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## 2022 Fourth Annual AWARDS WINNERS

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ON THE RISE  
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REAL STORY  
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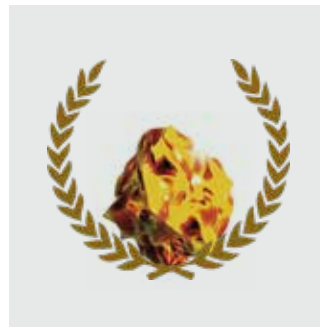
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## MEET THE EAST VALLEY REAL PRODUCERS TEAM



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**Michele Jerrell**  
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**Roger Nelson**  
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**Chris Reece**  
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**Devin Egbert**  
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P R E S E N T S

# Golden Nuggets



**Jody Saylor,**  
*Just Selling AZ*

To make a difference you have to be the best at what you do. To achieve being the best means you treat your business as a business your customers are drawn to. Go to work each day from 9-5 and provide the best customer service your clients expect. Your success is measured by your client's success.



**Zachary Cates,**  
*Revelation Real Estate eXp*  
Without trials, there can be no perseverance. Anything worthwhile typically isn't easy, but through Christ, we can do all things (Mark 10:27; with man nothing is possible, but through God, ALL things are possible).



**Mike Mazzucco,**  
*Copper 48*  
"I can't relate to lazy people. We don't speak the same language. I don't understand you. I don't want to understand you." - Kobe Bryant



**Tiffany Mickolio,**  
*My Home Group*

"At the end of the game, all the pieces go back into the same box." The real estate world is a small world, and abundance, growth, and masterminding with others will always get you the furthest.



**Nick Kibby,**  
*Keller Williams*

"Obstacles don't have to stop you. If you run into a wall, don't turn around and give up. Figure out how to climb it, go through it, or work around it." -Michael Jordan



**Leila Woodard,**  
*My Home Group*

"Realize deeply that the present moment is all you have. Make the NOW the primary focus of your life." -Eckhart Tolle, *The Power of Now*



**Ty Lusk,**  
*Keller Williams Integrity First Realty*  
Live in gratitude and continually remind others of their greatness.



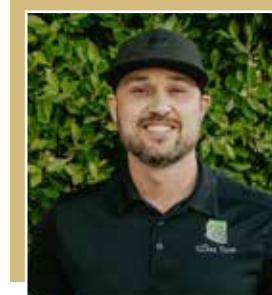
**Lauren Wood,**  
*Realty ONE Group*

If you became a real estate agent to make money, you're in it for the wrong reason. Real estate agents should be focused on helping people, making connections, and building the community.



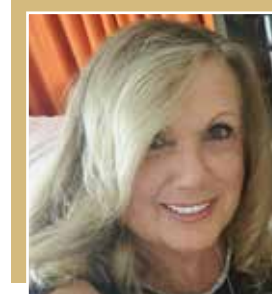
**Matt Chick,**  
*Impact Real Estate*

You are worth what you create.



**Blake Clark,**  
*Arizona Limitless Real Estate*

What you're doing in the short term to make yourself comfortable is killing your potential.



**Marge Peck,**  
*ProSmart Realty*

Life is about choices.



**Matt Veronica,**  
*Keller Williams Integrity First Realty*

"Pay attention to who you're with when you feel the best" and "Sell the problem you solve, not the product you have."



**Chris Lawler,**  
*Nova Home Loans*

"Family is not an important thing. It's everything." -Michael J. Fox

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# Chris LAWLER

and Nova Home Loans



The Lawler Family

## ▶ sponsor spotlight

By Dave Danielson

### Leading by Lifting Others

There's a spark that true leaders have ... a drive to help others thrive.

That's the power at work with Chris Lawler, who serves as senior vice president and branch manager with NOVA Home Loans.

The passion Chris has for lifting others up is unmistakable.

"The love I have for what I do is a mix of educating my clients on what's going to be in their best interests in terms of purchasing a home and also mentoring my team on how they can grow as professionals," Chris says.

"I want to give the best advice for our clients and I also like to mentor the team we have and how they can be better professionals and help them continually improve their craft."

#### A Heritage of Leadership

NOVA Home Loans has been a force in the industry since getting its start about 40 years ago. Today, it is the largest privately-held mortgage company in Arizona, having gotten its start in Tucson.

Chris has been with NOVA Home Loans for the past 13 years. After starting as a receptionist, Chris rapidly rose through the ranks to work in the company's insurance sales side, then on to work as a Loan Officer for five years. Following that, Chris created his own team ... leading to his current role as VP and branch manager.

#### Building Strong Bonds

Consistency and long-term relationships are key to helping people achieve their dreams.

"We focus on giving our clients the best combination of service, rates, and fees we can. We want to give you financial advice based on your scenario and your budget," Chris says.

"Through that conversation, we talk with clients about what they can qualify for, and here's what their max is ... trying to be an



advisor. Sometimes the best rate isn't always the best scenario for them."

#### Winning Teamwork

Joining Chris on his team are three other Loan Officers, along with a Personal Assistant and a Transaction Coordinator.

Together, they form a powerful force to serve residents across the region. Each year, the team averages about 450 to 500 deals. This year, Chris and his team will close an estimated \$130 million in volume.

#### Family Foundation

Away from work, Chris treasures time with his wife, Caitlin, and their four children — 7-year-old, Olivia; 6-year-old, Camden; 4-year-old Makena; and 4-year-old, Ryland.

"Caitlin was an Adoption Case Manager before she and I got married. We are super involved with organizations that support foster children and adoption," Chris says. "Every deal we close on the team, we donate \$50 to an organization that supports foster children and adoptions."





In his free time, Chris has a variety of interests. He likes to brew beer at home. He also looks forward to camping trips and vacations with his family, as well as spending time outdoors.

**Reaching Real Results**

Chris talks with pride about his team's record of results with clients.

"When we're working with someone, we don't take no for an answer. We are very adamant that if we get a referral from a referring partner, we are going to call that lead 10 times within 10 days and really try to educate the consumer on how what we're doing with them is going to provide benefits long-term for them and their family," Chris explains.

"Plus, we are very process-oriented. After every call, our referring partners get an update. We treat every referral we get as gold."

**A Feeling Like Family**

The family feeling that exists on the NOVA Home Loans team extends in all directions.

"We don't treat our deals like they are just loan numbers, files, or clients. We treat them like they are our own family," Chris says.

"So if we don't feel like something is in their best interest, we won't recommend it. We will support our clients' decisions. But we are open to sharing our expertise. We really try to hone in

on what's in the client's best interest. I want to sleep at night. I won't sacrifice my integrity for another deal. Our philosophy is if you do what's in the best interest of clients, then you will always come out on top."



For More Information about NOVA Home Loans:  
Cell: 520.260.4846  
Email: chris.lawler@novahomeloans.com



**“ I WON'T SACRIFICE MY INTEGRITY FOR ANOTHER DEAL. Our philosophy is if you do what's in the best interest of clients, then you will always come out on top. ”**





# EAST VALLEY REAL PRODUCERS 2022 Fourth Annual Awards Winners

LEADING THE WAY

By **Dave Danielson**  
Photo Credit by **Devin Nicole Photography**

For us at Real Producers, there's nothing quite like the feeling of having the chance to celebrate your achievements.

As part of that, it's a distinct pleasure for us to recognize those who go above and beyond with a level of results that's truly special.

Winners were nominated by members of the Real Producers community and chosen based on 2021 sales numbers, as well as community and industry involvement.

CONGRATULATIONS TO THESE 2022 ANNUAL AWARDS WINNERS!

