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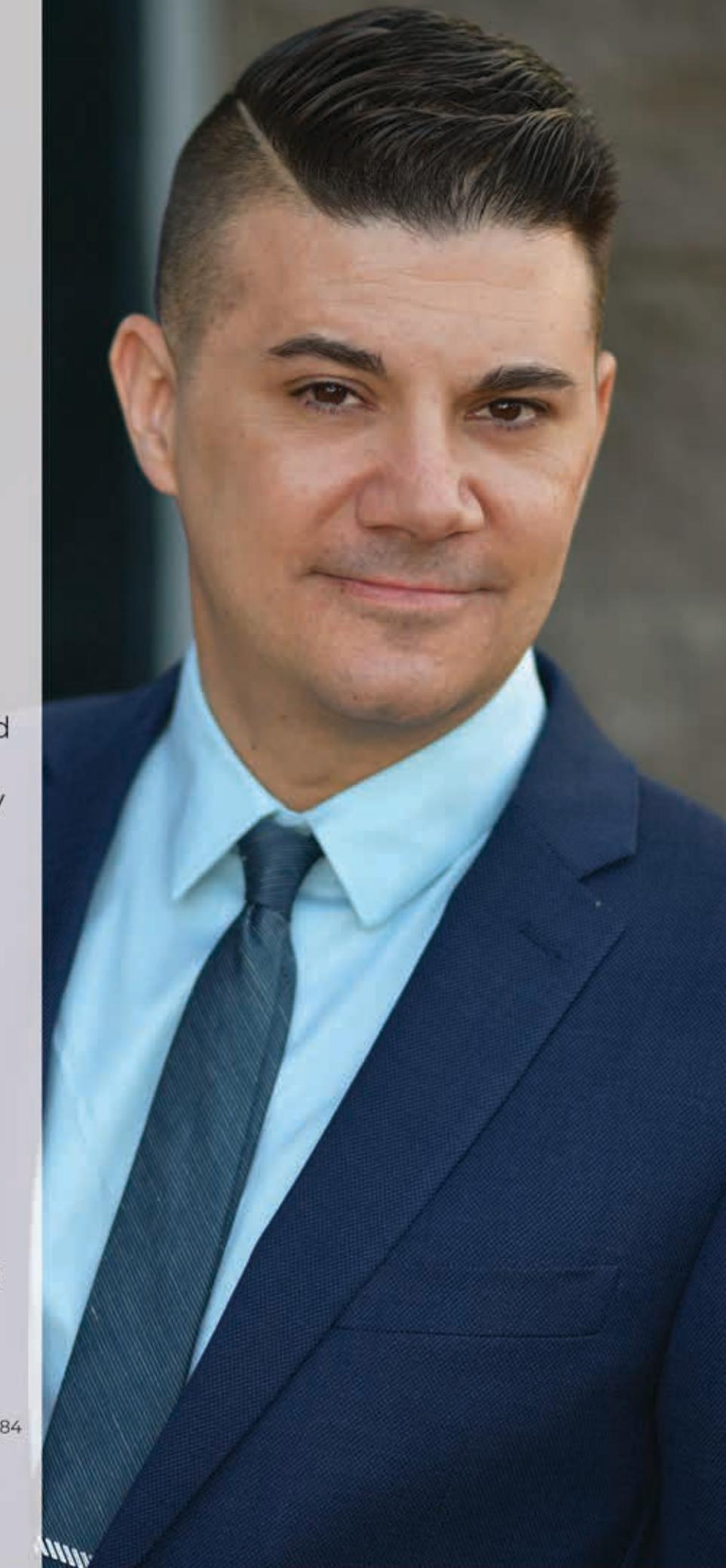


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If you are interested in contributing or nominating REALTORS® for certain stories, please email us at jenni.vega@realproducersmag.com.

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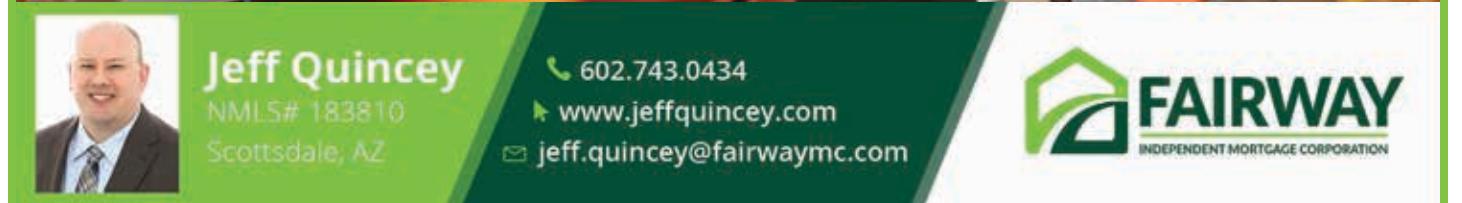


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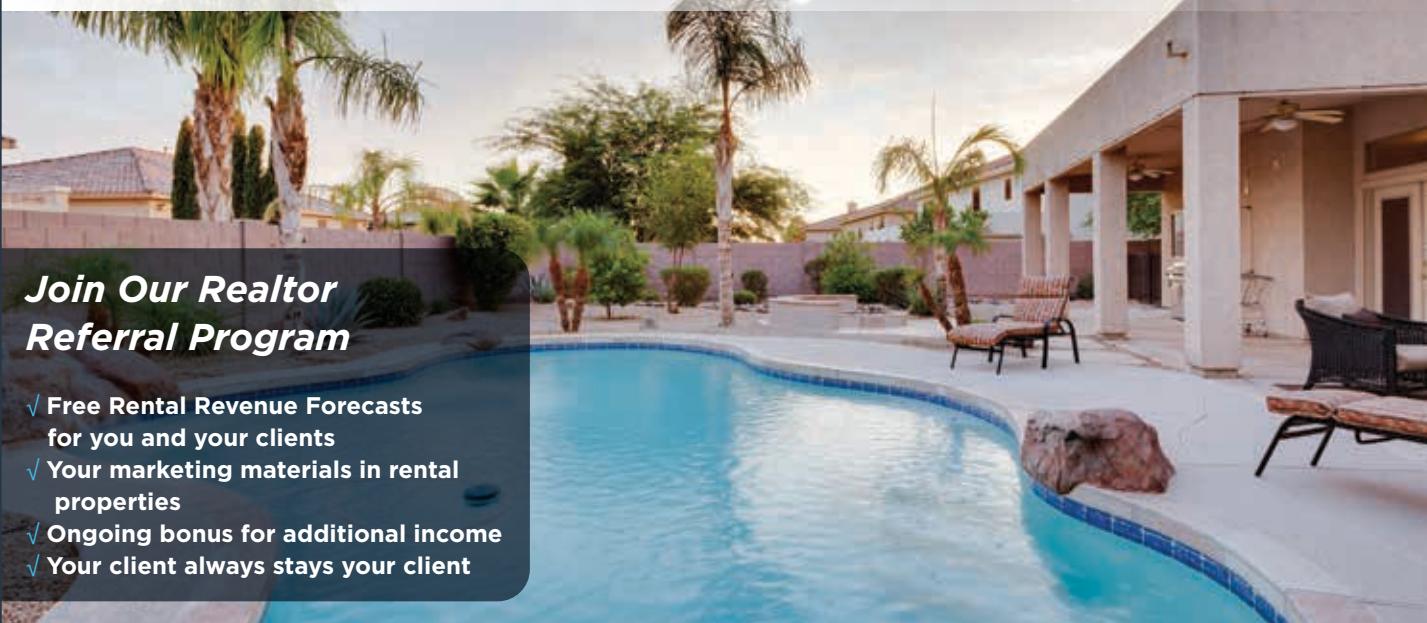
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Golden Nuggets



Jill Vicchy Heimpel,
RE/MAX Classic

The first rule of success is to show up! Answer the phone! Go the extra mile to meet someone! Do your pop-bys to stay on their mind!



Josh Sinacola,
KPElite with eXp Realty

"Your entire situation can change quickly when you acknowledge that there's more inside of you and you're brave enough to demand more of yourself. Heavy growth isn't luck; it happens when you love yourself, commit to a positive mindset, and take consistent action on your goals."

