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Laura Rahilly
Patrick Natale and Chris Bauer

ON THE RISE:

Kourtney Murray

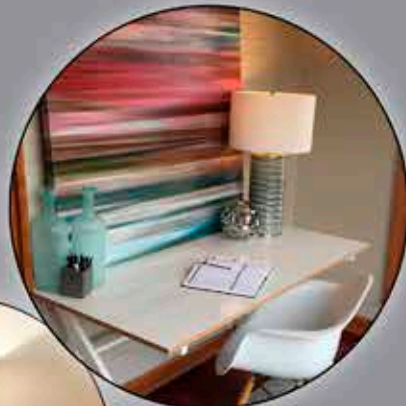
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2-Source: Mortgage Executive Magazine, 2018

3-Source: Guaranteed Rate's Lending Production Report.

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PUBLISHER'S NOTE



But nevertheless, their wheels are always turning and asking the question: Not IF we can get to Z, but HOW do we get to Z?

Thank you. Thank you to the REALTORS® and Preferred Partners who I have interacted with last year. If we've spoken, texted, or emailed at any length, you know who you are. It is because of your engagement that I am allowed to do what I do. It is an honor to serve you and I'm grateful for every minute of it. 2020 would not have been as productive and fulfilling as it was had you not taken the time out of your schedule to connect with me.



Fighting the good fight,

Andy Burton

Publisher, *Chicago Real Producers*

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Most of you who know me know that I live by the mantra that I don't take myself too seriously, but I DO take my work very seriously. Successful entrepreneurs are used to overcoming obstacles and challenges thrown at them daily. Sometimes we have to get creative in order to move the ball down the field toward the goal line. Back in March and April of last year, it felt like we got sacked, picked off, fumbled the ball...you get the idea. In short, we lost yardage for a couple months.

I'll admit this now: I was frightened. As much as our community loves and enjoys the physical publication we produce each month, one of the main attractions to our platform is the in-person events. For those of you who have attended one, you have had the pleasure of experiencing firsthand what I mean. The caliber of people in the room, the comradery built, and the relationships that are forged are all ingredients that keep people anticipating the next one. Once the reality hit that our 2020 spring event would be postponed indefinitely, I knew some innovations needed to take place to keep people connected and interacting. I'm happy to say that those innovations will continue through 2021 (and beyond) and our community will thrive even more when we are allowed to reconnect in person in large groups.

It was the community we serve, both REALTORS® and Preferred Partners, who kept me fueled over the last 11 months. REALTORS® are problem solvers. Thank God your skills have somehow rubbed off on me. REALTORS® find a way. They understand some transactions are more complex than others. I've found that the most successful REALTORS® are patient; very, extremely, really, patient. They embrace challenges. Getting from A to Z is something that is in their DNA. Sometimes A to Z takes 30 days, sometimes it takes two years.



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Two Chicago friends ventured out on an "Adventure of Thanks" as they explored the beautiful city and reflected on what **one love, one hope, one people** meant in both of their lives.

ONE LOVE, ONE HOPE, ONE PEOPLE

My Beloved City of Chicago,

Be filled with hope. What once was can be even better and more resilient than before.

As I gaze over you, my cherished city, a grey haze hovers over your boarded-up structures. Shadows of hopelessness linger in your desolate streets. Our small businesses hold on for dear life. Our debilitated restaurants and retreating retailers seek solid ground.

We took you for granted. It was a privilege to soak up your beauty and the gifts you offered all these years. Just last summer, I was marveling at the vibrancy of your amazing restaurants as I enjoyed dining al fresco in my community. Memories linger of summer nights spent picnicking and sipping wine while listening to the Chicago Symphony under the stars, and beautiful days spent at a plethora of neighborhood street festivals—enjoying all with friends, family, and community.

I cherish the days when I get to see the colorful sunrises over your lakefront or the sunsets glinting off your shining skyline. Your radiance never wanes.

Your diversity astounds me. You have woven a beautiful tapestry of seventy-seven communities, humming with many dialects and cultures. You nurture our "greats," too, including presidents, musicians, comedians, celebrities, inventors, sports stars, scientists, advocates, and even a gangster or two.

My beautiful city, you provide the background to our dreams. Your 1893 World's Fair brought us the concept of the White City: a campaign to implement urban planning practices, city services, and infrastructure. We now see the trusted strength of turn-of-the-century elegance accentuating the modern shine of high-rise works of art. All rich with character, standing together in harmony, tall and proud.



These two friends spent time looking over the diversity in the beautiful Chicago skyline.

I know you continue to inspire entrepreneurship and innovation. But I ask, as a real estate and mortgage lending community member, where do we go from here? How do we breathe life back into our businesses and communities?

Here is what I know: *hope never fails*. We can call what we want into existence. When I recall all that makes me love you, I release a rallying cry of hope and joy to all who will join me:

- Let us invest in our small businesses by showing up.
- Let us commit to spending here.
- Let us look around and pay attention to the happenings around us.
- Let us love others well.
- Let us pray for and thank our first responders and the ones who protect and serve.
- Let us pray for and thank our essential workers who have kept our neighborhoods and commerce going.
- Let us pay special attention to our underserved communities because they have greater challenges and obstacles that deserve to be addressed.

Chicago, our relationship is resilient. We will rise from these ashes stronger and more vibrant than ever before. We've done it before. We'll do it again. Our light will never dim because we have a living heartbeat that hard times cannot shut down.

I love you, Chicago. I love what you stand for, who you are, and the beautiful people who call you home.

My Dear Chicagoans,

I am happy for your love of me and appreciation of all I hold. But my Chicago family, I invite you to swap out your old lenses for new. *Focus on who I am and what I am becoming*. I call on you to value what we have and the changes I, and we, want to see.

I am a city of seventy-seven communities, each unique and special. This is what makes me the city you love.

My diversity is what makes me the city you love, too; it allows all to be who they are and see possibility in their futures. My cultural diversity runs deep in my soil and should be guarded, protected, and most importantly, celebrated. Every individual is precious with many gifts to contribute.

So I call on you to move up and out of the darkness called hatred and dissension. I call you into the light of mutual love and respect for all neighbors in my communities. Restoring peace starts with restoring hearts. When your heart is restored, that outpouring of peace will be felt and seen through your words and actions. And it will breathe life back into me. ...

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These two friends visited the Garfield Park Conservatory on the west side which was established with the belief that we change lives through the power of nature.

...

Open your eyes to appreciate your brothers' and sisters' beautiful and broken humanity. Fill your hearts with compassion and humility. Rid yourself of small thinking and labels that you and the world put on each other. As you do, I will flourish.

I strive to provide a great training ground for life. Please stand and stay with me, Chicago mothers and fathers. I need your help to restore what is right and good and lovely. Truly, I can't exist without you.

Your children are our future leaders. We must teach them by example to celebrate diversity and replace bias and prejudices in their hearts with respect and appreciation so that they can teach others to do the same.

Chicagoans, my restoration starts with your love; it starts from the inside and flows outward. Your support of your neighbors and neighborhoods will make all the difference. So I challenge you to step into this space and time, and ask yourself this simple question: What is my part?

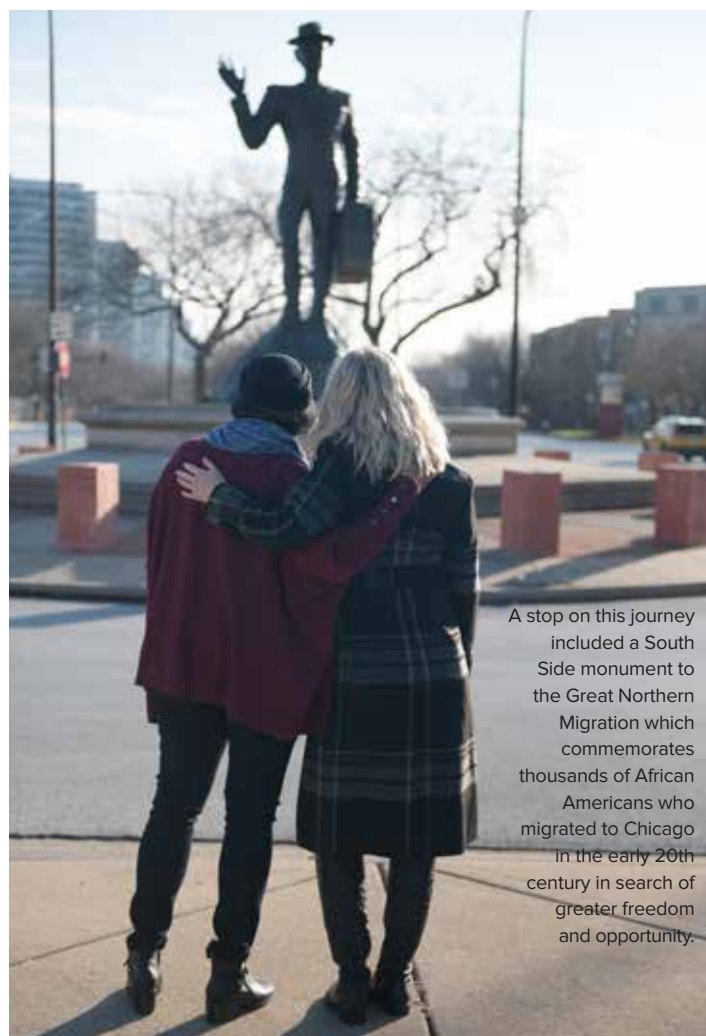
Your individual talents, histories, and personalities are the bricks of my rebuilding. What positive, lasting change do you want to contribute? The time and opportunity to heal, restore, and renew is here.

Thank you for taking the time to listen well,

Your City

Sources:

- <http://projects.leadr.msu.edu/makingmodernus/exhibits/show/electrifying-america/chicago-s-world-s-fair-1893>
- <https://www.newcity.com/2006/11/09/who-are-the-100-most-famous-chicagoans-inside-the-enigmatic-culture-of-celebrity/>



A stop on this journey included a South Side monument to the Great Northern Migration which commemorates thousands of African Americans who migrated to Chicago in the early 20th century in search of greater freedom and opportunity.

