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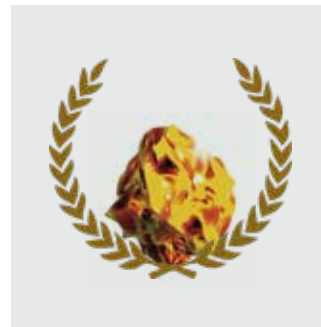
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# Golden Nuggets



**Sheryl Willis**  
**eXp Realty**

I am not a basketball fan; I hardly know the game. But these 10 rules are what I have worked extremely hard to learn and try to live each and every day. And if I fail, I go straight to No. 1 again and get better about it every day.

Bryant's 10 Rules:

1. Get better every single day.
2. Prove them wrong.
3. Work on your weaknesses.
4. Execute what you practiced.
5. LEARN FROM GREATNESS.
6. Learn from wins and losses.
7. Practice mindfulness.
8. Be ambitious.
9. #Believe in your team.
10. Learn storytelling.



**Theresa Ridberg**  
**Premier Title Agency**

Definitely the thing I have lived by my entire life is that the best investment you'll ever make is in yourself. There's no one that will care as much as you do to make a difference in your life, so you owe it to yourself to give it everything you've got.



**Riley Rhodes**  
**CR Realty with HomeSmart**

It's a long one, but it is the "Man in the Arena" by Teddy Roosevelt. Summed up it basically encourages the one who tries; whether having their efforts end in victory or defeat, they can at least say they went for it and gave it their all. That's how I want to live my life.

"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat."



**Clayton Susich**  
**CR Realty with HomeSmart**

"If you do not believe in yourself, no one will do it for you."

This quote is from Kobe Bryant. I am a huge basketball fan, and, growing up, he was always my favorite player. To me, it's a quote saying you can take risks and accomplish a lot in this life, but it all starts with a trust and belief in yourself!



**Mike Conway**  
**HUNT Real Estate ERA**

"The path to success is to take massive, determined action." — Tony Robbins  
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# Theresa

Premier  
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partner spotlight ◀◀

By Brandon Jerrell  
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# Ridberg

## Blessings of Opportunity

*The road to success is often rough. A great amount of the time, it seems that you need to pave it yourself with hard work and dedication. However, there is nothing saying that this process needs to be done alone.*

*Theresa Ridberg, the vice president of escrow operations at Premier Title Agency, has traversed this road to success. She fully recognizes that the path may be rough, but there are plenty of people you will meet along the way that will push you in the right direction.*

*Premier Title Agency (PTA) holds this same energy. PTA offers title and escrow services for commercial, residential sales and refinances, construction loans and more. People are traversing their path to success every day, and PTA is there to help them along when the time comes.*

### Coming to Arizona

Theresa grew up in the suburbs of Detroit, MI. She was greatly raised by her parents and grandparents. “My mom and dad divorced early on in my life, and both worked very hard to make ends meet. My grandparents are old-fashioned Italian and helped raise me while my parents worked,” she explains. Her grandparents are currently 94 and 95.

“I have a bachelor’s degree and associate degree, both in completely different fields than what I’m working in today. I guess that’s the way it works out, or so I’m told. I moved to Arizona when I was 19 years old and transferred school and my work to try something new. Michigan is a wonderful place to live, but aside from being cold, the opportunity doesn’t hold a candle to what Arizona has to offer.”

She found and bought her first condo in North Phoenix when she was 19. When she was 20 — only after 10

months in Arizona — she was laid off for the first time. With a mortgage, utilities, roommates who depended on her and all the other expenses of living, this event put a dent into Theresa’s plans. “I woke up every morning and applied for jobs from 8 to 5 like I would have went to work. I took an hour lunch and a snack break and went back to it until I found a job. Losing my job showed me I could persevere, even in a stressful time in my life, if I stayed true to my work ethic and didn’t give up.”

“While trying to go to school and establish a personal life 2,000 miles away from everything I knew, this was taking a toll on me,” she shares. “I saw a sticky note posted at my college for a ‘Receptionist Wanted’ at a mortgage company in Scottsdale. I received the offer to start and worked my way up from there!”

### Building Self and Others

Theresa quickly shifted from the mortgage side of the company to the internal title side. “The escrow officer

...



...

and I worked very well together, and she helped me learn as much as I could,” she explains. “The field was so interesting; I didn’t even know what escrow was when I started. I loved helping with documents, learning how the real estate market worked and found that you basically needed to be an adrenaline junkie to stay afloat.”

Theresa recognizes that the most fulfilling aspect of working with people is the opportunity to help them. However, she also knows that this interaction is not just limited to her clients but to the staff she works with every day as well. “We have the best, most amazing employees that take so much pride in what they do; it makes the job easy. Many of us have worked together for decades, becoming a second family to those we have at home. We’ve celebrated some major accomplishments together as a company, and I love working with a team that cares about each other. It’s hard to find in the world today, but we’ve definitely worked hard to get it right.”

As the vice president of escrow operations, Theresa takes pride in and makes sure to celebrate the accomplishments of PTA’s various teams. “Moving people up first to new roles instead of hiring outside the organization has always been important and very rewarding as well.” She is always there for the concerns of their teams. On top of that, she advocates for them; she listens to the teams and their concerns.

The Meaning of Success

When she is not working, Theresa likes to enjoy time at home with her family. She has two young boys with her husband of nine years. “My husband and I have been married for nine years this year, which we will probably celebrate by driving to dinner while listening to hip hop from 2010. He is the calm to my ever-raging storm, and we agree that I’m the pit bull in our relationship. He scares me often to humor himself, and I throw empty Amazon boxes in the garage to get him back. It’s perfect.”

“Success to me is being with my family, happy to share moments together doing things we enjoy because of working hard to build it together with my husband. I want our kids to see us work together, always being there for each other, and then growing up to be good people because we were good examples.”



At Gypsy Cup in  
Downtown Gilbert

Other than family time, Theresa enjoys various sports. “Whether it’s ice hockey, jiu-jitsu or the sport of the season, that’s where we are.” Wherever she can, she likes to squeeze in some hot yoga.

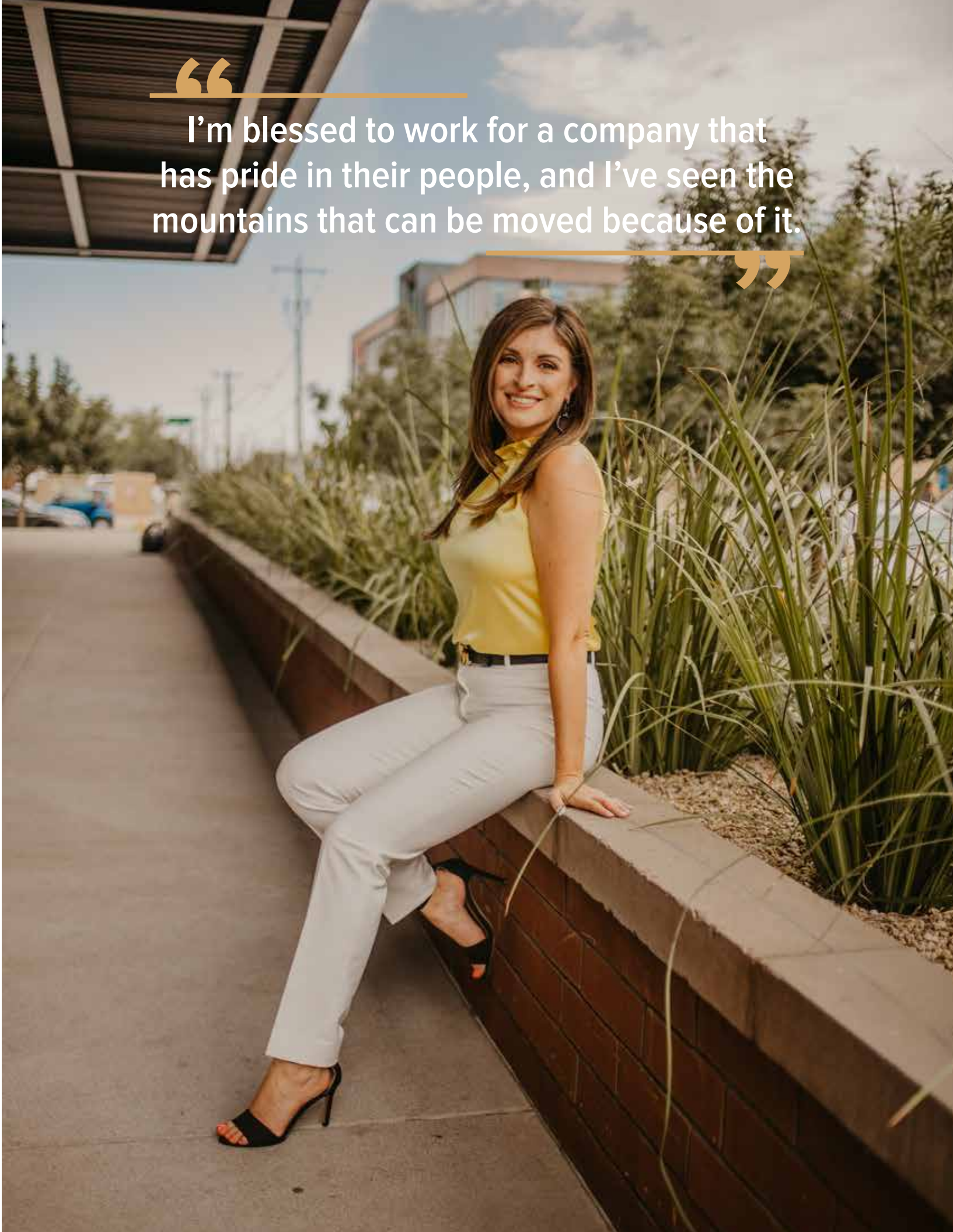
It is clear that Theresa lives her life by one of her most favorite sayings: “The best investment you can ever make is in yourself.” There is no doubt that she practices what she preaches.

