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

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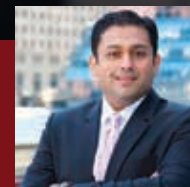
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TABLE OF CONTENTS




13
Publisher's Note



18
Winter Event:
Avondale Bowl
Friday,
February
11th




22
Agent
Feature:
Erika
Villegas



28
Behind-the-
Scenes
All-Star
Feature:
Stacey
Rene
Russell



30
Partner
Spotlight:
Greg
Kenner with
Chicago
Title



34
Agent
Feature:
Kimberly
Bowman



40
Business:
Brand
Presence
By Billy
Stevenson




44
Cover
Story:
Danny
Glick




50
Partner
Spotlight:
Shane E.
Mowery,
Attorney
at Law



54
On the
Rise:
Nick Van
Gorp



60
Agent
Feature:
Ryan
McKane



64
Events:
Virtual Jam
Sessions

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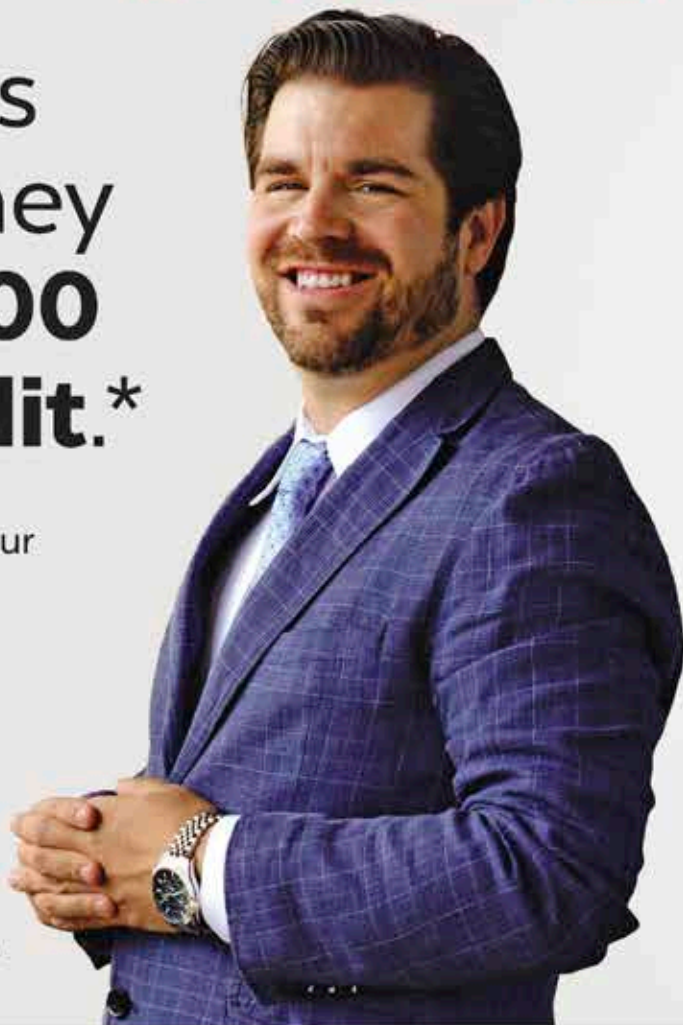
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► publisher's note
Happy New Year!
WE ARE GROWING!



We are GROWING! And no, we are not pregnant with our fifth child, if that's what you were thinking. An opportunity presented itself at the end of 2021 to acquire *North Shore Real Producers*. I tend to resist change, especially when it comes to workflow. Creating systems and habits that produce consistent results and add value to people's lives is in my wheelhouse. My default setting is, "If it ain't broke, then don't fix it."

Then I was reminded of the quote by Dwight D. Eisenhower, "Unless we progress, we regress." This statement rings true in the professional world and almost every facet of life. If we don't make a conscious effort to better ourselves, we will degrade. After some prayer, counsel, and chewing on the words of Eisenhower, the decision was clear. We had a steady growth in Chicago and DuPage during the COVID era, proving we possess the infrastructure and systems to do this sufficiently.

I am proud to say that my wife Emily and I are the new owners of *North Shore Real Producers*! We wanted to make it public to our existing community in Chicago. We're thrilled about the opportunity and can't wait to start cultivating more connections and exploring the synergies between our three markets in 2022. We hope to see you all at our winter event next month at Avondale Bowl on February 11th!



Andy Burton
Publisher, *Chicago Real Producers*
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Erika Villegas

Encouraging Everyone to Chase Their Dream

If there's one message Erika Villegas wants to put out into the world, it's that anything is possible for Latinx working moms and first-generation immigrants. And her success is proof of that. Through real estate, hard work, and dedication, Erika was able to dream big and run her own business while being a wife and mother.

Getting there wasn't easy, though. Erika was born and raised on the southwest side of Chicago. But at age twelve, her mother moved her and her siblings to Mexico. They lived in a small town called Monte Escobedo in the state of Zacatecas. The town had a population of 12,000, and Erika loved every minute of it.

"We lived in Monte Escobedo for five years and they were some of the best years of my life," says Erika. "I used to help my mom run a clothing store, helping people find a new outfit or buy a special dress. And when I was around fifteen or sixteen years old, I would get on a bus very early in the morning with pockets full of pesos and travel six hours to another town to buy merchandise before taking another six-hour bus ride home. That time really shaped who I am today."

At age seventeen, Erika decided it was time to return to the United States and finish high school. And though she started and loved college, she was unable to continue after two years because she lacked the funds to finish.



Erika with her family.

Photo credit: Marcello Rodarte



Erika in Monte Escobedo, Mexico.



She became a supervisor at UPS. Around that time, she gave birth to her first child, and her husband purchased an investment property to start building generational wealth for their son and planned to make additional purchases in the near future. Erika decided to earn her real estate license to help with future family purchases. She knew herself to be someone who thrived when helping others; she was working quite a bit with nonprofits, too. Erika realized this proclivity made her a natural in real estate, and the rest, as they say, is history.

Erika's career took off, and in 2019, she and Joe Castillo partnered to acquire their first office: REMAX In The Village in Oak Park. In 2020, they purchased a second office, and are now managing thirty agents.

An undeniable success, Erika has been able to achieve so much because she's had incredible role models in her life.

"The women in my family and in my inner circle give me so much strength and advice," claims Erika. "They have faced so many challenges, but they are loving, hardworking, passionate about their families, and always willing to lend a helping hand. I strive to be more like these women every day."

Erika has also learned some very valuable lessons through her own life experience, such as there's no such thing as "balance." She acknowledges that some days are good workdays but bad home days, and vice versa. The best thing you can do is try.

She also received valuable advice years ago that she frequently gives to the women she works with. She says, "When you need guidance, what advice would you give your own daughter?"

"So often," Erika continues, "women give great advice to others but fail to follow it themselves. So I look at a picture of myself as a little brown girl and give her the best advice possible." ...

...

Erika already has lots of experience passing along advice to a daughter. She has a sassy and adventurous four-year-old, Victoria; a sweet one-year old, Mateo; and a nearly grown seventeen-year-old, Ben. Her husband, Jon, is a mechanical engineer and they love to travel with their children.

“When our oldest son was young, we took so many wonderful trips and visited somewhere between twelve and fifteen national parks, as well as state

parks, nature reserves, volcanoes, big cities, and little towns. We’ve visited roughly two-thirds of U.S. states, seventeen states in Mexico, and countless other countries.”

When they’re at home, the family loves to cook, eat good food, and spend time with friends. Erika also supports many charitable organizations, including the Federacion de Clubes Unidos Zacatecanos en Illinois (FCUZI), Boys & Girls Clubs of America, and the Salvation Army.

Women give great advice to others but fail to follow it themselves. So I look at a picture of myself as a little brown girl and give her the best advice possible.



Erika with her sassy and adventurous four-year-old daughter, Victoria.

“I used to host a holiday party every year and collect toys for the Salvation Army,” says Erika. “Unfortunately, with COVID-19, that hasn’t been possible for the last two years.”

But that hasn’t stopped Erika from helping others. She continues to volunteer and support charities while also helping her clients find a home and build generational wealth every day.

“My goal is simple and clear: help as many people as I can,” states Erika. “Whether it’s someone buying a \$4,500 home or a \$450,000 home, my clients matter. It means so much to be able to help families at either end of the spectrum, and that’s what I strive to do each day.”

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STACEY RENE RUSSELL

▶ behind-the-scenes all-star feature

NOMINATED BY: JILL SILVERSTEIN GROUP - COMPASS

Photos by Alina Tsvor

Name: Stacey Rene Russell

Position/Title: Vice President of Operations

Office/Company: Jill Silverstein Group - COMPASS

How long have you been working for/with the person who nominated you? 4 years

How long have you been working in the real estate industry? 10 years



“She sees the vision I have and believes in it with her heart, and I’m so lucky. She’s just a beautiful soul inside and out.”
- Jill Silverstein

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

My professional background is in marketing, social media, and design, working with some of Miami’s top firms prior to making the move to Chicago. As the director of marketing for Modern Luxury Miami, I fell in love with the world of real estate and interior design. Partnering alongside Miami’s hottest brokerages and developers, I learned the nuances of real estate marketing. I also worked as a freelance journalist for national media outlets interviewing high-profile celebrities like David Beckham, LeBron James, Jay-Z, and more for almost a decade.

What does your typical workday look like?

While my title is VP of Operations, our team lovingly calls me “The Curator of Chaos.” In any way I can support our amazing agents from proposal creation to helping with administrative questions, I am in. For day-to-day, my focus is on marketing efforts for our brand, listings, collateral, advertising, social media, etc. Also, for buyers and sellers to always be able to count on me to consult

with them through each step, tailoring the process to achieve their specific goals and to be a constant resource for them and/or their family.

How would you describe your job in one word?

Hustle

Why do you think you excel at your job?

I was luckily blessed with top-notch parents who instilled an incredible work ethic in my brother and me. My dad grew up in poverty and retired as the CFO at one of the biggest law firms in the Midwest. To have been raised by a man who overcame it all, all I know is to: dedicate myself to my work, that every problem has a solution, treat the president the same way I would the custodian, and most importantly, always be kind.

What is the most rewarding aspect of your job?