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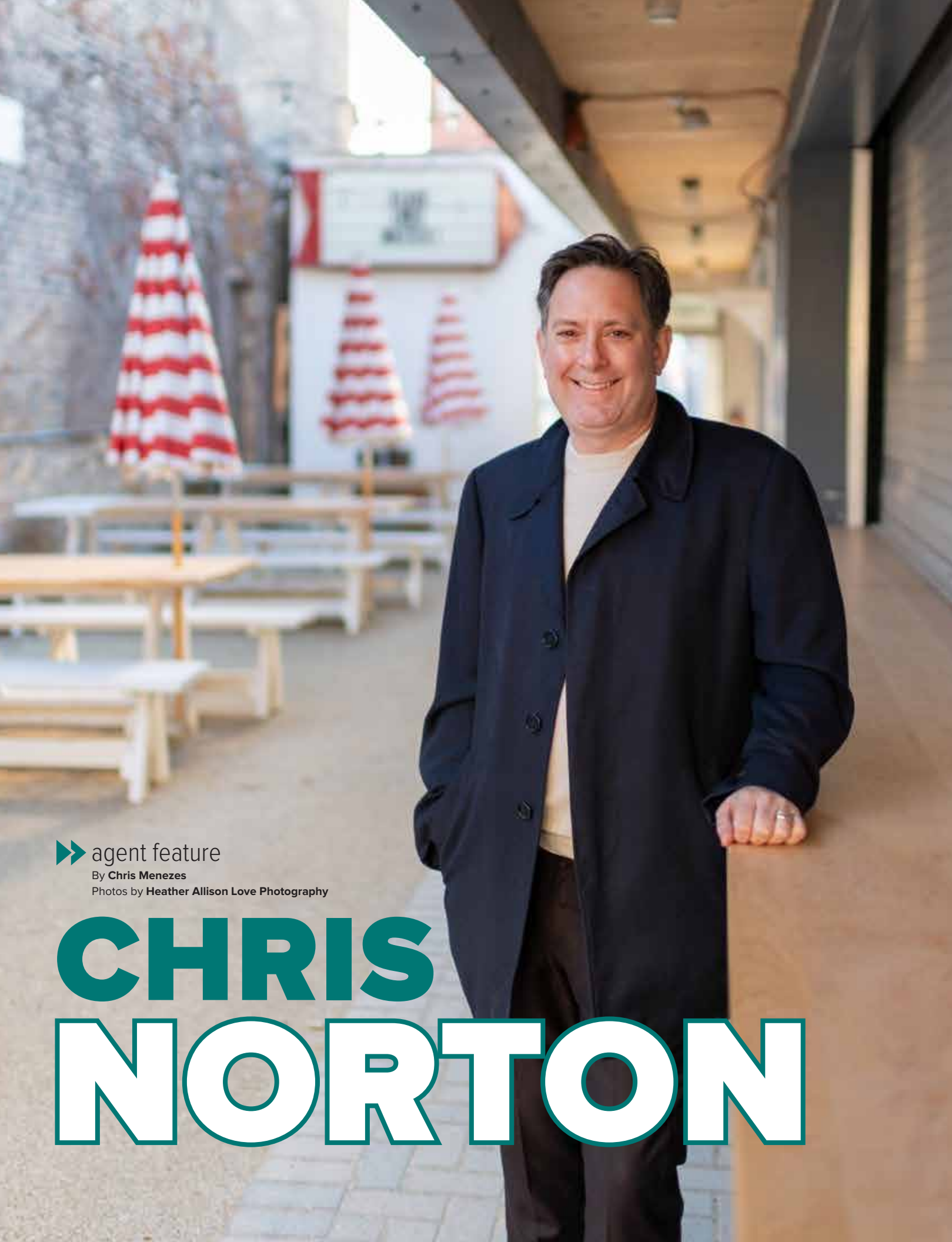
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► agent feature

By Chris Menezes

Photos by Heather Allison Love Photography

CHRIS NORTON

FROM FINANCE TO FRIENDSHIP

What started as a financially savvy way to make money, for Chris Norton, being a REALTOR® has become a career that inspires close friendships and is based on taking pride in providing the best service and advice he can.

Before real estate, Chris worked in finance, in options and trading. But after being put through the ringer of the dot-com crash, the 2000 election, and then 9/11, he decided to take a step back.

Instead, Chris took a year to work in mortgage lending and mezzanine financing for commercial real estate. He then used that knowledge to set up a fund to start buying distressed properties for buy and hold investments, and eventually started to flip them on his own.

Ever the investment analyst, Chris was doing the majority of the work in finding properties for the fund in addition to doing all of the analysis. He eventually thought to himself, “Why am I not earning commission when I essentially do all of the work?”

After obtaining his license in 2011 and closing a few deals for himself, Chris had a broker friend, who was handling hundreds of foreclosures, approach him about working with him and handling many of the incoming leads he had on his listings. It was then that Chris realized that his background in construction and distressed properties made him a valuable resource to clients.

“Real estate had always been an interest, but I never considered being



Chris with his wife, Leslie.

in sales until then,” says Chris. “I realized it was something that I actually wanted to pursue as a career.”

Not only did Chris’s background in finance, mortgages, flips, and foreclosures suit him for a career in real estate, but his experiences growing up in the small town of Jacksonville, Illinois, equipped him with the ability to work with people. ●●●



“Growing up in a small town provided the opportunity to interact with a lot of people with different backgrounds and needs,” Chris explains. “I think that has helped me to relate to more people, and hopefully be more in tune to my clients’ needs.”

While Chris was getting many leads from his managing broker at the beginning of his career, it wasn’t until he decided to break away—to not be so reliant on those leads and to start working on his own business, establishing referrals from past clients and other sources—that his career really took off.

Since starting his career in 2011, Chris has been recognized as a top producer every year and has produced over \$100 million in career volume. As an individual agent with @properties last year, he produced \$14 million. He even started working in the commercial real estate world again a few years ago and is looking forward to growing that part of his business.

“Growing up in a small town provided the opportunity to interact with a lot of people with different backgrounds and needs. I think that has helped me to relate to more people, and hopefully be more in tune to my clients’ needs.”

“I find commercial real estate challenging and a great way to expand my existing skill set,” Chris says.

Chris married his wife, Leslie, just last year, and they recently got a new puppy, Buster, whom they adore. Chris and Leslie

love to see live music at local clubs, and Chris has an extensive record collection, mostly of the indie and punk variety, and enjoys record shopping when he can.

Chris has become a wine collector as well and so is looking forward to finding their next house, which he says will definitely have a wine cellar. In the meantime, and particularly since the pandemic began, he and Leslie have taken on some home projects, including building out a large garage deck complete with bar, built-in seating, and more.

Chris is also a die-hard University of Kentucky basketball fan and an avid tennis player. And he and Leslie often travel to Arizona, where they enjoy hiking the various trails and peaks.

But most of all, Chris is very passionate about his work—being not just a valuable asset to his clients, but also a good friend.



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STAYING COMPETITIVE IN THE DIGITAL ERA

Part I: Introduction to Digital Marketing Techniques



business
By Mark Dollard



Let's walk through some of the details of each marketing tool.

Professional Photography

Get the very best photography you can. It is often worth it to pay extra to work with the best photographers. It makes a huge difference. Great photographers spend a lot of time on the post-production, making sure everything looks perfect. Inexpensive photographers typically do not do that and often their photos do not have high-quality lighting or perspective. Never, ever consider taking photos with a phone for a listing.

Walk-through Videos

I love creating and having walk-through videos. Listings with video get substantially more online engagement than those without video, and they allow you to highlight outstanding details of the home. For example, you can do a close-up of exquisite tile work, or if you narrate the video, you can point out how the layout of the home is great for entertaining.

Another giant bonus to video is that you can add neighborhood highlights that wouldn't otherwise show up in the listing. In my videos, for example, there will be shots of some great local amenities like parks, restaurants, and public transport options. As a broker, you can also add a video to your YouTube video lineup; it enhances your content archive. Here is a great example of a video for a smaller condo that I listed recently. With this high-quality video, I

- Walk-through videos
- Virtual tours
- Virtual open houses
- Virtual showings
- Floor plans
- Effective property descriptions

The combination of these seven tools is often more than enough for a buyer to have the necessary information to make a decision about a home.

There are two giant caveats to keep in mind for all of these tools: they must be high quality and the home must be prepared for the production of these marketing assets! This is the overarching theme for staying competitive. The home must be clean, de-cluttered, staged, and in the best possible condition. Phone photos will not cut it, and a property description that amounts to a rehash of the features that are shown in the listing data is not effective.

In today's pandemic climate, the digital marketing of properties and communication with your sphere of influence is more important than ever. As in-person showings and meetings have seen a significant decline, online views of properties and property searching have spiked to levels never seen before and digital meetings have become the norm. Luckily, for today's savvy real estate brokers, the methods for the online marketing of properties and ways of staying in touch have been shown to be effective when executed at a high level. This has even resulted in many properties being bought sight unseen and can result in more efficient and effective communication with your network.

Digital Marketing of Listings

Here is a list of some of the most effective tools available to the digital-savvy agent:

- Professional photography

received almost forty showing requests within the first ten days, and this was posted in the middle of the COVID-19 crisis this year: <https://rb.gy/oke28y>.

Virtual Tours

Virtual tours are a must in today's environment. I receive multiple requests for virtual tour links of my listings every day. They are the ultimate way for a potential buyer to see the details of a home without being there, and they can do it at their own pace. This really is as close as you can get to being in a home without actually being there. To experience one firsthand, check out my virtual tour for 3903 North Leavitt St. in Chicago: <https://rb.gy/2sl4ma>.

Virtual Open Houses

When done well, virtual open houses are a great blend of the advantages of a property highlight video and a virtual tour with the added bonus of interaction potential. Many agents worry about being polished enough to produce a quality virtual open house live, but what the potential buyers are really looking for is information. If you can highlight the exceptional qualities of the home that someone might not notice right away and provide answers to any questions that come in, that is the key to a successful virtual open house. If you run it through Facebook Live or Instagram, you will get questions as the tour is happening, in real-time, and it is good to be able to answer those questions on the fly. You can also highlight the neighborhood and mention the lifestyle qualities that can be attained in the home. These can be quite effective. I held a virtual open house last weekend and the listing has received serious interest from an out-of-town buyer.

Virtual Showings

This is a personal version of the virtual open house. The agent can use a video conferencing tool like Zoom or FaceTime to do the showing. This is an easy way to get someone into a home virtually.

Floor Plans

These are important because if someone is going to move to a new home without stepping foot in it, they will want to know if all their stuff will fit. This is very important information for those who are making this decision, and if you use Matterport (I recommend them) or another such company to make your virtual tour (which you should), the floor plan can be created from that easily. Floor plans are a definite added value for any listing.

Effective Property Descriptions

One of my biggest pet peeves is seeing an agent-written description of a property that is just a rehash of the

features that are already posted in the data for the listing. In fact, as the listing already has the list of features, the description should accomplish something that the list of features does not. It should show a potential buyer how they will live in the home and the lifestyle it will provide them. "Heated bathroom floor and shower with steam" does not spark the imagination in the way that the following copy can: "Imagine the comfort of stepping onto your heated bathroom floor after a refreshing steam in your luxurious shower." The description needs to be dynamic and action-oriented to give the buyer a real sense of how the home will benefit them.

Utilize these tools and create amazing online listings for your properties!

Join us next month for part two of Staying Competitive in the Growing Digital Era. We'll focus on what this means for marketing to your sphere of influence and past clients.

About the Author:

Mark Dollard has built a reputation as a responsive and dedicated broker who uses his market expertise and extensive background in finance to identify and close on prime opportunities for his clients. As a multi-year top-producing agent, he brings an unparalleled level of experience, skills, and customer service to real estate transactions. Constantly looking at the long-term benefits, Mark educates his clients with their future in mind and remains a trusted advisor long after any single transaction has closed.