It is unclear what the future holds, but it is certain that Theresa will continue to ensure the growth of the teams at PTA.

“I’ve been blessed beyond measure to see what it’s like to work for a company that believes in their people above all else. They let us work, they call us to give us kudos, they fly out to see us, and they always have our back,” she notes. “I’m blessed to work for a company that has pride in their people, and I’ve seen the mountains that can be moved because of it.”

Website: PTAnow.com

“  
I’m blessed to work for a company that  
has pride in their people, and I’ve seen the  
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► featured agent

By Sarah Wind

# SHERYL

WILLIS

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All-Star Sheryl Willis has been hitting it out of the park for 18 years as a REALTOR®. Her presence across all social media platforms as a local influencer over the last decade years has been a game-changer. She's smart, super outgoing, and definitely the life of the party. Her recent success has largely manifested because of her personality on a leading YouTube channel with business partner Jesse Dau.

"My phone rings every day," Sheryl explains. "Buyers call me now; they initially connect with me personally through video. It's incredible how everyone that reaches out is like my best friend that I have never met. Our first year, we grossed \$50 million in revenue from sales and referrals through our channel partners. As with any great team, I have rockstar agents helping me with all the business. I still do the contract writing and negotiating, but learning to scale my business to do what I do best makes it more profitable and rewarding for my entire team."

Even though Sheryl isn't as hands-on as she used to be in the past with showing homes, Sheryl is much more involved from a logistical standpoint since all her buyers are relocating from another state. "We help buyers identify what is most important to them, starting with a 45-minute consultation that is completely 100% about them, not me. They have already done all their homework on my Go Arizona Real Estate team before they even call. The last thing they want to hear is why I think I am the best. None of this is about me."

Another reason we think Sheryl is successful is because of her contagious positive energy. We asked her where she gets her glass-half-full outlook, and she said, "A lot of that comes from my mom, my hero. At 82 years old, she still lights up the room no matter where we are. As a kid, it





...

used to embarrass me when she would talk to everyone. I have become my mother.”

When Sheryl isn’t working, she loves hiking with her blue heeler, Levi. “Hiking is my Zen. Adopting Levi four years ago was the best thing I have ever done for myself both personally and professionally. Now that I have my trail-blazing companion, it’s easier to venture out into Mother Nature to collect my power and peace. We have explored all over Arizona and love sharing our adventures with the team and clients year-round.”

Sheryl is a self-proclaimed nerd of a sort. “I love numbers. I love technology. I believe that your loves and passions are what drive you in life. I embrace them wholeheartedly, shouting from the rooftops and willing to share with whoever will listen. My loves and passions are what make me who I am and make life so rewarding.”

Given the choice between having a photo shoot wearing designer clothes posing with a luxury vehicle or one falling off a trotting horse, she’d choose the latter. “I don’t think real estate has to be stuffy. I’m not stuffy. I am chill and quite the goofball.”

Not only is she the opposite of uptight, but she’s also happy to help other REALTORS®. “One thing I absolutely love about our industry today is how much we are all willing to share. I have loved teaching classes over the last few years as well as mentoring the new agents on my team. I very much enjoy watching others succeed.”

If you have any questions for Sheryl, or if you simply want to make a new friend, don’t hesitate to give her a call!



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Devin Nicole  
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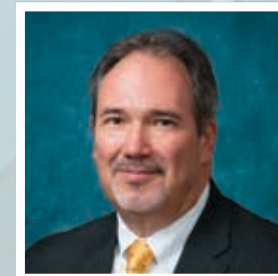


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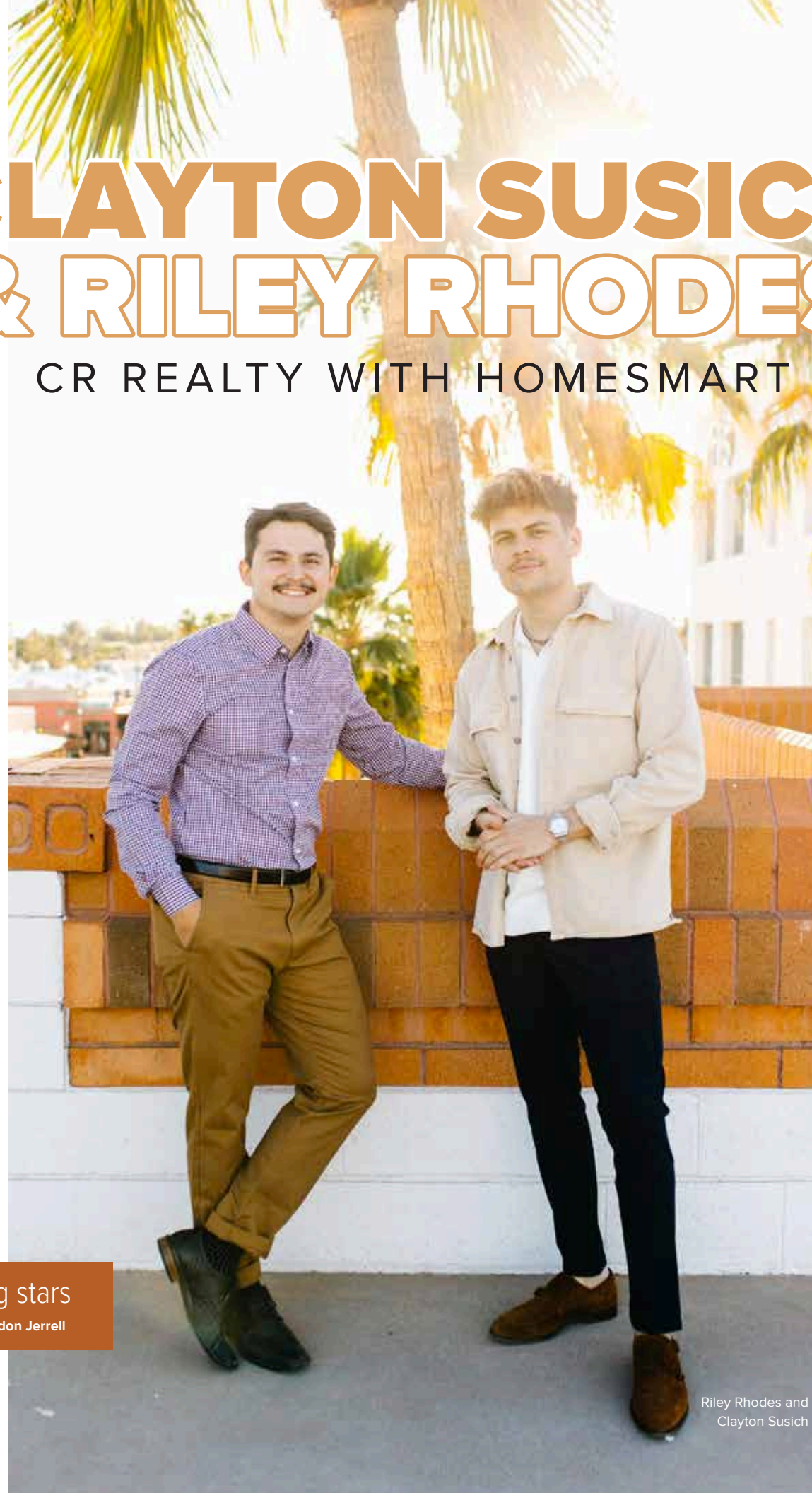
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By Brandon Jerrell

Riley Rhodes and  
Clayton Susich

## Anything and Everything

**The greatest opportunity in life is the chance to help those around you. In the world of real estate, this opportunity to help often comes during a person's largest transaction; it comes during a time when a person will need as much support as possible.**

**This month's rising stars, Clay Susich and Riley Rhodes, will always put themselves second in order to make sure that you are always the priority. Clay and Riley, the owners of CR Realty with HomeSmart, always put the client before the sale.**

**"As long as someone is happy at the end of their experience with us, we are happy with the result," says Riley.**

### GROWING UP IN THE VALLEY

Clay is an Arizona native, while Riley moved to Arizona at a young age. Both are ASU alumni with bachelors in marketing from the W. P. Carey School of Business.