I feel very lucky to love my job. I had a professor tell me once that, “when you get into

the workforce, every day might not be great, but if four out of five are, stick with it.” In my almost fifteen years of working in marketing, PR, etc., I have never had the support of a team like this. Our group strives on the mentality of, “if we aren’t all succeeding, none of us are.” Jill encourages feedback and input before any big decisions are made that would impact JSG. While her name is on the door, we all feel a part of this brand, and to be incredibly cheesy, we really are a family.

What is the most challenging aspect of your job?

I mean, real estate is a very intense business, but I know I am preaching to the choir. I would say the most challenging aspect of my job is that Jill and I are both Cancers, which means, we are tough, but also sensitive. The emotional attachments we have to our clients are real and if we ever lose out on a deal or if an inspection leads to us having to cancel a contract on a dream home, our heart breaks with them. Once we are done pouting and eating an enormous amount of sushi to cure our pain, we get right back to the grind because we know what is meant to be will be and their perfect spot is right around the corner.

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

My dad’s job transferred us to Indianapolis for high school where his law firm represented the Brickyard Race Track. We attended all the races, which leads to my deepest darkest secret that I love Nascar and have a huge crush on Dale Jr.

In middle school, while attending an NSYNC concert, I was questioned by a TV crew asking if I had a cellphone. I lied, said I received one for my thirteenth birthday and the interview later ended up on a “20/20 - Teens With Cellphones” special that aired Thanksgiving Day. Every friend and family member called my parents that night and I am not sure they have ever forgiven me.

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

When not growing our brand,

I love traveling, but also exploring Chicago, because this city continues to surprise me. Volunteering is a big part of my life, so I love dedicating my time to rescue and helping any animal in need. Fostering is something I’m really passionate about and have only “fostered failed” once . . . not to say there have been some close calls of me having a small farm in my apartment. Spending time with my tiny BFF, my six-year-old nephew, Ryan, is also on the top of my list of favorite things.

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

Truthfully, it is a little overwhelming

because being “back of house” is much more comfortable for me. I couldn’t be more honored to not only be recognized by my amazing boss lady, but by the incredible team of *Chicago Real Producers*. I have had a full-time job since I was nineteen and I know it is rare to have your hard work appreciated and the JSG team makes me feel loved every day, but this is some really delicious icing on the cake.

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

My relationship with Jill is more than employer and employee. We are a true partnership in terms of work, and not to make us sound like a couple, but in life as well. Honestly, my family asks about her day just as much as they ask about mine. She is an incredible leader, confidant, support system, entrepreneur, friend, and the definition of a #GirlBoss. To be a part of her squad is a true privilege.

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GREG KENNER

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Chicago Title has been leading the title insurance business for more than 170 years, and Greg Kenner is thrilled to be along for the ride. As vice president and Chicago area manager, Greg covers the entire Chicagoland area, guiding his team as they work with attorneys, REALTORS®, lenders, developers, and other real estate professionals to facilitate residential and commercial real estate transactions.

“Not only does Chicago Title continue to lead the industry with our experience, but we also offer cutting-edge technology that separates us from our competitors,” claims Greg. “We strive to meet the needs of our customers, which are ever-changing, and I’m grateful to be part of a company and a team that’s able to react and adapt quickly to the changing demands of the market.”

Part of Chicago Title’s success can be attributed to their commitment to meeting the needs of everyone they work with—from the attorneys and REALTORS®, trying to close a deal to the customers who are receiving the keys to their new home. And while it’s important to provide excellent service to homebuyers, Greg notes that REALTORS® are an equally important audience for his staff.

“We genuinely care about REALTORS®’ businesses and personal success,” explains Greg. “When we make decisions about our company, the way we operate, or the products, services, and technology we offer, our REALTOR® and attorney partners are always top of mind.”

Chicago Title also regularly hosts events for top producers wherein they ask industry leaders to speak and share their secrets to success. These events for REALTORS® can cover a wide variety of topics—from how to promote their brand on social media to finding the right technology to grow their business.

▶▶ partner spotlight

By Jennifer Mitchell
Photos by Sonya Martin

Greg personally loves working with the team at Chicago Title. He always wanted to go into sales and work for a large company within a thriving industry. When he was looking for a job, he focused on performance-based roles at a company where he could make an impact.

“The truth is no one really plans to go into title insurance,” laughs Greg. “But when I was introduced to Chicago Title, it was everything I was looking for.”

Now, he’s incredibly grateful he decided to apply and values the opportunity he gets every day to grow the operation. “Because of the way our company is structured, I’m basically able to run a business with the backing and resources of a Fortune 500 company. I truly love what I do and the people I work with.”

A positive and hardworking person, Greg loves watching others achieve their dreams. That can be clients who are finally able to become homeowners or employees who hustle hard to reach their goals. Nothing makes Greg happier than seeing someone he’s hired or trained become a top performer.

Over the years, Greg has seen the industry go through many changes, though none have been as significant as the impact technology has had on the way he conducts business. The change has been ongoing, but it was certainly impacted and accelerated by the events of the last eighteen months. And Greg was impressed by the speed at which Chicago Title was able to respond and adopt the technology needed to continue serving clients.

“We were really able to pivot quickly and make the necessary

changes to keep the business going,” says Greg. “But our work is never done when it comes to technology. In fact, we recently released an app that notifies parties of critical closing milestones and provides a safe, convenient, and collaborative digital experience for real estate professionals.”

Outside of work, Greg loves spending time with his three children William (sixteen), Mia (thirteen), and Stella (eleven). Together they enjoy traveling; playing card games; going to sporting events, especially football games; and binge-watching whatever show is trending. As long as they’re laughing, it doesn’t matter what they’re doing. Greg also loves eating out, exploring Chicago’s incredible food scene, and playing golf with family and friends. “My son and oldest daughter both play golf, and it’s a wonderful way to spend five hours together.”

But after a day on the green, it’s back to sinking a hole in one for his clients and teeing up his team for success. Because when the people in his life are successful, Greg feels successful too.

If you are interested in learning more about what Chicago Title has to offer, visit their website www.ctic.com to contact your local office and ask to speak with an account executive.

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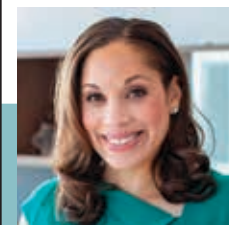
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Kim Bowman is someone who believes in the power of having the courage to pursue your dreams and the importance of inspiring others. She has also always been passionate about teaching and has woven that talent into her professional life—whether as an elementary school teacher, or now, as a top-producing REALTOR®.

Kim grew up in Arlington Heights and learned a lot from watching her parents in their careers. From her mother, Kim learned how to be a compassionate leader, while her father, a business owner, set an example of how to become an entrepreneur. Both have been big influences on Kim's career, and she attributes her success to their support.

Though Kim is now a top producer with @properties, when in college at Western Michigan University, she originally studied to become a pilot. She loves to travel and thought the career would be a great fit. Quickly

realizing that her desired lifestyle didn't align with that of a pilot, she switched over to the college of business and majored in finance and commercial law with a minor in economics. She then earned her master's degree in education from National Louis University in Chicago.

"I taught kindergarten and third grade in Schaumburg for six years where I was recognized by the Illinois State Board of Education and won an award of merit in the Early Career Educator category," said Kim. "I loved teaching, but growth opportunities were limited. I also needed to work a second

job at a bar to make ends meet and grew tired of that lifestyle."

During a shift at the bar back in 2014, her manager and friend suggested she look into becoming a leasing agent as he thought she'd be a great fit. They hopped on the computer, and made a résumé. That week, she joined a team that specialized in apartment rentals and rented fifty apartments in her first summer.

"After a successful summer, I decided to take night classes to earn my broker's license," explains Kim. "A year later, I was at brunch with my family and told them I wanted to make a big change. With their encouragement, I found a new apartment downtown, gave notice that I would not return to teaching the following year, joined @properties as a full-time broker, and the rest is history." ●●●



KIMBERLY » agent feature
By Jennifer Mitchell
Photos by Sonya Martin

BOWMAN



•••

As it turns out, real estate was the perfect fit for Kim. It put her degrees to good use and her strong background in education serves her well as she helps clients navigate the homebuying and selling process. “My clients often joke that I become their therapist because I’m with them every step of the way,” laughs Kim.

Now, five years later, she has sold over \$45 million in real estate and has been recognized by @properties and their Road to Rolex program that awards top agents in the company. She’s seeing clients come back, ready to sell the homes she helped them buy. And Kim is ready to help them as they buy a new home to support their growth and new position in life. “Every summer, I host a client party, and seeing everyone I’ve worked with in one room is the highlight of my year,” she says.

As Kim looks to the future, she’s excited about growing a team. She’s anxious to put her teachings skills to use once again and mentor new agents and support them in the early stages of their career.

Although Kim loves playing the role of teacher, she’s never stopped being a student. She loves reading both for work and pleasure and is constantly reading business-related books that focus on personal and professional growth.

In her free time, she loves to attend fitness classes. An active person, Kim also loves golfing, playing tennis, and boating on Lake Michigan during the summer. She’s also the president of her condo association in the Gold Coast.

“My friends call me ‘Crafty Kimmy’ because I love design and decorating projects,” says Kim. “I get really into seasonal decorations, especially around Christmas, and I love hosting themed dinner parties and creating signature cocktails.”

Whenever possible, Kim puts her eye for design to good use, assisting clients with home organization and decorating projects. Her clients love it, and it’s one more useful skill Kim can offer to others.



“Every summer, I host a client party, and seeing everyone I’ve worked with in one room is the highlight of my year.”




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People may have tremendous potential, but because of the way they are perceived by others by way of their brand, they may never get the chance to use that potential, or they are not as successful as they might be in terms of retaining clients and building referrals. If you are thoughtful and careful on how you build a solid, personal brand image, it could set you up to be successful far faster than most other people.

A brand is a representation of you, and it serves to keep a physical reminder of you in front of potential and past clients, as well as people you are trying to influence. In his book *Thinking, Fast and Slow*, Daniel Kahneman makes the case that, to put it simply, people decide things emotionally and justify logically. As such, if you have a personal brand that appeals to individuals quickly and easily (by virtue of the design or message conveyed), these individuals are usually more willing to engage with you for your product or service, plain and simple.

