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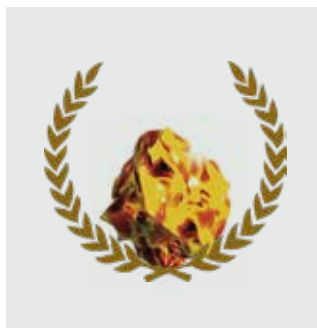


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Golden Nuggets



Pamela & Anthony Corvelli

Kitchen Tune-up

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Jaime Blikre

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kitchen tune-up

OF GILBERT, AZ

realizing the vision —

As you know from your experience working through deals, there are many paths to get your clients to the finish line.

The same holds true when it comes to giving a kitchen — and a home — a valuable new look.

That's where the experts at Kitchen Tune-Up of Gilbert, AZ excel, led by owners Anthony and Pamela Corvelli.

FULL SPECTRUM OF OPTIONS

With their team members, Anthony and Pamela offer a full range of options for clients to upgrade the look of their property.

"Kitchens are just the start of what we work with," Pamela explains. "We also do bathrooms, as well as cabinetry in other home spaces, such as garage or outdoor cabinetry."

"One thing we really like is the diversity of solutions we can offer clients ... minor touchups, refacing as well as full renovations," Anthony says. "There is a full suite of options based on a client's budget and objectives."

CHOOSING THE RIGHT COURSE

Those who are looking to upgrade their kitchens or other areas of their home have multiple options for renewing the look of their cabinetry with Kitchen Tune-Up of Gilbert, AZ.

We offer five ways to update cabinets, including our baseline Tune-Up, which is our wood reconditioning service," Pamela says.

"For those who are looking to change the color of cabinets, we offer specialized painting services. We also offer re-facing and re-dooring services that allow people to change both the color and style of

their cabinetry, with new hinges, crown molding ... that way, clients are getting a whole brand new look that way. We also offer new cabinets, changing an island, and adding cabinets, adding rollout trays and accessories. Finally, for those looking to make a larger scale of change, we provide full tear-out service."

UNVEILING EACH SUCCESS STORY

When the job is done and it's time to share the completed updates with a client, Anthony and Pamela feel the excitement of their team's work.

"It's my favorite part of the process ... the final walkthrough when we see the look on clients' faces and they see the transformation and excitement of what they invested in," Anthony explains. "There is a leap of faith with renovation that helps you accomplish your vision. I love getting to the finish line and seeing the client excitement."

"I totally agree. Seeing it all come together is very rewarding," Pamela explains. "I do most of the HR and office tasks, but I see a project area before the work begins, and then I don't see it until it's complete. When we do that final walk-through, I see the kitchen just like the homeowner does. I really enjoy being able to share in that excitement."

TIMELESS VALUE

Despite the market conditions, upgraded areas of a property will always be important in the market.

...



“As the ebbs and flows of the market change, we have the opportunity to meet the needs of buyers who need to update a kitchen to get it ready for market,” Anthony says. “On the other side of the transaction, people who buy the house will often want to work with us to update the kitchen after they make the purchase. As the market flows and changes, we are there to serve our REALTOR® partners and clients.”

STREAMLINED APPROACH

Those who work with Anthony and Pamela appreciate the streamlined-yet-thorough approach that the team takes in transforming client spaces.

“First, we have a phone conversation to find out the scope of what a client wants to accomplish with their project, and we confirm our ability to help,” Pamela says. “Next we put together a timeline based on how quickly logistics can come together with building materials and delivery times. After that, we talk about the client’s budget, based on their wants and needs.”

From there, the client sends pictures of the work area to Anthony and Pamela for their review, so that the team can create an initial estimate.

“After we prepare the estimate, we go to the house and bring samples of our suggested materials and colors so they can see them in the space with the lighting that the new materials will be in. That way, they can see what they will look like,” Pamela says.

“Plus, we also inspect the kitchen to rule out any other possible issues. Once materials and plan are confirmed, then Anthony and Pamela develop a proposal with costs that’s good for 20 days.”

WONDERFUL LIFE

Family is at the heart of life for Anthony and Pamela. They look forward to time spent with their children — 10-year-old son, Nico, and 7-year-old daughter, Ava.

In their free time, Anthony and Pamela have a love for being outdoors, including visiting local lakes, and hiking area trails.

“One of our favorite parts about moving here immediately was how great the weather is here — year-round,” Anthony says.

In addition, Pamela is a member of the local Chamber of Commerce.

Those who work with and get to know Anthony and Pamela appreciate the couple’s focus on doing the next right thing.

“We like to maintain open lines of communication to figure out the best possible solution and make sure it’s the right solution,” she says. “We are dealing with someone’s home, which is their biggest investment... the place where they live and spend time in.”

A TOTAL INVESTMENT

As Anthony says, team members take great pride in being totally invested in their REALTOR® partner and client needs.

“We’re invested and responsive,” Anthony says. “We care about what we’re doing and we deal with people from the perspective of doing the right thing. We deal with people from the perspective of doing the right thing and then helping them understand the pros and cons and choose the one that’s best for them.”

When it comes to choosing a partner for your clients to help them realize their vision, look to the professional, friendly team at Kitchen Tune-Up of Gilbert, AZ.

“

WE CARE ABOUT WHAT WE’RE DOING
and we deal with people from the perspective of doing the right thing.

”



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SHINING HER LIGHT

When issues arise and challenges occur, your clients look to your expertise and commitment.

Jaime Blikre with My Home Group relishes those moments.

She brands herself as “Your Real Estate Agent.” Those four words are more than a tagline. They accurately reflect her dedication to working on her clients’ behalf.

“It’s important to me that my clients see my genuine care and concern for them ... and that they see me showing the actions that show I care,” Jaime says.

“As a Christian, I want to be a light for others. I will fight to the end for people. When I work with a transaction, I work on their behalf the way I would want someone to work for me.”

From Alaska to Arizona

Jaime earned her real estate license about four years ago. But her story began in Alaska, where she was born and raised.

“I lived there until I was 18,” Jaime remembers. “Growing up in a smaller community there was a big highlight for me, and it made me who I am today. It set the tone for me.”

One of the early examples of caring she was exposed to was from her father.

“He ran a soup kitchen there, after he had retired from corporate life,” Jaime says. “That taught me about doing a second career later in life. It was great seeing the way he took care of people from all walks of life.”

From there, Jaime moved out of state after high school to attend college at Arizona State.

As she says, “I took a leap of faith, packed my bags, and came to ASU. It took a lot of confidence not knowing anyone. But it was an awesome experience.”

Gaining Experience

Once her college career was complete, Jaime began her career in sales with Coca-Cola. After a few years, she followed her manager to a new role and worked in the finance industry for seven years.

...

• • •

In time, Jaime and her husband, Brock, started their family and she decided to stay home with her growing family.

In the meantime, Jaime began her own online boutique. Eventually, Brock quit his job and they ran the online business together for four years.

Taking a New Path

After a time, Jaime and Brock were ready to take a new direction. It didn’t take long for them to find it.

“We had a friend who was doing real estate, and we knew it was time to do something different,” she says.

So she earned her license and made a fairly seamless transition.

“When I take on something, I have the attitude that I won’t allow myself to fail, no matter how much work it takes. I put in the time to make sure it was successful,” she says. “When you have a family, it changes things because you have others depending on your success. I’ve always been relationship-driven, too. I had some lenders who trusted me early on and friends/family who trusted me. That really helped me get my start, as well.”

Today, Jaime and Brock are both licensed, running their businesses separately. Jaime finished 2021 with an astounding 59 units sold and nearly 22 million in volume.

Wonderful Life

Family is at the heart of life for Jaime. She and Brock look forward to time spent with their children—17-year-old son, Dylan, 14-year-old daughter, Alexia, and 13-year-old daughter, Kinzley. They also have four Goldendoodles.

“Brock and I have been married 20 years. My family is the driving force behind everything that I do. They are the reason why I want to be good and be a good example,” she says with a smile.