- Kristen Butler



Sara Weller,
One of my favorite quotes is from our pastor, Craig Groeschel: "Your Life is always moving in the direction of your strongest thoughts." This is applicable across the board, professionally and personally. The power of positive thinking has proven to be incredibly valuable in everyday life.



Tina Patterson and Chuck Wolf,
Caring Transitions

"What if today we were just grateful for everything!" and "Every day may not be good, but there is something good in every day!"

We like these quotes because they remind us to be in the moment and appreciate everything we have and everyone we get the pleasure of working with. They also remind us to be positive, especially in a time when it seems there is a lot of negativity floating around.

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spotlight

By Dave Danielson

Caring Transitions



Easing the Way Ahead

Each real estate transaction represents an important milestone in a client's life. Your work with them helps those milestones happen with peace of mind.

That's why it means so much when you have a partner on your side who carries that same spirit into all they do.

That's exactly what you get when you work with Caring Transitions, a local resource that helps you ease the way ahead for your clients.

Sharing the Same Path in Life and Business

Tina Patterson and Chuck Wolf are a husband-and-wife team who share the same path in life and business as owners of Caring Transitions of Central Arizona.

"We are a concierge service for people who are in transition. We specialize in working with seniors but can help anyone," Chuck says.

"We help them organize and pack their things, we also help with move management, online auctions, and estate sales."

Pride and Partnership

One of their favorite parts of their work is partnering with REALTORS®.

"We help our partners get houses ready to go on the market by emptying the house," Chuck says.

"We also do straight cleanouts for a property. When we do an online auction or estate sale, we empty out the properties. We've also helped REALTORS® and clients pack and move."

Value and Service

The passion Tina and Chuck feel for their work is rooted in the value and service they deliver to people.

"I think one of the most rewarding parts of what we do is helping move past those items in the current property, so they can enjoy the next place they're headed to," Tina says.

"We also find those treasures in estate sales to bring value to the person and clean the house out so they can get to the real money, which is in the property itself," Chuck emphasizes.

"I love hearing them say, 'we couldn't have done this without you'."

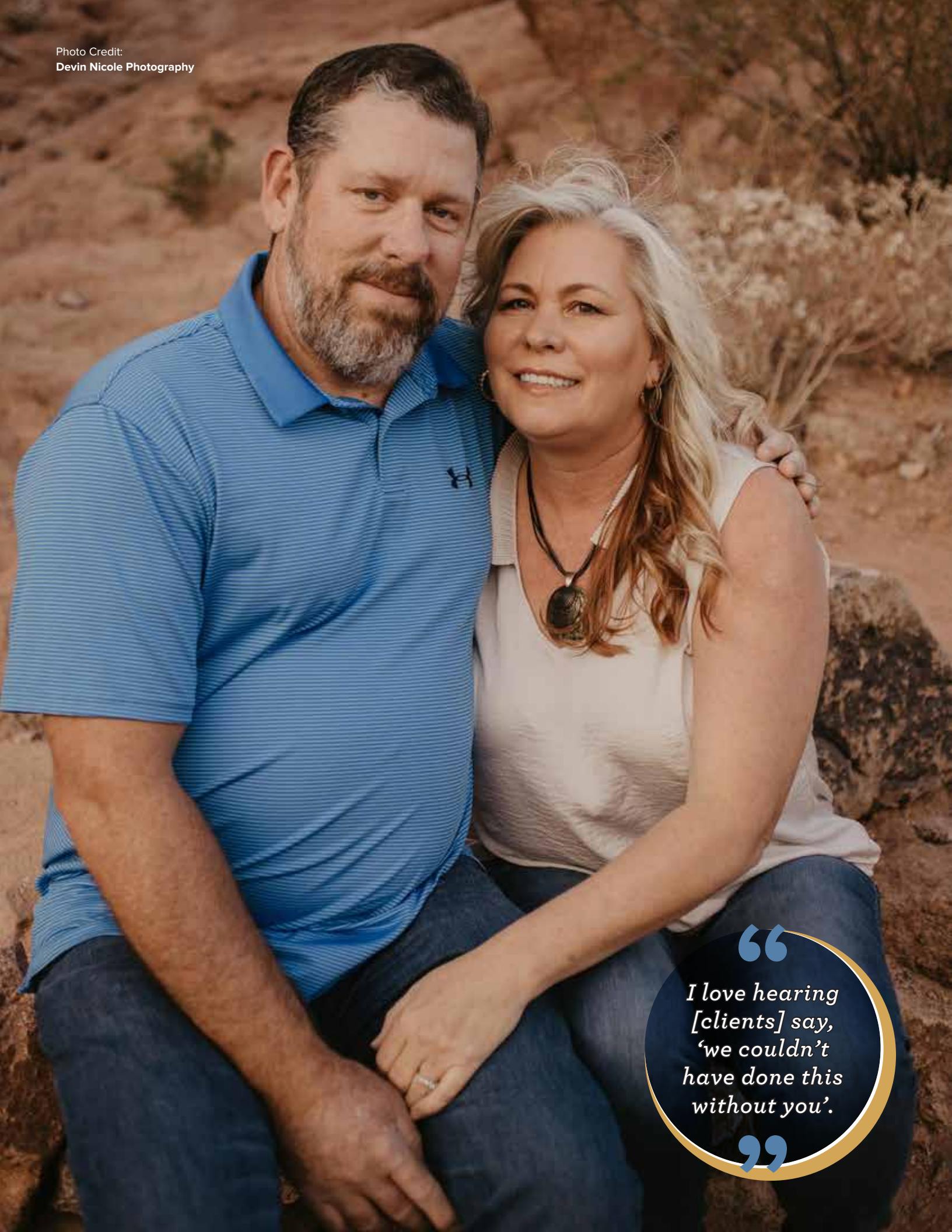


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Devin Nicole Photography

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I love hearing [clients] say, 'we couldn't have done this without you'.



•••

Trust and Results

Those who partner with Caring Transitions of Central Arizona know they can count on results.

"We're going to do what we say and we're going to do it in a timely manner," Chuck points out.

"If you say I need it cleaned out in two weeks, we will get it done on time. We are a one-stop shop."

It's easy to get the ball rolling and to put the benefits they offer into action for your clients.

"We give free consultations, beginning with a conversation on the phone. Then we go and meet with them and review the property and look at what they have to sell," Chuck says.

"In the process, we talk about their bottom line goals and we give our estimates. We will go out and spend 30 to 45 minutes and find out what they want and need."

Team Spirit

Caring Transitions of Central Arizona features a team of professionals, including a crew and auction manager, as well as a move manager.

"Our Move Manager will go in and work at a property with clients to help them through the process of deciding

what they want and what they don't need to take with them.

Life's Highlights

Away from work, life is made richer for Tina and Chuck by their blended family, including their six sons, ranging in age from 19 to 32. In their free time, Tina and Chuck enjoy opportunities to travel. They also like playing golf together.

With their caring, kind, and compassionate nature, Chuck, Tina, and the rest of their team come alongside their REALTOR® partners and clients to relieve the stressful side of moving.

When you need a partner to ease the way ahead for your clients, look to Caring Transitions of Central Arizona!

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JILL VICCHY HEIMPEL

Properties of Happiness

You know right away when you meet someone who approaches life and business with a sense of joy and gratitude.

That's the same feeling you get when you talk with Jill Vicchy Heimpel.

As a REALTOR® with RE/MAX Classic, Jill demonstrates the positive spirit that her clients and colleagues alike come to rely upon.

"I enjoy making people happy through the work that I do. I focus most of my efforts on the 55-and-older group. That's the majority of my business. I connect well with older people," Jill explains.

"I take great satisfaction in finding the perfect home for my clients. When they are happy, I am happy."

Her Career Takes Flight

Jill's real estate career got underway in 2002 when she earned her license.

Before that, Jill's career had originally taken flight with America West Airlines. She worked there for 11 years, working her way into the ranks of management with the company.

Starting a New Chapter

In time, Jill's path with the airline came to an end and she looked for the next chapter in her career.

"My mom was a REALTOR® and she suggested that I get into real estate," she recalls.

Jill didn't dive into the business full force right away. Instead, she was careful to do some due diligence.