Successful branding is a multi-level process, but in my opinion, the two most vital aspects are: (1) the iconic representation (i.e., your mark/logo), and (2) the physical interpretation of that mark: how it's used to engage with a new client, keep them interested in you and your product or service, and how appreciated they feel once each transaction is complete.

My expertise is in physical branding and how you use your mark/logo to engage and thank people.

I find that most professionals, out of ease of habit and simply because it's easy to do, will turn to more traditional avenues (usually online catalogs or e-commerce sites) to convert their brand to and/or place their logo on the physical items that seem to be the most prevalent or popular in the market at the time (e.g., mugs, pens, hats, and the like.). While some of these products may be good options, one of the biggest mistakes I see when it comes to gifts and merchandise is the lack of thought put into the selections.

It's very easy to go to the popular and comfortable "spaces" for giveaways when you start to consider making your brand physical in order to keep it present in the mind of the client long after the transaction has happened. But if you stay in that comfortable zone of product ideas, you risk your brand just blending in and not doing what it can and should do, which is to be a source of bringing in ROI.

For example, how many mugs, water bottles, pens, or bags do you have in your home with a logo on them? And how often do any of those pieces make you think of the entities whose logos are on those items? Now, imagine one of those logos on something unique, such as a blanket, or a cutting board, or a nice set of glasses. Items that are not common, or have greater perceived value, are more likely going to continue to remind your client that you have a higher standard than the person who doesn't put as much thought into their gift. As a result, your brand will likely be perceived as better by clients, even after your business together is done. Maximizing your spend and ROI is the ultimate goal for your marketing spend/dollar. Make sure your marketing partner is as invested in your brand's success as you are.

Just like REALTORS® are the experts in home-buying and selling, many folks in my field are the experts in making your brand be the best it can be. That is why those who are intent on making the best impressions will engage with someone who can guide them to finding the right gift(s) and most potential ROI for their dollars spent.

While there are a lot of facets involved in making this happen, when it comes to my REALTOR® clients, I focus a lot of attention on closing gifts because, compared to my profession where there is a continuous relationship with clients (my clients need things again and again, so I am able to engage with them frequently and keep the relationship strong), the number of transactions between a REALTOR® and their clients is not as frequent. That's why it's even more important that you consider closing gifts that will leave a strong impression—choices that are going to resonate with your clients—so as to keep your clients engaged long after that closing; items that will let your brand serve as a reminder to your clients to not only work with you again, but also refer you to new potential buyers/sellers as the agent or team to work with.

This is where engaging a solid, trusted branding partner comes in. Not only can they take your budget and needs and do the work of sourcing for you, but they can also do it thoughtfully. Together, you can come up with ideas for gifts that you may not have considered on your own, and to help you use your brand to create that engagement to foster both good will and potentially more referrals and ROI after the transaction has closed.

About the Author:

Billy Stevenson is one of the founders of iCandee Marketing, a full integrated custom apparel and braded media manufacturing firm located on the north side of Chicago. A native of Illinois, Billy considers the best part of his work the ability to bring his client's brands to life. He lives in Uptown with his partner and their dog Cozette, and although he has local roots, he stubbornly remains a Boston Red Sox fan. For more info on how Billy and iCandee can be a solid, trusted brand partner, visit icandeemarketing.com or call 773-754-0493.

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A man with a shaved head, wearing a white long-sleeved button-down shirt and dark blue jeans, is sitting on a dark blue velvet sofa. He is smiling and looking towards the camera. His right arm is resting on the back of the sofa, and his left hand is resting on his lap. The background shows a modern kitchen with a white countertop, a stainless steel sink, and a faucet. There are some colorful bottles on the counter. Large windows in the background offer a view of a city skyline at night.

▶▶ cover story
By Chris Menezes
Photos by Caleb Pickman

DANNY GLICK

A LEGACY OF KINDNESS

...



Danny Glick has built his entire real estate business on being empathetic, on listening, and on serving others. A PhD candidate in clinical psychology prior to going into real estate, it was Danny's goal to become a therapist and run his own practice where he could work with people in a personal way, be his own boss, and determine his own income. While he was ultimately turned off by the healthcare industry, he discovered real estate to be a perfect place for his mission.



Danny with the founder of Twist Out Cancer.



Danny participating in an Ironman Triathlon.



Danny playing tennis with his sister.

Perhaps the best illustration of the humility, openness, and empathy Danny brings into his business occurred a few years ago. He was working with a client who, unbeknownst to Danny, set up a camera to record everything in his house, including Danny's showings.

After one of his first showings, the client came back to the house and told Danny the people he had just shown the house to we're not going to purchase it, and it was because of his body language. Mind you, this was after Danny had already been practicing real estate for fifteen years and had sold hundreds of millions of dollars in real estate. Instead of letting his ego get in the way, though, Danny opened his ears and his mind to what the client had to say.

"He said that my arm position, posture, and body language did not 'invite an offer,'" Danny explains. "He then had me show the house (with his direction) and [we] essentially conducted dress rehearsals for future showings! Whenever I showed that house from that day forward, I was like Vanna White on *Wheel of Fortune!*

But that was what the client needed of me to feel heard, to feel supported."

While Danny has drawn from many mentors and influential people in his life—from soccer and baseball coaches while growing up in Cleveland, Ohio; to top-tier drummers and musicians (as a lifelong drummer and live performer); and, of course, to many leaders in the real estate industry—he says his father made the biggest impact on him personally and was his biggest hero.

"He was incredibly sensitive yet incredibly driven and disciplined. He was as humble as they come, and was introspective and accepting of himself and other people. He was the least judgmental person in the world. At age eighty, he began meditating and ultimately coined his signature phrase: 'May the Universe be kind to you,'" Danny explains.

The Universe has definitely been kind to Danny and has repaid his kindness, openness, and drive with opportunity. After graduating from Indiana University with a degree in business, he took a job with

“ I THINK SUCCESS IS HAVING PEOPLE THINK AND FEEL POSITIVELY ABOUT YOU IN YOUR ABSENCE. IT HAS EVERYTHING TO DO WITH THE LEGACY YOU LEAVE BEHIND. ”



IBM selling computers. He realized relatively quickly, however, that he didn't want to be a small cog in some huge machine, but rather, he wanted to be in a profession where he could have a personal connection with people, could be his own boss, and feel like he was making more of a difference in someone's life.

That's when Danny decided to go back to school for a second bachelor's degree in psychology en route to pursuing a PhD. Living in St. Louis at the time, he attended Washington University there and began bolstering his résumé with brief stints as a hospital research assistant, a case manager for Big Brothers Big Sisters of America, a substitute schoolteacher, and a suicide hotline crisis counselor. With all that experience, he received a full scholarship as a PhD candidate at Loyola University and thus moved to Chicago.

Right around this time, however, the politics of health care were changing, and the field of mental health began to change dramatically, according to Danny. "HMOs and PPOs were limiting the number of sessions that people could be reimbursed for and the earnings outlook for psychologists was looking pretty bleak," Danny explains. "I didn't want to spend another five or six years getting a degree in a field that would not satisfy all three of my objectives. So, I left the program not knowing what I would do."

...

This was a heartbreaking time for Danny. Fortunately, the Universe was sending him a real estate agent. You see, when he moved to Chicago to start grad school, Danny purchased a small studio on Lake Shore Drive using a Coldwell Banker agent named Robin Lemer. Like any good agent, Robin would check in with Danny a couple times a year. One day, after Danny had dropped out of grad school, Robin called him explaining how the value of his condo had gone up dramatically and that he should consider selling.

Although Danny told Robin he didn't feel the timing was right for him personally, having just left school, they got together and went looking at places just out of curiosity and fun. "Through the course of our search, I shared with him what I was looking for in a career and asked him about the nature of his real estate practice. It didn't take long for me to realize that this was it: a career where I could be my own boss, determine my own income, and work with people in a truly personal way. BOOM! I had my license six weeks later," Danny says.



Twenty years later, Danny has built a thriving real estate business and a team whose highest purpose is supporting the financial best interests of their clients. His team knows the best way to solve problems is by listening and giving their clients the time, space, and perspective to arrive at the decisions that work best for them.

While Danny is usually doing something real estate related, he still enjoys playing drums, seeing live shows, doing anything either music or sports related, and hanging out with friends. A triathlete who loves to run, bike, swim, and compete in Ironman events, Danny also enjoys doing yoga and

playing tennis, especially with his sister, Lisa, when she is in town visiting. Danny also sits on the executive board of Twist Out Cancer, an art therapy organization that was started by a friend of his, for those going through cancer, and he is an avid philanthropist.

As Danny continues living out his mission of serving people every day, he thinks about his father and the legacy he recently left behind, which now shapes the way Danny defines success. "I think success is having people think and feel positively about you in your absence," he says. "It has everything to do with the legacy you leave behind. And that's not something you need only measure at the end of your life—it's something that you can measure at the end of every day, at the end of every interaction, at the end of every conversation."

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SHANE E. MOWERY

ATTORNEY AT LAW

▶ partner spotlight

By Chris Menezes
Photos by Sonya Martin



MAKING CLOSING FUN

As the owner of a boutique law firm that focuses on residential real estate transactions, Shane Mowery has a love and passion for real estate, law, and the City of Chicago.

Shane was first introduced to real estate while attending Illinois State University and working for a small real estate brokerage, where he did marketing and assisted agents with their daily work, including helping them with open houses and showings. He worked his way up in the business while there and even obtained his real estate license.

“It was a woman-owned business,” Shane explains. “I loved her zest and her ‘take-charge’ energy, and I basically let her take me under her wing and show me the ropes. It was amazing to see a woman in that role, and I still think of her often (she has passed now) and the life lessons she taught me. [I found] I loved real estate. I loved working in real estate. I loved the personal touch that a privately owned company could give to clients, and I immediately latched on.”

Shane moved to Chicago in 1998 to attend the John Marshall Law School. Shane admits he had no idea what he was getting into, nor did he know the area of law he wanted to practice. While in law school, he joined a mid-size transactional law firm, where he was fed all the residential real estate transactions “because the partners didn’t like doing them,” and fell in love with the work.