- REALTOR® of the Year — Jody Saylor and Zach Cates**
- Rising Star of the Year — Mike Mazzucco and Tiffany Mickolio**
- Wow Award-Nick Kibby**
- Heart and Hustle Award — Leila Woodard and Ty Lusk**
- Team Leader of the Year — Lauren Wood and Matt Chick**
- Crushing it in Leadership — Blake Clark**



## REALTOR® OF THE YEAR Jody Saylor

Jody's Accomplishments Include:

- As an individual agent, from Dec. 1, 2020, to Dec. 1, 2021, Jody recorded 81 transactions representing \$36,679,300 in sales volume.
- Jody has participated in several community activities such as delivering treats to the elderly and partaking in a referral group.
- During the pandemic, Jody provided exceptional guidance to concerned homeowners and buyers who were frightened and uncertain about the market.

Jody enjoys staging her own listings and recently received her property staging certificate.

In Jody's words, "I learned from one of the best REALTORS® in the business, Steve Chader, and Keller Williams business models, on how to grow my business. I have grown my business to be serving of my client's needs which have resulted in massive amounts of repeat and personal referral business," Jody says. "I have learned that you have to listen to your client's needs, however demanding they may be, in order to be successful while fostering trusting, long-term relationships."

## REALTOR® OF THE YEAR Zach Cates

2021 proved to be a challenging year for Zach, but one in which he faced head on and conquered. Despite becoming an Ostomy patient, he managed to find purpose in his diagnosis. His recent career and personal highlights include:

- Sold over 20 million in real estate while working just five months out of the year
- Founded a company called MyOstoMy to help ostomy patients live a better quality of life.
- Was a supporter with the Westphal foundation and Action for Life.

In Zach's words, "It's just nice to be thought of. I think with selling what I sold in about five months of working this year, I did pretty well," Zach says.

"The most important things for me include getting healthier, serving Christ, encouraging others, and letting my actions always speak louder than my words."



RISING STAR OF THE YEAR

# Tiffany Mickolio

Tiffany continues to build on her record of achievement each day:

- She won two awards with My Home Group, and one for REALTOR® of the year for the Laughton Team.
- May 2021 *Real Producers* Featured Cover Agent

Tiffany says her greatest challenges have included balancing home and work life.

As she says, “In the past, I have struggled with not setting boundaries between my work life and my family life. My goal for 2022 is to set better boundaries while maintaining my 2021 success.”

Tiffany has a heart for helping the community and frequently volunteers her time with feeding the homeless.

From Dec. 1, 2020, to Dec. 1, 2021, Tiffany recorded 101 deals representing \$50 million in sales volume.

“I’m driven and I love my job. I’ve spent the last few years going to every meeting, training, and seminar I could, and spent time with the best minds in the business to learn the ways that make me who I am,” she says. “I am working on developing a small team of agents to work with and alongside me to grow our business and help even more families. I am working on being more involved in my community as well.”



WINNER OF THE ‘WOW AWARD’

# Nick Kibby



Nick is driven to give those around him his absolute best. The results reflect his efforts.

- Featured in the April 2021 issue of *Real Producers* as a Rising Star
- Was recognized for winning 40 under 40 for the second time in WESERV.
- Was recognized for being in the top 1% in production in the state.
- Among the top 300 agents in East Valley Real Producers 2021 standings.
- Named top dual market agent in *East Valley Home Owners Magazine*.

A challenge for Nick has been, in his words, “Growing so fast that I haven’t been able to keep up,” he says. “I have since brought in assistants to help me focus on the 80/20. I only want to be working on revenue-generating activities.”

Nick gives back to the community by participating in toy drives, helping with One Mission and KW Red Day. He also is a 40 under 40 WESERV member and is on the Board of Directors there.

From Dec. 1, 2020 to Dec. 1, 2021, Nick recorded 57 deals representing \$26,874,300.

“I specialize in working online leads and have developed very efficient systems and processes to maximize my conversion rates and also leverage my time so I can focus on prospecting.”

RISING STAR OF THE YEAR

# Mike Mazzucco

Mike Mazzucco has recorded an impressive record of growth and contribution, with a number of impressive achievements along the way:

- WeSERV Platinum Sales Award (\$15.4+ million volume to qualify)
- 2020 President’s Round-table Award
- Top 100 Agent Award at My Home Group
- Team was ranked #8 in production at My Home Group
- Oct 2021 *Real Producers* Featured Cover Agent

Mike states that his greatest challenges have included trying to find a balance between business and personal life. After having children, he implemented new habits and systems as time became much more limited.

As Mike says, “I am blessed to have a supportive wife that stands by me and also lets me chase down all my crazy ideas.”

Mike gives back to the community in a number of ways, including donating commission checks to fund low-income tuition scholarships at local charter schools, and also sponsoring several low-income families in the Christmas Angel program.

From Dec. 1, 2020, to Dec. 1, 2021, Mike recorded 58 deals representing just under \$23,830,110.

“From day one, I have been an outside-the-box thinker. After working for years as an engineer, I walked away from it to take my real estate business to the next level,” Mike says. “I live and breathe this business.

Aside from just finding success of my own, I am also very focused on helping other agents find success.”



HEART AND HUSTLE AWARD

# Leila Woodard



Leila is a dynamic example of what hard work and dedication can achieve.

From Dec. 1, 2020 to Dec. 1, 2021, Leila recorded 58 deals representing \$19,800,000.

Leila faced some significant health hurdles that she has worked through.

As she says, “I have experienced a lot of hard personal times with my health the last few years, and I could accomplish more before with my time than I can physically or mentally do now but I have not let it slow down my business, just the time I invest into it.”

Leila has a heart for serving others. She has been involved as a leader in the industry with WESERV, SEVRAR, WCR, and NAR. She also donates a portion of each commission check to charity. The non-profits she has served in 2021 include ASA

Now, Foster Arizona, Eyes Like Mine Foundation, Jacobs Mission Community Center, Starbright Foundation, Vet Tixx, Branching Out Family Services, Gems Dress Up Closet, Shade Tree Academy, Metropolitan Youth Symphony, and Boy Scouts of America. Annually she volunteers around 200 hours of her time.

“I want to continue to be a leader in the industry, helping other agents succeed. My most favorite thing about having brokerages and being a team leader is helping other agents succeed and celebrating those successes. It is the best,” she says. “I am so thrilled to see so many of my past agents become top producers and blossom.”

TEAM LEADER OF THE YEAR

# Matt Chick



The Impact Real Estate Team (led by Matt Chick) is a Team of the Year Award winner.

The team was established in 2021 and includes these individuals:

- |                  |                    |                       |
|------------------|--------------------|-----------------------|
| Mickey Galbrath  | Samantha Jackson   | Holly Salgado-Jackson |
| Justin Mercer    | Marcos Melendez    | Daila Nevarez         |
| Andy Myers       | Michelle Nankervis | Cynthia Arcilla       |
| Sean Reichert    | Elvis Kavanaugh    | Nolan Kuhn            |
| Imad Chamseddine | Brain Litherland   | Danny Klein           |
| Diane Robbins    | Caleen Toby        | Rebecca Moncado       |
| Jessika Ufmzeff  | Jelle Dijkuis      | Nancy Valenzuela      |
| Lindsay Wait     | Tim Valdez         | James Causey          |
| Latoyia Everett  | Andrea Marrujo     | kent Marshall         |
|                  |                    | Brittney Larson       |

The pride Matt feels in his team members comes through loud and clear. Along the way, the group was honored as a Top 40 Under 40 Team Team of the Year, the fastest-growing team in Arizona, as well as receiving multiple multiple top-performing agent of the year awards.

The team has had a hearty level of involvement in the community, including taking part in the Impact Golf Tournament, in addition to being a part of multiple masterminds, speaking events, panels, and other efforts that provide value to other agents.

“We let every agent be themselves and our community drives the growth,” he says. “Also every agent has the opportunity to not be one dimensional they can do retail, flip and wholesale and we teach them all three aspects.”

The team results were impressive. From Dec. 1, 2020, to Dec. 1, 2021, the team recorded 210 units, representing \$73 million in sales volume.