"I took about six months to really check into it and see if it was something that I thought I would like to do," she recalls.

"As I did, I realized that I liked the business very much."

•••





Jill with her dog Jack

TOP TO BOTTOM:
 1. Boo and Jack
 2. Jill and her husband Dennis
 3. Jill with her dog Boo. Both her dogs love to ride on the golf cart, and they stay right on the seat while they golf!



Jill and Dennis at a charity event for child trafficking



Making a Smooth Transition

As she got her start, Jill enjoyed a fairly seamless transition, hanging her license at first with Realty Executives.

"They had a great program mentorship program for new REALTORS®. Jimmee McNeely was a fantastic mentor, and she is still a good friend today," Jill says.

Rewarding Life

Away from work, Jill has a big place in her heart for family. She looks forward to time with her husband, Dennis, who is a REALTOR® as well.

In her free time, Jill likes playing golf and taking part in community activities with Dennis. They are both members of Lion's Club and like having the chance to take part in various community service projects.

Jill and Dennis also enjoy time with their two dogs — Boo, their cockapoo, and Jack, their toy Shih Tzu.

Leading by Example

As she thinks about the success she continues creating for her clients, Jill offers advice for others who are looking forward to taking their own next steps forward in the business.

"I feel it's very important for people to keep up with market reports and adjust their business accordingly," Jill says.

“

I love to work. It's important to me to have the opportunity to help people and meet new people. I love that dynamic.

"I stay in touch with my clients. If you do a good job of staying in touch with those you've worked with in the past, that's your referral business right there. I'm always there for my clients, and they know I'm only a phone call away."

Dedicated Efforts

The passion that Jill has allows her to continue building on her business. But it doesn't happen by accident. It is the direct result of dedicated effort.

"I love to work. It's important to me to have the opportunity to help people and meet new people. I love that dynamic," she says.

"In addition, I think having a good group of colleagues is really important. You're always working with people. It makes it easier if you are able to build positive relationships all the way around."

Supporting the Success of Others

Whether she is helping a buyer find the home of their dreams or supporting her selling clients in gaining the return they have worked so hard for throughout the years, Jill's work with her clients helps them achieve their life goals.

At the same time, it's easy to see the passion Jill has for building and sustaining those relationships, as well.

THE UNCOMMON TRUTH: YOU NEED TO REWARD YOURSELF



by Wayne Salmans

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We are living in an age where we are expected to do more in every aspect of our lives. Nowhere is that expectation higher than in our careers. It's the same message on repeat to go big, hustle hard, aim higher, give more, make sacrifices.

But what is the price when we are losing partners, team members, and support systems to burnout, overwhelm, and depression? Sometimes, as a leader, you even end up losing yourself when every day seems like a brutal repeat of the day before, you're in a state of constant stress, and hating the journey.

If you want to succeed and have longevity on this path you've chosen, you'll find that acknowledging wins and rewarding yourself along the way is a critical part of your maintenance plan. Software need updates, cars need oil changes, and you need rewards. You and your team are more engaged, more productive, and more profitable when happy and rewarded.

If articles on self-care make you roll your eyes, you're probably a high-achiever committed to a results-based prioritization system for how you spend your time, and you are exactly who I am talking to. Why? Because one of the biggest momentum killers is not recognizing your wins.

Research by positive psychology expert Shawn Anchor shows the single greatest advantage in the modern economy is a happy and engaged workforce. In his book, *The Happiness Advantage*, he offers up over a decade of research that proves employee happiness raises nearly every business result you care about. It increases sales by 37%, boosts productivity by 31%, and increases accuracy on tasks by 19%. It also provides a variety of health and quality of life improvements.

Knowing that there is a direct link between happiness and your business results, it's clear there is a need to have a structured way to create or maintain a healthier and more motivated state of being. You can do that by setting up a reward system for yourself and helping your team set up their reward systems.

Obviously, rewarding yourself doesn't mean having a two-day "what happens in Vegas, stays in Vegas, but still ruins your life" kind of party. But if you want to stay sharp, stay motivated, and stay at the top of your game, you need to set up a reward system and acknowledge those wins you worked so hard for.

Let's keep it simple and set you up for success. Here's a three-level reward system you can copy for yourself and your team:

First Level

First-Level rewards are for the little wins, the routine things like getting a listing, having a closing, or getting all your Q3 letters out. Reward yourself with something like getting that Starbucks you love, getting a massage, going out for breakfast. They aren't huge, but it creates a moment for you to feel and soak in that win.

Second Level

The Second Level awards are for celebrating milestones. You finished a big project like revamping your database. You finally got all the homes in that new subdivision sold, you hit your second-quarter goals. Second-level rewards are all about having a milestone set and rewarding yourself when you get there.

Third Level

Third Level rewards are the big ones. You smashed your transaction goal for the year. You lost 30 pounds. You hit six-figures in a single month. For these kinds of goals, we need bigger joy when we make it as a counterpoint to the pain of loss if we don't. Think a trip to Europe, a new car, week ski vacation, Botox, anything that you would love to see happen and hate to miss out on.

As a leader, creating a culture that acknowledges and rewards the wins starts with you. You not only have the opportunity but a responsibility to show your teams how to maintain joy and momentum. Start role modeling hitting your goals and rewarding yourself, then sit down with each team member and help them establish their three levels of rewards.

Putting a reward system in place is something you can easily do now to improve your life and the lives of your team. And it gets you one step closer to being your own hero and teaching others how to be their own heroes.

About Wayne Salmans

Wayne Salmans's mission is to empower people to be all they can be and to help them transform their lives fast.

He has dedicated his life to developing solutions and strategies that make a significant impact on the quality of people's lives and businesses.

In the past decade, Wayne has coached and trained over 5,000 entrepreneurs. He was one of the top coaches for the number-one coaching company in the world, was ranked with the top one percent of REALTORS®, and voted one of "30 under 30 Top REALTORS®" in the nation by *REALTOR® Magazine*.

Wayne has been called the empowerment coach, the entrepreneur's mentalist, the heart coach, an extreme results guy, and an epic life strategist. But at the end of the day, his favorite title is Dad.

When he is not writing, coaching or speaking you will find him rolling around on the floor playing Legos with his five kids and laughing with his beautiful wife.

Wayne's passion is to empower people like you to actively engage and participate in their own transformation and success to Be Their Own Hero.

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Josh Sinacola

Leading by Giving His Best

When you give your best effort consistently through time, good things will happen, and the results you desire will come to pass.

That's the spirit that Josh Sinacola lives and works with.

As a REALTOR® with KPElite with eXp Realty, Josh leads the way by giving his best.

"It's rewarding sitting face to face with someone at the table and talking with them about their home and trying to sell it or sitting in front of someone who wants to purchase a home," Josh says.

"I get a lot of people who say this is my first time, can you help me? I give them everything I possibly can."

Compelled to Make a Difference

The passion Josh has for his work came from his own experience as a client himself.

"I didn't like going through the process myself. That motivates me in this business ... trying to make sure I'm in front of people and giving them every bit of information I possibly can," Josh says.

"I'm really big on sharing the people who are on my vendor lists ... people such as cleaners, handymen, and painters. I love being a resource to people. That's one of the best parts of this business for me."

Building All the Way

Before moving to Arizona, Josh grew up in Michigan. Before Josh got his start in real estate a couple of years ago, he had been deeply involved in construction through time.

"My dad owned an underground excavation business. I ran equipment, did labor and concrete and everything in between," he says.

"From there, I moved into project management. As part of that, I traveled all over doing projects, including remodels of commercial properties. It was nice having a consistent paycheck and benefits. But there was something missing."

Moving Forward

Josh had always had an eye on real estate. Now, the time felt right to move in that direction.

"I had an interest in buying and flipping homes. As I thought about going into real estate professionally, I decided to take the plunge. I went through real estate school. But I couldn't get past the test. So I put it off for about a year," he says. "About a year later, I got back into real estate classes by going to a different school. This time, I passed the test, and I got my license."

• • •



Photo Credit: Sara Reid

...



The timing seemed like it was meant to be.

As he says, "Right after I got my license, I got laid off from my project management work. So I decided to jump in with both feet. I immersed myself to make my own way."