Riley grew up with a single mom on a teacher's salary. "I got a front-row seat to the hardest worker I know," he explains. "She instilled work ethic into me, and that allowed me to be competitive and love outworking the person next to me."

"One moment that sticks out to me is when my mom married my step-dad, David. He taught me what it looks like to love a family with leadership and selflessness," Riley shares. "He taught me to work hard, but to not make work my life and to love others along the way."

As for Clay, he, too, attributes his sense of selflessness to his upbringing. "My dad is easily the biggest influence I have on my life in the past and is still currently shaping my present. I have always wanted to be like my dad," he describes. "While doing this, he was able to work and provide for our family, and he was there to take me and pick me up from school every day."

...

Clay lists the most pivotal moment in his life to be when he decided to attend a private school as his high school. Here, at Valley Christian in Chandler, he met many of his lifelong friends, including his business partner, Riley.

### COMBINING FORCES

Clay explains that he and Riley had both worked separately in real estate for three years each before joining forces to form CR Realty in the fall of 2020. "We decided teaming up would help us to thrive and better serve our clients with excellent service," Clay elaborates. "In college, we enjoyed studying together



Clay with  
family members



for our courses, and through this, we realized how well we worked together. It was this life experience and the 10-plus years of being best friends that have shown us that when we put our minds together, we can get anything done in an efficient and flawless manner.”

Riley and Clay also have similar motives for going into real estate in general. Riley explains that he wanted to start a “side-hustle” while he was still in college that would eventually become a steady career. Clay explains how the flexible hours of working on a team allow him to pursue his other goals in life. Namely, Clay currently has the freedom and honor to coach basketball at the same high school that he and Riley graduated from, and working mornings and nights allows him to have an open afternoon to do so.



Riley's family

“ I FIND WHEN SOMEONE COMES BACK AND HAS A GREAT EXPERIENCE AND LOVES THE PROCESS THEY HAD TO GO THROUGH, IT IS MOST FULFILLING.

”



Riley with his wife



Clay, basketball coach at Valley Christian

“At CR Realty, we love to make personal connections and be as personable as possible, and one thing this includes is we like to tell all our potential clients that we are always a phone call, text or email away about anything.” Clay goes on to explain that this includes both business-related activities as well as just personal topics about life.

Riley adds on how important it is to always remain honest. “I tell people the truth. Seems kind of simple, but as a recent example, I told my client that I think there is a better house out there for them while being under contract. We backed out during the inspection period due to some issues, but they very much appreciated it when we finally closed on the home they loved rather than liked.”

“I find when someone comes back and has a great experience and loves the process they had to go through, it is most fulfilling. Many times, selling/buying a home can lead to stress and unpleasant feelings, but I strive to make it easy and information filled!” shares Riley. “I enjoy loving on others. I love this business because I get to meet and help others out. Selling houses is great, but it is a byproduct of wanting to serve others for me.”

#### OUTSIDE OFFICE HOURS

When not working or coaching, Clay likes to spend time with his family. He has two older siblings and one younger sibling. They often like to switch off going to each other's houses to play cards or board games. In more personal activities, Clay loves to play sports and just be active in general. He also loves trying new foods at new restaurants.

As for Riley, he, too, loves to spend time with his family. He and his wife love various card games, while their pup, Lucie, loves to chew on socks and chase ducks in the park. Riley also has a preferred personal activity. “I play the guitar and recently have picked up quite a few songs by an artist named Tyler Childers, my favorite artist, in fact. I just need him to start touring again!”

Going forward in life, Clay wants to be remembered as the guy that you can always call upon for anything. For Riley, he wants to be remembered for always loving others. For their business, they both see CR Realty expanding in the coming years.

Congratulations to Clay Susich and Riley Rhodes as this month's rising stars. They are truly a team that you can always rely on.

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## coaching corner

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

# A Gift They Will Always Remember...

## 3 Closing Gift Ideas that Bond Clients and Get You More Leads, Listings and Referrals

There once was an old, rickety bus that was driving along a gravel road just outside of Selma, AL. The passengers were all tired from the hot drive, and most rode in silence.

Towards the back of the bus sat a wrinkled old man holding a beautiful bunch of freshly cut flowers. Across the aisle was a young girl whose eyes couldn't keep from staring at the bouquet.

Soon, the time came for the old man to get off. But as he stood up from his seat, he turned around quickly and handed the flowers to the girl. "I can see you like the flowers," he explained, "and I think my wife would rather you have them. So I'll tell her I gave them to you instead."

The girl gladly accepted the flowers and thanked the old man as he got off. Then she watched him exit the bus and hobble through the gate of a small country cemetery on the side of the road.

I love that little story because it illustrates a touching example of the power of human interaction. Even a small gesture, like the thoughtful gift of flowers, can have a huge impact on somebody's day.

### GIFTS CREATE AN EMOTIONAL CONNECTION BETWEEN YOU AND CLIENTS

In his book *Giftology: The Art and Science of Using Gifts to Cut Through the Noise, Increase Referrals, and Strengthen Client Retention*, author John Ruhlin says:

*"Gift-giving and those 'little touches' commemorate not just certain events, but people, places and things that are important to us. In essence, they become the symbols of the value you place on the relationship."*

I couldn't agree more. When I think of the word "**GIFT**," I think of the acronym:

**G — Good.** *This just makes sense. If it were bad, then it wouldn't be a gift.*

**I — Intentional.** *Gifts must have a purpose, even if it's "just because."*

**F — Feeling.** *Giving others gifts creates positive feelings and emotions.*

**T — Timely.** *The perfect time for a gift is always the moment you give it.*

### USE GIFTS FOR APPRECIATION, NOT MANIPULATION

Dr. Gary Chapman lists "gifts" as one of the five love languages in his series of books by the same name. In *The 5 Love Languages at Work*, Dr. Chapman writes:

*"Giving the right gift to a person who appreciates tangible rewards can send a powerful message of thanks, appreciation and encouragement."*

Of course, gifts don't always have to be tangible or cost a lot of money. In order for a gift to be effective, it just has to be sincere. And in many cases, it is "the thought that counts."

That's why giving a closing gift presents a great opportunity for you to nurture client relationships while thanking them for their business.

As a result, many agents find that by giving regular closing gifts, they also get more leads, listings and referrals.

To that end, here are...

### THREE CLOSING GIFTS IDEAS YOU CAN USE RIGHT AWAY

#### 1.) Buy them dinner and a movie.

Gift cards are pretty standard for closing gifts. Many agents will get their clients a \$100 gift card for a nice restaurant in town.

There's nothing wrong with this gesture. After all, doing something is better than nothing. But here are a few simple ways to upgrade the classic gift card.

First of all, you can pay attention to your client's style or ask them if they enjoy eating out. With some simple, nonchalant questioning, you can easily find out if they have a favorite restaurant.

Another way to enhance the gift card is to pair it with a bottle of wine, a bag of premium coffee or a box of fine chocolate.

Again, you'll need to be sure you know your clients well enough to know if they'll appreciate these extra indulgences.

And a third way to enhance your restaurant gift card is to buy your clients dinner and a movie.

You could include a second gift card for a local theater or even include an actual DVD and bag of popcorn for the family.

Again, you would really want to make sure you know your clients well enough to do this. But if you do, it's a great way to make a positive impact.