TEAM LEADER OF THE YEAR

# Lauren Wood

The Wood Real Estate Team (led by Lauren Wood) is a Team of the Year Award winner.

The team was established in 2019 and includes these individuals:

- Rodney Wood
- Lauren Wood
- Cristy Holmes
- Bill Christie
- Angela Rushing
- Joyce Kroff
- Kristi Bickle
- Ronda Peasel

“Each of our team members gets to keep their own leads and stays as the main listing/buyers agent,” Lauren says. “Our team was not designed for the team leader to make more money. It was designed with a true sense of team spirit in mind. We help each other, support each other and fill each other in on upcoming changes in the community. We are more like a family who works together.”

The team stays engaged in building a stronger community, assisting with aid to military veterans, food drives, blood drives, community events, and more. In addition, the team puts together a Community Over Competition event each year for local REALTORS® to meet and greet and enhance relationships.

The team results were remarkable. From Dec. 1, 2020, to Dec. 1, 2021, the team recorded 166 units, representing \$81.3 million in sales volume.

Lauren leads by example and clearly takes joy in the opportunity she has to build and work with the team around her.



HEART AND HUSTLE AWARD

# Ty Lusk



Big achievements and impact begin with a larger-than-life vision for helping others. That’s something that Ty Lusk possesses and shares with those around him.

“My goal is to positively impact 1 billion people,” Ty emphasizes. “It’s reachable through charitable work, continual positive interactions with others who pay that positivity forward, by playing music and connecting great people with varying needs and skill sets.”

Ty leads by example when it comes to giving back ... proudly supporting numerous non-profits, including Jacob’s Mission, United Food Bank, The Care Fund, Race for the Cure-MS, Affordable Christmas, Cloud

Covered Streets, PACC911, Phoenix Suit Project, and Salvation Army.

One of Tyler’s most gratifying roles in the industry is positively affecting the outcomes that other agents have in life and business.

“It’s a thrill to lead and train within the real estate industry while inspiring others to rise to their potential,” he says with a warm smile.

“Everyone deserves an opportunity to shine, to be recognized and appreciated for their special talents. Together, we’ll impact the world!”

CRUSHING IT IN LEADERSHIP AWARD

# Blake Clark



Blake has definitely led by example during 2021.

As the head of the Blake Clark Team, formed in 2017, Blake leads by lifting others.

The members of his team include:

- |               |               |                  |
|---------------|---------------|------------------|
| Blake Clark   | Tyler O’Quinn | Katie Anderson   |
| Mikaela Clark | Amy Pender    | Cherie Mortensen |
| Paige Hargis  | Sidney Willis | Britney Thorne   |
| Kara Beecroft | Shannon Bolt  | Hunter Kelley    |
|               | Justin Helvey |                  |

As Blake says, his team’s culture is its greatest asset.

“We have always been focused on making sure we attract the highest quality of talent, and people that fit in well with who we all are,” Blake explains. “We want to make sure that we benefit from having new team members and talent joining our team as much as they benefit from us. We all also hold each other accountable to high standards, and constantly focus on challenging each other to push ourselves further.”

When it comes to giving back to the community, Blake and his team do their part.

“Every month we sponsor a home for a family in need through House Of Refuge, and also put on a large holiday toy and clothing drive for families in need, as well,” he says. “We involve and invite all of our past clients to be a part of it, and it always brings a great turn out every year.”

The team results were striking. From Dec. 1, 2020, to Dec. 1, 2021, the team recorded 187 units, representing \$82,793,847 million in sales volume.

“I believe my team sets the bar for what culture should look like, and we like to have fun while performing at a high level,” he says. “We are always looking for new ways to be effective at what we do, and providing value and knowledge to others.”

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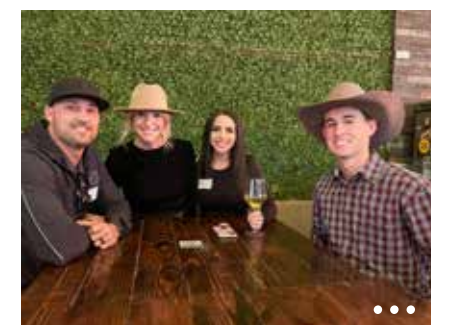


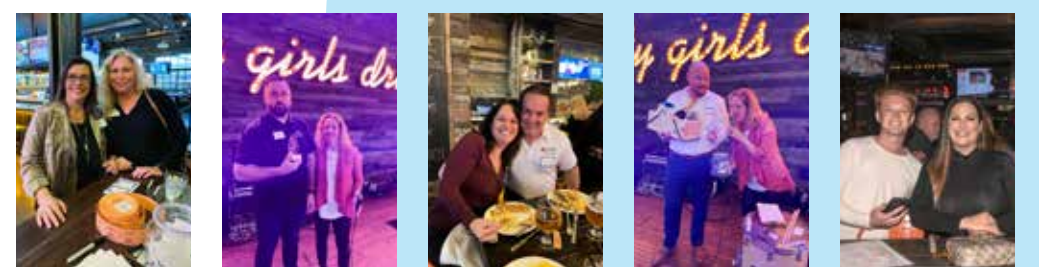
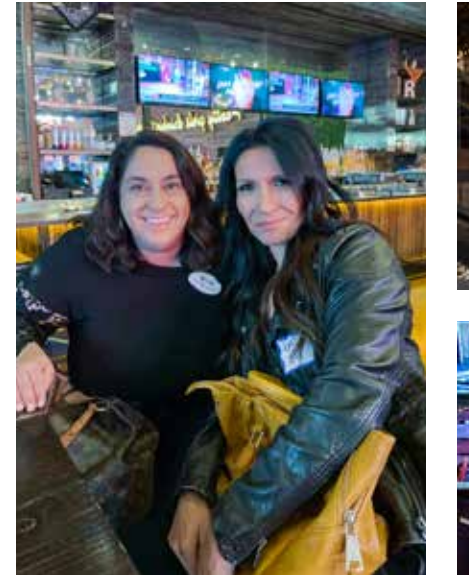
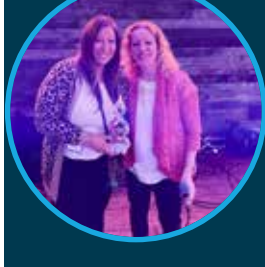
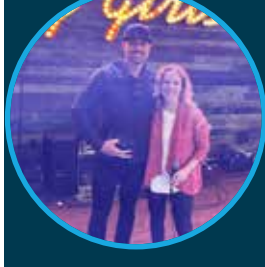
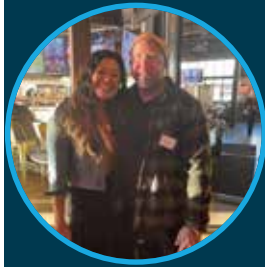
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# ANNUAL AWARDS NIGHTS



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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



"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 responsibility 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."

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.



For more information about Whiskey Row Gilbert:  
Website: [www.riothg.com](http://www.riothg.com)

# What I Learned Coaching 5,000+ Agents

## 10 Principles that Separate the Amazing from the Average



### ► coach's corner

By Wayne Salmans

Here is What I've Learned Coaching 5,000 Agents.

I've been a real estate business coach for over a decade and what drives me to be the best is my obsession to see clients' go from survival, to success, to making an impact.

After a decade of coaching, here is what I can tell you I've learned from coaching over 5,000 agents: **There is no single correct right path to success.**

Your definition of success is as unique to you as your fingerprint, and your journey there will be all your own. After a decade of coaching agents from coast to coast through the transformation from "average" to "amazing," I have seen firsthand that the path to success, though a unique experience for everyone, has universal markers, or clues, that you're on the right path.