Commitment and Discipline

As Josh made his transition into the business, he did so with a deep sense of commitment and discipline. Each day, he dialed 500 numbers a day.

"That was the easy part ... dialing all day. Plus, I also did open houses. In the process, I discovered that I enjoyed open houses more than cold calls and I also got into the whole social media thing," he says.

"I did my own videos and talked about different things in the real estate world. I partnered up with a lender and we did some videos."

Fulfilling Life

Away from work, Josh leads a very active life. He has a passion for exercising at the gym, as well as hunting and hiking.

Josh is also a self-admitted sports junkie, as a stalwart fan of teams like the Arizona Cardinals, the Michigan State Spartans, and the Phoenix Suns.

"I love going to live sporting events and getting together with friends and families to watch and enjoy games together," he says.



Photo Credit: Sara Reid



Photo Credit: Sara Reid

“

I'm really big on sharing the people who are on my vendor lists ... people such as cleaners, handymen, and painters. I love being a resource to people. That's one of the best parts of this business for me.

When it comes to giving back, Josh is very involved with Central Christian Church at Queen Creek, including weekly bible study sessions, and quarterly community volunteering.

Those who know Josh know that he is committed to helping those who need an extra hand. They also approach him consistently, asking his opinion on a range of topics.

Leading by Example

As he considers his own career, Josh offers helpful tips for others who are looking to take their own steps forward in their careers.

"I think one of the most important things people can do is to get a mentor," he says.

"There are too many people who come in who have no clue what they're doing and fly by the seat of their pants. And as a result, when an issue comes up, they quit. I remember when I had a guy on my team who took me under his wing as my mentor. His work and support with me was a huge advantage for me."

Today, Josh does the same for others ... giving his best to help them build a better career and life for themselves.

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7 Questions You Need to Ask Your Home Inspector



By Curtis Kloc, Inspections Over Coffee

Does the inspection include thermal imaging?

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

How do you categorize the issues you find?

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

Do the reports include videos?

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

Is the inspection guaranteed?

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

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

Do you provide a property history report?

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

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

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

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

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



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SARA WELLER

building strong bonds



By Dave Danielson



In a profession like real estate, one of the best predictors of sustained success is the ability to maintain and strengthen relationships through time.

That's an area where Sara Weller excels, too.

She has a passion and knack for connecting with those she meets, building trust, and meeting their needs.

As a Sales Executive with Berkshire Hathaway HomeServices Arizona Properties, Sara helps others move forward toward their real estate goals by building strong bonds.

"Building relationships with people is what I love most about what I do," Sara says.

"I love connecting with people locally and all over the U.S. It's great having the chance to meet people, build bonds and stay in touch with them after the sale is closed."



Starting Her Path

Sara earned her real estate license two and a half years ago.

Prior to that, she enjoyed a successful career by following a different path.

She started her career in corporate America and worked in human resources for Oshkosh Corporation on the industrial manufacturing side.

In addition to being part of the Oshkosh Corporation team, Sara also worked with other organizations in HR.

Plus, she worked with a non-profit organization that works to fight human trafficking. The group got its' start locally and then it expanded nationwide.

Opening a New Opportunity

In time, Sara came across a new opportunity.

"My husband works in corporate America and it led to five different relocations with his job. When we moved, we didn't always have the best real estate experience in most of the markets we were in," she remembers.

"When we moved here it was a goal of mine to get into real estate myself, to make an impact with those that I get the opportunity to help through the selling or buying process."

Desire and Drive

Like most who enter the business, Sara faced some challenges.

"Moving to yet another new market, I didn't have a sphere of influence here," she admits.

"But I hit the ground running, through open houses and door knocking. Within the first couple of months, COVID happened and my business strategy was forced to change. It was a slow go initially and then my pipeline really started to explode through referrals."

...

• • •

Signs of Success

Sara has spared no time in hitting the ground running and quickly building a stellar reputation for results.

Her efforts have definitely created a rapid rise. As Sara worked her way through 2021, she had tremendous success.

In fact, she finished the year with an estimated \$6 million in sales volume — in her first full year in the business.

"I worked really hard with current and past clients, and also got creative with different social media strategies that really helped to make the difference for me," Sara says.

Family Fulfillment

Away from work, Sara treasures time with her family, including her husband, Nick, and their son, Ashton.

In her free time, Sara is an avid reader. She also likes being outside with the family dog, Bentley, as well as hiking, biking, camping, and exercising.

When it comes to giving back, Sara has a real heart for community impact. She continues her passion for supporting organizations that work with anti-trafficking measures.

Qualities of a Leader

Those who have the opportunity to know and work with Sara appreciate her genuine, compassionate approach to helping those around her.

"When I think about what I do in real estate, I'm not a transactional person. When I work with someone, it goes way beyond the transaction itself," Sara points out.

"It's about making sure the deal is successful and that everyone involved has a good experience along the way."

Leading by Example

Congratulations to Sara Weller ... this month's Rising Star who continues moving forward in her own career by making the path forward much easier for her clients.

All the while, she finds success by building strong bonds.



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If you want to know how this new loan limit could benefit you in the new year, contact me today.



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*In most of the U.S., the 2022 maximum conforming loan limit for one-unit properties. Other conditions and restrictions may apply, rate, and available loan programs are subject to change without notice.
Contact your loan officer for more information about this and other programs available.

WEBSITES

PROFITS AND PITFALLS

Because of the ubiquity of the internet, websites have become an increasingly important marketing tool for a REALTOR®. The website can extol our area's advantages over the frigid climes of the Northeast and Midwest, describe listings in glowing terms, and even allow the website user to go on a virtual tour of offered properties. But the digital nature of the internet facilitates copying and hijacking of the website's author's creation and unauthorized use by competitors.

Content on a website once it is fixed into tangible form is endowed with copyright protection. The author or copyright claimant, if the authorship constitutes a work-for-hire because the author was employed by another, retains the sole right to publish the content of the website, make copies of it, or create derivative works from it. But certain steps need to be taken to secure full protection.

First, the website should contain a copyright notice that contains the word "Copyright" or the symbol © to put the world on notice that copyright is claimed, identifies the author or claimant so the world knows who owns the copyright, and states the date or dates of initial publication. Typically, the copyright notice will appear on the bottom of the home page of the website. Absent that notice, an infringer can claim it was unaware that the work was protected and that the author or copyright claimant was claiming copyright protection. The copyright holder may lose the ability to recover greater damages in a lawsuit.

Second, the copyright claimant should strongly consider registering the work with the United States Copyright Office. Without registration suit against an infringer cannot be brought. Registration is necessary to request attorneys' fees. Registering within three months of the initial publication of the website (displaying it on the internet usually) and before the infringement is a prerequisite to obtaining statutory damages. Presentation of the registration certificate in court establishes the registrant's ownership of the copyrighted work; the burden then shifts to the infringer to prove a lack of ownership. And while perhaps not so important for real estate salespersons and brokers, registration enables the copyright claimant to work with the United States Customs and Border Patrol to prevent the importation of copies of copyrighted materials.

To obtain copyright registration, an application for registration needs to be filed with the United States Copyright Office. These days, an online application is the best way to proceed. A deposit of the work to be registered must accompany the registration. A digital copy can be uploaded and will satisfy the requirement for a deposit, or a paper copy can be mailed to the office using a form that can be printed once the online application is completed.

Armed with copyright registration, we have successfully eliminated unauthorized copies of a client's website content from a competitor's website. We can assist with the registration process.