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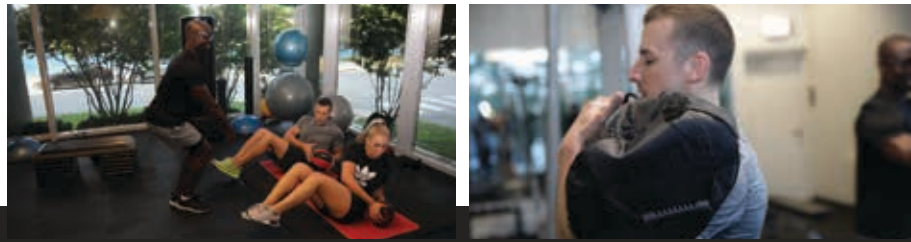
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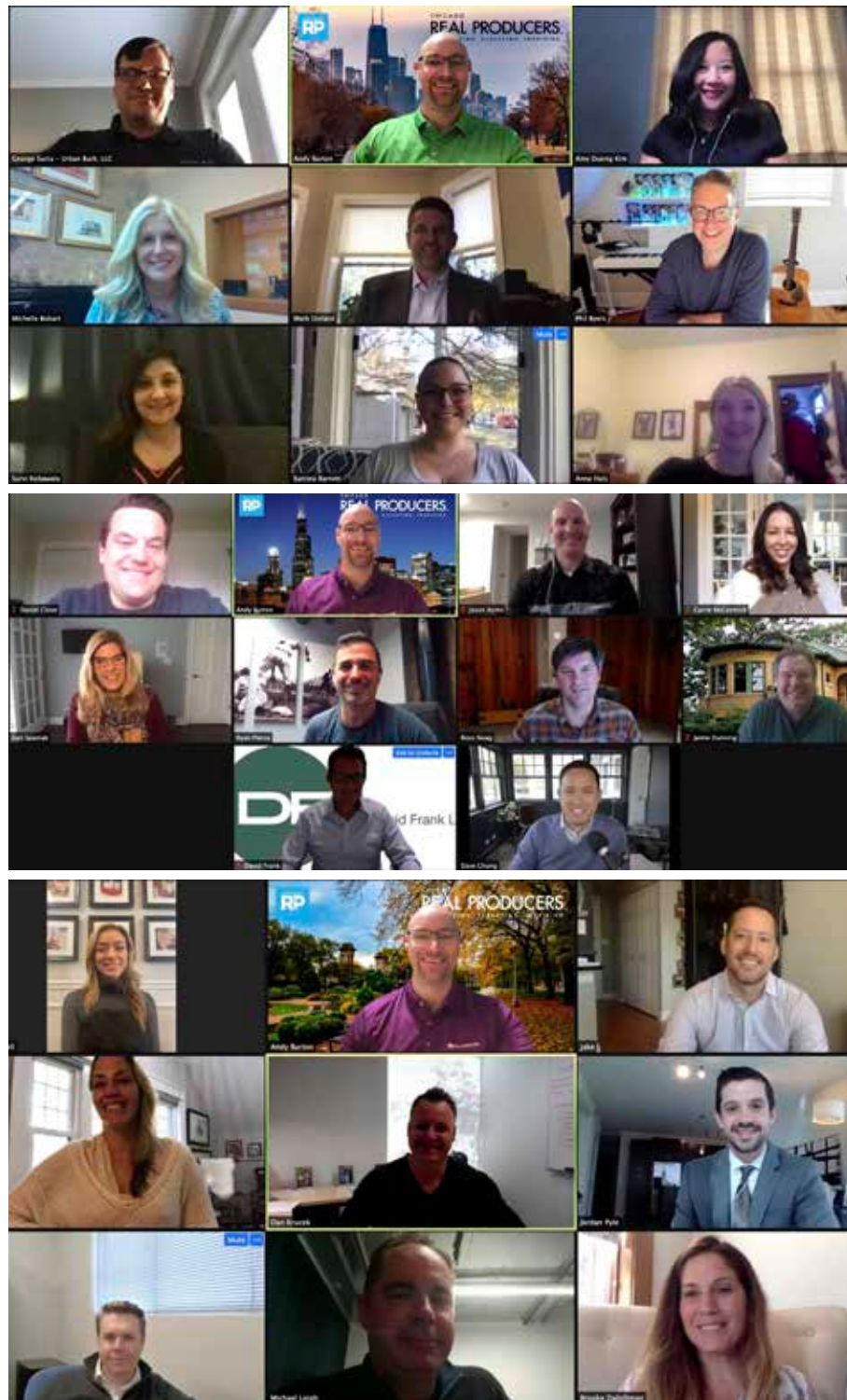
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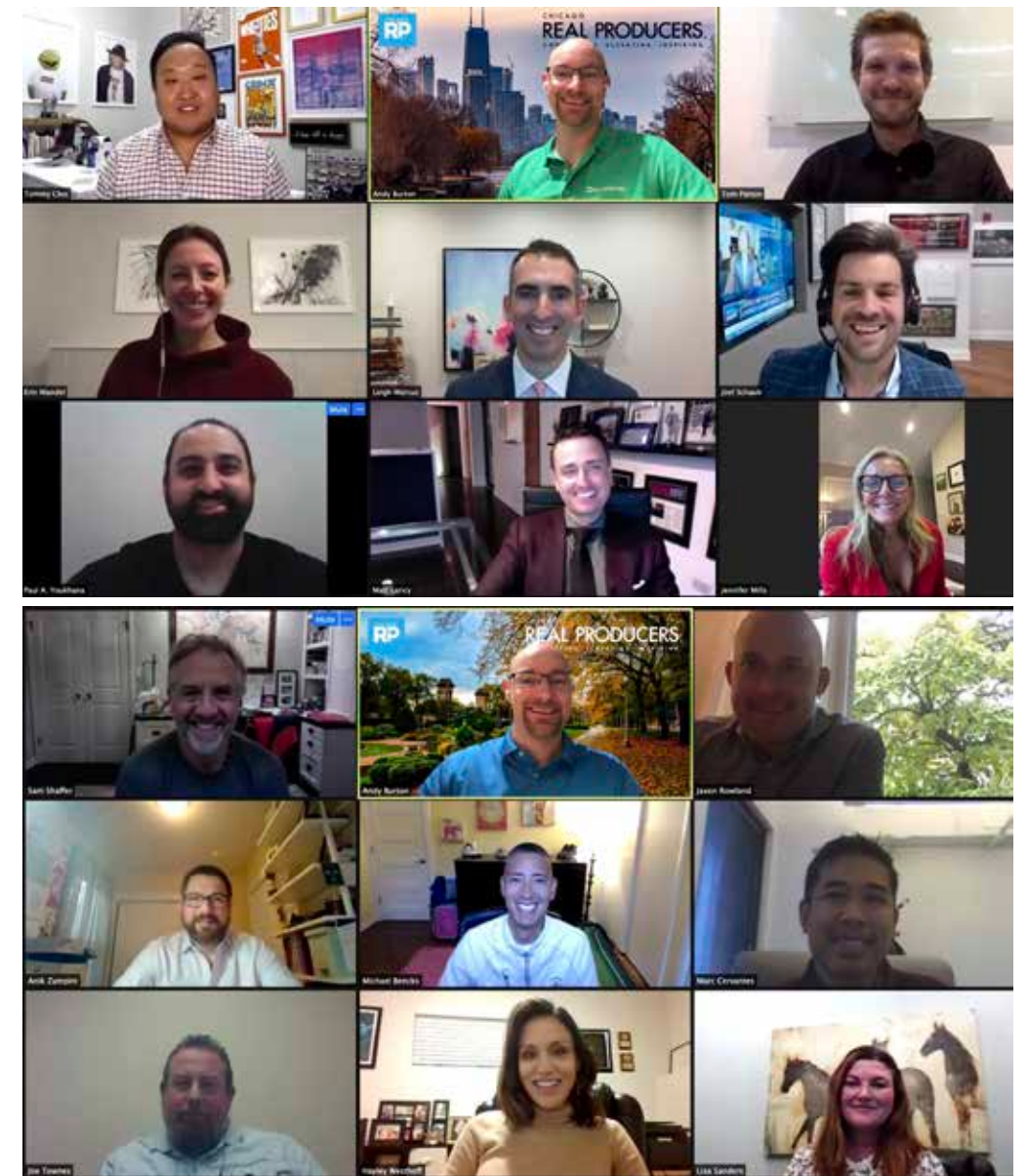
We would like to give a huge shout-out to the *Chicago Real Producers* community! It has been awesome to see how everyone has started the new year connected, inspired, and elevated. We cannot wait to throw the next big in-person event and see everyone again! However, we are thrilled to continue being innovative and provide ways to build value for both our REALTORS® and Preferred Partners in 2021.

It has been a pleasure to host virtual jam sessions as we started 2021. These small group Zoom calls were 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 attend. 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 serve as a way to build relationships. Plus, it has been great seeing even more engagement as we have recently been hosting 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 2021! Want to join one? Let us know by emailing us at andy.burton@realproducersmag.com.



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Space Jam #23 **f LIVE**
An organic conversation about Chicago real estate

Chicago Real Producers invites you to tune in via FaceBook Live (technology permitting)

Tuesday October 20th - 9:15 am CST

HOSTED BY **Andy Burton**

Participants: Jennifer Mills, Tommy Choi, Leigh Marcus, Erin Mandel, Matt Laricy, Tom Patton, Joel Schaub, Paul Youkhana.

CHICAGO **RP** REAL PRODUCERS.

Jam Session #22 **f LIVE**
An organic conversation about Chicago real estate

Chicago Real Producers invites you to tune in via FaceBook Live (technology permitting)

Tuesday October 13th 9:00 am CST

HOSTED BY **Andy Burton**

Participants: Jordan Pyle, Brooke Daichman, Jake Tesharaki, Laura Rahilly, Danielle Dowell, Dan Krucek, Justin C. Strane, Michael Leigh.

CHICAGO **RP** REAL PRODUCERS.

Jam Session #23 **f LIVE**
An organic conversation about Chicago real estate

Chicago Real Producers invites you to tune in via FaceBook Live (technology permitting)

Tuesday October 20th 9:15 am CST

HOSTED BY **Andy Burton**

Participants: Erin Mandel, Jennifer Mills, Tommy Choi, Leigh Marcus, Matt Laricy, Paul Youkhana, Tom Patton, Joel Schaub.

CHICAGO **RP** REAL PRODUCERS.

Jam Session #24 **f LIVE**
An organic conversation about Chicago real estate

Chicago Real Producers invites you to tune in via FaceBook Live (technology permitting)

Tuesday October 27th 9:15 am CST

HOSTED BY **Andy Burton**

Participants: Anik Zampini, Hayley Westoff, Jason Rowland, Lisa Sanders, Sam Shuffer, Michael Bencks, Marc Corvantes, Joe Townes.

CHICAGO & NORTH SHORE **RP** REAL PRODUCERS.

Jam Session #25 **f LIVE**
An organic conversation about Chicago & North Shore real estate

Chicago & North Shore RP invite you to tune in via FaceBook Live (technology permitting)

Thursday October 29th 2 pm CST

YOUR HOSTS: **Andy Burton**, **Jason Acres**

Participants: Carrie McCormick, Daniel Close, Dave Chung, Kati Spaniak, Jamie Dunsing, Ryan Pierce, David Frank, Ross Neag.

CHICAGO **RP** REAL PRODUCERS.

Jam Session #26 **f LIVE**
An organic conversation about Chicago real estate

Chicago Real Producers invites you to tune in via FaceBook Live (technology permitting)

Thursday November 5th 2:00 pm CST

HOSTED BY **Andy Burton**

Participants: Amy Duong Kim, Anna Mayer-Huls, Mark Dollard, Survi Kobawala, Phil Byers, Michelle Bobart, George Suzli, Katrina Barnett.

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COLIN HEBSON



Choosing Positivity over Negativity

Like everyone else, Colin Hebson has had his struggles in life, but what continually pushes him forward and has propelled him to become a top producer with a career volume of \$1B is providing a good life for his three sons. Everything he does in life is done for them.

Colin has been a REALTOR® for twenty years, but before that, he worked in the home décor and interior gift industry. His dad worked in sales and taught Colin everything he knows about the art of the sale. When his dad sold his business, Colin leaned on his interpersonal and sales skills and pivoted to real estate.

“When I first started out, I was representing developers for large condominium projects,” reminisces Colin. “Though I have widened my services and delved into other client groups since then, I’m still very passionate about this sector. I take pride in exceeding the expectations of my clients, and I love to see my clients’ excitement grow from the beginning of the sale to the end of the transaction.”

Though he’s a natural salesman, Colin attributes his success to hard work. He encourages other REALTORS® to wake up every day and work as if they’re working for someone else—setting goals and metrics for themselves that will help them move forward.