10 Principles that Separate the Amazing from the Average

1. There are a lot of ways to build a huge business. The key is to **pick one and nail it**. On the surface, most real estate businesses have 8-12 avenues that bring in leads, yet after diving into the actual numbers, it becomes clear that there are 2-3 that bring in over 85% of the

business. Successful agents don't try to nail all options available to them. Amazing results come when they do the opposite. They pick 2-3 ways to generate business and they NAIL THEM. Instead of digging twelve two-foot wells, they dig two or three 100-foot wells.

2. High achievers consistently **ask phenomenal questions**. Instead of always asking, "How do I do this?" they ask the "Who" questions like "Who knows how to do this that I can learn from and copy?" They realize that the quality of our questions determines the quality of their lives. *Email me if you want a list of my favorite 30 questions. wayne@waynesalmans.com*

3. Amazing agents are hyper-**aware of their inherent blind spots**. As high achievers, they realize that everything that makes them awesome also has a built-in blind spot. For example, if you are a big thinker and always coming up with ideas, your blind spot could be overwhelming your team with ideas and having them not know which ones to implement. If you are amazing at sales, there is a really good chance you are not amazing at the details. If you are able to act fast and make quick decisions, you may be overconfident in your knowledge. But it's not what you don't know that is holding you back; it's what you know for certain that may or may not be true.

4. Indicators or Dictators? Average agents are of their feelings. Amazing agents recognize that **feelings are useful indicators**, yet they do not allow their feeling to be the dictators of their actions. They realize that they can choose their feelings. They don't wait until they feel like getting up in the morning, they have an accountability system and tools that ensure they get up whether they "feel" it or not. They choose to lean in and learn how to master their feelings.

5. High achievers are **constantly learning AND implementing**. The average person goes to a class, takes notes, gets excited, says they will do everything in the workbook, get back to their office and... nothing happens. Every high achiever is an implementer. They don't commit to everything; they choose a handful of the most important things to implement, and like a stamp, they stick to those 2-3 projects until they arrive at completion! Be the Stamp!

6. They **lean into the tough stuff**. The successful are different from everyone else. Instead of running from the pain, they lean in. They recognize there are two options: take all day to do your 50 push-ups or get them done and over within 5 minutes. When they have tough stuff to do, they just do it. While "average" spends a week dreading it and complaining, success-minded people are already on their sixth project.

7. To succeed, you must **recover fast**. Imagine you had an amazing hockey player, but it took him an hour to recover from a 3-minute shift on the ice. You would fire him no matter how good he was because his recovery time would kill the team. The ability to recover fast is one of the greatest skills high achievers learn. Yep, it's a skill! You have to collect tools and learn how to get back up faster. If you want the nine questions, I use to get back up fast they are on page 78 of my book, *The Art of Getting Back Up*. Download it for free - <https://www.theheronation.com/book>

8. **Clarity is a prerequisite for success**. The top agents I've met and worked with across all markets spend a disproportionate amount of time planning and getting clear on what they want and what they don't want. They take time to decide how they will intentionally spend their time, so they don't end up wasting time. The sad fact is most people spend more time planning holiday parties than they do their life.

9. Every high achiever **takes responsibility**. They realize that just because something "isn't my fault," doesn't mean it's not my responsibility. If someone sideswipes your car, it might not be your fault, but how you respond and what you do next is your responsibility. Most of life is determined by our choice to react or to respond. It has been said, "The quality of your life is 10% what happens and 90% how you respond." The longer I live, the truer I realize this is.

10. They **love life**. Life can indeed feel unfair and brutal, that is a fact for many. The successful choose to suck the marrow out of the good. They choose to laugh often, to love even knowing they might get hurt, to see opportunities amid the problems, and they choose to play all in.

*"Life should not be a journey to the grave with the intention of arriving safely in a well-preserved body, but rather to skid in broadside in a cloud of smoke, thoroughly used up, totally worn out, and loudly proclaiming 'Wow! What a ride!'"* – Hunter S. Thompson

11. Amazing people – the type that change lives, create new paths, make a real impact – **go the extra mile**, they realize no one else is coming to do the work or save them. They decided to stand up and be their own hero. They do the hard stuff, lean in, play all out, take risks, love hard, and be the hero they were called to be.

*"I will be my own Hero because my soul demands it, my family deserves it, and the world is starved for it."* – Hero Nation Creed.

WAYNE SALMANS is an author, speaker and business coach. In the past decade he has coached and trained over 5,000 entrepreneurs, awarded 30 under 30 by Realtor Magazine, and ranked one of the top coaches in the world. His passion is to help real estate business owners build, grow and scale their business, faster and with less bruises.

### About Wayne Salmans:

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

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

In the past decade, Wayne has coached and trained over 5,000 entrepreneurs. He was one of the top coaches for the #1 coaching company in the world, was ranked with the top one percent of realtors, and voted one of "30 under 30 Top Realtors" in the nation by REALTOR® Magazine.

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

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

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

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# Marge Peck

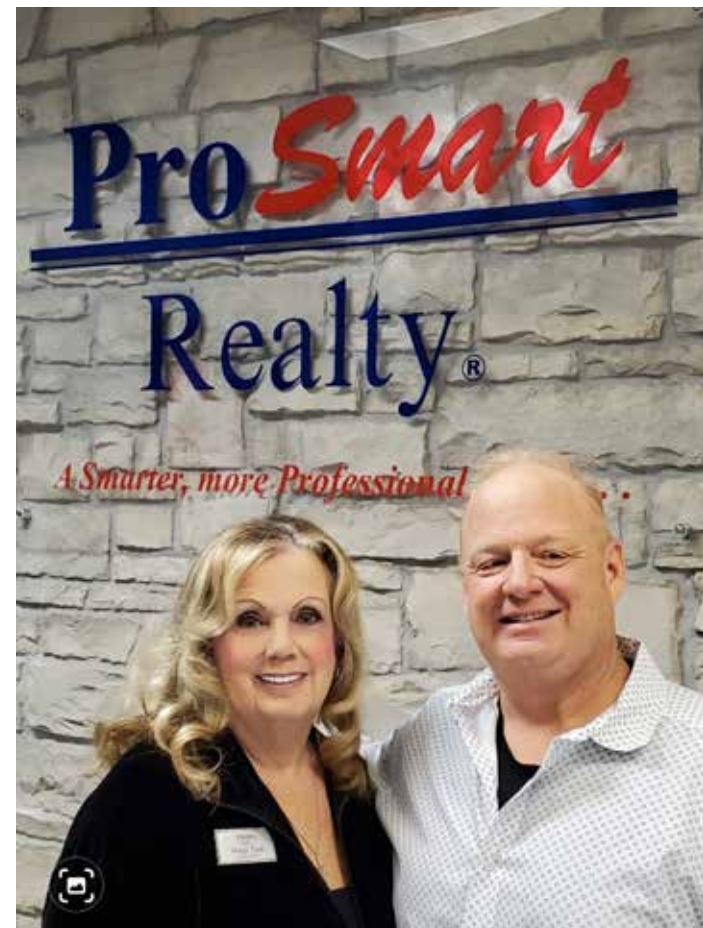
## Servant Leader

▶ real story  
By Dave Danielson

One of the surest signs of leadership is dedication and drive to make a difference—and doing it through time.

That's exactly what Marge Peck does.

As a REALTOR® emeritus and associate broker with ProSmart Realty, Marge exhibits the qualities that have led to success for herself and those around her ... and she's done it with her own selfless brand of servant leadership.



### Passion for Her Work

When you talk with Marge, it's easy to see the passion she has for the profession that continues to grow.

"When I'm working with a buyer, I enjoy seeing their expression when they know. You listened to what they wanted, you know how to find it, you know how to write the offer and you help their dreams come true. My passion is to give the best service that anyone can give and have the knowledge to back it up," she explains.

"The same kind of dynamic holds true working with sellers ... knowing the marketing strategies and being committed to creating results for them and staying in touch."

### Starting a New Chapter

Marge's story in real estate began when she moved here in 1978 from Illinois and got her start in the business in 1981.

"I had worked about 10 years in the banking industry," she recalls.