“I loved helping people,” he explains. “I remember on one occasion when attending a closing that there was a problem, so I stayed through the closing to work it through until the problem was resolved and it could close, which consumed most of the day. When I went back to the office, the partner in the firm called me and reprimanded me for staying at the closing when I could have been back at the office working on some billable hours instead. She asked me why I would do such a thing, and my response was ‘Why wouldn’t I?’”

Having witnessed a low standard of client service from other attorneys in the field, Shane decided to go out on his own right out of law school. “I [was confident that I] could provide a level of service that no other attorney could give,” he says.

And Shane hasn’t been too far off in that prediction. Shane says he has become fairly well-known for his near-instant email responses, accessibility, and thoroughness. In addition, he says he works to make the closing experience as fun as possible for everyone involved.

“I love chatting with and connecting with my clients and love it when I can feel the excitement coming from them when they are about to close on their dream home,” he says. “I know the stresses that a transaction can take on, and I’m like a sponge that can absorb those emotions and filter them so that clients can focus on what’s important. I just care, and that’s what I think comes through in the end.”

Shane infuses his whole team at Mowery Law with the same love and passion he possesses for the business. In addition to Shane, Mowery Law consists of, as Shane describes her, his “rock star” associate attorney, Deepa



Left: Shane and his family. Photo credit: Chris Gillyard Photography



“I WAS CONFIDENT THAT I COULD PROVIDE A LEVEL OF SERVICE THAT NO OTHER ATTORNEY COULD GIVE..”

Kuchipudi; and paralegals, Stefanie Burlando and Debra Kiley, who help keep Shane on track and even add a little fun to the workday as well.

Shane definitely loves to have fun. His “happy place” outside of the business is Las Vegas, where “everything is open all the time and in a constant buzz, and time doesn’t matter,” as he puts it. But when Shane can’t escape to Vegas, there is no place he’d rather be than with his husband and their two kids, whether they’re watching Disney+ on repeat together or on a vacation at one of the Disney World resorts. “The kids are at the perfect age where they are soaking all of that up, and it’s so fun to be a part of that,” Shane says.

“I think that someone has achieved success if they have found that balance in their life: where making as much money

as possible isn’t the priority, but instead, there is a nice, even balance with work and home life. If you can manage both and feel like one isn’t taking away from the other and you’re waking up excited to get each day started, I think you’ve found success in life, family, and career.”

Shane admits that his profession is time-consuming and takes up the majority of his day. The way he helps to maintain his personal balance is by meditating, which he does at the start of each day to get his energy right, and by sneaking in time for a good pedicure, a long run with headphones, or an episode of *The Crown* on Netflix.

To bring a little more fun into your closings, give Shane and his team at Mowery Law a shout at (773) 279-9900, or visit Mowerylaw.com for more information.

▶ on the rise

By Chris Menezes

Photos by Andy Turner

NICK VAN GORP

UNDERSTANDING WHAT IT TAKES

Nick Van Gorp has worked hard and fought for every inch of business these past six years in real estate, and it's just now blossoming. The majority of his nearly \$40 million in career production was done in just these last couple of years. His is a story of persistence and the rewards of building a business block by block, no matter how long it takes.

"It took me a good five years to build my foundation and build deep relationships with my clients and business partners, and I am finally starting to see my fruition in year six," Nick says.

Nick had absolutely nothing when he started in real estate. He was not born into the business, had no family or friends to refer him business, didn't know anyone in Chicago, had no mentors, zero clients, and was never "spoon-fed business." The only thing he had was a passion and a desire to work in real estate—a desire that was first flamed as a child, growing up in Indiana.



"When I was young, Indiana's real estate market was blowing up, and there were so many new-construction homes. I remember asking builders if I could come inside, and just the smell of a new home. . . I don't know, I just loved it, and I knew I would do something in real estate," Nick explains.

Nick had a severe learning disability growing up and was heavily bullied as a kid. Looking back, he says it helped him build confidence as he got older, even though it was rough at the time. Despite his difficulties, Nick worked hard to attend Indiana University, where he majored in business economics and entrepreneurship, and even pitched an idea to venture capitalists. "They told me I was too young," Nick laughs.

Nick wasn't always so driven, however. He recalls a moment in college that changed his life forever: "I'd just finished my freshman year and was on academic probation. A family friend of mine brought me to Chicago to her office building on the 300 block of N. LaSalle. She took me to the top floor where I could see my town in Indiana and told me, 'This all could be yours if you stop screwing around.' Since that day, I've never looked back."

After college, Nick got a job in management consulting. Wanting to do real estate private equity, he planned to continue his education and earn his MBA. Then he spoke to a very prominent entrepreneur who told him to forget about school and to just hit the ground running and get into the weeds of the business.

So, on April 29, 2015, Nick got into the weeds of real estate and found that they were quite thick. "I failed so many times it makes me laugh now," he says. "I was broke, I had breakdowns, I thought I would never amount to anything in this business, which I know everyone feels [at some point]. I just kept going because I would listen to athletes and entrepreneurs, and I would read a ton of their books, and they all had one thing in common: they'd felt the same way as me in the past."

A broker associate at Jameson Sotheby's International Realty (IL) and the president of the NV Group (SC), Nick is dually licensed, and sells in both Chicago and Greenville, South Carolina today. While he hit a milestone this year in his business, he says it only took him about two minutes to feel he was a failure for not doing more. So, he has had to redefine success in terms of waking up every day loving everything he does. . . .

“IT TOOK ME A GOOD FIVE YEARS TO BUILD MY FOUNDATION AND BUILD DEEP RELATIONSHIPS WITH MY CLIENTS AND BUSINESS PARTNERS, AND I AM FINALLY STARTING TO SEE MY FRUITION IN YEAR SIX.”



will continue to aim for longevity and not get distracted by short-term success or failure. As he advises other agents:

“You might see other agents who have a stellar freshman or sophomore year in the business, but keep your head down. Build that foundation of deep relationships, study every street and block number, and understand the true meaning of running a business. I read a paragraph recently that said the ones that started down in the mailroom will be the ones who have the longevity in their career and will bring the most value and impact because they understood what it took to get to the top.”

Nick with his fiancée and their corgi, Willow.

Photo credit: Nomi Pratt



••• When Nick isn't enjoying every day in real estate, he loves spending time with the ones he loves, which includes his fiancée; their corgi, Willow; and his family. He also enjoys working out, and he has grown an interest in commercial real estate.

Given how far Nick has come and all he has endured, he enjoys helping other agents who are getting started in the business. As he continues building on top of his success, he

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RYAN MCKANE

▶ agent feature

By Chris Menezes
Photos by Caleb Pickman

DOING IT RYAN'S WAY

Ryan McKane lives life on his own terms. He's taken many less-traveled roads, and even when they led him into real estate, he still wandered a bit. But he just couldn't stay away: real estate was too much of a match—it allowed him the autonomy to run his business the way he wanted to, and to pursue success as he defined it. And now, he doesn't ever see himself retiring.

Ryan's propensity for wandering and taking life as it comes can be connected to just how much he moved around growing up. He mainly grew up in Orland Park, but changed schools frequently. Even in high school, he attended three different schools, as well as being homeschooled for a year.

"That constant change forced me to become good at making friends and be able to get along with people, which is definitely helpful in this industry," Ryan explains.



Rather than take the college path after high school, Ryan took acting classes for two years in addition to working in everything from concrete construction and hospitality (serving and bartending) to working in a factory. "I was better at figuring out what I didn't want to do with my life than I was at figuring out what I wanted to do," Ryan laughs.

In his early twenties, Ryan found himself working in Joliet in the steel plating industry. One day, as he drove home after getting soaked with acid and chemicals at work that day, he decided he needed to get his act together and find a career. His stepmother had been in real estate for over thirty years and owned her own brokerage, which always intrigued Ryan. So, he reached out to her and asked if he could come and work with her.

Ryan entered real estate in 2003. When the market crashed, he moved out to California where he worked for a boutique real estate and mortgage company during the day and was a personal trainer on nights and weekends. Looking at that time to get out of real estate altogether, he decided to become a paramedic.

But one day, just two weeks into his EMT training, "I started feeling lightheaded, so I got up to go to the bathroom, and the next thing I knew, I was on the floor with the entire class and the instructor looking down at me. That's when I knew I wasn't cut out for that line of work. I dropped the class the very next day," Ryan recalls.

So Ryan stuck with real estate and eventually moved back to Chicago. The real turning point in his career came about four years ago, when he resolved to quit drinking. "It had become a real problem and was starting to affect just about every area of my life," Ryan explains. "I started seeing an addiction therapist, and now, going on four years later, I can say that it was the best decision I've ever made. There is no way I would be producing at this level if I had continued in the direction I was headed." ...



... Ryan has been a top producer since 2016, and a President's Club recipient with Redfin for the past four years. Last year, he produced \$36.6 million on ninety transactions.

Part of his success can be attributed to his commitment to self-education and growth. He enjoys learning new skills that he can apply directly to his job. For example, last year, during quarantine, he took some online interior design classes to become better at advising his clients on how to get their homes prepared for going onto the market. Next year, his goal is to be more consistent with producing videos for his YouTube channel, and to just be better with social media in general.

When Ryan isn't working sixty to eighty hours a week in his business,

That constant change forced me to become good at making friends and be able to get along with people, which is definitely helpful in this industry."

he loves to work out and go on long walks, where he can relax with a nice audiobook or podcast.

As Ryan continues walking his own path, he says he doesn't ever see himself retiring, even if it means he isn't as active in real estate. "I'm just not wired that way," he explains, "but

I certainly see myself taking a more passive role in real estate [later on] and owning more investment properties, which would allow me to travel and potentially branch off into other businesses. For me, success is having the freedom and autonomy to live the life that you want to live and on your own terms—like Frank Sinatra said, 'I did it my way.'"

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




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

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

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

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

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



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healthy living

By Shauna Osborne



UNEXPECTED HEALTH BENEFITS OF READING

I remember many nights as a child falling asleep with a flashlight and book under my covers, awake until well past my bedtime, fully immersed in the tales of whatever wild animal or brave heroine the stories centered upon; now, I can't help but smile when I catch my own children awake late with a light and a book.