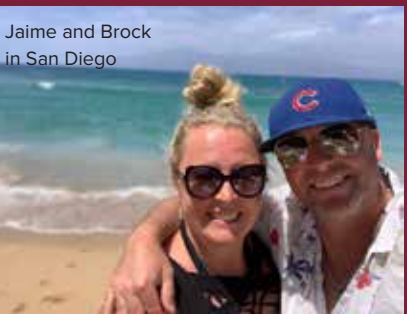
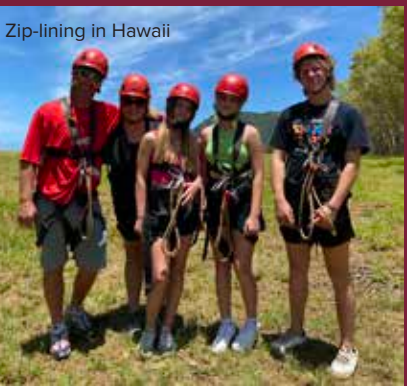
In their free time, Jaime and Brock like supporting their children in their activities. They also have a passion for travel and sporting events, as well as hanging out with friends. They are also members at Saving Grace Lutheran Church.

All-In Commitment

When you talk with Jaime, it’s easy to feel the passion she has for her work and the genuine joy she feels from successfully serving her clients’ needs.

“I do what I do for the betterment of the people I get to work with. I really enjoy what I do.”

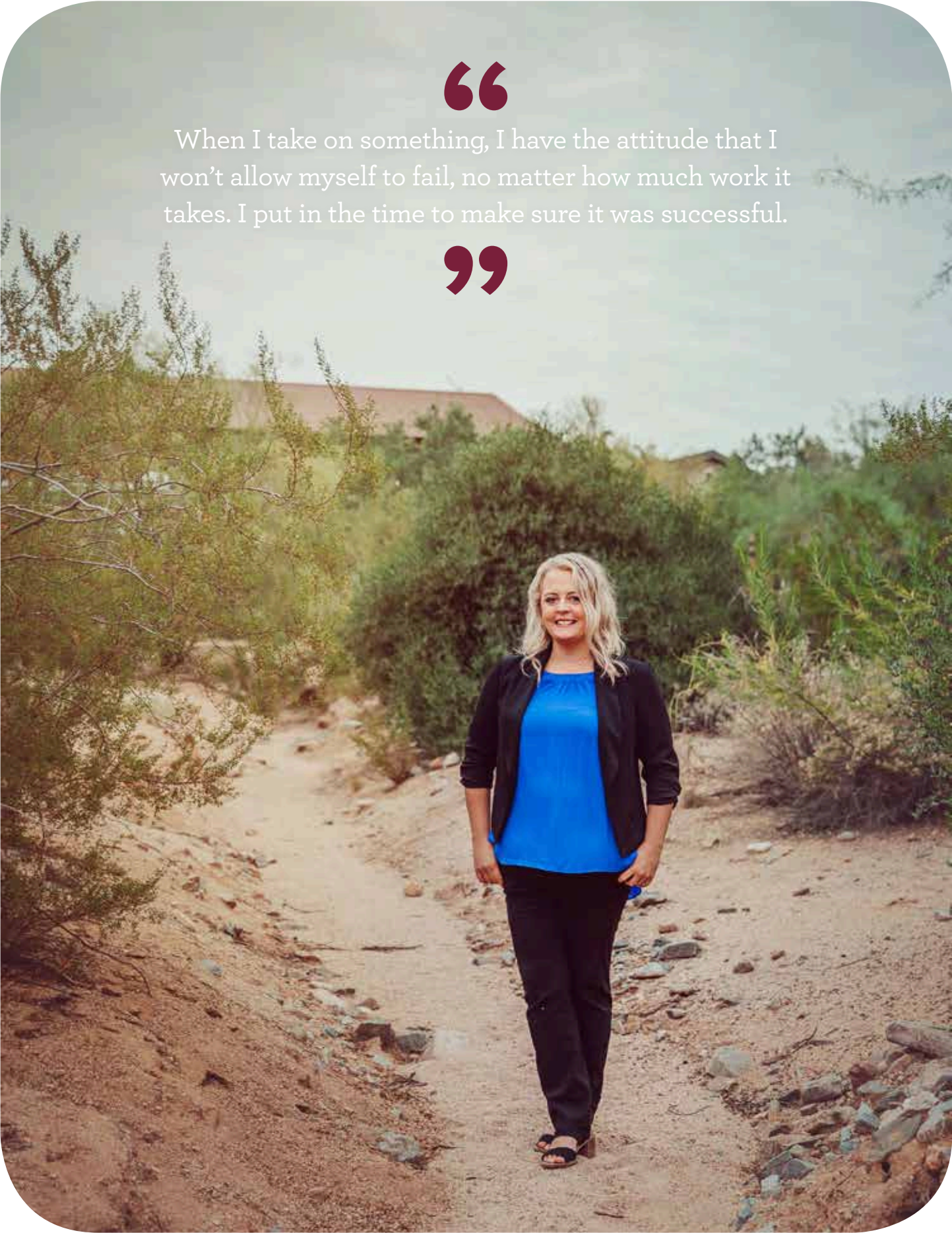
Truly, Jaime makes a lasting impact each day by leading with a powerful blend of heart and hustle ... and committing her energy to her clients’ goals.



“

When I take on something, I have the attitude that I won’t allow myself to fail, no matter how much work it takes. I put in the time to make sure it was successful.

”



What's Your Exit Strategy?

How To Sell Your Real Estate Agent Business

Most agents don't have a response when I ask them about their exit strategy for the business. They assume they will keep selling until they die (this is a common response), or they will hand over their database in exchange for referral fees when the time comes. This latter election won't make you a ton of money as a seller, trust me.

There are several ways to exit daily production as the rainmaker of your business, which can include the following: selling the business, gifting the business to a child to take over, hiring an operations director, merging with another agent, or simply closing your doors. The election that will place the most money in your hands is, of course, selling the business. So, let's review how to make your business more valuable.

First, you need to get out of production. Your goal is to get to a point where you're doing less than 15% of the "daily production activities," defined as lead generation/lead follow-up, running appointments, and negotiating contracts. If you need the buyer of your business to come on board to slowly effect this over time, plan on an 18-24 month period to allow the goodwill of the business to transfer. Slowly blend the buyer into all facets of your business activities, starting with listing appointments, then buyer showings, etc. When you get to the 15% threshold, that's when to sell. If you're already out of production, the transition time to the buyer can be much shorter, as most rainmakers are then focusing on talent recruiting and agent development.

Second, get as far away from the portals as you can. An agent with a heavy unit count from Zillow will have a lower-valued business than an agent with a business based mostly on sphere of influence (SOI). This is because the portals can decrease the lead count overnight based on their terms of service (those long paragraphs you click through and never read), which then decreases the conversions and revenue. That business terrifies me from the buyer side because I have limited control over my business sourcing.

Third, get your financials in order. Most agents don't operate with financial statements on their business. If I'm buying your business, I'll want to see a profit and loss (P&L) statement for at least the past two years, plus one for the year to date. If your team does over 100 units annually, I'll also expect to see a balance sheet on the team for the same periods.

So let's assume that I, as a buyer, find a seller who is out of production, who has a heavy SOI-based business, and who has clean financials. What's that business worth, and how do I structure the sale?

It's rare that the Small Business Administration or a bank would loan money to buy an agent business, so some seller-financing will be involved in almost all circumstances. The buyer would review the P&Ls and may use an average of the past three years of profit, so let's assume the team made an average of \$500,000 each year over the last three years. We then use a "multiplier" of that number to get the business value – in real estate brokerage the multiplier is usually between 3x to 3.5x – but that can vary on many things including general market conditions, longevity of the staff, etc.

So using a 3.4x multiplier on \$500,000 gives us a business value of \$1,700,000. A sum of 10-20% of that number would be the cash down (so let's use \$300,000), which leaves \$1,400,000 to be paid via a promissory note from the buyer, usually at an interest rate of 4-5%. The most important thing here is to make sure there is some play between the monthly profit of \$41,666 (\$500,000/12 months), and the monthly note payment of \$25,783 (\$1,400,000 principal x 5-year term x 4% interest). Here, the buyer has an average positive net monthly of \$15,833 (\$41,666 - \$25,783).