"I remember that people would tell me that I should be selling real estate since I love Arizona so much."

### Steadfast Through Time

She got into the business during one of the industry's challenging times.

"At that time, I remember that the interest rates had just gone from 9% to 18%," she remembers.

"It was a different time in the business. The average sale was \$64,000 to \$74,000 in the East Valley."

She got through that time and kept building her business. There were ups and downs through the years; including the challenging

“

*I love being in sales. Yet I've never sold anyone a house. I've just found them something they wanted. Being in real estate is all about serving people and the cool part is we get paid for pursuing our passion.*

”



Helping others is part of Marge's DNA.

"My favorite is helping the homeless and those going hungry. That's not the American way," Marge says.

"I like supporting the Central Arizona Shelter Service, an organization that gives people shelter and they help them get back into the system with training."

### Growing Through Time

One of the qualities that Marge has drawn on through time is her lifelong love of learning — both taking and giving classes.

When you talk with Marge, it's easy to see her attributes of generosity and kindness ... with honesty, steadfast faith and loyal friendship.

"I love being involved with my profession. I like being in real estate because it's a blessing to find something that people want, they can afford and where they live their lives," she says.

"I love being in sales. Yet I've never sold anyone a house. I've just found them something they wanted. Being in real estate is all about serving people and the cool part is we get paid for pursuing our passion."

Congratulations to Marge Peck for creating a legacy of leadership through time with her ongoing dedication and willingness to help others move forward through servant leadership.

period during the late 2000s when the nation's economy faltered.

"During that time, my favorite part was helping people during the short sale period during the economic downturn. I had a staff of 16 REALTORS® working with me and we had 260 listings at a time," she says.

### Experience and Expertise

Marge owned her own firm for 15 years — DARE (Discover Arizona Real Estate). Plus, she also owned her own real estate school.

"When I decided to close my company, I went with ProSmart Realty," Marge says. "I have known the Designated Broker, Mike Schweikardt for years, and love his passion for our profession and his incredible reputation."

Through her career, Marge has also made a big, ongoing impact on the people she serves and the industry she loves. In fact, she is the 2022 President of the Arizona East Valley Network.

In 2012, she earned REALTOR® of the Year honors, as well.

### Family Foundations

Away from work, Marge's world is made much richer by family, including her children — 49-year-old, John, 47-year-old, Bob, and 45-year-old, James.

In her free time, Marge has a passion for supporting the arts. She has been a season ticket holder with Gammage for 38 years. She also enjoys travel and the chance to see new places.



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**Surprise Aria Ranch**  
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## 7 Questions You Need to Ask Your Home Inspector



*By Curtis Kloc, Inspections Over Coffee*

### **Does the inspection include thermal imaging?**

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

### **How do you categorize the issues you find?**

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

### **Do the reports include videos?**

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

### **Is the inspection guaranteed?**

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

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

### **Do you provide a property history report?**

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

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

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

▶ rising star  
By Dave Danielson

VERONICA



Photo Credit: Devin Nicole Photography

## RESULTS THROUGH RESOURCEFULNESS



Where there's a will, there's a way. That truth plays itself in powerful ways each day across the Valley.

One of those people who truly personifies this is Matt Veronica.

As a real estate solution specialist with the Kenny Klaus Team at Keller Williams Integrity First Realty, Matt gets results for his clients through his creativity, drive, and resourcefulness.

"I love building relationships with my clients and being a resource for people who may have never seen themselves as being homeowners," he says.

"I love helping them achieve wealth through real estate. I want the people I work with to see me as a real person. I'm in sales, but I'm more passionate about helping people and building strong relationships with them."

### FINDING HIS ARIZONA HOME

Matt grew up in Ohio, where his passion for business, real estate, and entrepreneurship developed at a young age. He later moved to Arizona to pursue his education at Arizona State University and graduated with a bachelor's degree in real estate.

As he jumped into his career, he started in commercial real estate, on the leasing and acquisitions side with AZP Partners.

"It was a great chance to learn the ropes. I got my feet wet and learned a ton about commercial real estate leasing and operations," he says. "From there, I decided to start my own business and invested as a partner in a sports bar in Tucson where I served as the Managing Partner."

Matt spent the next four years in Tucson. By 2016, he decided to pursue a new opportunity.



•••

“I realized that maybe I wasn’t as passionate about the restaurant business as I thought I was,” he remembers. “Instead, I had a passion to get back into real estate so I moved back to Phoenix with my girlfriend at the time, who is now my fiancé, and began the next chapter of my career.”

**BLAZING HIS OWN TRAIL**

Matt earned his real estate license five years ago, and started out as a right-of-way agent, working with eminent domain properties affected by the development of the Loop 202 project.

“As part of this development project, I worked with homeowners to help with the relocation process,” he remembers.

As he interacted with people who were soon to be displaced by the highway project, Matt came to the quick realization that he enjoyed working with people and guiding them through the real estate transaction.

“In those cases, the homeowners were essentially selling their properties to the state. I ended up helping a few people sell and buy new homes,” Matt explains.

“That’s how I got into residential real estate.”

**RISING TO THE CHALLENGE**

As Matt made his transition into the business, he found it to be a challenging start.

“You have to have the resources to be able to pay your bills. For anyone jumping into that, you’re going to have a time of growing,” Matt says.

“I was figuring out how to attract new business. I did several open houses each week. That was the big piece for me.”

One of those that Matt credits with his growth and development in the business is Ty Lusk.

“Ty was instrumental in my growth. As my mentor, he really helped me get to where I am today,” he smiles.

Matt’s growth in the industry has been impressive. And last year, in 2021, he recorded \$31 million in sales volume.



“**ONE THING THAT STAYS TOP OF MIND FOR ME IS OUR TEAM MISSION, WHICH IS HELPING PEOPLE ACHIEVE THE AMERICAN DREAM BY BUILDING WEALTH THROUGH REAL ESTATE**”



Matt with his family.

**WONDERFUL LIFE**

Away from work, Matt is looking forward to marrying his fiancé, Viktoria, later this year.

In his free time, he likes to play pick-up basketball and plays in some men’s leagues in Gilbert. He also likes to golf, hike, and follow his team — the Ohio State Buckeyes.

When it comes to giving back, Matt has helped with the One Mission organization in the past. As part of that, he’s gone to Mexico with the group to do weekend home building projects.

When you talk with Matt, it’s easy to see that he is a genuine, real person who cares about those he works with.

“One thing that stays top of mind for me is our team mission, which is helping people achieve the American dream by building wealth through real estate,” he says.

“Another thing we talk about on our team is 212 degrees. At 211 degrees, water is hot. With the extra one degree of heat, at 212 degrees it can power a locomotive. That’s something I do ... adding another degree to everything I do to make a difference.”

Congratulations to this month’s Rising Star, Matt Veronica, who reaches results through resourcefulness.



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# What is something you are obsessed with?



**MIKE MAZZUCCO,**  
*My Home Group*

I am obsessed with playing beer league ice hockey! For anyone looking to get into the scene, reach out!



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

I am obsessed with education. I'm consistently reading and listening to experts in all aspects of my interests. I enjoy helping clients understand these different viewpoints, leveraging the information in my own life, and sharing lessons learned with my kids. All of my mentors are consistent with their message to constantly learn and share opportunities.



**DANI MILLER,**  
*Home Smart Lifestyles*

Cowboy boots! I love fall and winter because jeans and cowboy boots are my go-to attire! Snips are my favorite and I love to collect different colors and styles. I currently have 14 pairs.



**BECK KOLB,**  
*Keller Williams Integrity First Realty*

For real estate – timely communication. I frequently hear that agents don't answer their phones or return calls for a day or two. Drives me mad! Our phone is our lifeline to our clients. Showing homes, on vacation – no matter – my phone gets answered promptly! Big pet peeve!