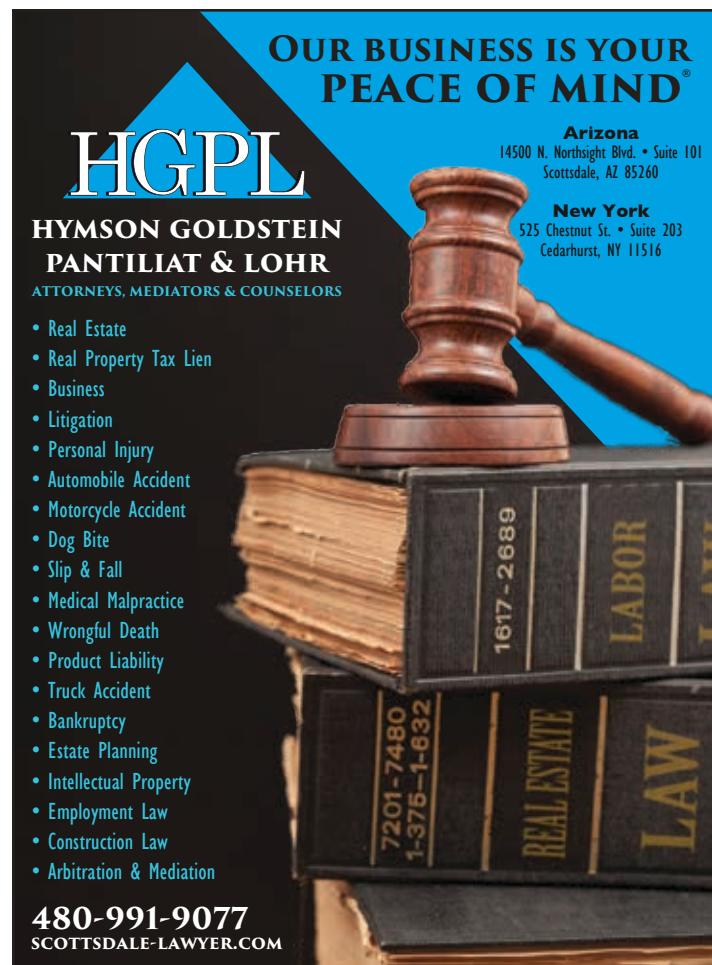
Another form of website hijacking that our clients have experienced is disputes over the ownership of website content between the REALTOR® and the website developer the REALTOR® hired to help create the website. Many times when an update is needed the developer is nowhere to be found or claims it owns the website content and uses that claim to extort a more favorable price to create the update.

The solution: negotiate and execute a written contract with the developer before any work is done. The contract, in addition to outlining the scope of work and timeframes for its completion, should also provide that the website's owner and the owner of its content is the person who commissioned the work, namely the real estate salesperson or broker that has hired the web developer to create the website to market that person's services. The contract should contain warranties that no part of the content infringes on the work of another and has been independently authored or obtained via legally enforceable and legitimate licenses or assignments.

Many think that if an item appears on the internet it is within the public domain and can be freely used. Not so. Just as you can use copyright protection to safeguard the content of your website from theft by others, authors of content can use the protection of copyright to extort money from a website owner who innocently thought that they were entitled to use a stock photograph because it was on one, or more, sites and was free game.

In the past few months, clients of our firm have received nasty grams from the same German lawyer on behalf of a photographer seeking unreasonable sums because the clients used a photograph of the Arizona desert the German lawyer's client took. Significant legal fees later and after payment of an amount less than originally demanded and excision of the photograph from the client's website, the harassment stopped. The fees and the stress could have been avoided if appropriate care had been taken to include in the website only material that the owner created or that was obtained by a documented license or assignment.

Carefully constructed and appropriately protected, a website can be a valuable tool to market a REALTOR's® services. We can help prepare the contract with the website developer, register the website once created, and stop unauthorized copying once it appears.



By David B. Goldstein,
Hymson Goldstein
Pantiliat & Lohr PLLC





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What do you wish you spent more time doing five years ago?

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SHANNA DAY,

Keller Williams Realty East Valley

If I had one *big* wish that I would have done five years ago, it would have been to get all my systems moved over to BRIVITY and build out all the systems there and work them! I made too many mistakes moving back and forth from various CRMs and not having systems or great websites – just tons of post-it notes, notebooks, and notes on napkins! Now that I joined PLACE, we have the systems and tools to be super successful. I'm definitely looking forward to growing our team of experts in 2022, and it's through these systems that we will be growing and making life easier on all of us. It is fun to think about having more business, more money, *and* more time to enjoy life! I'd love to chat with anyone who wants to improve their systems – it's a game-changer for sure!



JANINE IGLIANE,

Keller Williams Realty East Valley

I can remember five years ago like it was yesterday...which also makes me realize how fast time goes. If I had to say what I wish I would have spent more time doing five years ago, I would say I wish I spent more time loving on my team. As REALTORS®, we have a tendency to love on our clients but forget to love on our team. I want my team members to feel valued, valuable, special, and appreciated. When I think about my personal life, I would have taken more vacations with my family. I think carving out that time for your family to make memories is so important. The great thing is we can look to our past to teach us about our future and it's never too late to make changes, just start today!



TIFFANY GOBSTER,

My Home Group

Buying more long-term rentals! If I could go back, that would be the first thing I would do... invest in more real estate!



CHRIS TILLER,

Russ Lyon Sotheby's International Realty

I wish I spent more time on the investment side of my business. Looking back, the appreciation predictions were high but nowhere near what they ended up being. Had I invested more time and money in the acquisition side, it would have paid off substantially.



NICK KIBBY,

Keller Williams

I wish I spent more time utilizing systems and processes for follow-up so I could spend more of my time prospecting.



THOMAS WIEDERSTEIN,

Redfin

Doing more to grow my personal portfolio while prioritizing building relationships with vendors and trades. The ability to learn and have reliable resources for a multitude of clients proves to be an invaluable tool.



ANNETTE HOLMES,

United Brokers Group

Five years ago, I genuinely wish I had spent more time with my parents. They are both gone now, and while I spent time with them, I sincerely wish we had done more. I miss them both every day. Work is important, but nothing is more important than time with loved ones.



KATHY CAMAMO,

Amazing AZ Homes

Five years ago, when it was easy to travel, I wish I would have traveled much more...especially out of the country.



KELLY HENDERSON,

Momentum Real Estate Group

Five years ago, I wish I would have spent more time analyzing properties to purchase. A few years back a mentor told me anytime I go into an appointment I should be asking myself, should I buy this? And it helped me to realize all the opportunities I missed out on over the years. The year I started thinking of real estate through that lens I picked up four properties. If I would have started looking at it like that five years ago, I bet my portfolio would be three times the size it is today!



GEORGI STRATTON,

eXp Realty

Looking back at my life five years ago, I have two different but not necessarily conflicting perspectives. One is: I am proud of how hard I worked and took care of people. That was my identifying characteristic, along with endless optimism. I thought these were the two most important attributes to a successful life.

Learning what I have, I realize I completely lacked rest, self-love, spiritual time, and caring for myself. I ran off fumes!

- So looking back five years ago, the one thing I wished I had incorporated earlier is the beauty and power of the slow down.
- Stopping to literally smell the roses (or the rosemary in the garden, in my case).
- To take one day a week off to ensure I am well-rested.
- To spend more time with God.
- To take time in silence, to meditate before and after praying.
- To eat whole, plant-based foods and exercise more.
- To see these things as fuel and nourishment.



HEATHER WERNER,

Ravenswood Realty

I wish I would have spent more time eliminating the excess “things” in my life. I’m by no means a hoarder, but I’ve learned to simplify and by eliminating the excess, I can better focus on what’s most important to me. I’ve got closets and a garage full of “things” that I still need to eliminate!



► weserv monthly update

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

WeSERV Focuses on Volunteerism for 2022

As we enter the midway point of quarter one, the West and Southeast REALTORS® of the Valley aims its focus on enhancing our volunteerism efforts for 2022 and beyond. Our volunteers are the backbone of our association. They work tirelessly to ensure that they serve the association and the community, and anyone who needs it the most. Through their efforts, we can provide additional resources to our surrounding communities that need assistance. In addition, these selfless individuals help further the WeSERV vision of being the One Premier Association. The association will continue to seek additional volunteers who are interested in working alongside like-minded

individuals whose interests lie in helping others.

Our Government Affairs department and committee recently hosted their Meet the Elected Officials Legislative Breakfast, which fostered the opportunity for our members to learn more about Arizona's government sector. Through this meeting, attendees garnered a better understanding of what our elected officials are currently working on and provided the unique opportunity for the audience to interact with local, state, and federally elected officials and School Governing Board Officials from across Arizona. We're pleased

to be fortunate enough to have these elected officials take time away from their busy schedules to speak with our members. Our Government Affairs Department will also continue to have an active role in the upcoming election, and we are seeking members to get involved in the process.