For more tips on sale structure, strategy in transition, how to make the business more valuable, and roadblocks that most sellers and buyers run into, please consult the book titled *How to Buy or Sell A Real Estate Agent*

Business: Secrets of Valuing the Business and Transitioning Successfully via the following link:

https://smile.amazon.com/Sell-Real-Estate-Agent-Business/dp/1952247705/ref=sr_1_3?crid=2ODWD1G1293EI&dchild=1&keywords=how+to+buy+or+sell+a+real+estate+agent+business&qid=1635368686&prefix=how+to+buy+or+sell%2Caps%2C169&sr=8-3



Hank Sorensen Bio:

Since 1999, Hank has been involved in various facets of the real estate brokerage industry, including recruiting large teams and advising on financial statements to top producers. He currently manages a large, multi-office

brokerage franchise with Tampa and Orlando locations, focusing on mergers and acquisitions. For the education of agents and brokers, he maintains his YouTube channel, Go Get A Listing, which provides training on team operations and structure, keeping financial statements, and how to buy or sell a real estate agent business.

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THE
hello neighbor team
WITH EXP REALTY TEAMWORK TRIUMPHS



At Martha and Dan's Wedding with their family: Colten, Christin, Chandler, Martha, Dan, Kyle, and Brandon.

When two or more people come together with a common vision and pull together toward a shared goal, the results are magical.

A perfect example of that ideal is the Hello Neighbor Team with eXp Realty — powered by Team Leads Martha Fuller and Lisa Funk who prove that teamwork triumphs.

The Hello Neighbor Team is a cohesive group of 11 professionals. “Our team isn’t about money. It’s about serving our clients and making better

real estate agents — in turn, helping our industry overcome the attitude that some people have about our profession while we help agents grow a business that will sustain them over time,” Martha emphasizes.

“The teamwork we have is special. We’ve had some agents who have been with us since the beginning,”

Lisa explains. “I think people joined our group because of the comradery and culture we have been able to build here. That is a rewarding feeling.”

FOLLOWING THEIR PATHS
TO REAL ESTATE

Martha first earned her real estate license 29 years ago, while Lisa started her life as a REALTOR® 17 years ago.

Martha started her journey when she moved to Arizona in 1981.

» real story
By Dave Danielson





“At the time, I worked for a new home builder in the mailroom. In time, I got a promotion to receptionist and ended up in the construction department,” she says.

Eventually, Martha decided that she wanted to go into real estate.

“At that time, I went into our vice president’s office and asked, ‘If I get my real estate license, would you hire me?’ He said yes,” Martha remembers with a smile.

Lisa and her husband moved to Arizona in 2000 when her corporate job transferred her here. After tiring of corporate America, she looked for a new way to put her sales background to work.

“That’s when one of my good friends asked me to come to see what she did at her new home sales community,” Lisa says. “I visited one day and watched her sell five homes in a day. I liked what I saw and got my own license. I decided to give this a go and there was no looking back. I love helping them achieve the dream.”

TEAMING UP

Eventually, the paths that Martha and Lisa took in the business crossed and a partnership seemed like a natural next step.

“We met when we were at United Brokerage Group, where we were both agents. We also were in a Toastmasters Club together. Our values just aligned. Our beliefs were the

“OUR VALUES JUST ALIGNED. OUR BELIEFS WERE THE SAME AND OUR SYSTEMS WERE THE SAME.”

same and our systems were the same. We both like boxer dogs, too,” Martha smiles. “We started our friendship in Toastmasters. I had always wanted to start a team. Lisa was teamed up with her husband. Once he decided to retire, I asked if she wanted to team up with me.”

As Lisa adds, “Martha and I were friends and accountability partners. We realized that we had really good synergy together.”

TEAM FOCUS

The passion they have for their work and their team is unmistakable.

“Anyone can succeed in real estate if they want it bad enough and work hard enough. You have to treat it like a business. I love that. When it comes to working with our agents, it’s the same thing with them,” Lisa says. “We support our agents and help them day in and day out with training and coaching. It feels good seeing them succeed and have their first closing ... and then move into a top producer role on the team. It’s really satisfying.”

Martha enjoys the opportunity to be a problem-solver each day.

“You never know what you’re going to get from day to day. I embrace the chaos and challenge of it all,” Martha says. “With the team, there’s nothing better than watching someone new being upset about an inspection and then walk them off the ledge and seeing them become a polished, competent agent.”

LIFE’S HIGHLIGHTS

Away from work Martha and Lisa cherish time with their families.

Martha and her husband, Dan have five children in what Martha calls “a very happily blended family” – Christian, Kyle, Colten, Brandon, and Chandler. They also have a 9-year-old boxer named Savannah. In her free time, Martha enjoys reading, hiking, and wine tasting.

Lisa and her husband, Dave, look forward to time spent with her 16-year-old son, Jackson. They also have a 2-year-old boxer. Away from work, Lisa likes travel and fitness.

Top: Martha and Dan
Bottom: Lisa Funk’s family:
Dave, Ace, Lisa, and Jackson.



When it comes to giving back to the community, Martha and Lisa are involved with Feed My Starving Children, along with the Provision Project, an organization that supports women who are going through breast cancer treatment by providing them with incidentals and providing support for paying bills.

As Martha and Lisa look to the future, they do so with gratitude.

“Lisa and I have mutual respect for each other,” Martha points out. “We complement each other as far as running a team. When you have two people, you can get two different perspectives and that can be very important when you’re dealing with situations with people.”

As Lisa says, “What makes our team so unique is our relationship together and the fact that there are two of us and we relate to each other. I wouldn’t do this with anyone else.”



▶▶ rising stars
By Dave Danielson

ryan lefkowitz AND jayme rowe THE CLOSING COUPLE

Photo Credit: Devin Nicole Photography



Upper left: Ryan and Jayme in Breckenridge, CO, where they go snowboarding almost every year.
Upper right: Ryan and Jayme at the gym



When you get to do what you enjoy with the person you love, life is rewarding.

That's the feeling that Ryan Lefkowitz and Jayme Rowe enjoy working together.

As REALTORS® with My Home Group, Ryan and Jayme share life and work together. They're also this month's Rising Stars. "It's really a great feeling being able to spend all of our time together without one of us having to work a 9-to-5 job," Ryan says. "We both go on all of our appointments together. It works really well for us. We work together and help each other very well."

Jayme agrees, saying, "Sometimes people will ask us how we work together and not get into arguments. But for us, we think if you were able to spend every second with your partner, why wouldn't you?"



At the Phoenix Nature Preserve

Early Connections
Ryan and Jayme began their real estate journey about two years ago.

But their path together started well before that.

"We met in middle school. I was 17 when I started real estate classes," Ryan says.

Moving Ahead
They lived in Colorado before deciding to make a move with their new career.