#### 2.) Print them a change-of-address postcard.

When you help your clients buy a new home, use the listing photography to create a customized postcard for their new house.

Place a beautiful picture of their new home on the front of the postcard, along with the buyer's name and address.

Then, print a stack of these new postcards and give them to your client to send out as a "change of address" notice.

#### 3.) Honor them with a housewarming gift.

John Ruhlin, author of *Giftology*, was the highest-earning salesperson in the history of Cutco. The Cutco

Corporation is a direct sales company that distributes kitchen knives and other accessories.

John found out that he could sell more knives by selling them in bulk orders to other professional service providers, like doctors, lawyers and real estate agents.

The providers would then have the knives engraved with their client's name or a personal message and use them as thank you gifts and for special occasions.

The idea here is that while food and money are nice, they are both consumable. But, few people would get rid of a set of beautifully functioning kitchen knives, complete with a personalized inscription.

You could create the same effect with other housewarming items or small appliances as well.

Either way, all three of these closing gift ideas are sure to establish an emotional connection between you and your clients.

And it's also a great way to show your appreciation and to thank them for their business.

In doing so, you will endear clients to you and raise the likelihood of them giving you new leads, listings and referrals in the future.

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# Mike Conway

## Dreaming Bigger. Hustling Harder.

**The greatest results in life didn't magically come into existence on their own. Great achievements are the result of opportunity meeting desire and consistent action.**

**Those are the qualities of a leader ... those are the qualities exhibited by Mike Conway.**

### Creating Results

As head of Conway Real Estate, Mike has created success for himself and those around him by dreaming bigger, hustling harder and having fun.

His recipe for results has definitely paid off with a growing team of professionals based on a solid culture.

“With our brokerage, everything we do is about adding value and helping the people around us and making an impact that will last,” Mike says with a spark.

The record of results has been remarkable and continues to mount ... with over \$205 million in sales volume in 2021.

### Moving Forward

In addition, Conway Real Estate recently merged with HUNT Real Estate Corporation. In announcing the merger, HUNT Chairman and CEO Peter F. Hunt was very complimentary of Mike and the organization he has built through time.

As Peter says, “Mike has assembled a very fine group of real estate professionals that we are delighted to welcome to our organization.”

### Getting His Start

Mike earned his real estate license and began his adventure in the business in 2005 during a relatively strong point in the market.

In some ways, it's not a surprise that Mike entered the industry. That's because his grandfather and several other members of his family were in real estate.

“I always knew this is what I wanted to do. I knew I was going to be in real estate. My grandfather owned People's Choice Realty,” Mike recalls. “I tried when

» real story

By Dave Danielson

I was 19 to get licensed but met with a big brand that discouraged me. When I was 23, I met my current wife, who was a stockbroker with Chase.

“She told me to do it and that she would cover the bills for a couple months. Luckily, I was able to get underway for the first 18 months. I did a couple flips during that time, as well.”

### Clearing Hurdles

The ebbs and flows of the market started working against Mike in 2006. Mike and his wife had started their family that year.

“My wife got pregnant right after we got married, and things changed with a shift in the market. I went six months without closing a single transaction,” Mike remembers. “My son was born in December of 2006. In January 2007, I lost a couple houses. A friend let us move into a house that was being foreclosed on, saying that we could stay there until the bank took it back.”

### Stronger Than the Challenges

With Mike's change of fortune, he and his family didn't have a lot in terms of material things then. But they did have their determination, belief in what the future could be and an incredible work ethic.

In time, Mike gained traction with the help of important mentors. In 2009, he started a team, which he transitioned into a brokerage. In 2014, he decided to expand and grow the brokerage.

“There were a lot of speed bumps along the way. You reach deep and keep moving and stay focused. That's



Mike's son, Christian, and his daughter, Charlie, in his son's RZR



the biggest advice I can give anyone,” Mike points out. “The shiny object syndrome is everywhere these days. But the process part of RE hasn't changed. The way you do it has changed with technology. Keep your head down and power through.”

### Passion and Commitment

As Mike reflects on his story of renewal, recreation and rewarding results, he shares some helpful tips for others who look to take their own steps forward in the business.

“It takes a certain level of passion and commitment to achieve success at what you're doing,” he says.

“You need to figure out what your why is and make it as possible in your life and keep pushing toward that every day. In the process, you need to figure out the lead generation activity that you enjoy that works for you. If you don't enjoy it, you won't be able to sustain it through time. It's the person that matters ... not necessarily the activity.”

Away from work, Mike and his wife cherish time spent with their two children. By the same token, Mike feels a sense of family connection with his agents. He likes getting to know every person on the team — in the process, learning about their individual stories.

“One of my favorite parts of this process is seeing people come in and think they can't do this ... and then watching their minds shift in a big way and seeing them going from struggling to excelling,” Mike says. “I love watching people turn their lives around. Regardless of where you are, there's hope. I'm a firm believer that the basics matter... Focus on the relationships. Everyone you meet is a potential client.”



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legal corner

By John L. Lohr Jr. – Hymson Goldstein Pantiliat & Lohr PLLC

# Maintaining the Corporate Veil and Avoiding Personal Liability

Often owners of real estate park their holdings, especially commercial and investment real estate, in limited liability companies. LLCs are pass-through entities that are not separately taxed. Interest and depreciation deductions pass through to the owners, and the owners don't have to be natural persons or have the limited characteristics of owners of subchapter S corporations.

But one of the main reasons people form LLCs is to avoid personal liability for contracts and contractual debts related to their business. Generally, pursuant to A.R.S. § 29-3304, members, managers and employees of a limited liability company cannot be sued for the contracts of the limited liability company. Arizona recognizes that a limited liability company, like a corporation, is a legal entity that exists separate and distinct from its members; the members and employees are *not* liable for the corporation's contractual obligations or the actions those individuals take on behalf of the corporation. *See Kirchof v. Friedman*, 10 Ariz.App. 220, 222, 457 P.2d 760 (1969); *Ferrarell v. Robinson*, 11 Ariz.App. 473, 465 P.2d 610 (App. 1970) (a corporation is a legal entity doing business on its own credit as distinct from the credit of its shareholders, and an individual defendant, either as an officer or director, cannot be held liable on the corporate contracts where there is no evidence that he undertook to bind himself individually on those contracts).

But, sometimes, creditors' attorneys look to "pierce the corporate veil" using a concept first developed with respect to corporations that the courts have

more recently applied to LLCs. Using that concept, those attorneys in breach of contract cases attempt to hold the owners liable on a company debt. "The principle of piercing a corporate veil applies to claims for which one seeks to reach the personal assets of a corporation's directors or shareholders." *Hall v. Smith*, 214 Ariz. 309, 316, 152 P.3d

1192, 1199 (Ct. App. Div. 2007), *citing Leo Eisenberg & Co. Inc. v. Payson*, 162 Ariz. 529, 534, 785 P.2d 49, 54 (1989). In order for the corporate form to be ignored, the corporation must be considered the alter ego of the individual from whom recovery is sought

and recognition of the corporate form would sanction a fraud or promote injustice. *Employer's Liability Assur. Corp. v. Lunt*, 82 Ariz. 320, 313 P.2d 393 (1957); *Honeywell, Inc. v. Arnold Const. Co., Inc.*, 134 Ariz. 153, 654 P.2d 301 (App. Div. 1, 1982), and *Youngren v. Rezzonico*, 25 Ariz.App. 304, 543 P.2d 142 (Ct. App. 1975). "A corporate entity may be disregarded when necessary to do justice." *Gonzalez & Co., Brokers v. Thomas*, 42 Ariz. 308, 312, 25 P.2d 552, 554 (1933), *citing Phoenix Safety Investment Co. v. James*, 28 Ariz. 514, 237 P. 958, 959 (1925); *Mosher v. Lee*, 32 Ariz. 560, 261 P. 35 (1927); *Mosher v. Salt River Valley Water Users' Ass'n*, 39 Ariz. 567, 8 P.2d 1077 (1932).

A piercing-the-corporate-veil argument can be avoided or the risk reduced by following some simple steps to maintain the limited-liability advantage that gives LLCs their name. One should make sure to keep the LLCs and statutory agent's address updated with the

Arizona Corporation Commission anytime either of those addresses changes. Not doing so could allow the Arizona Corporation Commission to administratively dissolve the LLC, leaving consequent exposure for those who relied on the shield of the entity.

Also, one should have a signed operating agreement for the LLC. The operating agreement needs to be executed to be effective. Another reason to have a signed operating agreement is that lenders often will require one before they will make a loan to an LLC.