**CAITLIN BRONSKY,**  
*My Home Group*

I am obsessed with my Peloton! For most of my life, I have been a gym person either taking classes or using the machines. But when I got my Peloton a few months into the pandemic, it was life-changing. Not only did I love it for all the great cardio spin classes I was able to take any time of the day, but all the other classes they offer are so amazing. My favorite classes are the boot camps but I also love yoga, strength, HIIT cardio, and meditation classes. Whatever your body needs that day, Peloton has a class that is good for you. I also never have an excuse to skip the gym because it is right upstairs in my home so it saves me time driving to the gym and getting ready, so I add my workouts to my schedule. It also tracks everything you do and you can connect with other Peloton members and see what classes they are taking.



**LAUREN WOOD,**  
*Realty ONE Group*

People. I love going to events, having events, texting, emailing, etc. Basically, I love connecting at all levels but in person is always the best way to get to know someone!



**CINDI DEWINE,**  
*Russ Lyon Sotheby's International Realty*  
I am obsessed with organization!



**JEANIE TEYECHEA,**  
*Opportunity 2 Own RE*  
I am obsessed with discovering new places in Arizona! As I expand my already expansive travel area to show and sell real estate in Arizona I have found myself

obsessing over learning about places that I have never been to before, or in some aspects, never even heard of! Like Crown King, Happy Jack, or Cornville. Or most recently Rimrock...the landscape of this area is breathtaking and the drive to get there is spectacular, especially if you take the back roads! Can't wait for the next adventure to discover new places!



**NICK KIBBY,**  
*Keller Williams*

I am obsessed with showing assistants. I should have started using them earlier in my career, but I always thought I could do everything best. I didn't embrace the power of leverage.

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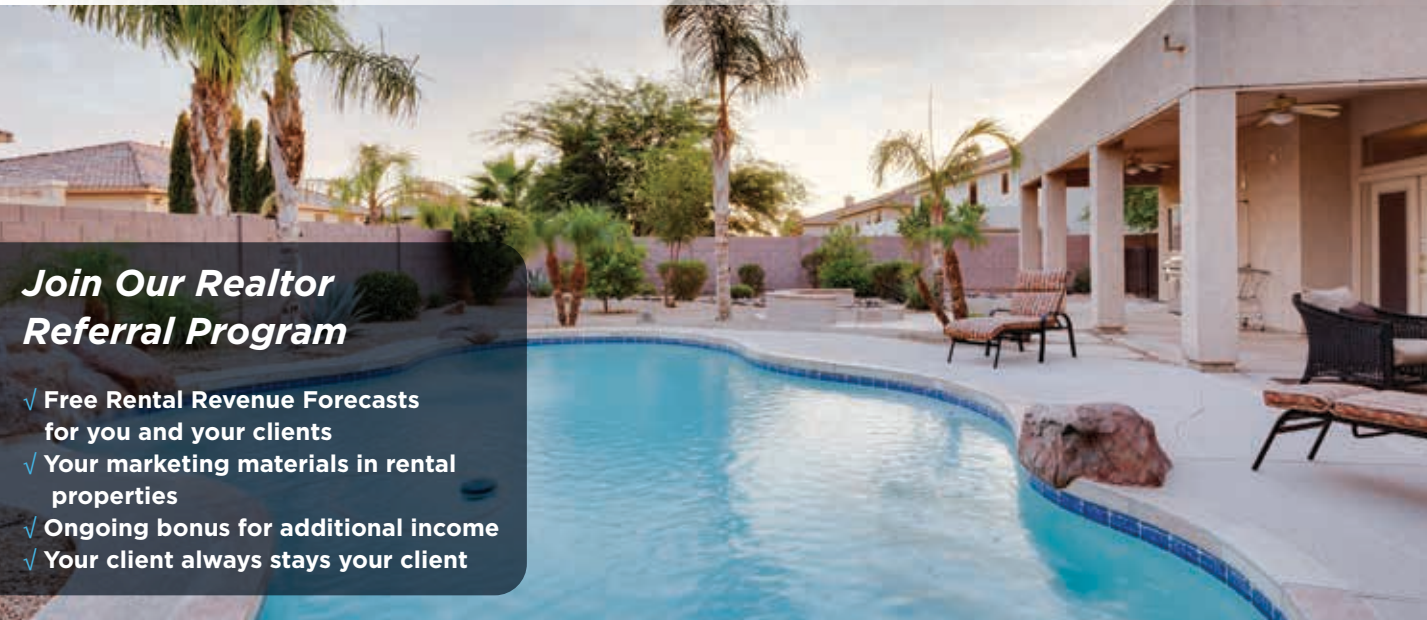


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### weserv monthly update

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

# CODE OF ETHICS: THE REALTOR® CREED



Continuing education in any profession is paramount to any business professional's development, achievement, and advancement. Through the willingness to seek additional education, a person has the opportunity to set themselves up for success for their career and clients. REALTORS® who walk through our doors know this to be true, and that is why the West and SouthEast REALTORS® of the Valley does everything possible to provide the best education in the state. However, there is one monumental course that, above all others, helps each REALTOR® create a foundation on how they should seek to conduct their business. That essential course is the Code of Ethics.

can form a foundation of trust. Trust is vital through this process; considering buying a home is the most important purchase in anyone's life.

Article 3: REALTORS® shall cooperate with other brokers except when cooperation is not in the client's best interest.

The Code of Ethics was adopted in 1913 and was one of the first codifications of ethical duties adopted by any business group. Through the Code of Ethics, REALTORS® are given a road map on how to conduct their business by using ethical practices and tools to protect their clients' interests. Below are a few articles explaining what the Code of Ethics provides REALTORS®.

Similar to article one, protecting a client's interest will always come first in a REALTORS®' mind.

Article 4: REALTORS® shall not acquire an interest in or buy or present offers from themselves, any member of their immediate families, their firms or any member thereof, or any entities in which they have any ownership interest, any real property without making their true position known to the owner or the owner's agent or broker.

Article 1: When representing a buyer, seller, landlord, tenant, or other client as an agent, REALTORS® pledge themselves to protect and promote the interests of their client.

The Code of Ethics teaches our REALTORS® that misrepresenting any property to be sold is irresponsible and reprehensible.

This article perfectly represents what it means to be a REALTOR®. It highlights the fact that, above anything else, a REALTOR® is bound to the notion of protecting their client's interest and needs.

Article 5: REALTORS® shall not undertake to provide professional services concerning a property or its value where they have a present or contemplated interest unless such interest is specifically disclosed to all affected parties.

Article 2: REALTORS® shall avoid exaggeration, misrepresentation, or concealment of pertinent facts relating to the property or the transaction.

All parties involved need clear and immaculate communication when selling or purchasing a property.

Transparency is the perfect word that describes article two. Through transparency, the REALTOR® and client

Check back next month as I break down the remaining articles of the Code of Ethics.