“If being a REALTOR® was more like a traditional nine-to-five job, your boss would likely set certain metrics for you to meet,” explains Colin. “Each week, month, or year, you’d need to make a certain number of prospecting phone calls, host a specific number of open houses, test and report on various marketing initiatives, acquire the necessary paperwork and follow up with clients. If you weren’t able to hit your goals, you would be fired. As an agent, you have to set those metrics for yourself and execute on them even though you don’t have someone holding you accountable for them. But that’s what it takes to be successful.”

And though Colin is undoubtedly successful in his career as a REALTOR®, he defines success as being content, which can be a challenging place to reach.

“In my late teens, I was going down a bad path,” notes Colin. “I saw that drinking and drugs would have led me to death or jail, and I decided to reroute my life and focus on bettering myself. I threw myself into my career and worked hard to become successful. And I will continue this perpetual motion to better myself, my life, and the lives of my kids.”



...

Colin has three boys—Roco, Lou, and Roly—all of whom are in eighth grade. Colin loves spending time with them, watching bad movies together, and cheering them on when they play sports. “First and foremost, I am a father. I work very hard in my career, but it’s important to note that there’s more to life than just selling real estate. My ultimate goal is to raise three great boys and to always choose positivity over negativity.”

Not only does Colin make a positive impact on his sons’ lives, but he gives back by donating to the Lakeview Food Pantry, PAWS Chicago, and Catholic Charities. He also enjoys spending time with quality people.



Colin with his three boys—Roco, Lou, and Roly.



“I DECIDED TO REROUTE MY LIFE AND FOCUS ON BETTERING MYSELF.”

“I love to play tennis and golf, but the older I get, the more I realize the importance of surrounding myself with quality people and taking the time to really enjoy their company,” says Colin. “At the end of the day, that’s what it’s all really about.”

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▶ agent feature

By **Chris Menezes**

Photos by **Heather Allison Love Photography**

Patrick Natale and Chris Bauer make the perfect team. With remarkably similar outlooks about the business—both being honest, straight shooters regarding the current market, and agents who choose to always keep their clients’ best interests at heart and treat every deal as if it were their own—they’ve always existed on the same plane. However, it wasn’t until they joined and coordinated forces in 2016 to create the Grid Group, then teaming up with Compass in 2019, that their business really took off.



Though years apart in age, Patrick and Chris both entered real estate in 2006. They both were retreating from jobs and lives in corporate America to pursue their passions for entrepreneurship and to create better lives for themselves. While they have different family backgrounds, they found each other on the same path, and both found fulfillment in helping people achieve their real estate dreams.

Patrick comes from a long line of entrepreneurs and business owners in Chicago. His father, a retired heart surgeon, always had his own practice. His mother, an ER nurse, who, after raising six kids decided to go back and work in the family business that her father purchased in 1968 after working in the flavor industry for twenty-five years.

“I knew from an early age I wanted to work for myself and start a business that would allow me to build something on my own,” says Patrick.



So when Patrick found himself in the corporate setting as an admissions advisor at the study abroad program, AIU London, after graduating from Indiana University Bloomington in 2004, he quickly knew it was not for him. He’d had an unpaid internship during his senior year of college with a REALTOR® at Baird & Warner on the North Shore that he genuinely enjoyed. So, he decided to start taking real estate licensing classes.

“I quickly realized I could not start within the real estate industry without any savings, so I continued to work for a year, saving almost 90 percent of every dollar I earned. I was already living at home with my parents, which gave me the ability to quit much sooner and sign on with the Baird & Warner River West office on Grand Avenue,” Patrick explains. ...

PATRICK NATALE & CHRIS BAUER

CHARTING THEIR OWN GRID



...

Chris grew up in Michigan, but unlike Patrick, his family worked in corporate America, which led Chris to do the same after graduating from Michigan State University in 1992. He worked in the corporate world for fourteen years but couldn't find a job he was passionate about.

"I felt like the jobs that I had were just that: *jobs* and I was working just to get a paycheck," Chris explains. "I was making a good living, but I wasn't fulfilled by my career. I felt like I was sentenced to prison every weekday from 8am to 5pm."

When Chris finally came to a crossroads with his last corporate job, as a consultant at Hub Group, he told his parents that he wasn't happy doing what he was doing. They encouraged him to do whatever made him happy, and assured him that they would support his decision 100 percent. It was then that he decided to get into real estate. He was single at the time and figured it was a perfect time to make the change to a career that he would enjoy and be passionate about.

"I will never forget the day I passed all of my real estate classes. It was the turning point in my life," says Chris. "I gave my notice to Hub Group a week later, and it was the best feeling to be getting out of jail"

Chris and Patrick met while working at Coldwell Banker together. As they got to know each other, they connected over their similar passion for the business, the commitment they share for their clients, and their high levels of integrity. While they were both doing well as individual agents, they knew they could be even better together.

"The game changer for me was partnering up with Chris to form our team, the Grid Group, at the end of 2016," says Patrick. "We both have the same approach of always doing the right thing first, but also having fun. We bring quite

different skill sets to the table for each and every one of our clients. We complement each other nicely and have fun working together."

"Our team likes to work hard, but we also like to have a good time and try to make our job fun at the same time," echoes Chris. "Our slogan is 'Get on The Grid,' and since my last name is Bauer, I always say, 'Your clients need the "Power of Bauer"!'"

Chris and Patrick also share a similar heart for the Ronald McDonald House charity, which they first got involved with at Coldwell Banker. "We helped cook dinners for the families that were staying there and it broke our hearts to see what families were going through," says Chris. "Our team has done multiple toy drives for Christmas, and we donate all of the toys to the Ronald McDonald House."

Outside of the business, Chris and Patrick enjoy spending time with their families. Patrick and his wife, Jenna, have two kids—Vivian (three years old) and Anthony (twenty-one months). They love living at "the Enclave" in West Bucktown, where they enjoy walking the 606 Trail, grabbing donuts from Stan's or a fun treat from Mindy's Hot Chocolate Bake Shop, and exploring each city neighborhood. They also enjoy going out on Lake Michigan and visiting Twin Lakes in Wisconsin, where Patrick loves to waterski, something he's been doing since he was six years old. ...

“ WE BOTH HAVE THE SAME APPROACH OF ALWAYS DOING THE RIGHT THING FIRST, BUT ALSO HAVING FUN... WE COMPLEMENT EACH OTHER NICELY AND HAVE FUN WORKING TOGETHER.” - PATRICK

Patrick and Chris with Matt Lorensen (Director of Marketing and VP of Sales).





Chris and his wife, Karla, have a dog named Edna and live in Lincoln Park. They love traveling to different wineries around the country, hiking, visiting with family, and going to different sporting events. Chris and Karla want to retire one day to either Paradise Valley, AZ, or Hilton Head, SC.

“Life and your work are really about what you love,” says Patrick. “A little bit [of success] is having some ‘God’ given talents and gifts from birth, but 80 percent is being mentally prepared to focus on your own abilities, to succeed by staying aggressive regarding your own growth, to learn from yourself and others, to learn from your own mistakes and the risks you take, and to just go for it.”



Chris and his wife, Karla.



Patrick and his wife, Jenna, with their two kids—Vivian and Anthony.



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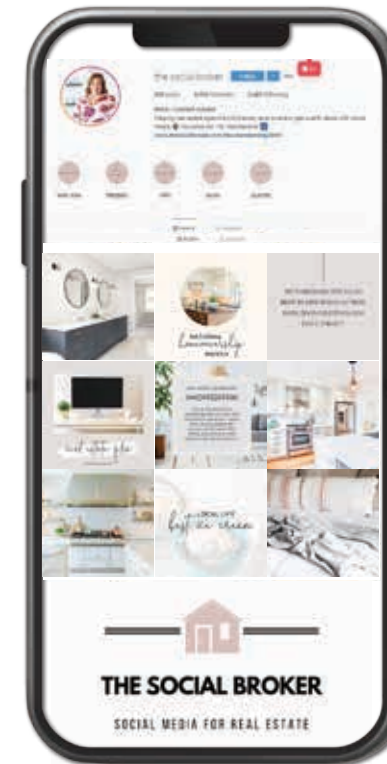
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business
By Melanie Everett



Inspiring a Team:

How to Keep a Small Team Engaged

As the leader of a team that has grown from two to four people over the last few years, I've been on a mission to figure out how to inspire them. It's easy enough for me to stay motivated—my firm, after all, is called Melanie Everett & Company, and my name is on every single deal—but I want the women who work for me to feel a sense of ownership as well.

I don't have leadership totally figured out. I probably never will! But since opening the doors to my firm in January 2019, I've learned a few ways to

keep everyone excited, working hard, and chasing success as steadfastly as I do. Here is what I have learned:

1. Give Them Credit

We take photos of our buyers at every single final walkthrough. "Once they close, I write an Instagram Story with a few sentences about their new home, and at the bottom, I include "Representation by @Candace" or whichever team member it was who worked with that particular buyer. I always, *always* give each woman online credit for any closing that she worked on. At the end of the day, all I did was secure the lead; my agents are

responsible for the search, offer preparation and negotiation, and everything that comes post-contract. They deserve *all* the credit in the world.

2. Mention Them in Conversation

Every single time I'm asked to speak or share on a panel, I am sure to mention my team. This is genuinely because I would be lost without them, and I cannot sit there and make it sound like our success is all because of me. It's because of them!

Whenever one of your agents accomplishes something, brag about them. Post a review from a client and tag them. Or mention each person on your team by name in your next newsletter. This small gesture will mean the world to your team, and will boost morale and the willingness to work hard.

3. Meet as a Team and Meet One-to-One

When it comes to meetings, it's taken me a while to find out what works. We now do monthly meetings on Google Hangouts (we'll be back to meeting in-person once the pandemic is on its way out!) for an hour. Typically, the agenda includes sharing our highs and lows from the month prior, collaborating on best practices (like strategies for coaching buyers through home inspections), and general reminders for the group. I try to ask questions and let everyone talk!

Our one-to-one meetings happen once every two weeks. One-to-one meetings provide an opportunity for each agent to discuss anything they want to with me. Maybe they need coaching on a deal, or maybe they have a lead generation idea to share. I got the idea of having these meetings from my beloved managing broker from my Coldwell Banker days, Andy Shiparski. He faithfully met with me once a week for years.

4. Hold Each Other Accountable

At the end of 2020, I asked my team members to connect with all of their past clients—whether it was via a text, email, IG message, or a phone call. I created a spreadsheet in our shared Google Drive, and through December, we updated it. Each of us had to write our name next to the client who we talked to. This is our form of accountability; the whole team has access to the document, and no one wants to be the slacker. So, we all stepped up our game, working to connect with as many people as possible.

This method of accountability could be applied in so many different ways. Have a lead generation contest. Or require each person to obtain three referrals a quarter. The sky's the limit!

5. Share Leadership Positions

During my first year as an independent brokerage, I was totally overwhelmed with the various responsibilities. By the end of the year, I couldn't fathom planning a Thanksgiving and Christmas event. Out of exhaustion, I turned to my team. I asked Candace to host a Thanksgiving "giving back" event and Courtney to host our team Christmas party. Both women totally stepped up, hosting us at their respective homes and making each holiday special in their own way.

I did the same thing this year—not because I was stressed, but because I knew it would allow my team the chance to take responsibility. It worked!

I hope these tips are helpful to you, fellow team leaders! And for what it's worth, there are plenty of days where I don't even feel like opening my laptop. Everyone deserves a healthy amount of time off, so I'd also recommend letting your agents relax as needed too.

About the Author:

Melanie Everett is an award-winning Chicago broker and founder of her boutique real estate firm, Melanie Everett & Company (M&Co.). She is a writer, negotiator, thinker, marketer, teacher, reader, and leader in her industry. Melanie's small-but-mighty team is the secret to her success. In 2020, Melanie closed more than \$34 million and surpassed \$100 million in total career sales.

