura	Topp	25	\$11,682,500	17	\$8,616,000	42	\$20,298,500
157	Qiankun	Chen	27	\$8,903,650	30.5	\$11,375,100	57.5	\$20,278,750
158	Whitney	Wang	8.5	\$4,175,500	30	\$16,024,000	38.5	\$20,199,500
159	Matthew	Engle	24	\$10,965,934	23	\$9,100,550	47	\$20,066,484
160	Steven	Zaleski	13	\$10,969,500	9	\$8,892,000	22	\$19,861,500
161	Rachel	Krueger	13	\$11,799,000	7	\$8,022,400	20	\$19,821,400
162	Dawn	McKenna	12	\$13,484,275	9.5	\$6,321,000	21.5	\$19,805,275
163	Kathryn	Barry	14.5	\$6,871,500	24.5	\$12,921,300	39	\$19,792,800
164	Susan	O'Connor	6.5	\$7,080,000	11	\$12,702,500	17.5	\$19,782,500
165	Ashley	Bell	13	\$10,627,900	10	\$9,090,000	23	\$19,717,900
166	Reve'	Kendall	39.5	\$18,183,000	2	\$1,425,000	41.5	\$19,608,000
167	Alex	Wolking	18.5	\$7,535,050	23	\$11,904,300	41.5	\$19,439,350
168	Joseph	Chiappetta	17	\$7,358,360	23	\$12,061,617	40	\$19,419,977
169	Erin	Mandel	14.5	\$11,870,000	13.5	\$7,549,865	28	\$19,419,865
170	Margaret	Daday	15	\$7,196,000	20	\$12,206,500	35	\$19,402,500
171	Lisa	Kalous	20.5	\$11,263,250	13.5	\$8,022,500	34	\$19,285,750
172	Kathryn	Schrage	43	\$17,945,400	2	\$1,305,000	45	\$19,250,400
173	James	Streff	19	\$7,706,500	23	\$11,525,500	42	\$19,232,000
174	Marlene	Rubenstein	18	\$10,058,500	16.5	\$9,074,500	34.5	\$19,133,000
175	Lawrence	Dunning	19	\$12,335,150	11	\$6,708,750	30	\$19,043,900
176	Phil	Byers	25	\$13,044,420	11	\$5,987,000	36	\$19,031,420
177	Ken	Jungwirth	18	\$8,122,500	10	\$10,757,700	28	\$18,880,200
178	Michael	Saladino	26.5	\$11,248,600	22.5	\$7,627,650	49	\$18,876,250
179	Samuel	Kahn	9	\$9,285,500	11	\$9,563,500	20	\$18,849,000
180	Gregory	Desmond	17.5	\$11,626,125	9	\$7,008,100	26.5	\$18,634,225
181	James	Buczynski	18	\$9,922,450	14	\$8,589,400	32	\$18,511,850
182	Michael	Mcguinness	7	\$2,148,900	28	\$16,353,675	35	\$18,502,575
183	Jacob	Tasharski	13	\$6,400,900	21	\$12,101,316	34	\$18,502,216
184	Tony	Mattar	16	\$5,647,000	35.5	\$12,790,800	51.5	\$18,437,800

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Steven	Powers	27.5	\$12,194,099	8	\$6,239,000	35.5	\$18,433,099
186	Lisa	Long-Brown	21	\$18,059,100	1	\$367,000	22	\$18,426,100
187	Frank	Maguire	21	\$8,022,050	13	\$10,255,000	34	\$18,277,050
188	Elizabeth	Caya	6	\$2,314,500	31	\$15,838,400	37	\$18,152,900
189	Kyle	Jamicich	18	\$9,652,000	10	\$8,440,400	28	\$18,092,400
190	Sarah	Maxwell	13	\$7,205,213	16	\$10,883,300	29	\$18,088,513
191	Camille	Canales	8	\$4,177,437	28	\$13,817,000	36	\$17,994,437
192	Steve	Genyk	17	\$13,536,000	5	\$4,407,500	22	\$17,943,500
193	Stefanie	D'Agostino	46	\$15,313,107	4	\$2,613,000	50	\$17,926,107
194	Connie	Engel	23	\$10,180,000	13	\$7,745,900	36	\$17,925,900
195	Kimber	Galvin	6	\$3,369,700	27	\$14,385,800	33	\$17,755,500
196	Marzena	Frausto	0	\$0	30	\$17,587,075	30	\$17,587,075
197	Bradley	Brondyke	7.5	\$17,579,500	0	\$0	7.5	\$17,579,500
198	Paul	Gorney	4	\$3,799,000	7	\$13,750,500	11	\$17,549,500
199	Daniel	Fowler	17	\$8,702,500	19	\$8,787,850	36	\$17,490,350
200	Deborah	Hess	14	\$7,106,950	26.5	\$10,368,500	40.5	\$17,475,450