One of the main arguments some creditor attorneys use to pierce the corporate veil is to argue that the LLC is just the *alter ego* of the owners/members. This happens mainly when the owners/members of the LLC are paying their own personal bills out of the LLC's bank accounts. In order to avoid that argument, one should set up a separate LLC bank account for the LLC's debts and use the money in it only for company debts and obligations. To set up an LLC's bank account, all that most banks require is the LLC's EIN and a copy of the Articles of Organization. Obtaining the LLC's EIN number is generally an easy process and can be done through the IRS's website: <https://www.irs.gov/businesses/small-businesses-self-employed/apply-for-an-employer-identification-number-ein-online>.

Members of an LLC should only pay themselves salaries, draws or guaranteed payments from LLC's bank account. Better yet, the LLC could prepare a consent of the members to formally authorize those payments, which includes amounts and rationale for the payment. LLC members should avoid paying personal bills from the LLC's accounts and should also avoid paying themselves when doing so would render the LLC insolvent.

We also recommend that the members of an LLC discuss filing the LLC's annual returns with their accountant, as not doing so could be used as an argument that the LLC is not keeping up corporate formalities.

Another argument creditors' attorneys make to try to get around the protection an LLC gives its members is something called "the undisclosed or partially disclosed principal theory." "In order for an agent who negotiates a contract in behalf of his principal to avoid personal liability, he must disclose not only his agency but also the identity of his principal." *Myers-Leiber Sign Co. v. Weirich*, 2 Ariz.App. 534, 536, 410 P.2d 491, 493 (Ct. App.1966). "The fact that the agent in making the contract for his principal, instead of disclosing the identity of his principal, uses the tradename under which the principal transacts his business is not of itself a

sufficient identification of the principal to protect the agent from personal liability." *Id. citing AlSCO Iowa Inc.; Saco Dairy Co. v. Norton*, 140 Me. 204, 35 A.2d 857 (1944). See Ann.: 150 A.L.R. 1303 (emphasis added). "It is not the third person's duty to seek out the identity of the principal; rather, the duty to disclose the identity of the principal is on the agent." *Id. citing Stevens v. Graf*, 358 Mich. 122, 99 N.W.2d 356 (1959) (emphasis added). "Further, in order to protect the agent from personal liability, it is essential that the principal be disclosed to the third person at the time the transaction is being conducted." *Id. citing Potter v. Chaney*, 290 S.W.2d 44 (Ky. 1956) (emphasis added). "The fact that the agent discloses the identity of his principal after the contract is executed will not relieve him from liability." *Id.* (emphasis added).

When entering into contracts, it is very important to identify that an LLC member is entering into the contract on behalf of the LLC and not personally. The member should identify the full name of the LLC on any contract entered into and identify that the member is signing as the member or manager of the LLC, depending on the member's role with the LLC, by including the name of the LLC in the signature block of the contract. If the member does not disclose that the member is entering into the contract on behalf of the LLC, the creditor attorney could argue that his/her client believed that he/she was entering into a contract with the LLC member personally. Whenever signing for the LLC, we recommend using your "title": Member or manager.

Another item to avoid when operating an LLC is to not sign personal guarantees, if possible. This may be unavoidable if trying to get a loan for a new LLC, but one should try to dissuade the creditor from a personal guarantee if possible or ask for a "bad boy" guarantee, which would only apply in cases of fraud or insolvency.

Following these simple steps should assist in protecting members/managers of an LLC from personal liability for the LLC's debts or obligations. The LLC cannot protect one personally if one is committing torts (civil wrongful actions), even if acting on behalf of the LLC. To name a few examples, the LLC won't protect its owners if they commit fraud, commit an assault and battery, cause a car accident while driving on company business, issue bad checks, are negligent in their business dealings or breach a fiduciary duty if one is owed.



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STA has been servicing the real estate community in Arizona for over 42 years, closing all types of real estate transactions with an exceptional level of customer service. In addition to our commitment to closing homes for the residents of Arizona, our team can provide commercial services throughout the US. By determining risks and providing solutions to obstacles, the STA commercial teams are able to successfully close some of the most sophisticated transactions.

STA is the largest of the Fidelity National Title Group (FNTG) brands in Arizona, and for convenience purposes, our 22 offices are strategically located throughout this scenic desert state.

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# With the current state of the market (interest rates, inflation, etc.) what are you doing to educate your clients and help them feel comfortable in moving forward with their purchasing decisions?



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**SHERYL WILLIS**  
*eXp Realty*

Keeping the client informed is essential in today's market. In addition to my two other touches, every month, I send out a Monthly Market Vlog. This is up-to-date, current market data and information that my clients continue watching even after they buy from me. It's such an exciting time for buyers and still very good for sellers. No longer do buyers need to waive everything, give up their first born and dig into the kid's college fund to beat out the competition! We all did what we had to do to get our clients into the home they wanted, but it was hard on us REALTORS®, too, seeing what they had to sacrifice to make that happen. I love that buyers can now pinpoint the exact neighborhoods they want to live in. I can actually talk about exact subdivisions now with the inventory numbers jumping up significantly and that buyers now have so many choices. It's a great time to buy!



**JASON CRITTENDEN**  
*Realty ONE Group*

Get married to the house, not the rate! Look, yes, it's a bummer to pay double what you could have in January. And yes, historically, the rates today are still good rates. But that doesn't make anyone feel better. Coulda, woulda, shoulda... But we can't go back in time. And you need a house. So common sense is the best medicine. The common sense that isn't so common is this: "Your interest rate isn't permanent." If you buy a home today at 6.5%, and the rates go down to 5% next year, refinance. If the rates go up to 8%, you're a genius for locking in at 6.5%. Simple math, simple logic. Get married to the house, not the rate.



**HEATHER MAHMOOD-CORLEY**  
*Redfin*

Now is a good time to buy. If you wait, prices will still go up, just not as fast as they did before. Interest rates could go up more as well. Also, right now, you are not competing like you did the past few years, so neighborhoods you may have thought you couldn't buy in, you might be able to. The biggest point I stress right now is to talk with a lender and get preapproved and know what you can afford. A good lender like a broker has low to no fees and can get you the best rates.



**DARWIN WALL**  
*Realty ONE Group*

We are using video to educate our clients.



**XIAOYAN (VIVIAN) GONG**  
*West USA Realty*

As the interest rate hiking for the past few months, I can see the market is cooing down. Most of my investor buyers are being cautious and observing the market at the moment, as they anticipate the price may fall in the next few months. An investor who purchased four properties in a year with cash told me she will stop buying for now, as she feels a recession is inevitable. My personal opinion is that the market will adjust itself, but I don't think there will be a crash as long as the inflation continues. However, that's just my opinion, and nobody can foresee the future. I never push my clients on purchasing; the decision is theirs. For the buyers that need to purchase their primary home, I would recommend them to go for it anyway, because nobody can time the market.



**CHRIS TILLER**  
*Russ Lyon Sotheby's International Realty*

My conversation with clients takes the same format. Start with their end goals in mind and work backward. The current market conditions will play into that equation, but the math problem is still the same. We calculate hypotheticals based on their five-, 10-, 20-year plans, then find a way to leverage the current market opportunities to maximize their desired outcome. If that is not selling, then that's what I suggest. I talk myself out of transactions often. The goal is a lifelong relationship, not a short-term transaction.



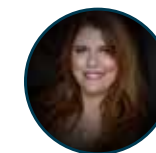
**CHRISTINE ANTHONY**  
*Russ Lyon Sotheby's International Realty*

Attend Cromford Report sessions and share information on the trends and forecasts and point them to a great lender! Given enough information, buyers will choose for themselves if the time is right for them. This can be a good opportunity for buyers to get into homes and neighborhoods that would have been out of reach even a few months ago due to the low inventory and high demand.



**REBECCA HIDALGO RAINS**  
*Berkshire Hathaway HomeServices*

Education starts with me. Before I can share my thoughts, I have to research the market and get nerdy on Cromford, along with every other opportunity I can find to learn the opinions of other experienced colleagues and see what resonates within. Luckily for me, I'm almost 30 years in the business full time, and I've seen more than one adjustment period happen; in the end, we will adjust and wrap our brains around today's new norm in our business.



**LEILA WOODARD**  
*My Home Group*

I am letting them know this is a time of opportunity. More inventory. Less competition. Options to get concessions. No overpaying. Houses will be more in the future; they just may appreciate slower. We have more options to ask a seller to buy down at a lower rate. If rate is a concern, they always have the option of refinancing in the future.