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▶ on the rise
By Chris Menezes
Photos by Sonya Martin

Kourtney Murray



NEVER GIVING UP

Since starting in real estate seven years ago, Kourtney Murray has endured nearly a lifetime's worth of heartache and challenges: she was diagnosed with a chronic illness, her husband's mother passed away unexpectedly, and they had to temporarily move out of their home several times due to major roof leaks, and even a fire. Sprinkle in all of the other in-between things (2020 not included), and it's been tough to say the least.

"A career in real estate is challenging enough, given how oversaturated it is, but growing a business throughout all of that seems borderline crazy," Kourtney says. "However, as one often does during trying times, I did a lot of soul searching and threw myself into my business, because I believe when you find yourself in a tough situation, you have to force yourself to succeed. Failure is not an option."

This drive to never give up was instilled into Kourtney, who grew up

in the suburbs of Chicago, at a young age. The motto in her house was "What doesn't kill you, only makes you stronger." Kourtney's father was a living example of that motto. He immigrated to the United States from India at age eighteen, and went from working in fast food to now being an internationally awarded senior vice president of risk management at a Fortune 500 company. Kourtney's mother put it all out there too when she packed up her car, left her small town in Missouri, and moved to Chicago by herself to find her dreams.

Kourtney always looked up to her parents and values their thoughts and opinions. Her getting into real estate was actually her father's idea. "I never envisioned myself becoming a REALTOR®. After graduating early from the University of Illinois at Urbana-Champaign in a tight job market, my father thought real estate could be a great career path for me. I didn't think so at the

time, but somehow, our parents are always right. Now, I can't imagine doing anything else. I truly love what I do," says Kourtney.

Kourtney jumped into real estate headfirst right out of college, but did not become a full-time agent right away. "I strongly believed it was important to fully understand the fundamentals of the field, so I began my career in real estate at a small boutique brokerage in Ukrainian Village as a licensed administrative assistant," she explains.

From there she worked her way up to becoming the marketing manager, and later, the content manager, overseeing and implementing marketing strategies for over forty brokers and their listings, as well as creating and designing the company website. After some time, she finally had the "light bulb moment" that it was time to grow her own business and become a full-time real estate broker. ...



...

Kourtney created her business, KM Living, with @properties and has since produced over \$18.5 million as an individual agent. Last year she produced \$4 million. She credits her utilization of social media for much of her success thus far.

“Social media is my everything,” she says. “Not only has it been the gateway to my success, but it’s also a place where I can connect with my clients by sharing my thoughts and everyday life as a REALTOR®.”

Kourtney has become known for her creative ability to educate her clients—from hosting home-buying seminars where she shows buyers the ins and outs of the buying process to hosting a podcast where she chats with other real estate professionals to learn their perspectives on the market. She’s even been documenting her own kitchen renovation this past year, sharing the entire process online—everything from the beginning of the design concept to what it’s like to currently live in a construction zone.

“Growing up, no one taught us how to really ‘adult,’ especially when it came to housing, so I love being able to bridge that gap,” says Kourtney. “By continuing to show the behind-the-scenes of my life and life in real estate, I’m excited to watch KM Living grow, and to show that everyone can love their home and where they live.”

“I love the little things in life, and capturing moments that make you feel as if you were there has become my latest obsession. Photographing and filming the spaces we live in, the places we go, the food we share—it all brings me so much joy,” she continues.

The next thing that Kourtney can’t wait to capture and share is the nonprofit that she is in the process of starting with three of her colleagues. As a current board member of @gives back, she has helped support a number of organizations, including Chance the Rapper’s SocialWorks and the Anthony Rizzo Family Foundation.

Giving back to Chicago—to help support the city that has allowed me to grow and prosper—has become so ingrained in who I am that I can’t wait to share our new nonprofit with everyone,” Kourtney says.



Kourtney working with @properties and the @gives back board to support communities all around Chicago.

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By Jennifer Mitchell

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Lisa Raimondi

Founder of Raimondi Law Group, Ltd.

Searching for Balance, Finding Strength

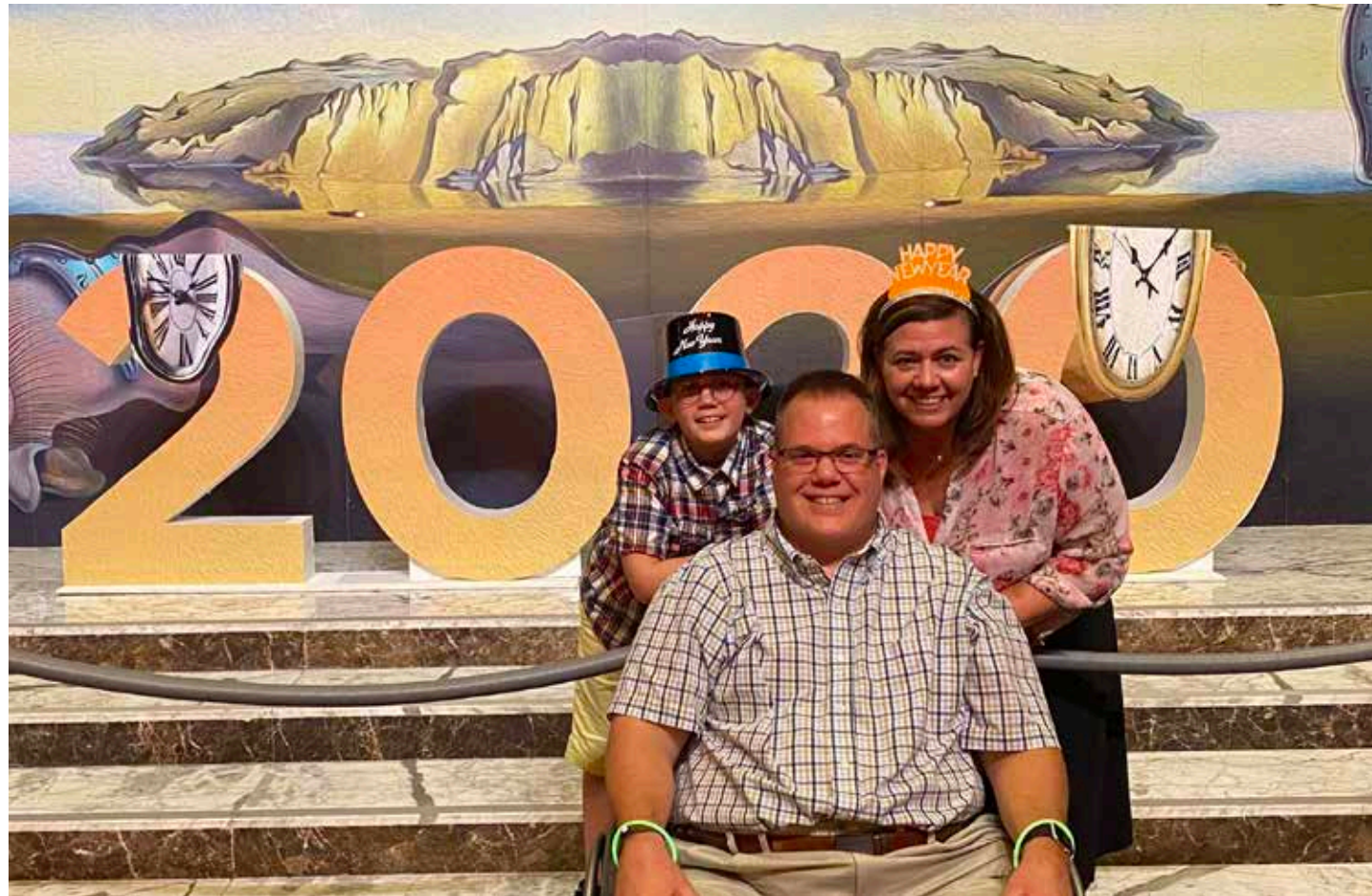
Being a working mother is a challenge. Being a working mother in a male-dominated field is an even bigger challenge. And being a working mother in a male-dominated field in the middle of a global pandemic that has a huge effect on both your work and home life is nothing short of heroic. But that's where Lisa Raimondi finds herself today.

Founder of Raimondi Law Group, Ltd., and mother to nine-year-old Max, Lisa is constantly hustling to be there for her husband, her son, and her clients. Even with twenty years' experience in real estate law, she still works to find the right balance.

Lisa was born in Chicago but spent most of her childhood in the Bloomington-Normal area. She majored in economics at the University of Illinois at Urbana-Champaign before returning to Chicago to attend the John Marshall Law School. When she started practicing law, she realized there weren't many women in the courtroom.

"I love this quote from the late Justice Ruth Bader Ginsburg: 'Women belong in all places where decisions are being made,'" notes Lisa. "Things are getting better today, but I look forward to a time when women are no longer a minority in the field." ●●●





...

Lisa began her career working for a small firm specializing in class action lawsuits and consumer protection law. At the time, many of her friends were becoming real estate agents, so she and another lawyer from the firm branched out and started their own real estate law firm. Roughly twelve years ago, her partner decided she enjoyed the REALTOR® aspect more, so Lisa took full control and founded Raimondi Law Group to help buyers, sellers, condo associations, and developers navigate the real estate transaction process.

“I love helping clients during such a momentous occasion,” notes Lisa. “There’s no better feeling than when an old client comes back to ask my firm for help with another transaction or when a client refers me to their friends and family members. In that moment, I know I have succeeded in giving them the personal attention and legal expertise they deserve.”

But getting to the point of running a successful business wasn’t easy. “The key is that you have to be willing to put in the hours. I am available to my clients and REALTORS® almost 24/7 because I want them to feel taken care of.”

When Lisa isn’t working, she’s spending her time being a wife and mother, which, for Lisa, is a bigger role than it is for many. A little over five years ago, Lisa’s husband, Aaron, had back

surgery that damaged his spinal cord, leaving him in a wheelchair for several months and now on and off depending on the day.

“I was driving home from a closing when I received a call from the hospital social worker who told me that Aaron would be coming home in a wheelchair,” remembers Lisa. “I broke down in tears because I wasn’t sure how I would handle it. My husband has since worked his way back to limited walking, but it has been a long road. We’ve endured two lengthy hospital stays and many months of in-patient physical therapy. It was an emotional roller coaster at times, but it made me a stronger person and mother. I’ve learned to push through the bumps in the road, which has been helpful in my career and in life, especially this year.”

Much of the household work now falls on Lisa’s shoulders, but she treasures every minute she’s able to spend with her husband and son. Her son is an aspiring musical theatre actor who loves music, dancing, and playing instruments. “Max’s favorite show is *Hamilton*, and he can perform the King George spit scene perfectly—facial expressions and

I’ve learned to push through the bumps in the road, which has been helpful in my career and in life, especially this year.”



Lisa and her family.



all. My main goal is to help him realize his dreams and help him get through this difficult time when he can’t be part of live theatre.”

Because the theatre industry has been hit so hard by the pandemic and her son hopes to one day be part of the professional theatre community, Lisa has been supporting the Broadway Cares/Equity Fights AIDS organization and The Actors Fund. “If my son is part of the industry when he gets older, I would like to know that these two organizations still exist to help actors. They are doing some really important work.”

During the pandemic, Lisa has become an avid puzzle solver and reader, and she and her son have been cooking meals together, which makes for great family bonding.

Long-term, Lisa’s focused on creating a strong business and a supportive home environment for her husband and son. But in the near future, Lisa is just trying to find the right balance among her roles of mom, teacher, and business owner. It’s no small task, but if anyone’s up to the challenge, it’s Lisa.

To reach Lisa and find out more about her firm, Raimondi Law Group, Ltd., you can email her at lmr@raimondilawgroup.com or call 312-701-1022.