"Ryan's family is in real estate. We thought that would be a good direction

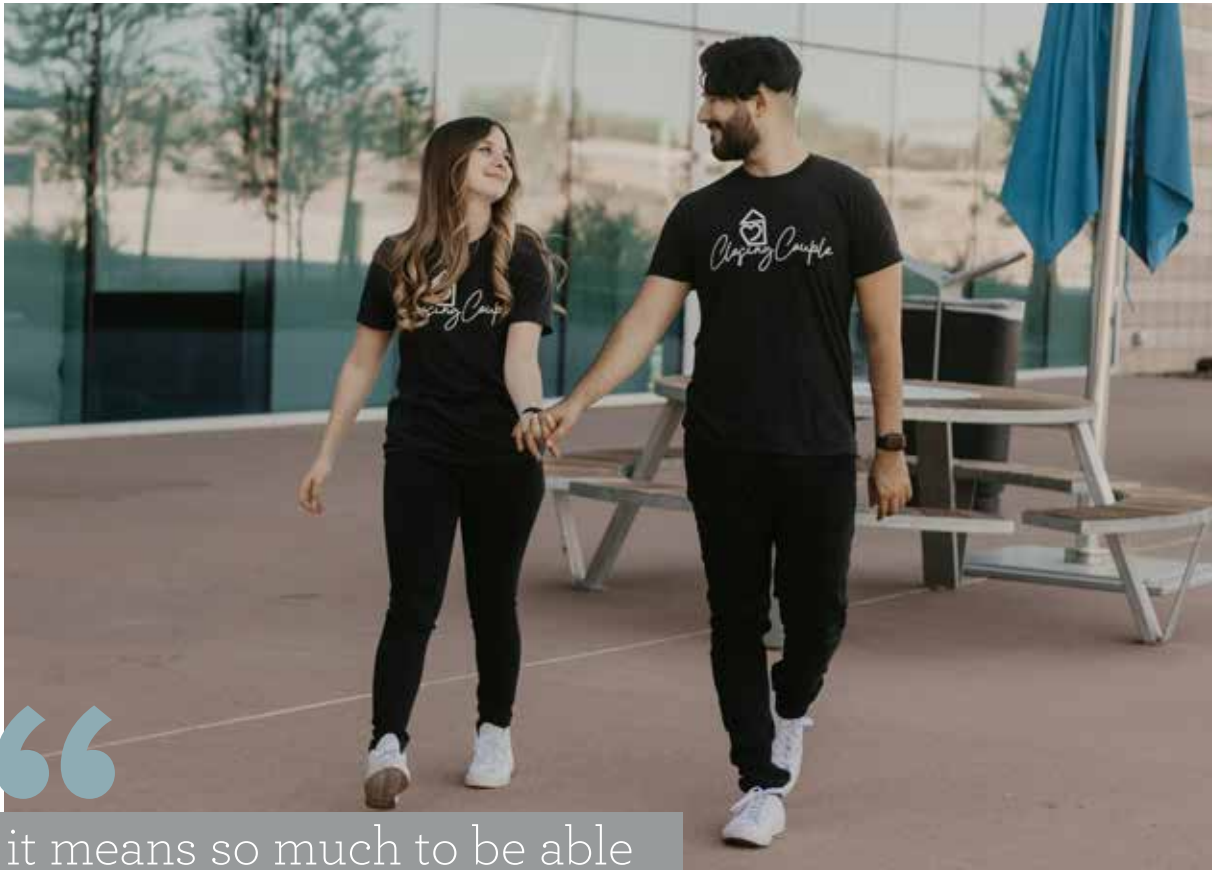
for us, too," Jayme says. "We lived in a small town, so we decided to move to Arizona for more opportunity."

Gaining Ground
Like most who enter the business, Ryan and Jayme had a challenging time of transition to work through.

"It was tough starting out at a young age," Ryan says.

"In addition, it was difficult moving from a different state," Jayme says. "We had no sphere to work with here, so we needed to build our business from nothing."





“it means so much to be able to connect with people who are moving forward in life

Yet they pushed forward, gaining ground and spreading the word about their real estate business via social media.

“As we started, we wanted to do whatever we could and take any opportunity we could,” Ryan says. “We showed properties for other agents and ended up working all over the Valley.”

“We started with rentals. We did that to build our sphere. This year, we started building our sphere around the community,” Jayme says.

Energetic Enthusiasm

When you talk with Ryan and Jayme you see their enthusiasm for what they do.

“It’s all about the ability to help people,” Ryan says. “We’ve worked with a lot of people who are crying and emotional with tears of joy during their appointments. I also love the investment side of things, including looking at the numbers and ROI.”

“It means so much to be able to connect with people who are moving forward in life,” Jayme says. “Through what we do, we’re able to have a deeper connection with them.”

Rewarding Results

There are plenty of signs of their success. In fact, in 2021, they were on track to complete 28 deals for an estimated \$9.5 million in sales volume.

Beyond the numbers, Ryan and Jayme are more interested in the way they conduct their business.

As Jayme says, “We are very non-pressure people. We always tell our clients, ‘If you don’t love the home, don’t get it. We’re here to help you get the home you love. We aren’t here for the money. We’re here for you.’”

Away from work, Ryan and Jayme feel gratitude for the supportive people in their lives, including Ryan’s stepmom Sarah Abdelrasul who runs their real estate team and is the reason they got into real estate. Ryan enjoys photography, while Jayme looks forward to time at concerts and traveling.

Ryan and Jayme continue their rewarding path in the business. Day by day, they give their all to get their clients to the finish line ... as the closing couple.



THE POWER OF WHO AND 2 CHAIRS

BY BOB BEAUDINE



Being that this review will be the first of the year for 2022, I thought I'd review two books by the same author Bob Beaudine that had a large impact on me last year. They were not my favorite books of the year but, when I truly reflect back on the books that had the most effect on my daily life, I have to give credit where it's due.

Book 1: *The Power of Who*

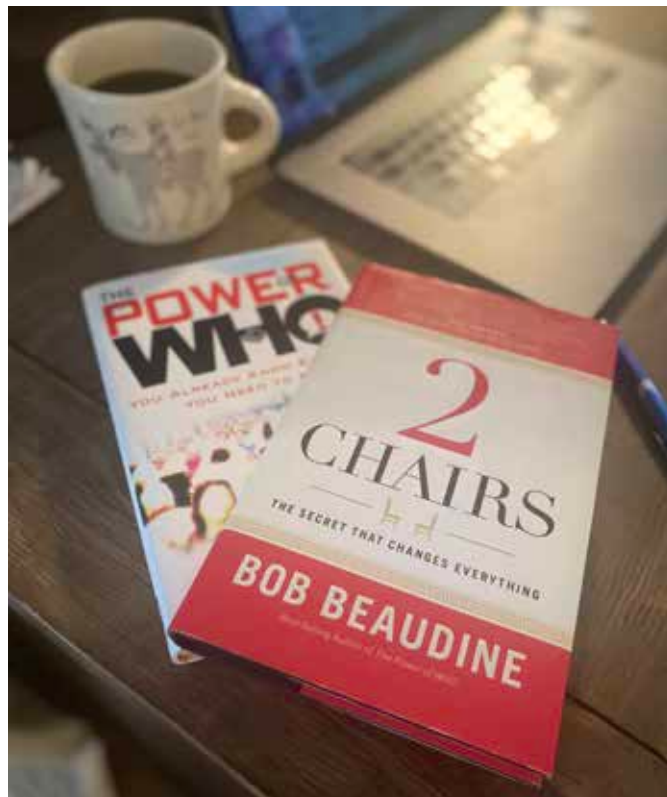
Book 2: *2 Chairs*

Being a REALTOR® now for eight years, I've seen all of the different types of getting clients or my dreaded term of "lead generation." Cold calling, door knocking, Facebook and Google ads, and what seems to be the most popular in my sphere, working by referral.

Where I heard about Beaudine was a podcast by the "Oh By The Way" guy and my personal hero Brian Buffini. Interviewing him about *The Power of Who*, which came out in 2009. Beaudine is a professional talent recruiter. He learned the skill from his father who built a giant professional recruiting business in the 1950s and 1960s. The premise of the book *The Power of Who* is "You already know everyone you need to know." Every single prompting Beaudine puts in this book fits into Brian Buffini's "working by referral" system.

I found *The Power of Who* during an awkward slump in April of 2021. The market was on fire, but I was slow in my personal business. This book simply re-centered me, that ramping up my business is not going to come from reaching out to a bunch of strangers but being the person I need to be to everyone I already know. Sure enough, I re-engaged and found myself back to normal business levels simply by connecting with people I already knew. One conversation at a time.

The second book was *2 Chairs* and it was equipped with a subtitle "The secret that changes everything." I was skeptical about this book and its subtitle. When I finally humbled myself and dove into his words I started getting a lot out of it. It's about prayer. Prayer is a super personal thing and I love his take on it. Not to worry, he doesn't preach, just shares a technique his mother taught him during a



rough time in his life. She taught him to find a quiet place, two chairs, one for you and one for God, then gave him three questions to ask the Big Man upstairs.

When I read the three questions that were promised to "change everything" I was disappointed, and I set the book aside. Was Beaudine really saying these silly three questions are the answer to all of that? I might have said out loud "Give me a break." Then thought, shoot, another book promising a load of crap and I shelved the book for a few weeks.

Then the slump I was in didn't just affect my business, but it crept into my personal life. Things started getting way worse. It got bad enough that my broker at the time pulled me aside and asked me about my life. That quickly turned into a verbal explosion of all the things going wrong. She was kind, gracious, and a wonderful listener. The next day on my desk was a book as a gift, guess which book?