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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to October 31, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
201	Douglas	Smith	4.5	\$6,226,250	9	\$11,211,250	13.5	\$17,437,500
202	Lisa	Huber	12	\$6,474,900	19	\$10,960,190	31	\$17,435,090
203	Christine	Lutz	13	\$12,975,670	4.5	\$4,456,848	17.5	\$17,432,518
204	Kate	Gaffey	6.5	\$4,376,000	25	\$13,015,500	31.5	\$17,391,500
205	Alice	Berger	15	\$10,584,750	11	\$6,784,500	26	\$17,369,250
206	Nicole	Flores	20	\$10,102,000	12	\$7,144,000	32	\$17,246,000
207	Lisa	Petrik	11	\$3,812,000	34	\$13,416,550	45	\$17,228,550
208	Xiaojing	Frost	6.5	\$2,777,750	24	\$14,421,209	30.5	\$17,198,959
209	Mark	Buckner	6.5	\$2,807,500	26	\$14,354,900	32.5	\$17,162,400
210	Liz	Jones	13	\$6,641,275	20	\$10,380,000	33	\$17,021,275
211	Vincent	Lance	20	\$9,447,760	16.5	\$7,464,400	36.5	\$16,912,160
212	Mark	Bystrowicz	11	\$13,863,465	6	\$3,040,500	17	\$16,903,965
213	Frank	Montro	63	\$13,219,750	20	\$3,677,075	83	\$16,896,825
214	Tara	Leinenweber	37.5	\$15,181,777	2	\$1,677,000	39.5	\$16,858,777
215	Kelly	Angelopoulos	18	\$11,463,228	8	\$5,246,000	26	\$16,709,228
216	Janelle	Dennis	24.5	\$10,783,272	13.5	\$5,921,299	38	\$16,704,572
217	Jeanne	Martini	5	\$16,679,941	0	\$0	5	\$16,679,941
218	Nathan	Binkley	15	\$8,515,500	13	\$8,142,500	28	\$16,658,000
219	Carol	Collins	16.5	\$9,789,750	10	\$6,678,000	26.5	\$16,467,750
220	Tim	Lorimer	15.5	\$8,561,000	11.5	\$7,873,000	27	\$16,434,000
221	Peter	Moore	16	\$6,778,450	20	\$9,621,200	36	\$16,399,650
222	Rafael	Murillo	7	\$4,038,500	9	\$12,354,925	16	\$16,393,425
223	Danielle	Inendino	12	\$5,088,000	25	\$11,265,500	37	\$16,353,500
224	Mark	Zipperer	22	\$7,465,178	26	\$8,884,750	48	\$16,349,928
225	Nick	Libert	23	\$6,869,450	22	\$9,456,970	45	\$16,326,420
226	Sam	Jenkins	11.5	\$12,531,425	5	\$3,697,000	16.5	\$16,228,425
227	Joel	Holland	35	\$14,869,900	2.5	\$1,358,000	37.5	\$16,227,900
228	Heather	Hillebrand	11.5	\$6,270,750	15.5	\$9,945,600	27	\$16,216,350
229	Lindsay	Everest	10	\$9,087,200	6	\$7,090,000	16	\$16,177,200
230	Paul	Mancini	21	\$10,145,300	12	\$5,991,550	33	\$16,136,850
231	Steve	Otwell	4	\$1,882,900	21	\$14,248,500	25	\$16,131,400
232	Armando	Chacon	20.5	\$12,696,660	4	\$3,410,000	24.5	\$16,106,660
233	Cindy	Wilson	10	\$6,487,000	10	\$9,618,500	20	\$16,105,500
234	Helaine	Cohen	1.5	\$1,492,500	20.5	\$14,565,807	22	\$16,058,307

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
235	Emily	Smart Lemire	13	\$9,214,000	9	\$6,811,500	22	\$16,025,500
236	Greg	Nagel	16	\$10,567,000	7	\$5,445,000	23	\$16,012,000
237	Jennifer	Johnson	14.5	\$7,096,000	18.5	\$8,910,900	33	\$16,006,900
238	Eric	Hublar	10	\$4,265,375	26	\$11,668,000	36	\$15,933,375
239	Jeremiah	Fisher	6	\$2,656,500	22	\$13,257,500	28	\$15,914,000
240	Thomas	Campone	18	\$7,716,500	17	\$8,149,500	35	\$15,866,000
241	James	Sheehan	12	\$8,583,900	13.5	\$7,165,000	25.5	\$15,748,900
242	Sheetal	Balani	4	\$3,001,000	7	\$12,692,661	11	\$15,693,661
243	Greg	Whelan	0	\$0	27	\$15,685,000	27	\$15,685,000
244	Katie	Bishop	14	\$10,914,875	4	\$4,757,500	18	\$15,672,375
245	Brian	Pistorius	14	\$8,732,500	11	\$6,939,500	25	\$15,672,000
246	Thomas	Moran	5	\$7,679,440	8	\$7,967,912	13	\$15,647,352
247	Craig	Isacson	12	\$12,061,500	7	\$3,553,000	19	\$15,614,500
248	Laura	Rahilly	14	\$7,125,600	12.5	\$8,467,014	26.5	\$15,592,614
249	Gabrielle	Cavalier	5.5	\$15,542,500	0	\$0	5.5	\$15,542,500
250	Michael	Hulett	18.5	\$10,529,256	8	\$5,013,000	26.5	\$15,542,256

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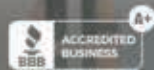
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