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# CONTINUED EDUCATION:

The Backbone of Real Estate Professionals



►► weserv monthly update

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

**The real estate industry has undergone drastic changes over the past few years. Every real estate professional needs to stay updated on the market and find ways to sharpen their knowledge on how to serve their clients better. That is why the West and SouthEast REALTORS® of the Valley (WeSERV) encourages our members to further their education by earning different designations and certifications.**

**Earning designations and certifications adds the potential to increase income, enhance a professional image, and increase marketability. In a recent survey, real estate professionals who earned their Graduate REALTOR® Institute (GRI) designation indicated these top three reasons for earning the GRI:**

**1** Gain comprehensive knowledge — The coursework provides in-depth training on essential topics, including market knowledge, business skills, systems and tools, and risk management—substantially beyond what's covered by licensing courses.

**2** Build confidence — Past graduates consistently say they love their GRI because it gave them confidence in their skills and credibility with clients—essential components for building a successful real estate career.

**3** Impress consumers — With “Graduate REALTOR® Institute” by their name, they stand out in their market as an agent who takes advanced real estate education seriously.

We also encourage our members to pursue earning additional designations and certifications such as:

Accredited Buyer Representative® - ABR®  
Senior Real Estate Specialist® - SRES®  
Certified International Property Specialist - CIPS  
Seller Representative Specialist - SRS  
e-PRO®  
Certified Residential Specialist - CRS  
Military Relocation Professional - MRP  
Pricing Strategy Advisor - PSA  
Resort & Second-Home Property Specialist - RSPS  
Real Estate Negotiation Expert - RENE  
At Home With Diversity® - AHWD

In addition, The NAR Commitment to Excellence (C2EX) is another way for REALTORS® to enhance their business. C2EX empowers REALTORS® to evaluate, improve and showcase your highest levels of professionalism.

Whether you are new to real estate or have been selling for years, create a successful business foundation by earning designations and certifications.



# TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan. 1–June 30, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
1	Derek Dickson	Offerpad	165,564,559	309
2	Daniel P Noma	Venture REI, LLC	119,565,716	250
3	Frank Vazquez	Venture REI, LLC	79,170,866	155.5
4	Karl Tunberg	Hague Partners	55,511,162	93
5	Nick & Kristy DeWitz	Hague Partners	52,371,847	92
6	Yvonne C Bondanza-Whittaker	Realty ONE Group	51,055,534	109
7	Mary Jo Santistevan	Berkshire Hathaway HomeServices Arizona Properties	49,762,824	75.5
8	Darwin Wall	Realty ONE Group	38,682,705	55
9	Rebecca Hidalgo Rains	Berkshire Hathaway HomeServices Arizona Properties	37,819,502	79.5
10	Kenny Klaus	Keller Williams Integrity First	34,600,163	61.5
11	Rick Metcalfe	Canam Realty Group	33,557,221	75.5
12	Mindy Jones	eXp Realty	31,896,295	54
13	Eric Brossart	Keller Williams Realty Phoenix	31,065,358	35.5
14	Carol A. Royse	Keller Williams Realty East Valley	30,580,225	44
15	Lacey & Drew Lehman	Realty ONE Group	30,542,052	57
16	Shannon Gillette	Launch Real Estate	30,043,868	59
17	Jacqueline Shaffer	Offerpad	26,250,900	56
18	Tyler Blair	My Home Group Real Estate	26,007,200	51
19	Garrett Lyon	eXp Realty	25,771,227	45.5
20	Charlotte Young	eXp Realty	24,685,890	44
21	Radojka Lala Smith	eXp Realty	23,137,000	30.5
22	Justin Cook	RE/MAX Solutions	22,382,656	29
23	Rebekah Liperote	Redfin Corporation	21,456,000	29
24	Lorraine Ryall	KOR Properties	21,428,800	27
25	Jody Saylor	Just Selling AZ	21,075,455	39
26	Rodney Wood	Keller Williams Integrity First	20,106,300	29
27	John Evenson	eXp Realty	20,036,426	20
28	Thomas Popa	Thomas Popa & Associates LLC	19,659,500	14.5
29	Nathan D Knight	ProSmart Realty	18,700,936	31
30	Chris Allen	Hague Partners	18,345,250	29
31	Dustin Posey	Property Hub LLC	18,302,300	42
32	Shawn Camacho	United Brokers Group	18,244,400	26.5
33	Carey Kolb	Keller Williams Integrity First	18,091,902	33
34	Yalin Chen-Dorman	Realty ONE Group	17,991,530	33

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
35	Janine M. Igliane	Keller Williams Realty East Valley	17,741,899	21.5
36	Bob & Sandy Thompson	West USA Realty	17,560,000	23
37	Blake Clark	Limitless Real Estate	17,344,909	24
38	Velma L Herzberg	Berkshire Hathaway HomeServices Arizona Properties	16,648,500	19
39	Russell Mills	Close Pros	16,634,500	19
40	John Hrimnak	Hague Partners	16,495,872	30
41	Jody Poling	Seville Realty, LLC	16,385,400	16
42	Benjamin Arredondo	My Home Group Real Estate	16,201,950	28
43	Jason Crittenden	Realty ONE Group	16,141,850	26
44	Tina M. Sloat	Tina Marie Realty	15,544,500	26
45	Richard Harless	AZ Flat Fee	15,483,425	24.5
46	Beverly Berrett	Berkshire Hathaway HomeServices Arizona Properties	15,252,734	22.5
47	Olga Angelina Shukhat	Geneva Real Estate and Investments	15,145,000	3
48	Brett Worsencroft	Keller Williams Integrity First	15,079,250	13.5
49	Timothy Ehlen	RE/MAX Alliance Group	14,911,591	22
50	Heather Openshaw	Keller Williams Integrity First	14,886,881	23.5

**Disclaimer:** Information is pulled from WeServ. Only residential sales and sales inside of the East Valley are included. New construction and sales outside of the East Valley are not included.

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan. 1–June 30, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
51	Allen R Willis	Ensign Properties Corp	14,562,200	26
52	Scott R Dempsey	Redfin Corporation	14,415,350	22.5
53	Gigi Roberts-Roach	Coldwell Banker Realty	14,412,183	27
54	Karen C. Jordan	Thomas Popa & Associates LLC	14,284,889	11.5
55	Mike Mendoza	Keller Williams Realty Sonoran Living	14,257,000	19
56	Kelly Khalil	Redfin Corporation	14,034,050	20.5
57	Angela Tauscher	Rover Realty	13,906,756	16
58	Shanna Day	Keller Williams Realty East Valley	13,893,580	15.5
59	Alexander M Prewitt	Hague Partners	13,865,000	23.5
60	Michael Kent	RE/MAX Solutions	13,757,450	27.5
61	Danielle Bronson	Redfin Corporation	13,696,905	21
62	Shawn Rogers	West USA Realty	13,505,249	23.5
63	Heather Christine Morales	Homie	13,466,500	20
64	TJ Kelley	Keller Williams Integrity First	13,404,057	19.5
65	Gina McMullen	Redfin Corporation	13,328,320	21.5
66	Stacia Ehlen	RE/MAX Alliance Group	13,283,000	17
67	Gina Donnelly	ProSmart Realty	13,122,500	17
68	Pamm Seago-Peterlin	Century 21 Seago	13,120,500	18
69	Matthew S. Potter	Broker AZ, LLC	13,105,100	25
70	Gordon Hageman	My Group Real Estate	12,982,372	20
71	Richard Johnson	Coldwell Banker Realty	12,962,500	23
72	S.J. Pampinella	Redfin Corporation	12,933,000	17
73	Marc Slavin	Realty ONE Group	12,883,250	9.5
74	W. Russell Shaw	Realty One Group	12,830,850	23
75	Mondai Adair	Keller Williams Realty Sonoran Living	12,802,990	15
76	Lauren Wood	Keller Williams Integrity First	12,741,150	16.5
77	Michelle Rae Colbert	Keller Williams Integrity First	12,585,500	26.5
78	Mary Newton	Keller Williams Integrity First	12,581,300	30
79	Jason L Bond	My Home Group Real Estate	12,536,000	20.5
80	Frank Gerola	Venture REI, LLC	12,517,640	20.5
81	Delaney S Rotta	Launch Real Estate	12,448,000	7
82	Chantel Gutierrez	Perkinson Properties LLC	12,387,500	28.5
83	Thomas L Wiederstein	Redfin Corporation	12,354,950	19.5
84	Brian Davidson	Hague Partners	12,229,450	23