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Laura RAHILLY

► agent feature
 By Jennifer Mitchell
 Photos by Sonya Martin

Creating a Toxic-free Atmosphere at Home and at Work

Laura Rahilly leads a toxic-free life, avoiding toxic chemicals in her food, toxic products in her home, and toxic personalities in her work and social circles. Through her real estate practice, Laura helps her clients do the same.

Laura's priority for healthy living and her love for real estate came together through a number of life experiences.

As a young girl, Laura moved often, living in four states before the age of ten. Laura loved the thrill of a new home and when she

was in third grade, her parents bought a new-construction home.

"I was fascinated by how homes were built and spent years watching homes being built in our neighborhood," remembers Laura. "I became obsessed with watching homes go up and made my mom take me to the open houses when they eventually went on the market." ...



Laura with her fiancé, Andy, and her two daughters.

...

Always a creative person, Laura went off to the University of Kansas to study art education and planned to move to the West Coast after graduation. The day before her college graduation, her mother had a brain aneurysm. She returned to her parent's house to help take care of her mom for a few months before getting ready to move to California. But before she had the chance to leave, her father was diagnosed with a brain tumor.

"It was so surreal," remembers Laura. "In a six-month span, the same doctor performed brain surgery on both of my parents. At that point, I didn't want to be far from my family and knew Illinois was my home for good."

So Laura got a job teaching K-8 art classes and started to think about going into real estate in the future. She eventually took a national shoe sales position to learn sales in a corporate setting, and after a few years, transitioned to real estate.

"I am an artist at heart with a passion for homes that are put together well," notes Laura. "Working as a REALTOR® allows me to put my creative energies towards marketing and staging. I also love being out and about, as I have a hard time sitting still."

With strong sales skills and an eye for design, Laura excels at helping people find a property that complements their lifestyle and enhances their day-to-day life. In 2007, she branched out on her own and landed the Rookie of the Year award at Sudler Sotheby's.



My focus shifted to not only to do well in life but to live a long life. I became obsessed with making healthy changes.

But while finding success at work, she again suffered a series of tragedies at home. Both of Laura's parents lost their battles with cancer, which affected Laura in more ways than one.

"My focus shifted to not only to do well in life but to live a long life," explains Laura. "I became obsessed with making healthy changes. Anyone who knows me well jokes that I have potions and remedies for any ailment or illness. I eat entirely organic at home, refrain from using chemical products, practice self-care on a regular basis,

and keep my mindset optimistic. I geek out on reading about well-being and how we can influence our bodies' cells to live longer, stronger, and better."

During this time, her two sisters moved to Colorado, while Laura also went through an amicable divorce that left her raising her two daughters, Avlyn and Reese, who were just one and two years old at the time, respectively, on her own.

"Raising two children with no family or parents to help while working full-time led to many challenges and exhaustion," says Laura. "My priority became to make sure my daughters were and are surrounded by love, however, that's meant to unfold. I hired a full-time, live-in au pair, which made life much easier to balance and provided consistency for my girls at home."

As a single mom, Laura is very protective of who she surrounds herself with as she never wants her girls to see different people entering and potentially leaving their lives. But a solid group of friends has given her the strength to overcome tremendous loss and find gratitude along the way.

Happily, love found its way back into Laura's life too. Laura, her fiancé Andy, and her daughters (now nine and ten years old) love being outside together, working on projects, gardening, cooking, and taking their dog, Boca, to the dog beach.

In alignment with her intention to have balance and good people in her life, five years ago Laura decided to bring on a full-time operations and business manager, Amy Fine. Amy is acknowledged by clients and colleagues alike for her outstanding work. Laura is the first to say that Amy is an integral part of her success. And almost three years ago, Laura aligned with Megan Hagans, a broker and interior designer in her own right, to help her meet the demands of showings and maintain Laura's thriving business.



Laura with Megan Hagans and Amy Fine. Photo credit: Jaclyn Garland

...

Laura is a big supporter of GiGi's Playhouse, an organization dedicated to raising awareness for people with Down Syndrome and sending a global message of acceptance for all. "I want my girls to see the value in people who are different from them. Happiness comes in many shapes and sizes, and acceptance for all is something we need to instill in our kids early so they [will] appreciate everyone when and as they become adults."

In her rare free time, Laura loves to gut and renovate homes. So far, she has renovated two houses with an emphasis on building a clean home. "I try to find the most natural option for whatever I am seeking—from low-VOC paint to paraben-free products, I hope to set up a clean and healthy home for my clients."



Laura with her dog, Boca.
Photo credit: Jaclyn Garland

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DYNAMIC WOMEN LEADERS

IN CHICAGO

By **Tina Coleman**
Photos by **Breakthrough** and **By The Hand**



Breakthrough staff and volunteers.

So many of us share a heart full of love for Chicago. In this topsy-turvy year, despite our hardships, Michelle Bobart has seen this love and light shining through others all over our beautiful city. She felt called to use this space to share stories about two of Chicago's dynamic women leaders. Their passion makes a difference every day, but particularly in the face of the hardships this pandemic has created. "We all have the privilege of serving Chicago families in different ways. I am blessed to be able to serve through mortgage lending. My friends, Arloa and Donnita, bring hope by lifting up our most vulnerable Chicago neighbors," explains Michelle.

Arloa Sutter, Founder and Director of Breakthrough Urban Ministries

For many, the COVID-19 shelter-in-place order meant figuring out how to work from home and limiting trips to the grocery store. For Chicagoans experiencing homelessness, however, the effects of the pandemic have been far more devastating.

Beginning in March, many Chicago-area homeless shelters were forced to close their doors, leaving many people who depend on them looking for options. However, struggling residents in East Garfield Park found a ray of hope:

Breakthrough Urban Ministries and its founding member, Arloa Sutter.

Breakthrough, with its staff of 130 people, provides housing, food, education, violence prevention, job training, and other services to, typically, more than 13,000 people each year.

The west side community of East Garfield Park remains one of the hardest hit areas by COVID-19. As the pandemic quickly disrupted day-to-day life, local residents reached out to Breakthrough for support. Arloa was ready with an answer.



Arloa Sutter smiling with her mask.

Arloa Sutter takes a minute to express her thanks to Ann Healing and Nancy Whitely while serving on Opportunity Day at Bridge Café.

She mobilized donors and volunteers from across Chicago to provide difficult-to-find cleaning supplies, PPE, and other required resources. This allowed Breakthrough's shelter to remain open and increase their service to the community, all while maintaining safety protocols.

Prior to the pandemic, Breakthrough's food pantry, the Fresh Market, served 200 to 250 families weekly. However, from March to May 2020, that number tripled, at times ballooning up to 600 to 750 families each week. More than 600,000 pounds of food

was distributed during those three months, nearly as much food as the pantry distributes in a typical year.

Breakthrough also handed out more than 800 at-home learning kits to students. When Chicago Public School (CPS) students began to study remotely, Breakthrough opened its doors to students who needed a safe place to learn while their parents, many of whom are essential workers, were at their jobs.

Arloa says, "These are the times that test our souls. This is our chance to rally together to be the light. I have

been so gratified by the heroism of our staff and the kindness and generosity of our supporters."

During these most challenging days, Arloa and her staff continue to remind us of the importance of community, teamwork, and compassion; a shining example of how our Chicago community takes care of each other.

Here's how Breakthrough kept their day centers open during the COVID-19 pandemic: <https://vimeo.com/472297657>. Learn more at: <https://breakthrough.org/>.



Donnita at Autumn Harvest with By The Hand

••• **Donnita Travis, Founder and Executive Director of By the Hand Club for Kids**

When COVID-19 brought the world to a halt, Donnita Travis led her organization, the By the Hand Club for Kids, into further action by broadening the available support in order to help Chicago families through this challenging time.

Since its foundation in 2001, the organization has helped countless children by identifying and removing the barriers to learning that exist for students in under-resourced neighborhoods. Donnita felt a call to start a holistic afterschool program in Cabrini-Green, which was then one of the nation's largest housing projects and home to thousands of

kids. Donnita leveraged her business and marketing acumen as the president of an advertising agency to launch the By the Hand Club for Kids.

“Though the kids we serve face immense challenges, with the right support they are excelling in school, growing into leaders, and becoming the solution that their communities need,” Donnita says.

When the pandemic hit, CPS shifted to remote learning, and the need for technology was evident. Donnita mobilized her staff to refurbish old Chromebooks and distribute them to students. In total, 600 students received a refurbished computer that allowed them to access e-learning. By the Hand also connected families with free access to Wi-Fi through Comcast.



Group photo of By the Hand

Still in the midst of this difficult time, Donnita reflects on the ways that patience, love, and the positive learning environment that By the Hand provides has transformed the lives of each and every child they serve.

“There is no greater privilege than to serve God by investing in the lives of His children—mind, body, and soul,” she says.

She is inspired by the achievements of her students and looks forward to the future with hope. With a new youth-led food initiative underway and plans for a sixth club location in development, Donnita inspires others to imagine what is possible when they answer the call to be a light.




Masked student with laptop. Photo submitted by By the Hand.

By the Hand grew from serving sixteen kids in 2001 to now providing holistic, out-of-school services to over 1,600 kids across five club locations with a budget of more than \$10M. Learn more at <https://bythehand.org/>.


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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to December 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	164	\$197,613,246	67	\$86,790,250	231	\$284,403,496
2	Matt	Laricy	186	\$81,913,798	210	\$109,207,774	396	\$191,121,572
3	Emily	Sachs Wong	87	\$116,193,250	40	\$50,264,875	127	\$166,458,125
4	Leigh	Marcus	173	\$111,261,768	58	\$34,469,367	231	\$145,731,135
5	Mario	Greco	168	\$90,185,370	63	\$37,705,750	231	\$127,891,120
6	Melanie	Giglio	72	\$47,309,425	85	\$41,116,347	157	\$88,425,772
7	Sophia	Klopas	80	\$54,729,750	49	\$31,609,000	129	\$86,338,750
8	Carrie	McCormick	81	\$54,856,250	40	\$31,026,250	121	\$85,882,500
9	Karen	Biazar	127	\$70,612,931	25	\$13,974,000	152	\$84,586,931
10	Grigory	Pekarsky	86	\$28,871,564	105	\$52,291,450	191	\$81,163,014
11	Jennifer	Ames	38	\$47,888,000	22	\$21,545,350	60	\$69,433,350
12	Leila	Zammatta	25	\$40,275,511	16	\$26,216,185	41	\$66,491,696
13	Elena	Theodoros	67	\$36,717,300	36	\$27,567,900	103	\$64,285,200
14	Timothy	Sheahan	58	\$43,737,928	25	\$17,681,878	83	\$61,419,806
15	Benyamin	Lalez	29	\$16,171,550	78	\$42,964,100	107	\$59,135,650
16	Tommy	Choi	51	\$26,047,788	60	\$32,803,100	111	\$58,850,888
17	Sam	Shaffer	32	\$15,513,000	70	\$42,727,304	102	\$58,240,304
18	Julie	Busby	53	\$33,727,075	34	\$24,176,975	87	\$57,904,050
19	Timothy	Salm	17	\$49,776,450	5	\$7,740,000	22	\$57,516,450
20	Brad	Lippitz	38	\$26,131,400	34	\$30,378,160	72	\$56,509,560
21	Hayley	Westhoff	48	\$31,345,580	30	\$22,495,000	78	\$53,840,580
22	William	Goldberg	51	\$34,711,304	32	\$17,658,585	83	\$52,369,889
23	Chezi	Rafaelli	28	\$32,473,500	16	\$18,810,661	44	\$51,284,161
24	Jennifer	Mills	52	\$33,852,460	26	\$15,275,234	78	\$49,127,694
25	Nathan	Wilks	42	\$17,447,325	75	\$30,974,726	117	\$48,422,051
26	Katharine	Waddell	35	\$19,818,000	51	\$27,628,000	86	\$47,446,000
27	Jason	O'Beirne	60	\$35,955,100	24	\$11,282,500	84	\$47,237,600
28	Millie	Rosenbloom	20	\$21,136,500	23	\$24,407,600	43	\$45,544,100
29	Barbara	O'Connor	52	\$27,518,500	30	\$16,805,000	82	\$44,323,500
30	Melissa	Siegal	46	\$30,869,943	20	\$13,326,309	66	\$44,196,252
31	Jill	Silverstein	22	\$12,242,500	40	\$29,670,750	62	\$41,913,250
32	Santiago	Valdez	56	\$26,407,800	42	\$15,436,200	98	\$41,844,000
33	Keith	Brand	18	\$9,374,550	61	\$32,279,249	79	\$41,653,799
34	Layching	Quek	4	\$1,799,000	63	\$39,398,950	67	\$41,197,950