# TOP 300 STANDINGS

Teams and Individuals Closing Dates From January 1 - January 31, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
1	Derek Dickson	Offerpad	38,421,020	72
2	Yvonne C Bondanza-Whittaker	Zillow Homes	26,752,261	58
3	Daniel P Noma	Venture REI	26,713,850	57
4	Frank Vazquez	Venture REI	18,181,350	37
5	Brett Worsencroft	Keller Williams Integrity First	9,291,000	3
6	Mary Jo Santistevan	Berkshire Hathaway HomeServices Arizona Properties	7,505,703	13
7	Chris Anthony Castillo	Advantage Realty	6,500,000	2
8	Lorraine Ryall	KOR Properties	6,415,000	5
9	Garrett Lyon	eXp Realty	6,210,128	12
10	Kathleen Scott	Redfin Corporation	6,072,900	2
11	Kenny Klaus	Keller Williams Integrity First	5,878,956	10.5
12	Zack Alawi	Zillow Homes Inc	5,670,636	12.5
13	Carol A. Royse	Keller Williams Realty East Valley	5,624,000	9
14	Rebecca-Hidalgo Rains	Berkshire Hathaway HomeServices Arizona Properties	5,201,400	9
15	Pierre Wilson	Russ Lyon Sotheby's International Realty	4,500,000	1
16	Robyn Brown	My Home Group Real Estate	4,453,000	6
17	Radojka Lala Smith	eXp Realty	4,343,000	5
18	Chantel Gutierrez	Perkinson Properties LLC	4,343,000	10
19	Thomas L Wiederstein	Redfin Corporation	4,076,000	4
20	Amy N Nelson	Keller Williams Realty East Valley	4,045,000	3
21	Shannon Gillette	Launch Real Estate	3,984,621	6
22	Heather Sagnella	Brewer & Stratton Property Management LLC	3,900,000	1
23	Mindy Jones	Keller Williams Integrity First	3,852,400	8
24	Bob & Sandy Thompson	West USA Realty	3,846,000	6
25	Maria Wing	Russ Lyon Sotheby's International Realty	3,790,000	1
26	Jacqueline Shaffer	Offerpad	3,715,400	9
27	Kathryn R Arter	Realty ONE Group	3,675,000	5
28	Darwin Wall	Realty ONE Group	3,607,000	8
29	Julia Anne Brummer	Zillow Homes Inc	3,586,350	8
30	Annette E. Holmes	United Brokers Group	3,496,000	5
31	Delaney S Rotta	Launch Real Estate	3,475,000	2
32	Marci Burgoyne	Crown Key Real Estate	3,324,100	4.5
33	Daryl R Snow	Zillow Homes Inc	3,321,300	7.5
34	Aimee Olinger	Delex Realty	3,247,500	3

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
35	Chris Allen	Hague Partners	3,220,550	5.5
36	Emily Meinders	HomeSmart	3,200,000	1
37	Richard M Orcutt	Ogden and Company	3,165,000	3
38	Chun Crouse	RE/MAX Fine Properties	3,148,000	6
39	Rodney Wood	Realty ONE Group	3,067,100	5
40	John Hrimnak	Hague Partners	2,994,900	5.5
41	Jody Saylor	Just Selling AZ	2,989,000	5
42	Joe Carroll	HomeSmart	2,975,495	3.5
43	Charlotte Young	Keller Williams Realty Sonoran Living	2,946,700	5
44	Andrew Johnson	Delex Realty	2,881,602	1
45	Katherine R. Littell	Zillow Homes Inc	2,878,450	6
46	John Evenson	eXp Realty	2,871,000	3.5
47	Rick Metcalfe	Canam Realty Group	2,850,500	5.5
48	Philip Dimas	Zillow Homes Inc	2,794,800	5.5
49	Jeanette Wiesenhofer	West USA Realty	2,790,000	1
50	Sonia Silva	Zillow Homes Inc	2,783,900	6

**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 - January 31, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
51	Richard Harless	AZ Flat Fee	2,760,700	5
52	Kelly Khalil	Redfin Corporation	2,715,050	4.5
53	Jessica M Keigley	Keller Williams Integrity First	2,694,730	3
54	Simon David Thomas	Realty ONE Group	2,692,000	2
55	Ben Leeson	Keller Williams Integrity First	2,675,750	4
56	TJ Kelley	Keller Williams Integrity First	2,675,750	4
57	Alyssa Sanford	Jason Mitchell Real Estate	2,667,500	3
58	Tyler Blair	My Home Group Real Estate	2,657,250	6
59	Tyler Monsen	Offerpad	2,622,000	3
60	Eric Avdee	Keller Williams Realty Phoenix	2,552,000	3
61	Mays Albayati	Realty ONE Group	2,530,000	1
62	Norman Cholagh	Pro Sports Realty	2,500,000	1
63	Amina Shafi	HomeSmart	2,500,000	1
64	Cody Cagle	HomeSmart	2,495,000	3
65	Thomas Popa	Thomas Popa & Associates	2,481,500	2
66	Brett D. Paquet	Realty ONE Group	2,475,000	1.5
67	Shawn Camacho	United Brokers Group	2,446,000	4
68	Tina M. Sloat	Tina Marie Realty	2,445,000	2
69	Jerry Thomas Beavers	Realty ONE Group	2,435,000	3
70	Marjan Polek	AZ Flat Fee	2,420,700	4.5
71	Rebecca French Larsen	Diamond King Realty	2,400,000	2
72	Damian Godoy	My Home Group Real Estate	2,356,250	5
73	Angel Ung	HomeSmart	2,350,000	1
74	Kelly Clauss	Kristopher Realty	2,340,500	5
75	Julia Kovalyova	Realty Executives	2,340,000	3
76	Mark Captain	Keller Williams Realty Sonoran Living	2,269,000	2
77	Nicole John	Newman Realty	2,267,990	3
78	Kristi Miller	HomeSmart	2,260,000	2
79	Shawn Rogers	West USA Realty	2,250,000	4
80	Susan M Seiber	eXp Realty	2,243,000	3
81	Scott Morgan	eXp Realty	2,240,000	3
82	Jason Zhang	Gold Trust Realty	2,237,000	3.5
83	Nancy Castro	Big Door Realty	2,232,900	4
84	Kristine Devine	Realty ONE Group	2,218,000	3

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
85	Carey Kolb	Keller Williams Integrity First	2,211,052	5
86	Kristy Morgan	eXp Realty	2,200,000	1.5
87	S.J. Pampinella	Redfin Corporation	2,200,000	2
88	Jill Stadum	My Home Group Real Estate	2,200,000	4
89	Elizabeth Mankin	Russ Lyon Sotheby's International Realty	2,192,050	4
90	Sharon D Steele	Russ Lyon Sotheby's International Realty	2,174,000	2
91	Brent Cashner	Kenneth James Realty	2,150,000	1
92	Kurtis B Joiner	My Home Group Real Estate	2,141,500	3
93	Elyse Marie Lane	AZ Lane Realty	2,130,000	2
94	Jenifer Krichbaum	eXp Realty	2,125,000	0.5
95	Tepsy Emeofa	Realty ONE Group	2,100,000	1
96	T. Link Paffenbarger	West USA Realty	2,097,000	4
97	Lisa B Sroufe	TomKat Real Estate	2,087,500	1.5
98	Kevin Albright	Delex Realty	2,085,000	1
99	Justin Cook	RE/MAX Solutions	2,085,000	3
100	Jason Dawson	North & Co	2,082,500	3

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101	Sean P O'Shea	Redfin Corporation	2,065,000	3
102	James S Kuttner	RE/MAX Professionals	2,060,000	3
103	Kerri Rockwell	Gary Call Real Estate	2,050,000	1
104	Tom L Kelly	Gary Call Real Estate	2,050,000	1
105	Diane Bearse	Realty Executives	2,045,750	3.5
106	Brian Davidson	Hague Partners	2,041,600	5
107	Carol Havins	HomeSmart	2,033,950	2.5
108	Timari Fleetwood	HomeSmart	2,027,500	1.5
109	Barbara Schultz	Coldwell Banker Realty	2,024,000	4
110	David Clinton Hoefer	Century 21 Arizona Foothills	2,022,500	1.5
111	Spencer J Lindahl	Main Street Renewal	2,019,900	6
112	Blake Clark	Limitless Real Estate	2,017,925	3.5
113	Christy Meek	Zillow Homes Inc	2,010,900	4
114	Mallory R. Dachenhausen	Elpis Real Estate	2,005,000	3
115	Keith M George	Coldwell Banker Realty	1,980,000	6
116	Thomas Jovanovski	Delex Realty	1,940,000	4
117	Angela Eliason	My Home Group Real Estate	1,935,000	2
118	Stacy Hecht	RE/MAX Desert Showcase	1,933,750	2