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
85	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	12,216,941	18.5
86	Ryan Meeks	My Home Group Real Estate	12,214,139	15.5
87	Kevin McKiernan	Venture REI, LLC	12,152,640	20
88	Kathleen Scott	Redfin Corporation	12,124,910	12
89	Keith M George	Coldwell Banker Realty	12,055,998	34
90	Tiffany Gobster	My Home Group Real Estate	12,012,400	5.5
91	Tammie Fischer	Offerpad	11,998,250	16.5
92	Ashlee Renee Castro	My Home Group Real Estate	11,966,000	27
93	Ben Leeson	Keller Williams Integrity First	11,869,000	17.5
94	Elizabeth Rolfe	HomeSmart	11,846,000	14.5
95	Kathryn R Arter	Realty ONE Group	11,751,000	14
96	Geoffrey Adams	Realty ONE Group	11,740,075	21
97	Kirk A DeSpain	Call Realty, Inc	11,733,927	19
98	Daniel Brown	My Home Group Real Estate	11,685,000	13
99	Aimee N. Lunt	RE/MAX Solutions	11,626,900	11
100	Amy Laidlaw	Realty Executives	11,575,200	12

**Disclaimer:** Information is pulled from WeServ. Only residential sales and sales inside of the East Valley are included. New construction and sales outside of the East Valley are not included.

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan. 1–June 30, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
101	Leslie K. Stark	Realty ONE Group	11,535,000	9
102	Robin R. Rotella	Keller Williams Integrity First	11,446,625	21
103	Angela Larson	Keller Williams Realty Phoenix	11,393,800	30
104	Debi Gottlieb	Key Results Realty LLC	11,383,800	17
105	Lauren Sato	West USA Realty	11,318,582	21
106	Vivian Gong	West USA Realty	11,295,300	19
107	Carin S Nguyen	Keller Williams Realty Phoenix	11,068,281	20.5
108	Dawn M Forkenbrock	eXp Realty	11,039,900	20
109	Chris Baker	Hague Partners	11,037,000	17
110	Henry Wang	eXp Realty	11,022,700	14.5
111	Adam Prather	Russ Lyon Sotheby's International Realty	11,021,450	11.5
112	Chun Crouse	RE/MAX Fine Properties	11,013,980	21
113	Mark Captain	Keller Williams Realty Sonoran Living	10,894,000	14
114	Sarah A Nash	ProSmart Realty	10,874,500	15
115	Katie Lambert	eXp Realty	10,789,250	17
116	Randy Courtney	Weichert, Realtors - Courtney Valleywide	10,722,900	19
117	Jennifer Felker	Infinity & Associates Real Estate	10,666,888	11
118	Brock O'Neal	West USA Realty	10,652,561	11.5

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#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
119	Stacy Hecht	RE/MAX Desert Showcase	10,621,250	10
120	Bryce A. Henderson	Four Peaks Brokerage Company	10,604,000	15
121	Amy N Nelson	Keller Williams Realty East Valley	10,602,015	11
122	Elizabeth A Stern	Farnsworth Realty & Management	10,550,500	24
123	Kirk Erickson	Schreiner Realty	10,548,615	17
124	Tiffany Carlson-Richison	Realty ONE Group	10,511,240	13
125	Denver Lane	Balboa Realty, LLC	10,493,280	16
126	Craig McGrouther	Hague Partners	10,456,500	17.5
127	Brian J Cunningham	eXp Realty	10,358,700	13
128	David C Zajdzinski	eXp Realty	10,355,500	15.5
129	Jenna M. Jacques	Russ Lyon Sotheby's International Realty	10,346,764	9.5
130	Grady A Rohn	Keller Williams Realty Sonoran Living	10,346,450	15
131	Brian Christopher McKernan	ProSmart Realty	10,089,300	26
132	Mikaela N Clark	Limitless Real Estate	10,050,200	13
133	Andrew Bellino	Realty Executives	10,050,000	3.5
134	Jack Cole	Keller Williams Integrity First	10,018,000	14
135	Joe Carroll	HomeSmart	10,006,340	15.5
136	Anne Zangl	Russ Lyon Sotheby's International Realty	9,897,500	4
137	Heather M Mahmood-Corley	Redfin Corporation	9,895,000	19
138	Catherine Merlo	Berkshire Hathaway HomeServices Arizona Properties	9,834,900	20
139	Robert Reece	United Brokers Group	9,809,500	18.5
140	Carol Gruber	eXp Realty	9,742,250	22
141	Michael Smith	West USA Realty	9,675,900	13
142	Marjan Polek	AZ Flat Fee	9,668,300	14.5
143	Katrina L McCarthy	Hague Partners	9,659,700	16
144	Jody Mallonee	Hague Partners	9,656,100	16
145	Sharon D Steele	Russ Lyon Sotheby's International Realty	9,589,000	7.5
146	Travis M Flores	Keller Williams Integrity First	9,584,800	19.5
147	Krzysztof Okolita	My Home Group Real Estate	9,520,589	17
148	Eve Tang	Keller Williams Realty Sonoran Living	9,518,950	14
149	Kathy Camamo	Amazing AZ Homes	9,475,640	18
150	Jaime L Blikre	My Home Group Real Estate	9,373,499	19

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan. 1–June 30, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
151	Zeb Adams	My Home Group Real Estate	9,357,250	8.5
152	Chris Anthony Castillo	CPA Advantage Realty, LLC	9,295,000	4
153	Russell Wolff	My Home Group Real Estate	9,255,000	3
154	Karsten Kass Colin	Keller Williams Realty Sonoran Living	9,248,980	16
155	Curtis Johnson	eXp Realty	9,233,150	22
156	Adam Dahlberg	Hague Partners	9,232,500	17.5
157	Sam Vega	Infinity & Associates Real Estate	9,208,000	13
158	Joshua Will Hogan	eXp Realty	9,204,500	15
159	Kelly Saggione	eXp Realty	9,197,400	12.5
160	Michaelann Haffner	Michaelann Homes	9,188,500	16
161	Kimberly C Smith	RETSY	9,150,000	1
162	Betsey L. Birakos	Jason Mitchell Real Estate	9,137,500	15.5
163	Jesse Wintersteen	ProSmart Realty	9,107,900	18
164	Erin Ethridge	eXp Realty	9,106,550	14
165	Kevin Albright	Delex Realty	9,090,241	7
166	Gus Palmisano	Keller Williams Integrity First	9,078,950	17
167	Marci Burgoyne	Crown Key Real Estate	9,061,307	15
168	Kelly Henderson	Keller Williams Realty Phoenix	9,053,250	16
169	Sarah Gates	Keller Williams Realty Sonoran Living	8,981,590	15
170	Matthew Kochis	Keller Williams Realty East Valley	8,975,275	17.5
171	Sergio Santizo	Hague Partners	8,928,995	17
172	Tiffany D Chandler	West USA Realty	8,894,525	12
173	John L. Payne	United CountryReal Estate-Arizona Property & Auction	8,865,000	11
174	Jenna L. Marsh	Realty Executives	8,864,250	15.5
175	Kimberley Stoegbauer	TomKat Real Estate	8,861,250	5.5
176	Shar Rundio	eXp Realty	8,855,000	16
177	Laura Beatty	Redfin Corporation	8,847,950	18
178	Angel Ureta	North & Co	8,845,000	3
179	Eric Dixon	On Q Property Management	8,836,500	14
180	Gary R Smith	Keller Williams Integrity First	8,833,000	12
181	Nate Randleman	Infinity & Associates Real Estate	8,830,940	15
182	Charles P. Turner	Keller Williams Integrity First	8,816,000	12
183	Kyle J. N. Bates	My Home Group Real Estate	8,768,550	15
184	Benjamin Graham	Infinity & Associates Real Estate	8,748,333	14