The association also had the honor and pleasure of inducting four new REALTOR® Emeritus. These incredible individuals have spent the past 40+ years in real estate. It's an astonishing accomplishment, and we are so incredibly proud of these amazing REALTORS®. They are an inspiration to many.



► book review

Reviewed By **Scott Warga**

THREE FEET FROM GOLD: TURN YOUR OBSTACLES INTO OPPORTUNITIES!

BY SHARON L. LECHTER, DAN JOHN MILLER

One of my all-time favorites.

Over 100 years ago Napoleon Hill began the research that ultimately resulted in his bestseller *Think and Grow Rich*. Now, a hundred years later, in *Three Feet from Gold*, Sharon L. Lechter (co-author of the top *New York Times* best-seller *Rich Dad Poor Dad*) and Greg S. Reid (a successful author, and motivational speaker) have given us more than the story of one man's troubled pursuit of success.

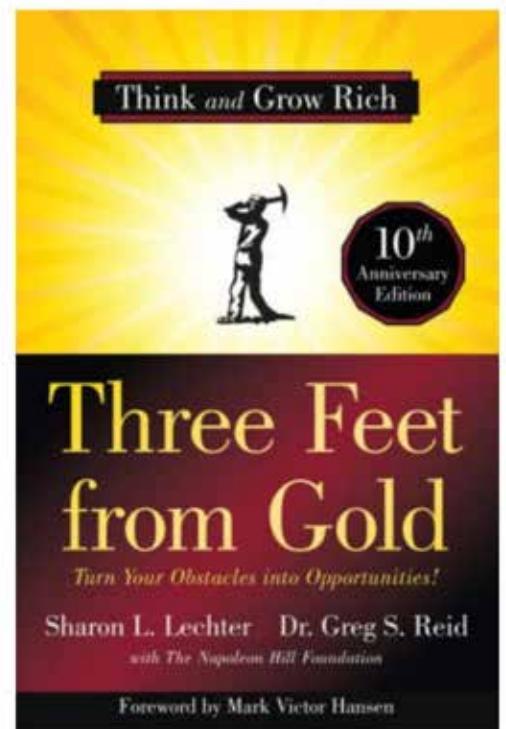
A young entrepreneur whose life is falling to pieces, finds himself following in Hill's footsteps after a unique encounter. He ends up getting something that does not belong to him, but that leads to a meeting with a powerful businessman who sees the young man's potential and sets him on a challenging journey of personal, spiritual, and financial growth. He must interview other successful people and come back to him. I absolutely loved the structure. Mr. Reid used his story to frame the other success stories. I found this to be an incredibly inspiring book with a powerful lesson of persistence. We have all heard phrases like, "lesson learned, never give up, finish what you've started, it's always darkest before the dawn," but in this book, he gives examples of these and how to persist even when you think you are done.

This amazing business parable tells a fascinating story while demonstrating the key principles of *Think and Grow Rich*. *Read this book*. You'll find encouragement and motivation to believe in yourself, and to never give up. You are just three feet from gold!

If you are open-minded and seeking to improve yourself in any way, this is a relatable tale of perseverance and purpose. If you want to be solely entertained, it is not for you. If you have no desire to change or improve your life (to take real action) it's probably not for you either. I highly

recommend it for reflective and determined individuals, which is hopefully most of the people reading this.

Nugget from the book: you are the sum of the books you read, the conversations you have, and the people you keep closest. You are just three feet from gold!



TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - December 31, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
1	Derek Dickson	Offerpad	204,409,407	468
2	Daniel P Noma	Venture REI	166,385,188	406
3	Darwin Wall	Realty ONE Group	101,874,368	179
4	Mary Jo Santistevan	Berkshire Hathaway HomeServices Arizona Properties	97,393,540	198
5	Rebecca H. Rains	Berkshire Hathaway HomeServices Arizona Properties	95,341,935	215
6	Carol A. Royse	Keller Williams Realty East Valley	88,311,021	148.5
7	Yvonne C Bondanza-Whittaker	Zillow Homes Inc	83,501,267	194
8	Karl Tunberg	Hague Partners	79,502,828	163
9	Kenny Klaus	Keller Williams Integrity First	70,999,631	155.5
10	Shanna Day	Keller Williams Realty East Valley	66,638,804	112
11	Shannon Gillette	Launch Real Estate	62,119,000	101
12	Mindy Jones	Keller Williams Integrity First	55,857,618	123
13	Charlotte Young	Keller Williams Realty Sonoran Living	49,817,900	100.5
14	Frank Vazquez	Venture REI	49,269,815	104.5
15	Rick Metcalfe	Canam Realty Group	48,366,514	108
16	Denver Lane	Balboa Realty	48,332,073	109
17	Rebekah Liperote	Redfin Corporation	48,240,800	66.5
18	Eric Brossart	Keller Williams Realty Phoenix	47,529,650	73.5
19	Tara Meier	Zillow Homes Inc	46,321,312	109.5
20	Janine M. Igliane	Keller Williams Realty East Valley	45,184,690	81
21	James & Jim Carlsto	Hague Partners	44,417,539	106
22	Randy Courtney	Weichert Realtors - Courtney Valleywide	44,066,400	65.5
23	Tiffany Carlson-Richison	Realty ONE Group	43,481,390	65
24	Russell Mills	Close Pros	41,566,444	64
25	Garrett Lyon	eXp Realty	40,573,653	86.5
26	Jody Sayler	Just Selling AZ	40,149,800	75
27	John Hrimnak	Hague Partners	37,383,737	78.5
28	Steve Hueter	eXp Realty	37,337,679	74
29	Jason Crittenden	Realty ONE Group	35,887,808	74
30	Jason LaFlesch	Results Realty	35,430,850	59
31	Dean Thornton	Redfin Corporation	34,852,879	70
32	Rodney Wood	Realty ONE Group	34,617,845	63
33	Scott R Dempsey	Redfin Corporation	34,440,575	58.5
34	Matthew S. Potter	Stunning Homes Realty	30,689,913	81.5

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
35	Nathan D Knight	ProSmart Realty	33,938,642	65
36	Justin Cook	RE/MAX Solutions	33,433,596	56
37	Chris Allen	Hague Partners	32,937,450	71.5
38	Marjan Polek	AZ Flat Fee	32,654,950	55.5
39	Bob & Sandy Thompson	West USA Realty	32,494,200	56
40	Matthew S. Potter	Stunning Homes Realty	32,022,163	85
41	Richard Harless	AZ Flat Fee	31,375,450	54.5
42	Blake Clark	Limitless Real Estate	30,548,911	59.5
43	Brock O'Neal	West USA Realty	30,042,717	36.5
44	Daniel Brown	My Home Group Real Estate	29,838,100	56.5
45	Damian Godoy	My Home Group Real Estate	29,566,684	64
46	Lacey Lehman	Realty ONE Group	29,540,100	60.5
47	Lorraine Ryall	KOR Properties	29,345,013	40.5
48	Robin R. Rotella	Keller Williams Integrity First	28,952,425	62
49	Bill Bulaga	Russ Lyon Sotheby's International Realty	28,830,000	8
50	Kathy Camamo	Amazing AZ Homes	28,664,580	55
		Kathy Camamo	28,664,580	55