2 Chairs. Being a book about prayer and having a big faith, I had to take this as a sign that God wanted me to give this book another shot. In a surrendering fashion, I started the book again. Still thinking the questions were a little ridiculous...

Does God know your situation?

Me: Yes

Is it too hard for him to handle?

Me: Well if he is all-knowing and all-powerful, no.

Does He have a good plan for you?

Me: If I'm here, I'm here for a reason so...yes.

In my office at home, I have a recliner in my office as well as two office chairs. I gave the recliner to God and rolled myself right in front of it. And asked these questions slowly.

No, I did not hear an audible voice. But I did feel an incredible peace fall over me. You see, asking these questions was a surrendering of control. I don't have control of everything in my life. There is someone (in my faith tradition, at least) bigger than I am. I realized that for these past few months, I was viciously trying to control my business, control client flow, how the deals went, stuff at home all by myself, and not asking for any help. The first time doing this prayer for real, I was able to get real.

I cried because it was so nice to release this mental grip that was weighing me down.

As I continued this prayer for the next few days in a row, I began asking God another question then listening.

God, *who* do you want me to reach out to today? And I'd wait in the silence for God to put somebody on my heart. I'd write their name down in my planner. Some days it was one. Some days there were five names that ran across my heart.

No, I didn't ask if they wanted to buy or sell a house. God isn't an ATM. I just asked how their days were going. Some didn't respond. Some needed a plumber. Some needed a friend to chat with, and some just were happy I said hi.

If you're wrapped too tight this new year, stop thinking you need someone new in your life; chances are, you probably know the person you need to chat with already. And if you want a "secret" way to find out *who* that is, just pull up *2 Chairs*.

Happy New Year.



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What is a New Year's resolution that you have made for yourself in the past and stuck to?

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NATE KNIGHT
ProSmart Realty
To invest and acquire additional properties in the East Valley and most recently start a business investing in vacation homes in Pinetop!



DARWIN WALL
Realty One Group
To re-evaluate my goals every quarter. Not just once a year.



LEILA WOODARD
My Home Group
Since February 2020, I have made a resolution to slow down. In this industry, we are trained to hustle but doing this too hard too long had major health implications on my life. So since this time, I have had to make my life a priority. I don't schedule more than one client a day, my evenings and weekends are my family time, and I promised myself by making these changes my business wouldn't suffer and it hasn't. I'm working smarter, not harder.



TARA KEATOR
Keller Williams Integrity First
One New Years Resolution I've committed to and really stuck to is being intentional with my time. Whether it be family, work, play, etc...I'm always there and present. I make sure to use my daily minutes to be as productive as possible. It's amazing how great people feel when you are present and intentionally focusing on them. Work, with great attention, seems to go more smoothly, and of course, when you're taking a break and having fun...be *all* in!



CHRIS TILLER
Russ Lyon Sothebys International Realty
Stop treating your business like a spreadsheet with actions to be completed. Focus on the individual, their goals, and how you can be a resource for solving problems.



ADRIANNE LYNCH
Conway Real Estate
Every year, I set a new GCI goal and break it down by month and quarter. Breaking it down by month has allowed me to stick to my New Year's resolution.



SUSAN SEIBER
eXp Realty
The resolution I'm proudest of maintaining is my commitment to practicing yoga 3-4 times per week. I was a stay-at-home mom for years, so when I re-entered the workforce and entered the hectic world of real estate, self-care took the absolute back seat. I realized that to be the best wife, mom, realtor, and friend possible, I needed to prioritize my mental and physical health. Yoga is my time to re-center, feel gratitude, and focus on my well-being. It's truly the resolution that keeps on giving. Happy new year!



KANDI ANDRESEN
Infinity & Associates Real Estate
1999 is the only year I have made a New Year's resolution. It was to give up chocolate for the year, and I did it. Also, I love chocolate, so this was not easy.

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WHISKEY ROW

THE PLACE TO BE

By Dave Danielson

There are places that just seem to make every occasion better—elevating the time you spend with your friends and loved ones.

Whiskey Row is a prime example. And, if you’ve visited Whiskey Row in Gilbert, you know for sure that it’s the place to be.

Sean Frantz is marketing director at Riot Hospitality Group (RHG), the parent organization for Whiskey Row and many other exciting indoor destinations.

“Riot Hospitality Group was created by our CEO Ryan Hibbert. With a lot of experience in the hospitality industry, Ryan knew he could transform how the bar/restaurant industry operated if he applied his business

background and corporate experience,” Sean says. “Ryan created the Riot Hospitality idea of using a ‘culture based on creativity mantra for his designs and creations, and RHG was born in 2010.”

Sean says that, as a third-generation Arizonan, Ryan spent a lot of time growing up in Prescott, and that’s where he got the name Whiskey Row from.

TAKING CENTER STAGE

RHG is making its presence known in places nationwide.

“RHG is a national, premier hospitality management company headquartered in Scottsdale, Arizona. The company is known for managing and co-creating unique concept brands. It currently oversees 10



locations in Arizona, Tennessee, and Illinois, and in 2021, RHG added an 11th location in Colorado,” Sean says. “We also considering adding several more locations. With a passion for evolving the typical restaurant and entertainment landscape, we’re committed to creating unique and meaningful experiences for every guest ... with a dedication to customer engagement, philanthropic ties in the community, and a strong commitment to true hospitality.”

When you visit Whiskey Row, you can always count on something special.

“Whiskey Row at Gilbert is large and spacious. It’s the perfect place to hold special events or gatherings while maintaining all social distancing and safety protocols,” Sean explains, “At Whiskey Row Gilbert, we recently launched Spotlight Wednesdays, highlighting local musicians to showcase their talents on a big stage! In addition to that, we have launched our Back Porch, named after a Dierks’ song, where guests can enjoy food, drinks, parlor games, and live music in a fun daytime atmosphere.”

TEAM SPIRIT

Sean is quick to give credit to the RHG team for making the magic happen for patrons day in and day out.

“RHG is made up of strong, dedicated people who have a passion for creating the best possible experience for our customers,” he emphasizes. “In addition, our team cares about each other and our customers.”

That kind of energy translates into an unforgettable experience.

“That’s really what we strive for ... to provide unique social experiences for every patron, feel connected to the neighborhoods that are home to RHG locations, and uphold an impeccable reputation by providing amazing food and drink in truly inviting and electric atmospheres,” he points out. “I believe our commitment to exceptional service, energetic entertainment, and corporate social responsibly is second to none.”

Whiskey Row has become a true leader in the hospitality industry, and there’s more on the way.

“We’re incredibly proud of the relationships we have in the communities where we’re operating. Our expansion has also been very rewarding,” Sean says. “In February we broke ground on our 4th Dierks Bentley Whiskey Row in Denver.”



For more information about Whiskey Row Gilbert:
Website: www.riothg.com

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NEW YEAR SPARKS

New Initiatives & Opportunities



► weserv monthly update

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

2022 is here. Yes, you read that right. 2021 seemingly came and went in the blink of an eye. As I reflect on the past year and the growth that the West and SouthEast REALTORS® of the Valley garnered, one word comes to mind that helped propel us to more considerable heights: calm. Calmness through challenges, adversity, and the ever-changing world we live in provided our leaders the ability to adapt and persevere. It was through this perspective that our leaders were able to not only provide support and services to their surrounding communities but were able to learn and grow as a team. I'm incredibly proud and fortunate to stand alongside such selfless individuals who are motivated to serve others.

The new year also allows us to celebrate our past and present leaders at our yearly Installation ceremony. The event is always a special gathering. Leaders of yesterday and tomorrow came together to applaud our 2021 officers for yet another successful year. I want to thank these outstanding individuals for their hard work and dedication. We're incredibly fortunate as a REALTOR® association to have volunteers who want to see WeSERV prosper.

In addition, I'd also like to send my deepest gratitude to our 2021 president, Mandy Neat. I've had the pleasure of working alongside Mandy for many years now. To see her take the reins as our president was extraordinary. She made sure that every voice was heard, every idea was pursued, and she did it all with grace. I'm proud to call her a colleague and friend.