Some worry, with the introduction of so much new, instantly gratifying technology, that reading books will become a lost pastime. In fact, according to the Pew Research Center, over a quarter of Americans report not having read even part of a book in the last year. However, as the other three-quarters may already know, reading has some surprising emotional and intellectual benefits.

For example, the act of reading can **improve focus, concentration, and attention span** significantly. Our brains are accustomed to having information delivered in bite-size chunks (think tweets, texts, etc.), whereas reading a book, especially on a subject one is interested in, compels – and eventually trains – the brain to hone in and stay honed in for every last word. Interestingly, regular readers also tend to have **better vocabularies**. Of course, encountering a new word in the context of a thought-provoking read is a more memorable experience than rote memorization of a dictionary entry.

Need a **mood boost**? Research has shown that reading silently slows down the heart rate and eases tension in the muscles – and even more effectively than activities we generally consider “relaxing,” such as sitting quietly or having a cup of tea. Additionally, the act of immersing oneself in a story can take readers to an “altered state of consciousness,” distracting from stressors momentarily and replacing them with the chance to flex the imagination and step into another’s shoes. Reading, particularly fiction, activates the left temporal cortex, an area of the brain associated with enhanced emotional intelligence and ability to be compassionate.

Not surprisingly, bookworms tend to show **higher levels of empathy, creativity, and emotional intelligence**. Each time you pick up a book, you become engaged in the lives of characters, their relationships, history, and so much more. Plots

realproducersmag.com

and even sub-plots are presented in stories for readers to trace. Each read helps cognition by forging new brain pathways and strengthening existing ones, which, in turn, improves short-term memory recall and memory reflex over time. Certainly, keeping the mind busy with reading can help **slow cognitive decline**, such as with dementia, as reading helps the brain to retain information over time.

The benefits of reading are endless, so go stick your nose in a book this month!

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home matters

By Shauna Osborne

BOOST YOUR HOME'S WINTERTIME ENERGY EFFICIENCY

Energy expenses tend to rise during the warm summer months and cooler winter months. If dropping temperatures outdoors are causing your energy bill to rise, consider some of these tried-and-true tactics to bring down your heating costs – without sacrificing warmth and comfort.

INSPECT AND INSULATE

One of the most common reasons energy bills skyrocket during colder temperatures is a lack of adequate insulation. About a third of your home's heat loss occurs through windows and doors, so inspect for any gaps and seal / weatherstrip around these openings to make your home less drafty and keep more warm air in. Check attic spaces for lack of insulation and ensure current insulation has a minimum thermal resistance of R-38. Don't forget the doorway / opening to the attic!

ADJUST YOUR THERMOSTAT

According to the Department of Energy, turning your thermostat down by 7-10 degrees for eight hours a day (while you're away at work or asleep for the night, for example) can save you up to 10% yearly on heating and cooling costs. Smart thermostats, which "learn" your habits and temperature preferences, can help you maintain a comfortable environment in your home while still conserving energy.

RUN CEILING FANS

Ceiling fans are designed to be used in both warm and cool weather. To help circulate the warmest air in your home during the winter, flip the directional switch on your fans so that the blades turn clockwise. Running the fans at low speed in occupied rooms will create an updraft, circulating the warmth better throughout your space.

LET THE SUNSHINE IN

When the sun is out, use that solar energy to your advantage; open up the curtains and blinds on south-facing windows, so the warming rays will naturally heat those spaces. After sundown, trap the heat inside by closing the blinds and curtains, which can reduce up to 10 percent of heat loss in a warm room.

CLEAN AND CLEAR FILTERS AND VENTS

Your home's heating system will function most effectively when there's an unobstructed flow of air, so replace or clean furnace and HVAC filters every three months (or more frequently), which will allow air to flow freely and efficiently, lowering energy costs. Inspect vents routinely to make sure they are unobstructed by furniture, and remove any dust or other debris that may have settled there.

By making any of these adjustments, you're bound to save money on your winter energy bills. Lastly, when choosing new appliances, remember to look for the blue-and-white ENERGY STAR label for your most energy-efficient choices. Check out energy.gov for other helpful energy-saving tips.



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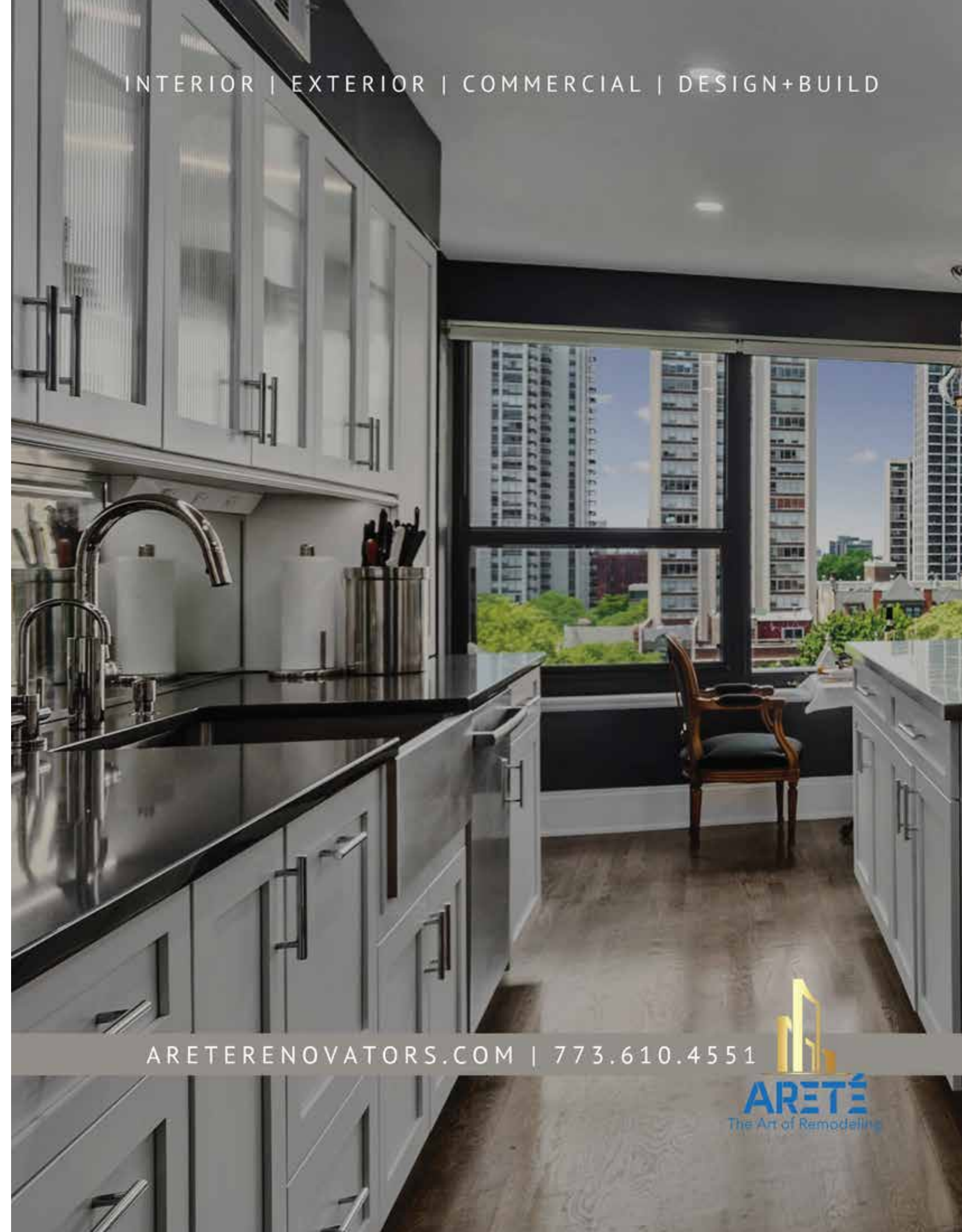
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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to November 30, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Leila	Zammatta	164	\$344,530,169	67	\$144,463,650	231	\$488,993,819
2	Jeffrey	Lowe	160.5	\$209,792,166	90	\$120,745,050	250.5	\$330,537,216
3	Emily	Sachs Wong	94.5	\$162,092,931	53.5	\$91,704,500	148	\$253,797,431
4	Matt	Laricy	226	\$101,273,684	269.5	\$141,814,697	495.5	\$243,088,381
5	Leigh	Marcus	194.5	\$128,196,618	94.5	\$63,720,610	289	\$191,917,228
6	Mario	Greco	143	\$87,380,625	50	\$40,070,402	193	\$127,451,027
7	Chezi	Rafaelli	51.5	\$73,633,000	25	\$48,115,914	76.5	\$121,748,914
8	Carrie	McCormick	98	\$69,535,798	41	\$40,856,238	139	\$110,392,036
9	Sophia	Klopas	61	\$47,270,925	47	\$39,981,751	108	\$87,252,676
10	Brad	Lippitz	62.5	\$48,303,425	48	\$36,676,300	110.5	\$84,979,725
11	Grigory	Pekarsky	66.5	\$31,464,549	108	\$52,388,846	174.5	\$83,853,395
12	Millie	Rosenbloom	45	\$53,387,300	29	\$24,139,550	74	\$77,526,850
13	Alexandre	Stoykov	21	\$9,920,100	148	\$62,671,200	169	\$72,591,300
14	Jennifer	Ames	40.5	\$49,268,455	14.5	\$22,642,250	55	\$71,910,705
15	Karen	Biazar	80	\$44,828,458	56	\$26,955,100	136	\$71,783,558
16	Ryan	Preuett	25.5	\$34,619,000	16.5	\$36,393,450	42	\$71,012,450
17	Melanie	Giglio	62.5	\$42,296,986	56	\$27,824,825	118.5	\$70,121,810
18	Debra	Dobbs	39.5	\$42,252,340	27	\$26,733,000	66.5	\$68,985,340
19	Susan	Miner	10.5	\$33,098,500	9	\$35,741,500	19.5	\$68,840,000
20	Benyamin	Lalez	19	\$10,683,750	117	\$57,881,881	136	\$68,565,631
21	Hayley	Westhoff	50.5	\$32,459,100	45.5	\$34,748,635	96	\$67,207,735
22	Julie	Busby	38	\$26,225,650	46.5	\$35,442,063	84.5	\$61,667,713
23	Katharine	Waddell	49.5	\$30,626,250	42.5	\$28,554,650	92	\$59,180,900
24	Tommy	Choi	38.5	\$21,631,350	69.5	\$35,183,980	108	\$56,815,330
25	Timothy	Salm	26	\$52,102,095	7.5	\$4,663,750	33.5	\$56,765,845
26	Joanne	Nemerovski	24	\$29,123,250	29	\$27,479,687	53	\$56,602,937
27	Timothy	Sheahan	53	\$36,388,100	25.5	\$19,202,250	78.5	\$55,590,350
28	Emily	Phair	36	\$16,037,650	98	\$38,421,466	134	\$54,459,116
29	Bari	Levine	49.5	\$25,862,374	36	\$26,360,050	85.5	\$52,222,424
30	Daniel	Close	36	\$17,121,200	50	\$32,559,613	86	\$49,680,813
31	Keith	Brand	19	\$9,933,900	50	\$38,553,288	69	\$48,487,188
32	Konrad	Dabrowski	31.5	\$23,755,000	36.5	\$24,379,914	68	\$48,134,914
33	Sam	Shaffer	23.5	\$10,950,300	59	\$36,766,650	82.5	\$47,716,950
34	Daniel	Glick	33	\$23,422,250	33	\$23,999,200	66	\$47,421,450