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Teams and Individuals Closing Dates From January 1 - December 31, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
51	Jennifer Felker	Infinity & Associates Real Estate	28,408,300	27.5
52	Heather Openshaw	Keller Williams Integrity First	28,012,768	53
53	Thomas Popa	Thomas Popa & Associates LLC	27,379,500	28
54	Kelly Khalil	Redfin Corporation	26,935,057	42
55	Robyn Brown	My Home Group Real Estate	26,744,500	35
56	Henry Wang	eXp Realty	26,411,291	42
57	Mark Captain	Keller Williams Realty Sonoran Living	26,341,225	47
58	John Evenson	eXp Realty	25,907,669	60
59	W. Russell Shaw	Realty One Group	25,893,850	63
60	Heather Werner	Ravenswood Realty	25,770,430	50.5
61	Michael W Cunningham	West USA Realty	25,722,601	44
62	Richard Johnson	Coldwell Banker Realty	25,499,798	53
63	Pamm Seago-Peterlin	Century 21 Seago	25,399,590	42
64	Jason Zhang	Gold Trust Realty	25,158,190	41.5
65	Jody Poling	AZ Seville Realty	25,036,000	17.5
66	Shawn Rogers	West USA Realty	24,651,050	50.5
67	Frank Gerola	Venture REI	24,384,200	43
68	Amy Laidlaw	Realty Executives	24,172,327	45.5
69	Beverly Berrett	Berkshire Hathaway HomeServices Arizona Properties	23,672,085	40
70	Angela Larson	Keller Williams Realty Phoenix	23,468,625	77
71	Allen R Willis	Ensign Properties Corp	23,444,411	47.5
72	Shawn Camacho	United Brokers Group	23,213,800	50
73	Van D. Welborn	Redfin Corporation	23,156,150	28.5
74	Tiffany Mickolio	My Home Group Real Estate	23,141,430	44.5
75	Aimee N. Lunt	Keller Williams Integrity First	22,640,250	33
76	Rachael Richards	RHouse Realty	22,474,502	45.5
77	Carey Kolb	Keller Williams Integrity First	22,454,553	46.5
78	Gordon Hageman	My Home Group Real Estate	22,238,481	42
79	Tina M. Sloat	Tina Marie Realty	22,033,500	43
80	Benjamin Arredondo	My Home Group Real Estate	21,765,550	40
81	Kevin McKiernan	Venture REI	21,701,200	38
82	TJ Kelley	Keller Williams Integrity First	21,557,512	37
83	Kirk A DeSpain	Call Realty	21,487,840	49
84	Chantel Gutierrez	Perkinson Properties LLC	21,298,181	48

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
85	Barbara Schultz	Coldwell Banker Realty	21,160,001	37
86	Geoffrey Adams	Realty ONE Group	21,157,832	39.5
87	Bill Olmstead	Keller Williams Realty East Valley	21,113,750	44
88	Mike Mazzucco	My Home Group Real Estate	21,021,827	47
89	Carin S Nguyen	Keller Williams Realty Phoenix	20,772,650	49.5
90	Gina McMullen	Redfin Corporation	20,682,100	44.5
91	Chris Lundberg	Redeemed Real Estate	20,669,750	31.5
92	Mike Schude	Keller Williams Integrity First	20,490,700	37
93	Mike Mendoza	Keller Williams Realty Sonoran Living	20,483,757	34.5
94	Kevin Albright	Delex Realty	20,333,612	25
95	Stacia Ehlen	RE/MAX Alliance Group	20,265,800	32
96	Kelly Saggione	eXp Realty	20,228,154	33
97	Frank Merlo	Berkshire Hathaway HomeServices Arizona Properties	20,198,700	35
98	Thomas L Wiederstein	Redfin Corporation	19,945,835	37.5
99	Rachele M. Oram	HomeSmart Lifestyles	19,925,400	26.5
100	James Bill Watson	Keller Williams Realty Sonoran Living	19,921,000	35

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TOP 300 STANDINGS

 **Teams and Individuals** Closing Dates From January 1 - December 31, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21	#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
101	Kiran Vedantam	Kirans and Associates Realty LLC	19,819,990	32	119	Kaushik Sirkar	Call Realty	18,132,900	29.5
102	David C Zajdzinski	eXp Realty	19,812,992	43	120	Mondai Adair	Keller Williams Realty Sonoran Living	18,039,930	38
103	Tyler Monsen	Offerpad	19,777,410	32	121	Michael Ratzken	Two Brothers Realty	17,946,815	35.5
104	S.J. Pampinella	Redfin Corporation	19,720,000	34	122	Caitlin Bronsky	My Home Group Real Estate	17,933,399	22.5
105	Michaelann Haffner	Michaelann Homes	19,648,300	39	123	Kyle J. N. Bates	My Home Group Real Estate	17,926,587	39.5
106	Jamie K Bowcut	Hague Partners	19,392,750	45.5	124	Elizabeth Rolfe	HomeSmart	17,887,500	24.5
107	Ben Leeson	Keller Williams Integrity First	19,370,512	37	125	Cynthia Worley	Keller Williams Realty East Valley	17,857,999	21.5
108	Amy N Nelson	Keller Williams Realty East Valley	19,274,443	36.5	126	Natascha Ovando-Karadsheh	KOR Properties	17,836,125	22
109	Velma L Herzberg	Berkshire Hathaway HomeServices Arizona Properties	19,015,100	28.5	127	Gus Palmisano	Keller Williams Integrity First	17,793,028	43
110	Timothy Ehlen	RE/MAX Alliance Group	18,769,458	34.5	128	Renee' Merritt	Keller Williams Arizona Realty	17,777,005	26
111	Adam Prather	Russ Lyon Sotheby's International Realty	18,762,900	33	129	Jill McFadden	Delex Realty	17,698,800	31
112	Brian Christopher McKernan	ProSmart Realty	18,646,200	60	130	Kirk Erickson	Schreiner Realty	17,622,740	31
113	Shivani A Dallas	Keller Williams Integrity First	18,491,945	37	131	Melissa S Massey	North & Co	17,545,214	18
114	Heather M Mahmood-Corley	Redfin Corporation	18,442,750	32	132	Kraig Klaus	Keller Williams Integrity First	17,540,977	36.5
115	Danny Kallay	Launch Real Estate	18,186,750	28.5	133	Angela Tauscher	Rover Realty	17,535,495	38.5
116	Michael Widmer	Keller Williams Integrity First	18,174,650	33	134	Lauren Wood	Realty ONE Group	17,384,550	28.5
117	Alice Ying Lin	The Housing Professionals	18,169,470	34.5	135	Rick Ferguson	Coldwell Banker Realty	17,258,374	30
118	Michael J. D'Elena	North & Co	18,158,800	29	136	Shar Rundio	eXp Realty	17,203,000	26

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Teams and Individuals Closing Dates From January 1 - December 31, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
151	April Mcneil Anderson	United Brokers Group	16,521,750	33
152	Kelly Henderson	Keller Williams Realty Phoenix	16,495,200	29.5
153	Tara Hayden	Redfin Corporation	16,433,000	35
154	Trevor J Hendrickson	Opendoor Brokerage	16,371,770	28
155	Radojka Lala Smith	eXp Realty	16,286,800	26
156	John Karadsheh	KOR Properties	16,261,125	20.5
157	Cindy Flowers	Keller Williams Integrity First	16,261,125	44
158	Curtis Johnson	eXp Realty	16,209,595	42
159	Daniel Callahan	RE/MAX Classic	16,169,465	45
160	Kimberly Dempsey	KD Realty	16,134,100	27
161	Jacquelyn E Shoffner	eXp Realty	16,045,048	27
162	Gina McKinley	RE/MAX Fine Properties	15,813,000	34.5
163	Matthew Long	eXp Realty	15,733,573	31
164	Michelle Mazzola	Berkshire Hathaway HomeServices Arizona Properties	15,682,032	27
165	Travis M Flores	Keller Williams Integrity First	15,678,725	38
166	David Courtright	Coldwell Banker Realty	15,677,280	33
167	Eleazar Medrano	HomeSmart	15,645,649	34
168	Geno Ross	West USA Realty	15,638,500	20
169	Diane Bearse	Realty Executives	15,560,750	24
170	Eric Avdee	Keller Williams Realty Phoenix	15,444,000	31
171	Brian Judy	Mesa Verde Real Estate	15,376,796	22
172	Jason Dawson	North & Co	15,263,150	20
173	Eric Dixon	On Q Property Management	15,239,400	21
174	Benjamin Graham	Infinity & Associates Real Estate	15,232,800	29
175	Jerry Thomas Beavers	Realty ONE Group	15,131,424	31
176	Ben Swanson	Keller Williams Integrity First	14,966,097	33.5
177	Heather Taylor	ProSmart Realty	14,954,268	22
178	Rob Hale	Elite Results Realty	14,909,062	33.5
179	Alisha B Anderson	West USA Realty	14,883,200	31
180	David C Rose	ProSmart Realty	14,805,898	23
181	Leila A. Woodard	My Home Group Real Estate	14,722,850	35.5
182	J Marty Flowers	Realty ONE Group	14,656,226	23
183	LaLena Christopherson	West USA Realty	14,634,500	16
184	Joshua Will Hogan	eXp Realty	14,612,048	27.5