Mandy passed the gavel off to another like-minded REALTOR®, Gary Fenton, who comes with a background and experience that stems from over 40 years. Gary, a REALTOR® Emeritus, has a deep knowledge and passion for the real estate industry. He's been heavily involved with the association for many years and has always focused his time on ways to make us better.

WeSERV is always looking for new leaders to help us make a difference in your REALTOR® community. If this opportunity speaks to you, please reach out to a member of the WeSERV staff and join the ranks of Mandy, Gary, and all the WeSERV leaders propelling organized real estate into the future.

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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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - November 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
1	Derek Dickson	Offerpad	171,845,309	407
2	Daniel P Noma	Venture REI	139,123,838	346
3	Carol A. Royse	Keller Williams Realty East Valley	84,390,472	140
4	Rebecca H. Rains	Berkshire Hathaway HomeServices Arizona Properties	83,574,762	185
5	Mary Jo Santistevan	Berkshire Hathaway HomeServices Arizona Properties	83,469,709	171
6	Tiffany Carlson-Richison	Realty ONE Group	82,126,798	128
7	Darwin Wall	Realty ONE Group	77,147,525	115
8	Karl Tunberg	Hague Partners	64,515,508	134
9	Shanna Day	Keller Williams Realty East Valley	64,364,804	109
10	Kenny Klaus	Keller Williams Integrity First	62,556,481	140.5
11	Yvonne C Bondanza-Whittaker	Zillow Homes	60,177,005	140.5
12	Shannon Gillette	Launch Real Estate	52,043,382	81
13	Mindy Jones	Keller Williams Integrity First	50,885,118	114
14	Charlotte Young	Keller Williams Sonoran Living	47,833,400	97
15	Eric Brossart	Keller Williams Realty Phoenix	45,514,650	71.5
16	Rebekah Liperote	Redfin Corporation	44,610,800	62.5
17	Tara Meier	Zillow Homes Inc	43,919,368	104
18	Janine M. Igliane	Keller Williams Realty East Valley	43,182,190	77
19	Denver Lane	Balboa Realty	42,974,196	98.5
20	Randy Courtney	Weichert, Realtors - Courtney Valleywide	41,807,400	61.5
21	Rick Metcalfe	Canam Realty Group	40,958,494	93.5
22	Jim & James Carlisto	Hague Partners	38,361,049	91
23	Russell Mills	Close Pros	37,223,944	60
24	Jody Saylor	Just Selling AZ	36,790,800	70
25	Garrett Lyon	eXp Realty	36,353,753	76.5
26	Monica C Monson	The Noble Agency	35,796,681	19.5
27	Steve Hueter	eXp Realty	35,209,679	70
28	Jason Crittenden	Realty ONE Group	34,292,308	70
29	Jason LaFlesch	Results Realty	34,188,350	57.5
30	Rodney Wood	Realty ONE Group	33,643,345	61.5
31	John Hrimnak	Hague Partners	32,878,737	72.5
32	Dean Thornton	Redfin Corporation	32,570,879	66
33	Nathan D Knight	of ProSmart Realty	31,806,142	61.5
34	Matthew S. Potter	Stunning Homes Realty	30,689,913	81.5

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
35	Justin Cook	RE/MAX Solutions	30,624,596	53
36	Frank Vazquez	Venture REI	30,589,265	65.5
37	Scott R Dempsey	Redfin Corporation	30,005,750	52.5
38	Tyler Blair	My Home Group Real Estate	29,896,514	68
39	Marjan Polek	AZ Flat Fee	29,767,450	50
40	Bob & Sandy Thompson	West USA Realty	29,161,155	51
41	Daniel Brown	My Home Real Estate	29,070,600	54.5
42	Bill Bulaga	Russ Lyon Sotheby's International Realty	28,830,000	8
43	Brock O'Neal	West USA Realty	28,664,717	34.5
44	Richard Harless	AZ Flat Fee	28,487,950	49
45	Kathy Camamo	Amazing AZ Homes	28,064,580	54
46	Chris Allen	Hague Partners	27,718,450	63
47	Lorraine Ryall	KOR Properties	26,904,513	37.5
48	Lacey Lehman	Realty ONE Group	26,879,210	55
49	Damian Godoy	My Home Group Real Estate	26,779,184	58.5
50	Blake Clark	Limitless Real Estate	26,497,559	53

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - November 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
51	Thomas Popa	Thomas Popa & Associates LLC	26,492,000	26.5
52	Robin R. Rotella	Keller Integrity First	25,777,675	56.5
53	W. Russell Shaw	Realty One Group	25,648,850	62
54	Mark Captain	Keller Williams Realty Sonoran Living	25,148,725	45
55	Henry Wang	eXp Realty	24,928,291	39
56	Heather Openshaw	Keller Williams Integrity First	24,534,568	49
57	Michael W Cunningham	West USA Realty	24,480,887	42
58	Robyn Brown	My Home Group Real Estate	24,395,600	32
59	Angela Larson	Keller Williams Realty Phoenix	23,243,625	76
60	Van D. Welborn	Redfin Corporation	23,156,150	28.5
61	Amy Laidlaw	Realty Executives	23,036,327	42.5
62	Frank Gerola	Venture REI	22,651,700	40.5
63	Aimee N. Lunt	Keller Williams Integrity First	22,640,250	33
64	Jason Zhang	Gold Trust Realty	22,520,690	37.5
65	Jennifer Felker	Infinity & Associates Real Estate	22,433,300	25.5
66	John Evenson	eXp Realty	22,362,669	53.5
67	Shawn Camacho	United Brokers Group	22,228,900	48
68	Pamm Seago-Peterlin	Century 21 Seago	22,169,590	38
69	Richard Johnson	Coldwell Banker Realty	22,015,898	47
70	Shawn Rogers	West USA Realty	22,015,550	45
71	Beverly Berrett	Berkshire Hathaway HomeServices Arizona Properties	21,878,605	38
72	Allen R Willis	Ensign Properties Corp	21,866,511	43.5
73	Carey Kolb	Keller Williams Integrity First	21,552,053	44.5
74	Tiffany Mickolio	My Home Group Real Estate	21,242,530	41.5
75	Heather Werner	Ravenswood Realty	21,111,930	44.5
76	Kelly Khalil	Redfin Corporation	20,880,111	36
77	Geoffrey Adams	Realty ONE Group	20,449,832	37.5
78	Benjamin Arredondo	My Home Group Real Estate	20,367,050	37
79	Bill Olmstead	Keller Williams Realty East Valley	20,246,000	42
80	Rachael Richards	RHouse Realty	20,144,502	43.5
81	Kevin McKiernan	Venture REI	19,968,700	35.5
82	Mike Mendoza	Keller Williams Realty Sonoran Living	19,808,757	32.5
83	Gordon Hageman	My Home Group Real Estate	19,800,111	37
84	TJ Kelley	Keller Williams Integrity First	19,731,512	34.5

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
85	Barbara Schultz	Coldwell Banker Realty	19,685,001	35
86	Mike Mazzucco	My Home Group Real Estate	19,631,927	43.5
87	Kevin Albright	Delex Realty	19,582,389	24
88	Jody Poling	Seville Realty	19,536,000	16.5
89	Tina M. Sloat	Tina Marie Realty	19,406,500	38
90	Gina McMullen	Redfin Corporation	18,918,900	40.5
91	Frank Merlo	Berkshire Hathaway HomeServices Arizona Properties	18,698,700	31
92	Amy N Nelson	Keller Williams Realty East Valley	18,454,443	35.5
93	Velma L Herzberg	Berkshire Hathaway HomeServices Arizona Properties	18,425,200	27.5
94	David C Zajdzinski	eXp Realty	18,399,992	40
95	Chris Lundberg	Redeemed Real Estate	18,341,750	29.5
96	Mike Schude	Keller Williams Integrity First	18,321,325	34
97	James Bill Watson	Keller Williams Realty Sonoran Living	18,156,400	32
98	Timothy Ehlen	RE/MAX Alliance Group	18,123,568	33
99	Michaelann Haffner	Michaelann Homes	18,099,300	36
100	Elizabeth Rolfe	HomeSmart	17,887,500	24.5

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There are times in our lives that we can look back and see someone else's footprints in the sand. In some manner, they have carried us and impacted our lives. Perhaps there were times when others found your footprints in the sand. We encourage you to share your stories in our Impactful Lives series.