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Lauren	Mitrick Wood	29	\$17,358,250	51.5	\$29,155,188	80.5	\$46,513,438
36	Ivona	Kutermankiewicz	41	\$33,554,758	19	\$12,837,850	60	\$46,392,608
37	Danielle	Dowell	42.5	\$23,589,800	38	\$21,869,750	80.5	\$45,459,550
38	Darrell	Scott	18.5	\$12,304,300	62	\$32,879,700	80.5	\$45,184,000
39	Melissa	Siegal	53	\$35,200,250	17	\$9,857,900	70	\$45,058,150
40	Rafay	Qamar	41	\$15,274,015	79	\$29,607,675	120	\$44,881,690
41	Michael	Rosenblum	39	\$32,385,547	14	\$12,453,000	53	\$44,838,547
42	Scott	Curcio	58	\$21,117,798	52	\$23,075,282	110	\$44,193,079
43	Melanie	Everett	21	\$7,521,630	81	\$35,852,375	102	\$43,374,005
44	Nicholaos	Voutsinas	22	\$13,323,300	51.5	\$29,392,732	73.5	\$42,716,032
45	P Corwin	Robertson	24.5	\$41,714,133	0	\$0	24.5	\$41,714,133
46	Jennifer	Mills	41.5	\$27,809,225	18	\$13,566,152	59.5	\$41,375,377
47	Lance	Kirshner	39.5	\$19,190,809	37	\$21,982,650	76.5	\$41,173,459
48	Ashley	Donat	35	\$17,813,868	48	\$23,227,538	83	\$41,041,406
49	Eugene	Fu	23	\$20,717,600	46	\$19,766,965	69	\$40,484,565
50	Jill	Silverstein	16.5	\$9,299,750	44	\$31,095,740	60.5	\$40,395,490

Disclaimer: Information is pulled directly from the MLS. New construction or numbers not reported to the MLS within the date range listed are not included. The MLS is not responsible for submitting this data. Some teams may report each agent individually, while others may take credit for the entire team. *Chicago Real Producers* does not alter or compile this data nor claim responsibility for the stats reported to/by the MLS. Data is based on Chicago proper only and may not match the agent's exact year-to-date volume.

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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to November 30, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	James	D'Astice	18.5	\$9,882,950	57.5	\$30,497,557	76	\$40,380,507
52	Nadine	Ferrata	42	\$26,698,000	25	\$13,466,972	67	\$40,164,972
53	Barbara	O'Connor	35.5	\$21,569,595	35.5	\$18,524,145	71	\$40,093,740
54	Jeanne	Martini	12.5	\$39,691,566	0	\$0	12.5	\$39,691,566
55	Colin	Hebson	22.5	\$16,319,500	34	\$23,015,200	56.5	\$39,334,700
56	Amanda	McMillan	45.5	\$22,298,400	27.5	\$16,439,127	73	\$38,737,527
57	Elias	Masud	14	\$6,257,749	61.5	\$32,220,136	75.5	\$38,477,885
58	Jason	O'Beirne	36	\$25,904,701	21	\$11,789,375	57	\$37,694,076
59	Vincent	Anzalone	27.5	\$22,851,417	18.5	\$14,755,000	46	\$37,606,417
60	Pamela	Rueve	18	\$23,898,000	14	\$13,585,500	32	\$37,483,500
61	Natasha	Motev	22	\$23,294,200	9.5	\$14,164,250	31.5	\$37,458,450
62	Owen	Duffy	43	\$25,446,815	24	\$11,109,500	67	\$36,556,315
63	Lucas	Blahnik	19	\$10,107,250	32	\$26,214,650	51	\$36,321,900
64	Richard	Kasper	33	\$23,148,300	27.5	\$12,708,837	60.5	\$35,857,137
65	Dennis	Huyck	31	\$21,636,750	19.5	\$14,134,375	50.5	\$35,771,125
66	Robert	Picciariello	69	\$35,550,900	0	\$0	69	\$35,550,900
67	Sarah	Ziehr	55	\$26,715,500	13	\$8,411,700	68	\$35,127,200
68	Kelly	Parker	19	\$10,648,550	43	\$24,426,650	62	\$35,075,200
69	Alishja	Ballard	34.5	\$18,946,800	26.5	\$15,986,611	61	\$34,933,411
70	Robert	Sullivan	18.5	\$19,430,500	14	\$15,409,000	32.5	\$34,839,500
71	Nicholas	Colagiovanni	32.5	\$28,967,150	5	\$4,985,000	37.5	\$33,952,150
72	Layching	Quek	6	\$2,882,500	47.5	\$30,754,650	53.5	\$33,637,150
73	Nancy	Tassone	23	\$27,169,500	6	\$6,265,000	29	\$33,434,500
74	Scott	Berg	66	\$30,138,331	4	\$3,242,000	70	\$33,380,331
75	Stefanie	Lavelle	34.5	\$19,024,900	12.5	\$13,848,700	47	\$32,873,600
76	Michael	Maier	46	\$19,818,126	27	\$12,904,502	73	\$32,722,628
77	Karen	Schwartz	32	\$14,939,000	33	\$17,493,999	65	\$32,432,999
78	Sherri	Hoke	16.5	\$20,382,158	11	\$11,858,000	27.5	\$32,240,158
79	Ryan	McKane	73	\$28,825,400	7	\$3,195,000	80	\$32,020,400
80	Cadey	O'Leary	16	\$23,449,000	7	\$8,553,500	23	\$32,002,500
81	Rubina	Bokhari	18.5	\$12,571,250	20	\$19,413,000	38.5	\$31,984,250
82	Joseph	Kotoch	16	\$7,476,000	46	\$23,992,200	62	\$31,468,200
83	Rizwan	Gilani	20	\$9,876,685	33.5	\$21,564,875	53.5	\$31,441,560
84	Eudice	Fogel	18.5	\$12,578,125	21	\$18,605,500	39.5	\$31,183,625

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Katherine	Malkin	10	\$21,180,000	6	\$9,788,500	16	\$30,968,500
86	Nicholas	Apostal	26	\$18,355,950	12	\$12,534,000	38	\$30,889,950
87	Elizabeth	Ballis	16.5	\$10,018,750	20	\$20,483,999	36.5	\$30,502,749
88	Michael	Shenfeld	26.5	\$17,708,000	20	\$12,784,900	46.5	\$30,492,900
89	Matthew	Liss	25	\$16,062,500	18	\$14,426,500	43	\$30,489,000
90	Juliana	Yeager	23.5	\$14,115,699	22	\$16,191,643	45.5	\$30,307,342
91	Nick	Nastos	15.5	\$5,691,800	48	\$24,506,750	63.5	\$30,198,550
92	Lisa	Sanders	45.5	\$21,496,700	15.5	\$8,580,250	61	\$30,076,950
93	Brooke	Vanderbok	42	\$26,386,450	7.5	\$3,689,750	49.5	\$30,076,200
94	Ryan	Gossett	24.5	\$11,851,623	33.5	\$18,125,025	58	\$29,976,648
95	Elizabeth	Lothamer	25	\$12,514,100	35.5	\$17,451,159	60.5	\$29,965,259
96	Bruce	Glazer	26	\$15,346,000	21	\$14,519,750	47	\$29,865,750
97	R. Matt	Leutheuser	14	\$27,970,700	3	\$1,841,500	17	\$29,812,200
98	Suzanne	Gignilliat	12.5	\$20,489,750	6	\$9,214,000	18.5	\$29,703,750
99	Mark	Icuss	17.5	\$16,960,972	9.5	\$12,648,000	27	\$29,608,972
100	Michael	Hall	28	\$18,373,450	16	\$11,235,000	44	\$29,608,450

Disclaimer: Information is pulled directly from the MLS. New construction or numbers not reported to the MLS within the date range listed are not included. The MLS is not responsible for submitting this data. Some teams may report each agent individually, while others may take credit for the entire team. *Chicago Real Producers* does not alter or compile this data nor claim responsibility for the stats reported to/by the MLS. Data is based on Chicago proper only and may not match the agent's exact year-to-date volume.