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Nancy	Tassone	10	\$15,821,500	7	\$24,420,000	17	\$40,241,500
36	Daniel	Glick	22	\$21,560,000	29	\$17,790,650	51	\$39,350,650
37	Daniel	Close	22	\$10,858,500	48	\$28,477,037	70	\$39,335,537
38	Matthew	Liss	42	\$27,455,150	16	\$11,553,500	58	\$39,008,650
39	Steve	Genyk	21	\$24,428,500	12	\$12,977,500	33	\$37,406,000
40	Kevin	Hinton	42	\$19,307,283	45	\$17,862,050	87	\$37,169,333
41	Scott	Curcio	43	\$15,976,894	45	\$20,621,401	88	\$36,598,295
42	Debra	Dobbs	24	\$23,816,750	18	\$12,255,500	42	\$36,072,250
43	Sara	McCarthy	37	\$17,591,075	30	\$18,424,494	67	\$36,015,569
44	Danielle	Dowell	47	\$22,505,650	27	\$13,487,500	74	\$35,993,150
45	Colin	Hebson	29	\$22,461,439	20	\$13,491,000	49	\$35,952,439
46	Lance	Kirshner	40	\$18,757,200	29	\$16,987,550	69	\$35,744,750
47	Ryan	McKane	75	\$30,476,401	9	\$5,008,900	84	\$35,485,301
48	Joanne	Nemerovski	14	\$21,575,000	16	\$13,670,000	30	\$35,245,000
49	Amanda	McMillan	36	\$17,873,711	28	\$16,799,751	64	\$34,673,462
50	Richard	Kasper	25	\$14,653,050	36	\$19,458,915	61	\$34,111,965

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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to December 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Joshua	Lipton	21	\$22,901,138	10	\$10,994,638	31	\$33,895,776
52	Joel	Holland	40	\$18,758,050	30	\$15,022,800	70	\$33,780,850
53	Nicholaos	Voutsinas	23	\$10,814,250	44	\$22,865,200	67	\$33,679,450
54	Ivona	Kutermankiewicz	32	\$24,224,200	13	\$8,358,650	45	\$32,582,850
55	Melanie	Everett	14	\$5,849,900	58	\$26,617,700	72	\$32,467,600
56	Lauren	Mitrick Wood	34	\$16,977,500	24	\$15,390,000	58	\$32,367,500
57	Deborah	Hess	39	\$20,538,799	26	\$11,261,200	65	\$31,799,999
58	D	Waveland Kendt	37	\$19,136,600	17	\$12,175,400	54	\$31,312,000
59	Alexandre	Stoykov	17	\$7,832,000	54	\$23,459,900	71	\$31,291,900
60	Cynthia	Sodolski	22	\$15,993,000	25	\$14,716,100	47	\$30,709,100
61	Stephanie	Cutter	35	\$20,492,900	23	\$9,669,500	58	\$30,162,400
62	Lisa	Sanders	47	\$21,315,000	18	\$8,523,000	65	\$29,838,000
63	Natasha	Motev	12	\$15,353,000	13	\$14,260,875	25	\$29,613,875
64	Kelly	Parker	24	\$13,195,500	27	\$16,375,100	51	\$29,570,600
65	Grace	Sergio	42	\$28,788,600	2	\$693,650	44	\$29,482,250
66	Darrell	Scott	11	\$5,478,500	45	\$23,988,000	56	\$29,466,500
67	Nadine	Ferrata	24	\$17,708,500	15	\$10,904,499	39	\$28,612,999
68	Ryan	Preuett	20	\$25,641,000	2	\$2,269,000	22	\$27,910,000
69	Joseph	Kotoch	18	\$10,305,000	38	\$17,591,500	56	\$27,896,500
70	Philip	Skowron	15	\$10,685,500	6	\$16,825,000	21	\$27,510,500
71	Elizabeth	Ballis	21	\$15,198,750	11	\$12,074,500	32	\$27,273,250
72	Camille	Canales	23	\$10,465,900	35	\$16,705,283	58	\$27,171,183
73	Laura	Meier	21	\$10,095,500	34	\$16,994,549	55	\$27,090,049
74	Frank	Montro	110	\$21,573,198	32	\$5,371,875	142	\$26,945,073
75	Dennis	Huyck	29	\$15,492,430	15	\$11,282,533	44	\$26,774,963
76	Christopher	Engelmann	6	\$1,926,500	50	\$24,461,100	56	\$26,387,600
77	Lindsay	Everest	13	\$11,863,000	8	\$14,339,975	21	\$26,202,975
78	Alishja	Ballard	26	\$12,719,401	18	\$12,854,830	44	\$25,574,231
79	Owen	Duffy	24	\$14,039,500	28	\$11,511,000	52	\$25,550,500
80	Rizwan	Gilani	25	\$11,070,275	22	\$14,150,000	47	\$25,220,275
81	Kimber	Galvin	28	\$16,132,950	16	\$8,887,250	44	\$25,020,200
82	Lucas	Blahnik	26	\$14,313,013	22	\$10,539,250	48	\$24,852,263
83	Nicholas	Colagiovanni	19	\$11,253,500	16	\$13,570,000	35	\$24,823,500
84	Rubina	Bokhari	15	\$11,910,651	13	\$12,747,400	28	\$24,658,051

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	James	D'Astice	15	\$6,466,000	39	\$18,097,300	54	\$24,563,300
86	Kelly	Angelopoulos	26	\$14,470,500	18	\$10,050,000	44	\$24,520,500
87	Juliana	Yeager	25	\$14,564,811	16	\$9,907,400	41	\$24,472,211
88	Margaret	Baczowski	12	\$14,772,000	6	\$9,415,000	18	\$24,187,000
89	Rafay	Qamar	23	\$9,094,350	38	\$14,918,612	61	\$24,012,962
90	Shay	Hata	27	\$14,435,250	18	\$9,507,900	45	\$23,943,150
91	Erlend	Candea	30	\$22,132,000	2	\$1,770,000	32	\$23,902,000
92	Pamela	Rueve	19	\$13,207,000	10	\$10,685,000	29	\$23,892,000
93	Stefanie	Lavelle	23	\$9,919,900	19	\$13,878,250	42	\$23,798,150
94	Elias	Masud	13	\$6,170,200	32	\$16,881,224	45	\$23,051,424
95	Megan	Tirpak	11	\$11,900,750	7	\$11,132,500	18	\$23,033,250
96	Nathan	Binkley	15	\$9,992,500	20	\$12,999,750	35	\$22,992,250
97	Nick	Rendleman	24	\$9,966,950	44	\$12,979,294	68	\$22,946,244
98	Reve'	Kendall	49	\$21,637,500	1	\$1,240,000	50	\$22,877,500
99	James	Buczynski	22	\$15,003,500	13	\$7,792,000	35	\$22,795,500
100	Keith	Tarasiewicz	22	\$7,069,080	32	\$15,642,400	54	\$22,711,480

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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to December 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Gwen	Farinella	6	\$19,712,500	3	\$2,932,400	9	\$22,644,900
102	Robert	Picciariello	63	\$22,501,949	0	\$0	63	\$22,501,949
103	Eric	Hublar	9	\$3,144,500	37	\$18,758,650	46	\$21,903,150
104	Nick	Nastos	22	\$9,476,750	34	\$12,412,200	56	\$21,888,950
105	Mark	Icuss	12	\$13,412,950	15	\$8,393,500	27	\$21,806,450
106	Eudice	Fogel	16	\$7,389,000	18	\$14,412,000	34	\$21,801,000
107	Jodi	Serio	27	\$21,151,000	2	\$618,000	29	\$21,769,000
108	Stacey	Dombar	43	\$19,256,251	6	\$2,423,500	49	\$21,679,751
109	Michael	Hall	32	\$16,472,300	12	\$5,174,900	44	\$21,647,200
110	Paul	Mancini	26	\$11,746,000	14	\$9,839,000	40	\$21,585,000
111	Bruce	Glazer	16	\$6,874,750	21	\$14,529,500	37	\$21,404,250
112	Michael	Rosenblum	25	\$15,037,747	8	\$6,038,500	33	\$21,076,247
113	Samantha	Porter	28	\$17,974,250	4	\$3,077,307	32	\$21,051,557
114	Karen	Schwartz	24	\$10,821,750	20	\$10,115,400	44	\$20,937,150
115	Amy	Duong	20	\$8,313,272	24	\$12,600,900	44	\$20,914,172
116	Kathleen	Malone	10	\$7,278,500	16	\$13,319,000	26	\$20,597,500
117	Mark	Jak	11	\$9,975,625	11	\$10,414,000	22	\$20,389,625
118	Danny	Lewis	18	\$8,010,950	23	\$12,310,346	41	\$20,321,296
119	Ryan	Huyler	20	\$14,545,717	10	\$5,697,100	30	\$20,242,817
120	Brady	Miller	22	\$7,799,575	37	\$12,436,100	59	\$20,235,675
121	Jeffrey	Proctor	16	\$13,428,249	4	\$6,612,500	20	\$20,040,749
122	Paul	Barker	23	\$12,661,500	11	\$7,278,845	34	\$19,940,345
123	Kieran	Conlon	16	\$9,890,500	20	\$9,965,500	36	\$19,856,000
124	Vincent	Anzalone	12	\$8,924,250	17	\$10,904,900	29	\$19,829,150
125	Mark	Keppy	25	\$12,330,863	18	\$7,460,750	43	\$19,791,613
126	Suzanne	Gignilliat	9	\$11,221,000	3	\$8,550,000	12	\$19,771,000
127	Marta	Lazic	20	\$6,956,300	28	\$12,608,250	48	\$19,564,550
128	Kathryn	Schrage	36	\$16,022,000	7	\$3,382,249	43	\$19,404,249
129	Patrick	Teets	16	\$11,991,350	10	\$7,327,000	26	\$19,318,350
130	Ian	Schwartz	14	\$7,787,100	16	\$11,408,000	30	\$19,195,100
131	Joanna	Olszynska	24	\$14,098,000	12	\$5,075,676	36	\$19,173,676
132	Vincent	Lance	29	\$13,424,384	14	\$5,748,200	43	\$19,172,584
133	Dominic	Irpino	25	\$9,371,450	29	\$9,703,999	54	\$19,075,449
134	Robert	Yoshimura	15	\$7,733,500	20	\$11,214,200	35	\$18,947,700