Reach out to us at Impactfullives@LTAZ.com to share your story and enter your charity of choice into a drawing drawing for a chance to win a donation from Landmark Title. Drawings will be done on a quarterly basis.



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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - November 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
101	Rachele M. Oram	HomeSmart Lifestyles	17,645,400	23.5
102	Jamie K Bowcut	Hague Partners	17,638,750	42
103	Chantel Gutierrez	Perkinson Properties	17,611,181	39
104	Ben Leeson	Keller Williams Integrity First	17,544,512	34.5
105	Shivani A Dallas	Keller Williams Integrity First	17,515,945	35.5
106	Michael Widmer	Keller Williams Integrity First	17,444,650	32
107	Adam Prather	Russ Lyon Sotheby's International Realty	17,435,900	30
108	Kirk A DeSpain	Call Realty	17,426,840	40
109	Caitlin Bronsky	My Home Group Real Estate	17,306,399	21.5
110	Alice Ying Lin	The Housing Professionals	17,229,470	32.5
111	Renee' Merritt	Keller Williams Arizona Realty	17,117,055	25
112	Kaushik Sirkar	Call Realty	17,112,900	27.5
113	Lauren Wood	Realty ONE Group	17,019,550	28
114	Michael J. D'Elena	North & Co	16,997,550	27
115	Tyler Monsen	Offerpad	16,942,410	30
116	Natascha Ovando-Karadsheh	KOR Properties	16,923,250	20.5
117	Jill McFadden	Delex Realty	16,912,800	29
118	Brian Christopher McKernan	ProSmart Realty	16,861,200	55

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Nancy K.

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
119	Richard Ferguson	Coldwell Banker Realty	16,818,374	29
120	Cynthia Worley	Keller Williams Realty East Valley	16,812,999	19.5
121	Max Dewitt	Realty ONE Group	16,711,350	28
122	Kiran Vedantam	Kirans and Associates Realty	16,687,490	28.5
123	S.J. Pampinella	Redfin Corporation	16,628,000	30
124	Gus Palmisano	Keller Williams Integrity First	16,590,528	40
125	April Mcneil Anderson	United Brokers Group	16,341,750	32.5
126	Danielle Bronson	Redfin Corporation	16,301,890	33.5
127	Radojka Lala Smith	eXp Realty	16,286,800	26
128	Mary Almaguer	Apache Gold Realty	16,274,800	53
129	Scott Cook	RE/MAX Solutions	16,154,990	35
130	Melissa S Massey	North & Co	16,153,214	17
131	Kimberly Dempsey	KD Realty	16,134,100	27
132	Keith M George	Coldwell Banker Realty	16,014,370	52
133	Stacia Ehlen	RE/MAX Alliance Group	15,921,800	25
134	Carin S Nguyen	Keller Williams Realty Phoenix	15,822,400	39.5
135	Kraig Klaus	Keller Williams Integrity First	15,817,977	33.5
136	Kelly Saggione	eXp Realty	15,759,000	28
137	Thomas L Wiederstein	Redfin Corporation	15,746,335	32.5
138	Jeffery Chesleigh	HomeSmart	15,684,700	36
139	Erik Geisler	West USA Realty	15,618,800	31
140	Kelly Henderson	Keller Williams Realty Phoenix	15,605,200	27.5
141	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	15,592,847	26.5
142	Tara Hayden	Redfin Corporation	15,448,000	33
143	Heather M Mahmood-Corley	Redfin Corporation	15,401,750	27
144	Michael Ratzken	Two Brothers Realty	15,391,010	29.5
145	Kyle J. N. Bates	My Home Group Real Estate	15,374,837	35
146	Trevor J Hendrickson	Opendoor Brokerage	15,307,770	26
147	Bret Johnson	Realty Executives	15,252,870	23.5
148	Benjamin Graham	Infinity & Associates Real Estate	15,232,800	29
149	Michelle Rae Colbert	Keller Williams Integrity First	15,211,100	34.5
150	Brian Judy	Mesa Verde Real Estate	15,071,796	21

TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - November 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
151	Angela Tauscher	Rover Realty	15,030,495	35.5
152	David Courtright	Coldwell Banker Realty	15,024,780	32
153	Jason Dawson	North & Co	15,022,650	19.5
154	John Karadsheh	KOR Properties	14,959,250	18
155	Heather Taylor	ProSmart Realty	14,954,268	22
156	Diane Bearse	Realty Executives	14,930,500	22.5
157	Kirk Erickson	Schreiner Realty	14,776,690	27
158	Adam B Coe	Delex Realty	14,707,905	28
159	Daniel Callahan	RE/MAX Classic	14,664,465	41
160	Michael Kent	RE/MAX Solutions	14,574,316	33
161	Elliot L Barkan	Launch Real Estate	14,530,400	7.5
162	Jacquelyn E Shoffner	eXp Realty	14,478,548	25
163	Brian J Cunningham	eXp Realty	14,468,040	24.5
164	Curtis Johnson	eXp Realty	14,464,595	38.5
165	Matthew Long	eXp Realty	14,369,573	29
166	Geno Ross	West USA Realty	14,233,500	19
167	Mondai Adair	Keller Williams Realty Sonoran Living	14,178,750	26
168	Danny Kallay	Launch Real Estate	14,156,750	25.5
169	Christina Anthony	Keller Williams Arizona Realty	14,149,305	24
170	Rob Hale	Elite Results Realty	14,099,062	32.5
171	Gina Donnelly	ProSmart Realty	14,059,047	23
172	Jerry Thomas Beavers	Realty ONE Group	14,031,424	29
173	Stephanie Cook	Haven Realty	13,999,500	11
174	Ryan Gehris	USRealty Brokerage Solutuions	13,991,542	21
175	Michelle Biagi Bauer	Realty Executives	13,991,000	25
176	Mark David Sloat	My Home Group Real Estate	13,973,250	24.5
177	Annette E. Holmes	United Brokers Group	13,973,000	26
178	Eric Dixon	On Q Property Management	13,934,400	19
179	Travis M Flores	Keller Williams Integrity First	13,886,225	34.5
180	Alan Kittelman	Realty Executives	13,877,350	45
181	Delaney S Rotta	My Home Group Real Estate	13,873,375	14
182	Eleazar Medrano	HomeSmart	13,650,699	30.5
183	Mary Newton	Keller Williams Integrity First	13,627,175	41
184	Vincent Clark	Marketplace One Realty	13,558,500	5

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
185	Michelle Mazzola	Berkshire Hathaway HomeServices Arizona Properties	13,482,032	24
186	Tara R Keator	Keller Williams Integrity First	13,480,000	27
187	Gina McKinley	RE/MAX Fine Properties	13,388,000	31.5
188	Bryan W Pankau	Keller Williams Integrity First	13,387,900	32.5
189	Leila A. Woodard	My Home Group Real Estate	13,380,850	32
190	Ernest Haycraft	Realty Executives	13,363,685	10
191	Ryan Meeks	Hague Partners	13,362,990	22
192	Karen C. Jordan	Thomas Popa & Associates LLC	13,267,750	13
193	Erin Ethridge	eXp Realty	13,224,700	25
194	Aartie Aiyer	Aartie Aiyer Realty	13,204,650	23
195	Zachary A Markee	Balboa Realty	13,080,256	26
196	Joshua Will Hogan	eXp Realty	13,045,548	25.5
197	Jenna M. Jacques	Russ Lyon Sotheby's International Realty	13,045,500	14
198	Kristi Reckard	Hague Partners	13,034,925	51.5
199	LaQuita Fay	Balboa Realty	13,023,832	32
200	Kris Cartwright	Locality Real Estate	13,010,350	24