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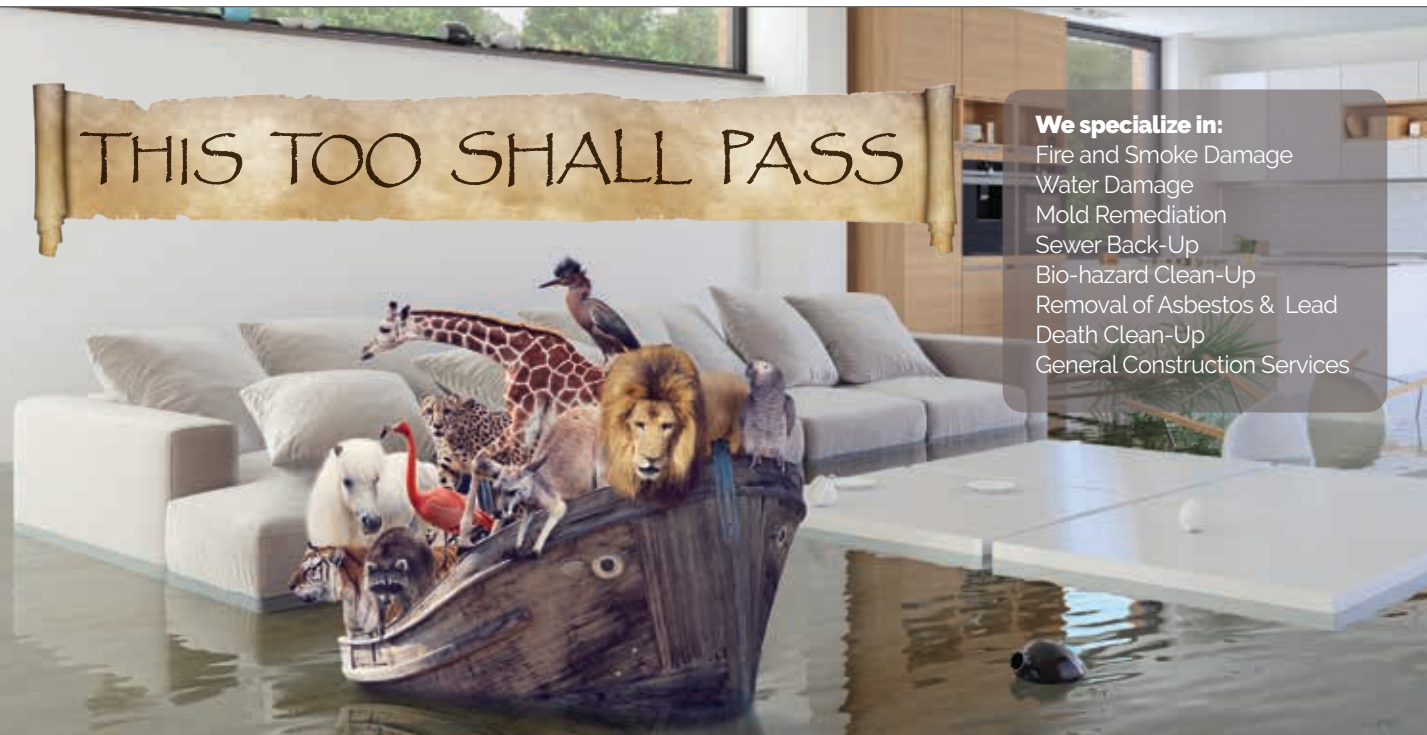


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¹Source: Guaranteed Rate's internal production data 2020
²Source: Mortgage Originators in America—Mortgage Executive Magazine 2020

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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to November 30, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Brian	Moon	20	\$10,754,700	32	\$18,536,650	52	\$29,291,350
102	Leslie	Glazier	26	\$15,623,000	18.5	\$13,404,950	44.5	\$29,027,950
103	D	Waveland Kendt	30.5	\$16,460,784	18	\$12,332,500	48.5	\$28,793,284
104	Danny	Lewis	23.5	\$11,147,250	26	\$17,409,500	49.5	\$28,556,750
105	Melanie	Carlson	21.5	\$13,513,650	17	\$14,619,717	38.5	\$28,133,367
106	Philip	Skowron	20	\$20,958,502	7	\$7,061,000	27	\$28,019,502
107	Kevin	Wood	7.5	\$20,732,257	3	\$6,926,659	10.5	\$27,658,916
108	Sara	McCarthy	25.5	\$12,116,100	23.5	\$15,231,025	49	\$27,347,125
109	Stephanie	Cutter	32	\$16,170,565	16	\$10,945,150	48	\$27,115,715
110	Laura	Meier	30	\$13,743,550	26	\$13,198,365	56	\$26,941,915
111	Cory	Tanzer	36.5	\$13,281,748	31	\$13,323,899	67.5	\$26,605,647
112	Steve	Dombar	0	\$0	43	\$26,141,900	43	\$26,141,900
113	Santiago	Valdez	38.5	\$14,513,562	31.5	\$11,552,107	70	\$26,065,669
114	Christine	Lutz	19.5	\$21,370,664	4.5	\$4,456,848	24	\$25,827,512
115	Patrick	Shino	7	\$2,632,500	59	\$23,067,660	66	\$25,700,160
116	Nancy	McAdam	17.5	\$13,826,600	10	\$11,766,500	27.5	\$25,593,100
117	Linda	Levin	17	\$12,523,000	16	\$12,885,562	33	\$25,408,562
118	Grace	Sergio	33.5	\$22,206,700	1	\$3,180,000	34.5	\$25,386,700
119	Sari	Levy	16	\$8,514,925	25.5	\$16,712,282	41.5	\$25,227,207
120	Benjamin	Lissner	12.5	\$5,812,000	35.5	\$19,358,150	48	\$25,170,150
121	Cynthia	Sodolski	22.5	\$13,929,900	20	\$11,205,400	42.5	\$25,135,300
122	Christopher	Engelmann	9	\$3,721,900	45	\$21,251,100	54	\$24,973,000
123	Ian	Schwartz	23.5	\$14,520,500	14.5	\$10,431,600	38	\$24,952,100
124	Lisa	Blume	16	\$7,023,750	34	\$17,786,372	50	\$24,810,122
125	Samantha	Porter	20	\$18,735,500	2	\$6,050,000	22	\$24,785,500
126	Stephanie	LoVerde	27	\$12,085,350	21.5	\$12,598,400	48.5	\$24,683,750
127	Julie	Harron	7.5	\$13,456,000	8	\$11,183,000	15.5	\$24,639,000
128	Amy	Duong	17	\$7,395,900	22.5	\$17,208,944	39.5	\$24,604,844
129	Sharon	Gillman	10	\$8,574,500	17	\$15,894,000	27	\$24,468,500
130	Joshua	Lipton	19.5	\$15,674,000	9.5	\$8,780,213	29	\$24,454,213
131	Staci	Slattery	40	\$23,383,108	1	\$1,011,750	41	\$24,394,858
132	Stacey	Dombar	50	\$22,266,638	4	\$2,101,500	54	\$24,368,138
133	Barbara	Proctor	18	\$20,105,000	3	\$4,223,933	21	\$24,328,933
134	Shay	Hata	25	\$12,668,125	18	\$11,564,900	43	\$24,233,025

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Pasquale	Recchia	18.5	\$8,886,900	23	\$15,303,500	41.5	\$24,190,400
136	Anthony	Torres	10	\$3,918,900	42	\$20,087,050	52	\$24,005,950
137	Margaret	Baczkowski	23.5	\$18,723,202	7	\$5,272,000	30.5	\$23,995,202
138	John	O'Neill	15	\$15,603,687	10	\$8,354,000	25	\$23,957,687
139	Rachel	Krueger	15	\$14,574,000	8	\$9,247,400	23	\$23,821,400
140	Anne	Rossley	21	\$19,465,816	7	\$4,338,000	28	\$23,803,816
141	Gail	Spreen	41.5	\$18,436,500	10	\$5,327,500	51.5	\$23,764,000
142	Nick	Rendleman	27.5	\$7,967,020	50.5	\$15,691,102	78	\$23,658,122
143	Brady	Miller	25	\$7,329,529	45	\$16,277,000	70	\$23,606,529
144	Dominic	Irpino	35	\$12,699,300	26	\$10,883,500	61	\$23,582,800
145	Cindy	Weinreb	12	\$6,612,000	28	\$16,776,850	40	\$23,388,850
146	Susan	O'Connor	7.5	\$7,245,000	13	\$15,867,500	20.5	\$23,112,500
147	Susan	Kanter	28.5	\$14,974,250	18	\$8,114,000	46.5	\$23,088,250
148	Mehdi	Mova	14	\$8,803,400	24	\$14,148,600	38	\$22,952,000
149	Ken	Jungwirth	21	\$12,045,000	10	\$10,757,700	31	\$22,802,700
150	Steven	Zaleski	15	\$12,274,500	10	\$10,462,000	25	\$22,736,500

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TOP 250 STANDINGS

Teams and individuals from January 1, 2021 to November 30, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Kathryn	Schrage	46	\$20,455,450	3	\$2,004,900	49	\$22,460,350
152	Stephanie	Maloney	14	\$11,012,500	8	\$11,442,500	22	\$22,455,000
153	Chris	McComas	25	\$11,322,499	19	\$10,956,629	44	\$22,279,128
154	Whitney	Wang	9	\$4,370,500	34	\$17,904,000	43	\$22,274,500
155	Brooke	Daitchman	21	\$10,485,750	23.5	\$11,776,200	44.5	\$22,261,950
156	Qiankun	Chen	29	\$9,225,650	34.5	\$12,933,100	63.5	\$22,158,750
157	Hadley	Rue	26.5	\$17,497,850	8	\$4,598,450	34.5	\$22,096,300
158	Todd	Szwajkowski	25.5	\$11,774,075	23.5	\$10,245,500	49	\$22,019,575
159	Joseph	Chiappetta	18	\$8,207,110	25	\$13,585,367	43	\$21,792,477
160	Kathryn	Barry	16	\$7,844,000	27	\$13,888,800	43	\$21,732,800
161	Brittany	Strale	4	\$1,888,900	36	\$19,633,150	40	\$21,522,050
162	Margaret	Daday	17	\$7,836,000	23	\$13,679,000	40	\$21,515,000
163	Lisa	Long-Brown	24	\$21,007,600	1	\$367,000	25	\$21,374,600
164	Marlene	Rubenstein	18.5	\$10,329,750	19.5	\$10,969,400	38	\$21,299,150
165	Edward	Jelinek	19.5	\$9,498,000	17	\$11,769,750	36.5	\$21,267,750
166	Erin	Mandel	15.5	\$12,589,944	14.5	\$8,649,865	30	\$21,239,809
167	Matthew	Engle	26	\$12,130,834	23	\$9,100,550	49	\$21,231,384
168	Robert	Yoshimura	24	\$9,435,800	20	\$11,711,400	44	\$21,147,200
169	Ashley	Bell	14.5	\$11,980,400	10	\$9,090,000	24.5	\$21,070,400
170	Michael	McGuinness	8	\$2,520,900	33	\$18,495,575	41	\$21,016,475
171	Tony	Mattar	17	\$6,322,000	39.5	\$14,641,800	56.5	\$20,963,800
172	Lisa	Kalous	20.5	\$11,263,250	15.5	\$9,679,500	36	\$20,942,750
173	Sarah	Maxwell	16	\$10,040,213	16	\$10,883,300	32	\$20,923,513
174	Lawrence	Dunning	20	\$12,895,150	13	\$7,976,750	33	\$20,871,900
175	Jeffrey	Proctor	17	\$13,052,220	6	\$7,788,500	23	\$20,840,720
176	Camille	Canales	9	\$4,650,937	31.5	\$16,114,500	40.5	\$20,765,437
177	Lindsey	Richardson	31	\$11,365,300	16	\$9,242,500	47	\$20,607,800
178	Bradley	Brondyke	8.5	\$20,429,500	0	\$0	8.5	\$20,429,500
179	James	Streff	21	\$8,902,500	23	\$11,525,500	44	\$20,428,000
180	Laura	Topp	26	\$11,772,500	17	\$8,616,000	43	\$20,388,500
181	Michael	Saladino	29.5	\$12,250,600	23.5	\$8,052,550	53	\$20,303,150
182	Gregory	Desmond	19.5	\$12,617,125	10	\$7,428,100	29.5	\$20,045,225
183	Sam	Jenkins	11.5	\$12,531,425	6	\$7,397,000	17.5	\$19,928,425
184	Dawn	McKenna	12	\$13,484,275	9.5	\$6,321,000	21.5	\$19,805,275