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
185	Matthew Kochis	Keller Williams Realty East Valley	14,610,082	29
186	Gina Donnelly	ProSmart Realty	14,584,047	24
187	Bernice Sexton	Superlative Realty	14,532,424	23
188	Ryan Gehris	USREALTY BROKERAGE SOLUTIONS LLP	14,530,542	22
189	Elliot L Barkan	Launch Real Estate	14,530,400	7.5
190	Aartie Aiyer	Aartie Aiyer Realty LLC	14,474,450	26
191	Uy Quoc Tran	HomeSmart	14,408,495	31
192	Karen C. Jordan	Thomas Popa & Associates LLC	14,370,250	14.5
193	Elizabeth A Stern	Springs Realty	14,292,900	37
194	Erin Ethridge	eXp Realty	14,279,000	27
195	Vincent Clark	Marketplace One Realty	14,191,000	5.5
196	Christine Anthony	Russ Lyon Sotheby's International Realty	14,149,305	24
197	Bryce A. Henderson	Four Peaks Brokerage Company	14,110,150	32.5
198	Jenna M. Jacques	Russ Lyon Sotheby's International Realty	14,010,500	15
199	Stephanie Cook	Haven Realty	13,999,500	11
200	Michelle Biagi Bauer	Realty Executives	13,991,000	25

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Teams and Individuals Closing Dates From January 1 - December 31, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
201	Mark David Sloat	My Home Group Real Estate	13,973,250	24.5
202	Jerod T Johnson	The Brokery	13,882,600	11
203	Alan Kittelman	Realty Executives	13,877,350	45
204	Delaney S Rotta	My Home Group Real Estate	13,873,375	14
205	Charles P. Turner	Keller Williams Integrity First	13,868,970	23.5
206	Cody Goodman	Venture REI	13,843,900	11
207	Mary Newton	Keller Williams Integrity First	13,837,175	42
208	Caleb Williams	My Home Group Real Estate	13,783,250	25
209	LaQuita Fay	Balboa Realty	13,771,332	33.5
210	Becky Bell	Keller Williams Integrity First	13,768,187	30.5
211	Ryan Meeks	Hague Partners	13,738,990	23
212	Tara R Keator	Keller Williams Integrity First	13,683,000	27.5
213	Adam Lee	My Home Group Real Estate	13,540,025	26
214	Bryan W Pankau	Keller Williams Integrity First	13,387,900	32.5
215	Ernest Haycraft	Realty Executives	13,363,685	10
216	Zachary A Markee	MAR-KEY Real Estate	13,320,853	26.5
217	Daryl R Snow	Zillow Homes Inc	13,315,312	26.5
218	Mark Brower	Mark Brower Properties	13,300,344	35
219	Katie Lambert	eXp Realty	13,275,849	27.5
220	Kristi Reckard	Hague Partners	13,254,925	52.5
221	Lisa Miguel	West USA Realty	13,114,500	23.5
222	Jill Vicchy Heimpel	RE/MAX Classic	13,108,475	36
223	Bill Brimie	Rio Salado Realty	13,059,820	18.5
224	Spencer J Lindahl	Main Street Renewal	13,059,450	40.5
225	Kris Cartwright	Locality Real Estate	13,010,350	24
226	Katrina L McCarthy	Hague Partners	12,978,223	26.5
227	Kevin Barry	Keller Williams Integrity First	12,950,000	30.5
228	David Clinton Hoefer	Century 21 Arizona Foothills	12,926,500	20
229	Julie Thompson	West USA Realty	12,911,500	30
230	Tyler D Whitmore	O48 Realty	12,782,950	22
231	Lynnanne M Phillips	Keller Williams Realty Sonoran Living	12,759,000	21
232	Lauren Sato	West USA Realty	12,756,400	30
233	Jaime L Blikre	My Home Group Real Estate	12,710,457	35.5
234	Cathy Carter	RE/MAX Alliance Group	12,670,140	20

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
235	Dillon A Martin	Realty Executives	12,616,824	29
236	Jenna L. Marsh	Realty Executives	12,538,990	25.5
237	Terra A. McCormick	HomeSmart Lifestyles	12,511,700	31.5
238	Nicholas R Kirby	Keller Williams Realty Phoenix	12,481,900	28
239	Holly Poty	My Home Group Real Estate	12,479,000	26
240	Karrie Law	RE/MAX Foothills	12,421,500	18
241	Heather Christine Morales	Homie	12,346,000	22
242	Rene C Knauth	HomeSmart Lifestyles	12,335,890	21
243	Matthew G Murray	Realty ONE Group	12,310,000	25
244	David Barney	Fathom Realty	12,231,750	25.5
245	Jorge L Quijada	neXGen Real Estate	12,212,500	17
246	Jeffrey T Hubbell	Dana Hubbell Group	12,163,525	19
247	Brooke Bogart	Keller Williams Realty East Valley	12,156,400	23
248	Steven Bernasconi	Keller Williams Integrity First	12,117,962	28
249	Jon Littlefield	West USA Realty	12,084,631	21
250	David M Cline	Keller Williams Realty East Valley	12,020,477	15.5

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 **Teams and Individuals** Closing Dates From January 1 - December 31, 202

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21	#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 12/31/21	Total Unit Sales 01/01/2021 - 12/31/21
251	Sergio Santizo	Hague Partners	12,013,550	25.5	269	Karin Hansen	HomeSmart	11,548,500	14
252	Michael Hargarten	Realty ONE Group	12,010,087	29	270	Jackie Kaye Nedin	Keller Williams Integrity First	11,542,100	19.5
253	John Biddle	Redfin Corporation	11,972,500	21	271	Melanie Nemetz	Keller Williams Integrity First	11,539,350	22
254	Trevor Bradley	My Home Group Real Estate	11,911,900	24.5	272	Kerry Jackson	Arizona Gateway Real Estate	11,522,080	23.5
255	Justyna Korczynski	The New Home Company	11,899,420	22	273	Ann Adams	Ann Adams Associates Realty	11,515,500	25
256	Christie Ellis	Locality Real Estate	11,860,250	21	274	Stephanie N Sandoval	HomeSmart Lifestyles	11,457,855	19.5
257	Grady A Rohn	Keller Williams Realty Sonoran Living	11,837,499	23	275	Dragitzia V Galindo	Keller Williams Integrity First	11,436,500	22
258	Robert Cushing	Home Centric Real Estate	11,832,200	11.5	276	Carol Gruber	eXp Realty	11,421,600	33
259	Leonard Behie	Realty Executives	11,817,150	26.5	277	Azita Sajjadi	Coldwell Banker Realty	11,420,870	18
260	Skyler Keyser	Keller Williams Realty Phoenix	11,813,900	21	278	George Saiki	Realty Executives	11,417,000	25
261	Mike Haller	Ashby Realty Group	11,750,955	14	279	Kimberly Shallue	HomeSmart	11,373,428	26
262	Steven D Drew	Southwest Mountain Realty	11,741,999	25	280	Karen Johnson	United Brokers Group	11,368,900	23
263	Peg E Bauer	Cactus Mountain Properties	11,675,900	24.5	281	Christine Schroedel	CMS Properties & Real Estate LLC	11,300,800	20
264	Aaron Stradling	Weichert, Realtors-Home Pro Realty	11,653,011	21.5	282	Frank Bennett Jr	Frank Bennett Realty	11,293,000	30
265	Nate Randleman	Infinity & Associates Real Estate	11,593,000	24	283	Aaron C. Hawkins	Keller Williams Realty Sonoran Living	11,284,045	16
266	Chun Crouse	RE/MAX Fine Properties	11,582,300	25.5	284	Kim Williamson	eXp Realty	11,269,500	17
267	Dustin Posey	Property Hub LLC	11,581,800	32	285	Marci Burgoyne	Crown Key Real Estate	11,262,418	21
268	Terri J Witte	eXp Realty	11,562,370	23.5	286	Travis Dutson	Premier Real Estate Opportunities	11,246,381	25

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