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - November 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
201	Becky Bell	Keller Williams Integrity First	12,875,687	28.5
202	Matthew Kochis	Keller Williams Realty East Valley	12,816,082	25.5
203	Cindy Flowers	Keller Williams Integrity First	12,798,125	38
204	LaLena Christopherson	West USA Realty	12,785,500	14
205	Bryce A. Henderson	Four Peaks Brokerage Company	12,710,150	30.5
206	Ben Swanson	Keller Williams Integrity First	12,638,000	28.5
207	Daryl R Snow	Zillow Homes Inc	12,585,562	25
208	Jerod T Johnson	The Brokery	12,507,600	10
209	Nicholas R Kibby	Keller Williams Realty Phoenix	12,481,900	28
210	Holly Poty	My Home Group Real Estate	12,479,000	26
211	Jill Vicchy Heimpel	RE/MAX Classic	12,440,475	34
212	Adam Lee	My Home Group Real Estate	12,435,025	23.5
213	Spencer J Lindahl	Main Street Renewal	12,379,450	38.5
214	Lauren Sato	West USA Realty	12,376,400	29
215	Brooke Bogart	Keller Williams Realty East Valley	12,156,400	23
216	Shar Rundio	eXp Realty	12,068,000	24
217	Michael Hargarten	Realty ONE Group	12,010,087	29
218	Bill Brimie	Rio Salado Realty	12,009,820	17.5
219	Jorge L Quijada	neXGen Real Estate	11,932,500	16.5
220	Trevor Bradley	My Home Group Real Estate	11,911,900	24.5
221	Cathy Carter	RE/MAX Alliance Group	11,890,140	19
222	Eric Avdee	Keller Williams Realty Phoenix	11,869,500	29
223	Lynnanne M Phillips	Keller Williams Realty Sonoran Living	11,839,000	20
224	Katie Lambert	eXp Realty	11,825,849	25
225	Rene C Knauth	HomeSmart Lifestyles	11,780,890	20
226	Jaime L Blikre	My Home Group Real Estate	11,770,458	33.5
227	Kevin Barry	Keller Williams Integrity First	11,757,500	27.5
228	David C Rose	ProSmart Realty	11,705,898	21
229	Mark Brower	Mark Brower Properties	11,695,344	31
230	Matthew G Murray	Realty ONE Group	11,610,000	24
231	Steven Bernasconi	Keller Williams Integrity First	11,552,962	26
232	Karin Hansen	HomeSmart	11,548,500	14
233	Jenna L. Marsh	Realty Executives	11,468,990	23.5
234	Tyler D Whitmore	O48 Realty	11,467,950	19.5

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
235	Uy Quoc Tran	HomeSmart	11,424,495	25
236	Christie Ellis	Locality Real Estate	11,398,250	20
237	Dillon A Martin	Realty Executives	11,391,824	26.5
238	Katrina L McCarthy	Hague Partners	11,347,775	23.5
239	Elizabeth A Stern	Springs Realty	11,303,400	30
240	Jon Littlefield	West USA Realty	11,279,631	19.5
241	Peg E Bauer	Cactus Properties	11,256,000	23.5
242	Julie Thompson	West USA Realty	11,252,500	27
243	Charles P. Turner	Keller Williams Integrity First	11,228,300	19.5
244	Mike Haller	Ashby Realty Group	11,225,955	13
245	Jardin Ratzken	Two Brothers Realty	11,214,777	22
246	Helen Zhang	West USA Realty	11,163,400	25
247	Karrie Law	RE/MAX Foothills	11,115,500	16
248	David Barney	Fathom Realty	11,029,250	23
249	David M Cline	Keller Williams Realty East Valley	11,013,477	14
250	Grady A Rohn	Keller Williams Realty Sonoran Living	11,011,999	21.5

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

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - November 30, 2021

#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
251	Nate Randleman	Infinity & Associates Real Estate	11,006,000	23
252	Terri J Witte	eXp Realty	11,004,870	22
253	Aaron Stradling	Weichert, Realtors-Home Pro Realty	10,990,511	20.5
254	Alisha B Anderson	West USA Realty	10,950,700	26.5
255	Christine Schroedel	CMS Properties & Real Estate	10,915,800	19
256	Kerry Jackson	Arizona Gateway Real Estate	10,912,290	22.5
257	Donette Monsen	Balboa Realty	10,897,050	20.5
258	Susan Lynn Jordan	Arizona Gateway Real Estate	10,894,000	15
259	Sergio Santizo	Hague Partners	10,831,050	24
260	Melanie Nemetz	Keller Williams Integrity First	10,801,850	19
261	Lindsay Barnes	Realty Executives	10,783,000	23
262	Yalin Chen Dorman	Realty ONE Group	10,773,100	23
263	Leonard Behie	Realty Executives	10,729,650	24
264	Chun Crouse	RE/MAX Fine Properties	10,705,300	23.5
265	Lisa Miguel	West USA Realty	10,691,000	20
266	Sheila M Popeck	RE/MAX Classic	10,688,626	20
267	Caleb Williams	My Home Group Real Estate	10,668,250	20
268	George Saiki	Realty Executives	10,667,000	24

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#	Full Name	Office Name	Total Volume Sales 01/01/2021 - 11/30/2021	Total Unit Sales 01/01/2021 - 11/30/2021
269	Lauren Wendt	Kenneth James Realty	10,666,500	11.5
270	Terra A. McCormick	HomeSmart Lifestyles	10,653,700	26.5
271	Mark Stanley	Realty ONE Group	10,652,000	11
272	Christy Rios	Keller Williams Integrity First	10,617,500	12.5
273	Marci Burgoyne	Crown Key Real Estate	10,592,418	20
274	Jean Pomeroy	Realty ONE Group	10,576,900	13
275	Tiffany D Chandler	West USA Realty	10,566,000	19.5
276	Lawrence Bearse	Realty Executives	10,520,500	17.5
277	Brandi Samples	Long Realty Partners	10,451,400	18
278	Hannah Farbstein	My Home Group Real Estate	10,436,914	21
279	Frank Bennett Jr	Frank Bennett Realty	10,423,000	28
280	Cayman J. Captain	Keller Williams Realty Sonoran Living	10,419,000	17
281	Michael J Shimono	eXp Realty	10,416,690	26
282	Megan E. Williams	HomeSmart	10,403,350	21
283	Jennifer Schumacher	Russ Lyon Sotheby's International Realty	10,399,900	17
284	Milan Skokic	Keller Williams Integrity First	10,365,000	23
285	Rosann Williams	HomeSmart	10,353,000	13.5
286	Dawn A. Dziezynski	Realty ONE Group	10,335,000	13
287	S. Curtis Wieler	Century 21 Arizona Foothills	10,319,999	11
288	Justyna Korczynski	The New Home Company	10,319,420	20
289	Devin Guerrero	Realty ONE Group	10,303,250	16.5
290	Steven D Drew	Southwest Mountain Realty	10,257,499	22
291	Michael McCabe	My Home Group Real Estate	10,250,550	19.5
292	Beth Rebenstorf	Realty ONE Group	10,235,672	19.5
293	Azita Sajjadi	Coldwell Banker Realty	10,222,990	16
294	Stephanie Wyatt-Francis	Coldwell Banker Realty	10,202,519	20.5
295	Marc Slavin	Realty ONE Group	10,199,249	11.5
296	Jean Grimes	Russ Lyon Sotheby's International Realty	10,167,000	21
297	Heather Christine Morales	Homie	10,161,000	19
298	Stephanie N Sandoval	HomeSmart Lifestyles	10,137,855	17.5
299	Kathy L Akins	Realty ONE Group	10,132,600	23
300	Sarah Anderson	RE/MAX Alliance Group	10,129,892	19

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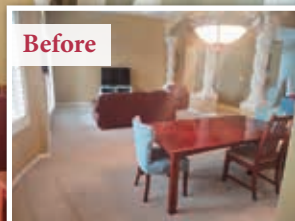


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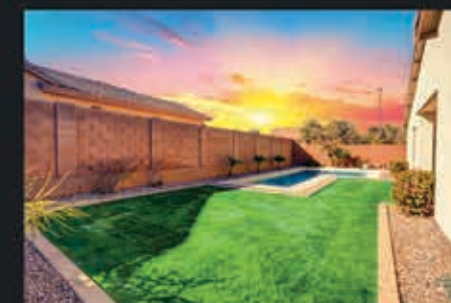
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