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Alex	Wolking	18.5	\$7,535,050	24	\$12,244,300	42.5	\$19,779,350
186	Phil	Byers	27	\$13,752,420	11	\$5,987,000	38	\$19,739,420
187	Reve'	Kendall	39.5	\$18,183,000	2	\$1,425,000	41.5	\$19,608,000
188	Jennifer	Johnson	17	\$9,132,000	20.5	\$10,450,900	37.5	\$19,582,900
189	Kimber	Galvin	7.5	\$3,779,550	30	\$15,789,280	37.5	\$19,568,830
190	Helaine	Cohen	2.5	\$2,056,250	24.5	\$17,457,171	27	\$19,513,421
191	Kyle	Jamicich	19	\$10,252,000	11	\$9,195,500	30	\$19,447,500
192	James	Buczynski	18.5	\$10,622,450	14	\$8,589,400	32.5	\$19,211,850
193	Frank	Maguire	23	\$8,934,550	13	\$10,255,000	36	\$19,189,550
194	Lisa	Huber	15	\$7,993,650	20	\$11,180,190	35	\$19,173,840
195	Brian	Pistorius	17.5	\$10,907,500	13	\$8,149,500	30.5	\$19,057,000
196	Patrick	Teets	19.5	\$10,570,000	10	\$8,450,000	29.5	\$19,020,000
197	Xiaojing	Frost	7.5	\$3,132,250	26	\$15,844,831	33.5	\$18,977,081
198	Samuel	Kahn	9	\$9,285,500	11	\$9,563,500	20	\$18,849,000
199	Stefanie	D'Agostino	48	\$16,219,107	4	\$2,613,000	52	\$18,832,107
200	Mia	Wilkinson	16	\$6,889,000	8	\$11,911,424	24	\$18,800,424

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TOP 250 STANDINGS

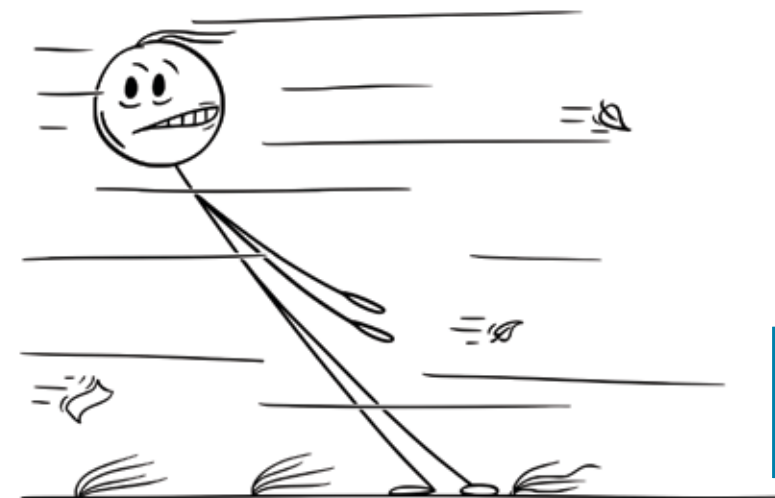
Teams and individuals from January 1, 2021 to November 30, 2021

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
201	Daniel	Fowler	17	\$8,702,500	21	\$9,935,850	38	\$18,638,350
202	Elizabeth	Caya	7	\$2,782,000	31	\$15,838,400	38	\$18,620,400
203	Connie	Engel	24	\$10,457,500	14	\$8,154,400	38	\$18,611,900
204	Marzena	Frausto	0	\$0	33	\$18,608,575	33	\$18,608,575
205	Jacob	Tasharski	13	\$6,400,900	21	\$12,101,316	34	\$18,502,216
206	Steve	Genyk	17	\$13,536,000	6	\$4,941,500	23	\$18,477,500
207	Steven	Powers	27.5	\$12,194,099	8	\$6,239,000	35.5	\$18,433,099
208	Kathleen	Malone	11.5	\$8,119,000	12	\$10,274,500	23.5	\$18,393,500
209	Vincent	Lance	22	\$10,907,760	16.5	\$7,464,400	38.5	\$18,372,160
210	Frank	Montro	68.5	\$14,426,424	22.5	\$3,937,075	91	\$18,363,500
211	Deborah	Hess	15	\$7,613,200	27.5	\$10,613,500	42.5	\$18,226,700
212	Lisa	Petrik	11	\$3,812,000	37	\$14,391,550	48	\$18,203,550
213	Tim	Lorimer	19	\$10,306,750	11.5	\$7,873,000	30.5	\$18,179,750
214	Kate	Gaffey	7.5	\$4,663,000	26	\$13,465,495	33.5	\$18,128,495
215	Kelly	Angelopoulos	20	\$12,805,728	8	\$5,246,000	28	\$18,051,728
216	Heather	Hillebrand	11.5	\$6,270,750	16.5	\$11,745,600	28	\$18,016,350
217	Karen	Randich Stone	5	\$17,940,396	0	\$0	5	\$17,940,396
218	Joel	Holland	39	\$16,446,900	3	\$1,480,500	42	\$17,927,400
219	Jeremiah	Fisher	7	\$3,156,500	24	\$14,757,500	31	\$17,914,000
220	Peter	Moore	17	\$7,193,700	22	\$10,715,200	39	\$17,908,900
221	Mark	Zipperer	23.5	\$7,740,178	30	\$10,152,250	53.5	\$17,892,428
222	Janelle	Dennis	26.5	\$11,510,772	14.5	\$6,236,299	41	\$17,747,072
223	Armando	Chacon	22.5	\$14,311,660	4	\$3,410,000	26.5	\$17,721,660
224	Steve	Otwell	5	\$2,327,900	24	\$15,368,500	29	\$17,696,400
225	Mark	Buckner	6.5	\$2,807,500	27	\$14,839,900	33.5	\$17,647,400
226	Alice	Berger	15	\$10,584,750	12	\$7,049,500	27	\$17,634,250
227	Carol	Collins	17.5	\$10,509,750	11	\$7,083,000	28.5	\$17,592,750
228	Chris	Bauer	12	\$5,970,500	19	\$11,621,000	31	\$17,591,500
229	Nicole	Flores	21	\$10,445,000	12	\$7,144,000	33	\$17,589,000
230	Paul	Gorney	4	\$3,799,000	7	\$13,750,500	11	\$17,549,500
231	Nick	Libert	24.5	\$7,532,950	24	\$9,973,470	48.5	\$17,506,420
232	Eric	Hublar	11	\$4,794,375	28	\$12,648,000	39	\$17,442,375
233	Douglas	Smith	4.5	\$6,226,250	9	\$11,211,250	13.5	\$17,437,500
234	Nathan	Binkley	15	\$8,515,500	14	\$8,882,615	29	\$17,398,115

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
235	Liz	Jones	14	\$6,991,275	20	\$10,380,000	34	\$17,371,275
236	Rafael	Murillo	7	\$4,038,500	11	\$13,322,924	18	\$17,361,424
237	Laura	Rahilly	15.5	\$7,916,800	14	\$9,313,014	29.5	\$17,229,814
238	Sheetal	Balani	4	\$3,001,000	8	\$14,167,661	12	\$17,168,661
239	Hasani	Steele	23	\$10,905,488	10	\$6,233,149	33	\$17,138,637
240	Lindsay	Everest	11	\$9,970,450	6	\$7,090,000	17	\$17,060,450
241	Stephanie	Wesson	12	\$7,349,500	11	\$9,666,600	23	\$17,016,100
242	Greg	Nagel	18	\$11,562,000	7	\$5,445,000	25	\$17,007,000
243	Danielle	Inendino	13	\$5,356,000	26	\$11,620,500	39	\$16,976,500
244	Mark	Bystrowicz	11	\$13,863,465	6	\$3,040,500	17	\$16,903,965
245	Tara	Leinenweber	37.5	\$15,181,777	2	\$1,677,000	39.5	\$16,858,777
246	Paul	Mancini	22	\$10,745,300	12	\$5,991,550	34	\$16,736,850
247	Joe	Zimmerman	11.5	\$5,103,406	18.5	\$11,553,500	30	\$16,656,906
248	Cindy	Wilson	11	\$6,952,975	10	\$9,618,500	21	\$16,571,475
249	Thomas	Bezanes	10.5	\$3,242,500	25.5	\$13,312,500	36	\$16,555,000
250	Kieran	Conlon	15	\$7,101,600	20	\$9,450,550	35	\$16,552,150

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