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	John	Lyons	17	\$6,613,700	31	\$12,329,400	48	\$18,943,100
136	Greg	Whelan	2	\$797,500	28	\$18,041,041	30	\$18,838,541
137	Stephanie	LoVerde	23	\$8,940,700	16	\$9,858,000	39	\$18,798,700
138	Landon	Harper	20	\$13,718,095	7	\$5,080,000	27	\$18,798,095
139	Elizabeth	Lothamer	7	\$5,032,900	31	\$13,674,000	38	\$18,706,900
140	Michael	McGuinness	3	\$901,400	39	\$17,706,200	42	\$18,607,600
141	Patrick	Shino	3	\$1,143,000	42	\$17,330,349	45	\$18,473,349
142	Scott	Berg	45	\$17,994,480	1	\$454,000	46	\$18,448,480
143	Margaret	Daday	15	\$8,130,500	16	\$10,307,000	31	\$18,437,500
144	Brooke	Vanderbok	29	\$15,829,850	4	\$2,603,900	33	\$18,433,750
145	Zachary	Redden	8	\$4,121,700	30	\$14,290,088	38	\$18,411,788
146	Sarah	Ziehr	43	\$17,932,100	1	\$469,000	44	\$18,401,100
147	Leslie	Glazier	14	\$10,443,500	10	\$7,946,000	24	\$18,389,500
148	Ronda	Fish	9	\$11,299,500	5	\$7,059,900	14	\$18,359,400
149	Gail	Spreen	25	\$12,866,750	9	\$5,427,000	34	\$18,293,750
150	Radim	Mandel	32	\$12,503,400	13	\$5,780,500	45	\$18,283,900

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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to December 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Natalie	Renna	10	\$3,772,700	39	\$14,510,718	49	\$18,283,418
152	Daniel	Fowler	13	\$5,935,350	22	\$12,290,900	35	\$18,226,250
153	Steve	Otwell	0	\$0	37	\$18,194,453	37	\$18,194,453
154	Joseph	Chiappetta	18	\$7,639,225	18	\$10,527,000	36	\$18,166,225
155	Haley	Levine	12	\$3,938,400	38	\$14,190,663	50	\$18,129,063
156	Kathryn	Barry	15	\$5,080,000	28	\$13,020,400	43	\$18,100,400
157	Janelle	Dennis	21	\$9,730,800	14	\$8,369,400	35	\$18,100,200
158	Cory	Tanzer	30	\$11,429,497	18	\$6,539,299	48	\$17,968,796
159	James	Demarco	14	\$7,054,000	18	\$10,705,000	32	\$17,759,000
160	Susan	Kanter	24	\$10,885,550	14	\$6,771,000	38	\$17,656,550
161	Eugene	Fu	14	\$10,318,500	9	\$7,330,400	23	\$17,648,900
162	Brooke	Daitchman	18	\$8,531,900	16	\$8,917,000	34	\$17,448,900
163	Jacob	Tasharski	14	\$5,478,000	21	\$11,918,000	35	\$17,396,000
164	Robin	Phelps	20	\$9,287,000	11	\$7,921,000	31	\$17,208,000
165	Connie	Engel	17	\$8,379,000	15	\$8,782,500	32	\$17,161,500
166	Robin	Allotta	20	\$8,363,500	18	\$8,747,200	38	\$17,110,700
167	Dawn	Mckenna	9	\$7,183,000	18	\$9,881,000	27	\$17,064,000
168	Gregory	Desmond	13	\$8,059,500	12	\$8,858,000	25	\$16,917,500
169	Cara	Buffa	23	\$13,815,897	5	\$2,928,000	28	\$16,743,897
170	Christina	Delgreco	20	\$11,484,000	6	\$5,250,920	26	\$16,734,920
171	Alexa	Hara	3	\$9,440,000	14	\$7,222,400	17	\$16,662,400
172	Sharon	Gillman	9	\$8,901,000	8	\$7,711,000	17	\$16,612,000
173	Brett	Novack	21	\$11,356,365	9	\$5,206,000	30	\$16,562,365
174	Marc	Zale	8	\$3,876,500	24	\$12,603,800	32	\$16,480,300
175	Christopher	Mundy	20	\$12,157,500	7	\$4,283,000	27	\$16,440,500
176	Rory	Fiedler	0	\$0	36	\$16,385,300	36	\$16,385,300
177	Emily	Smart Lemire	11	\$7,205,000	10	\$9,130,000	21	\$16,335,000
178	Michael	Mccallum	19	\$9,126,750	13	\$7,089,500	32	\$16,216,250
179	Keith	Wilkey	12	\$10,290,100	8	\$5,909,500	20	\$16,199,600
180	Nichole	Dinino	8	\$2,783,000	30	\$13,352,799	38	\$16,135,799
181	Xiaojing	Frost	13	\$5,202,000	27	\$10,917,801	40	\$16,119,801
182	Susan	O'Connor	10	\$9,894,500	8	\$6,210,000	18	\$16,104,500
183	Weston	Harding	10	\$6,810,600	18	\$9,281,500	28	\$16,092,100
184	Tiffany	Meyers	6	\$2,188,500	32	\$13,734,300	38	\$15,922,800

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Melanie	Carlson	5	\$2,992,000	19	\$12,908,500	24	\$15,900,500
186	Michelle	Browne	31	\$14,503,500	3	\$1,380,000	34	\$15,883,500
187	Kevin	Wood	7	\$14,662,918	1	\$1,175,000	8	\$15,837,918
188	Survi	Kobawala	1	\$349,900	31	\$15,397,050	32	\$15,746,950
189	Stephen	Hnatow	15	\$8,002,000	14	\$7,736,800	29	\$15,738,800
190	Michael	Maier	28	\$13,120,125	11	\$2,602,500	39	\$15,722,625
191	Brent	Hall	23	\$15,313,900	1	\$376,000	24	\$15,689,900
192	Lindsey	Richardson	17	\$7,024,000	16	\$8,662,035	33	\$15,686,035
193	Adam	Zagata	13	\$4,809,000	27	\$10,850,250	40	\$15,659,250
194	Gregorio	Cirone	31	\$9,386,100	14	\$6,269,250	45	\$15,655,350
195	Akos	Straub	16	\$7,111,000	18	\$8,513,000	34	\$15,624,000
196	Nicholas	Apostal	15	\$8,493,000	7	\$7,117,500	22	\$15,610,500
197	Robert	Sullivan	11	\$8,486,200	10	\$7,050,000	21	\$15,536,200
198	Diana	Grinnell	6	\$3,994,000	19	\$11,532,000	25	\$15,526,000
199	Amie	Klujian	25	\$9,098,050	12	\$6,421,500	37	\$15,519,550
200	Qiankun	Chen	22	\$7,058,000	26	\$8,390,888	48	\$15,448,888

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TOP 250 STANDINGS

Teams and individuals from January 1, 2020 to December 31, 2020

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
201	Gary	Lucido	17	\$7,509,510	15	\$7,862,800	32	\$15,372,310
202	Amir	Fouad	24	\$10,721,646	6	\$4,637,100	30	\$15,358,746
203	Craig	Fallico	36	\$11,800,550	13	\$3,541,650	49	\$15,342,200
204	Laura	Rahilly	17	\$8,068,983	12	\$7,219,750	29	\$15,288,733
205	Ryan	Smith	98	\$15,269,080	0	\$0	98	\$15,269,080
206	Joe	Zimmerman	29	\$12,998,055	6	\$2,224,500	35	\$15,222,555
207	Matthew	Engle	14	\$5,912,300	28	\$9,253,900	42	\$15,166,200
208	Katherine	Malkin	8	\$12,070,000	4	\$3,076,500	12	\$15,146,500
209	Nick	Libert	23	\$7,678,940	22	\$7,432,275	45	\$15,111,215
210	Benjamin	Lissner	11	\$3,649,000	33	\$11,453,500	44	\$15,102,500
211	Thomas	Moran	10	\$10,432,409	6	\$4,581,500	16	\$15,013,909
212	Lisa	Huber	15	\$8,662,000	15	\$6,344,228	30	\$15,006,228
213	Mehdi	Mova	17	\$6,709,000	13	\$8,291,500	30	\$15,000,500
214	Thomas	Bezanes	9	\$3,781,500	17	\$11,147,388	26	\$14,928,888
215	Steven	Acoba	9	\$8,144,000	10	\$6,780,888	19	\$14,924,888
216	Steve	Dombar	0	\$0	26	\$14,858,733	26	\$14,858,733
217	Lisa	Kalous	8	\$4,305,000	19	\$10,527,700	27	\$14,832,700
218	Sam	Jenkins	15	\$11,652,400	5	\$3,119,998	20	\$14,772,398
219	Ken	Jungwirth	16	\$6,340,850	15	\$8,429,800	31	\$14,770,650
220	Brittani	Walker	11	\$3,614,500	34	\$11,110,463	45	\$14,724,963
221	Kyle	Jamicich	11	\$6,835,000	15	\$7,785,800	26	\$14,620,800
222	Hasani	Steele	23	\$11,079,221	8	\$3,527,119	31	\$14,606,340
223	Tara	Leinenweber	38	\$14,577,758	0	\$0	38	\$14,577,758
224	Susan	Miner	6	\$8,120,000	3	\$6,440,000	9	\$14,560,000
225	Brittany	Bussell	16	\$8,700,750	9	\$5,806,501	25	\$14,507,251
226	Marlene	Rubenstein	11	\$6,927,500	14	\$7,579,000	25	\$14,506,500
227	P Corwin	Robertson	11	\$14,453,843	0	\$0	11	\$14,453,843
228	Alex	Wolking	12	\$7,149,000	16	\$7,293,200	28	\$14,442,200
229	Ryan	Gossett	13	\$4,866,500	16	\$9,540,000	29	\$14,406,500
230	Scott	Stavish	14	\$9,791,000	8	\$4,606,500	22	\$14,397,500
231	Erin	Mandel	12	\$8,546,000	11	\$5,847,400	23	\$14,393,400
232	Ted	Kuhlmann	16	\$7,642,400	14	\$6,704,500	30	\$14,346,900
233	Elizabeth	Caya	1	\$585,000	29	\$13,755,900	30	\$14,340,900
234	John	Olin	15	\$5,797,999	22	\$8,503,500	37	\$14,301,499

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
235	Chris	McComas	16	\$8,015,900	11	\$6,260,000	27	\$14,275,900
236	Michael	Shenfeld	16	\$8,973,000	12	\$5,264,700	28	\$14,237,700
237	Steven	Powers	10	\$6,636,000	9	\$7,526,500	19	\$14,162,500
238	Jacqueline	Colando	31	\$12,317,900	4	\$1,810,500	35	\$14,128,400
239	Chloe	Ifergan	12	\$5,218,500	13	\$8,836,000	25	\$14,054,500
240	Lyn	Harvie	13	\$6,544,500	14	\$7,452,638	27	\$13,997,138
241	Greg	Nagel	14	\$6,793,250	11	\$7,155,000	25	\$13,948,250
242	Nicole	Flores	26	\$11,242,400	7	\$2,702,300	33	\$13,944,700
243	Giovanni	Leopaldi	13	\$4,539,000	26	\$9,403,400	39	\$13,942,400
244	Mariah	Dell	15	\$5,878,000	15	\$8,053,399	30	\$13,931,399
245	Cindy	Weinreb	6	\$2,727,500	22	\$11,164,300	28	\$13,891,800
246	Cadey	O'Leary	6	\$7,332,500	7	\$6,535,900	13	\$13,868,400
247	Nancy	Hotchkiss	25	\$9,600,500	12	\$4,225,460	37	\$13,825,960
248	John	Huebner	13	\$5,818,000	15	\$7,993,250	28	\$13,811,250
249	Jennifer	Bell	23	\$9,217,600	11	\$4,576,650	34	\$13,794,250
250	Christina	McNamee	11	\$6,103,500	13	\$7,689,900	24	\$13,793,400

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