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
185	Heidi S Spielman	My Home Group Real Estate	8,740,465	46
186	James Bill Watson	Keller Williams Realty Sonoran Living	8,735,500	14
187	Gabrielle Bruner	Delex Realty	8,711,000	14.5
188	David M Cline	Keller Williams Realty East Valley	8,693,500	7
189	Chris Lundberg	Redeemed Real Estate	8,693,220	11
190	Patrick Keon	Delex Realty	8,687,000	7
191	Ryan Gehris	USRealty Brokerage Solutions	8,652,500	12
192	Sean Michael Walker	Realty ONE Group	8,638,150	8.5
193	Melanie Nemetz	Keller Williams Integrity First	8,634,950	11
194	Caitlin Bronsky	My Home Group Real Estate	8,612,000	8
195	Sarah Anderson	RE/MAX Alliance Group	8,509,201	14
196	Susan K. Miller	Keller Williams Realty East Valley	8,502,900	15
197	Kyle Zwart	My Home Group Real Estate	8,501,250	10.5
198	Mike Mazzucco	My Home Group Real Estate	8,493,304	16
199	William John Barker	HomeSmart	8,484,199	19
200	Matthew Allen Veronica	Keller Williams Integrity First	8,481,756	15

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan. 1–June 30, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
201	Thomas Dempsey Jr	DPR Realty LLC	8,479,026	23
202	Bill Olmstead	Keller Williams Realty East Valley	8,472,000	16
203	Kevin Dempsey	Dempsey Group Realty	8,445,570	14
204	Nate Hunsaker	West USA Realty	8,443,000	9
205	Jacquelyn E Shoffner	eXp Realty	8,434,000	13.5
206	Zack Alawi	Sloan Realty Associates	8,416,736	18.5
207	Rachele M. Oram	HomeSmart Lifestyles	8,393,000	7.5
208	Beth Rebenstorf	Realty ONE Group	8,392,712	13.5
209	Jennifer Bellinger	Russ Lyon Sotheby's International Realty	8,392,300	4.5
210	Wendy J Macica	Home Centric Real Estate, LLC	8,384,900	19
211	Jeremy A Wilson	Russ Lyon Sotheby's International Realty	8,379,050	9.5
212	Scott Morgan	eXp Realty	8,372,054	15
213	Jerry Thomas Beavers	Realty ONE Group	8,359,000	14
214	Adam Lee	My Home Group Real Estate	8,358,950	12.5
215	Natascha Ovando-Karadsheh	KOR Properties	8,343,356	9.5
216	Brandon Alsayed	Delex Realty	8,335,000	6
217	Lindsay M Bingham	My Home Group Real Estate	8,330,000	14
218	Len Nevin	eXp Realty	8,321,250	14
219	Sharon Coffini	Keller Williams Realty Sonoran Living	8,302,400	9
220	Heintje Tjahja	HomeSmart	8,294,000	14
221	Dallas Wormley	Metro Realty	8,223,000	13
222	Travis Dutson	Premier Real Estate Opportunities	8,222,990	15
223	Leila A. Woodard	My Home Group Real Estate	8,194,050	16.5
224	Trisha A. Carroll	Avenew Realty Inc	8,179,800	20
225	Lisa Fonseca	Lori Blank & Associates, LLC	8,159,500	13
226	Amanda O'Halloran	DRH Properties, Inc	8,124,517	17.5
227	Kamaljit Kaur	HomeSmart	8,062,500	5
228	Eleazar Medrano	HomeSmart	7,980,350	13
229	Annette E. Holmes	United Brokers Group	7,977,000	13
230	Angela Gordon	North & Co	7,968,000	10.5
231	Johannes Rath	Coldwell Banker Realty	7,951,260	12
232	Mark D De Maio	Revinre	7,946,950	12
233	Jill Vicchy Heimpel	RE/MAX Classic	7,936,650	20
234	Tara Hayden	Redfin Corporation	7,888,765	12

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
235	Brittany M Meyer	DPR Realty LLC	7,871,000	14
236	Elmon Krupnik	Infinity & Associates Real Estate	7,860,225	14.5
237	Kristin A Ray	Infinity & Associates Real Estate	7,860,225	14.5
238	Eric Ford	My Home Group Real Estate	7,856,550	18
239	Dawn Carroll	Lori Blank & Associates, LLC	7,851,000	12
240	Jim Sobek	Weichert, Realtors - Home Pro Realty	7,850,500	10.5
241	David Clinton Hoefer	Century 21 Arizona Foothills	7,822,070	11.5
242	James A Carlisto	Hague Partners	7,812,000	12
243	Leonard Behie	Realty Executives	7,788,600	16
244	Christy Rios	Keller Williams Integrity First	7,781,500	11
245	Alice Ying Lin	The Housing Professionals	7,776,000	13
246	Scott Cook	RE/MAX Solutions	7,758,250	14.5
247	Phillip Shaver	eXp Realty	7,682,750	13.5
248	Bill Bulaga	Russ Lyon Sotheby's International Realty	7,670,000	4
249	J Marty Flowers	Realty ONE Group	7,652,000	8
250	Michael Ratzken	Two Brothers Realty	7,649,750	10.5

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# TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan. 1–June 30, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
251	Ryan D Bawek	eXp Realty	7,647,250	7.5
252	Scott Graff	eXp Realty	7,647,000	11
253	Janice Lawrence	RE/MAX Alliance Group	7,604,400	10
254	Robyn Brown	My Home Group Real Estate	7,596,900	10
255	Eric Avdee	Keller Williams Realty Phoenix	7,588,399	11.5
256	Patricia A Dropping	Bayer Realty	7,582,750	6
257	Michael W Cunningham	West USA Realty	7,561,713	11
258	Royal Henry	Cactus Mountain Properties, LLC	7,529,500	21
259	Barbara A Shadoan	RE/MAX Classic	7,522,900	17
260	Jeffrey L. Franklin	Realty Executives	7,507,880	10
261	Nick Bastian	Realty Executives	7,506,000	12.5
262	Kraig Klaus	Keller Williams Integrity First	7,482,700	13
263	Jessica M Keigley	Keller Williams Integrity First	7,481,730	9
264	Jason Zhang	Gold Trust Realty	7,470,888	11.5
265	Jeannie Dexter	Weichert, Realtors - Home Pro Realty	7,465,000	16
266	Steve Hueter	eXp Realty	7,464,000	11
267	Daniel A Baker	Russ Lyon Sotheby's International Realty	7,449,400	15.5
268	Alisha B Anderson	West USA Realty	7,438,749	17.5

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#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 6/30/2022	Total Unit Sales 01/01/2022 - 6/30/2022
269	Adam B Coe	Delex Realty	7,422,300	14.5
270	Kristi Reckard	Hague Partners	7,418,416	35.5
271	Kyle Gardner	My Home Group Real Estate	7,397,450	13
272	Danny Kallay	Launch Real Estate	7,367,450	15.5
273	Barbara Schultz	Coldwell Banker Realty	7,362,500	15
274	Chris Benson	NextHome Alliance	7,355,240	13.5
275	Michael Allen Brown	Opendoor Brokerage, LLC	7,333,900	13
276	Mary Almaguer	Apache Gold Realty, LLC	7,331,050	20.5
277	Steven Coons	Farnsworth Realty and Management	7,329,650	20
278	Damian Godoy	My Home Group Real Estate	7,315,850	16
279	Mike Santistevan	Berkshire Hathaway HomeServices Arizona Properties	7,308,950	8.5
280	Debra K McLean	RE/MAX Alliance Group	7,297,440	11
281	Nicholas R Kibby	Keller Williams Realty Phoenix	7,282,000	12
282	Gary Chen	Arizona United Realty	7,206,900	11
283	Michael Olberding	Berkshire Hathaway HomeServices Arizona Properties	7,184,150	16
284	Kristi Jencks	eXp Realty	7,176,100	13.5
285	Brandi Samples	Long Realty Partners	7,160,000	11
286	Cassandra J Mueller	eXp Realty	7,144,900	14
287	Shea M Hillenbrand	RIPLProperty Management, LLC	7,144,000	6
288	Liza Deyden-Drake	West USA Realty	7,107,500	11
289	Jorge L Quijada	neXGen Real Estate	7,099,500	8.5
290	Jamie K Bowcut	Hague Partners	7,098,300	13
291	Ryan Dobmeier	Realty ONE Group	7,093,650	10.5
292	Kimberly Lotz	Redfin Corporation	7,077,500	12.5
293	Dillon A Martin	Realty Executives	6,997,000	14.5
294	Abbie L Knowles	The Agency	6,993,900	8
295	Jill Stadum	My Home Group Real Estate	6,987,000	10
296	Thomas Jovanovski	Delex Realty	6,983,500	11
297	Lorri Blankenship	Carriage Manor Realty	6,983,300	47
298	Diane Bearse	Realty Executives	6,977,750	11.5
299	Lindsay A Mozena	Realty ONE Group	6,967,500	4
300	Lori J Peterson	American Realty Brokers	6,936,000	15

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