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
119	Jenna Marie Pursley	HomeSmart	1,930,000	3
120	Richard Ferguson	Coldwell Banker Realty	1,922,000	4
121	Curtis Johnson	eXp Realty	1,919,000	5
122	Peg E Bauer	Cactus Mountain Properties	1,898,700	4
123	Alexander M Prewitt	Hague Partners	1,897,500	2
124	Bryce A. Henderson	Four Peaks Brokerage	1,896,000	2
125	Lauren Sato	West USA Realty	1,890,000	4
126	Benjamin Arredondo	My Home Group Real Estate	1,886,000	2.5
127	Sarah H Abdelrasul	My Home Group Real Estate	1,885,000	2
128	Scott Cook	RE/MAX Solutions	1,880,000	4
129	Debbie Roberts	Keller Williams Realty Sonoran Living	1,869,000	3
130	Suzanne Newcombe	BRE Services	1,838,000	3
131	Ashlee Renee Castro	My Home Group Real Estate	1,826,500	4
132	Rebecca Reed	Gentry Real Estate	1,815,000	3
133	Jason Crittenden	Realty ONE Group	1,810,950	4
134	Kimberly Lotz	Redfin Corporation	1,801,500	3.5
135	Heidi S Spielman	My Home Group Real Estate	1,794,500	10
136	Kelley A Lynch	HomeSmart Lifestyles	1,780,000	2
137	Kraig Klaus	Keller Williams Integrity First	1,778,500	3
138	Belinda W Li	My Home Group Real Estate	1,772,500	1.5
139	Danielle Bronson	Redfin Corporation	1,772,000	3
140	Joseph J. Tropple	Realty ONE Group	1,770,000	2
141	Amber Black	My Home Group Real Estate	1,768,000	3
142	Justin James Mercer	Keller Williams Integrity First	1,755,000	3
143	Jorge L Quijada	neXGen Real Estate	1,730,000	1.5
144	Danica Scipione	Keller Williams Realty Sonoran Living	1,721,000	2
145	Jodi N Page	eXp Realty	1,720,000	2
146	Michael Kent	RE/MAX Solutions	1,716,600	3.5
147	Sarinah G Brooks	Realty ONE Group	1,716,000	3.5
148	Kyle J. N. Bates	My Home Group Real Estate	1,712,550	3
149	Jardin Ratzken	Two Brothers Realty	1,700,000	1
150	Stacey L Crewse	Diamond King Realty	1,699,900	1

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Teams and Individuals Closing Dates From January 1 - January 31, 2022

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
151	Paul Christoffers	American Realty Brokers	1,695,000	4
152	Gary Colin	Keller Williams Realty Sonoran Living	1,692,500	1.5
153	David Larsen	West USA Realty	1,685,000	3
154	Tejas R Narkhede	HomeSmart	1,675,000	1
155	Kris Cartwright	Locality Real Estate	1,675,000	3
156	Cole A Repp	My Home Group Real Estate	1,670,000	2
157	Beverly Berrett	Berkshire Hathaway HomeServices Arizona Properties	1,660,990	2
158	Carl Ralph Giordano Jr.	Zillow Homes Inc	1,657,100	3.5
159	Jenna M. Jacques	Russ Lyon Sotheby's International Realty	1,650,000	1
160	Kyi Ya Drago	American Realty Brokers	1,650,000	1
161	Cherie Moore	Berkshire Hathaway HomeServices Arizona Properties	1,650,000	1
162	Dawn Johnson	Locality Real Estate	1,641,500	2
163	Nicholas R Kibby	Keller Williams Realty Phoenix	1,635,000	3
164	Christine F Fox	Russ Lyon Sotheby's International Realty	1,630,000	1
165	Brooke Bogart	Keller Williams Realty East Valley	1,629,500	3.5
166	Karyn Nelsen	My Home Group Real Estate	1,624,000	2
167	John A Hetherington	Just Selling AZ	1,615,000	2
168	Tanis Wales	Realty ONE Group	1,607,500	3
169	Lisa Fonseca	Lori Blank & Associates	1,596,000	3
170	Christopher M Gloor	HomeSmart	1,595,000	2
171	Michael Hernandez	My Home Group Real Estate	1,594,300	4
172	Gary R Smith	Keller Williams Integrity First	1,594,000	3
173	Geoffrey Adams	Realty ONE Group	1,594,000	3.5
174	Chris Baker	Hague Partners	1,591,000	2.5
175	Jack Zurn	Canam Realty Group	1,588,600	3.5
176	Lawrence Bearse	Realty Executives	1,580,750	2.5
177	Kenneth T Dahill	HomeSmart	1,580,000	3
178	Lori A. Pryor	West USA Realty	1,577,500	3
179	Jeffrey L. Franklin	Realty Executives	1,575,000	2
180	Kiran Vedantam	Kirans and Associates Realty	1,574,500	2
181	Alice Ying Lin	The Housing Professionals	1,569,000	3
182	Jeremy A Wilson	Russ Lyon Sotheby's International Realty	1,567,500	2
183	Elizabeth Wilson	Russ Lyon Sotheby's International Realty	1,567,500	2
184	Denver Lane	Balboa Realty	1,563,700	2.5

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
185	Brian O'Brien	Realty Executives	1,563,500	3
186	Stephanie Pieper	eXp Realty	1,562,500	2
187	Robin R. Rotella	Keller Williams Integrity First	1,552,500	2.5
188	Trevor J Hendrickson	Opendoor Brokerage	1,550,000	3
189	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	1,547,499	2.5
190	Ginger Stephens	DPR Realty LLC	1,525,000	1
191	Joshua Riddle	eXp Realty	1,525,000	1
192	Elizabeth M Cooke	West USA Realty	1,525,000	1
193	Thomas K Lynch Jr.	Realty Executives	1,525,000	3
194	Maryelisabeth Wolf	Russ Lyon Sotheby's International Realty	1,523,460	3
195	Linda Lee Berg	Coldwell Banker Realty	1,506,000	3
196	Jamie Mahalek	HomeSmart	1,505,000	1
197	Durand Berg	Russ Lyon Sotheby's International Realty	1,505,000	2
198	Nicki Highmark	Realty Executives	1,500,000	0.5
199	Nicolle Karantinos	Realty Executives	1,500,000	0.5
200	David Friedman	Russ Lyon Sotheby's International Realty	1,500,000	1

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#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
201	Dayna Scott	Century 21 Arizona Foothills	1,487,500	0.5
202	Lisa Buhr	HomeSmart Success	1,480,000	2
203	Bill Olmstead	Keller Williams Realty East Valley	1,479,000	3
204	Adina Evanson	My Home Group Real Estate	1,475,000	1
205	Dillon A Martin	Realty Executives	1,462,500	3
206	Michael J Innes	Hague Partners	1,461,000	2
207	Matthew G Murray	Realty ONE Group	1,452,900	3
208	Scott R Laging	West USA Realty	1,452,500	2.5
209	Sandra McGann	eXp Realty	1,450,000	2
210	Ping Koan	Gold Trust Realty	1,447,529	3
211	Eric Brossart	Keller Williams Realty Phoenix	1,447,000	2.5
212	Amy Gregory	eXp Realty	1,440,000	2
213	Cheri Smith	Weichert, Realty-Home Pro Realty	1,427,000	4
214	Marc Slavin	Realty ONE Group	1,424,250	1.5
215	Sean Michael Walker	Realty ONE Group	1,424,250	1.5
216	Kyle Zwart	My Home Group Real Estate	1,414,750	2
217	Shawna Jones	eXp Realty	1,405,000	3
218	Janine M. Iglione	Keller Williams Realty East Valley	1,402,500	2.5
219	Greg Askins	Realty Executives	1,402,130	3
220	Chris Vierkoetter	CV Realty	1,401,000	2
221	Dan W Fordyce	Just Selling AZ	1,400,000	1
222	Sheryl D Willis	eXp Realty	1,393,990	3
223	Jose Carreon	Balboa Realty	1,387,900	3
224	Ben Swanson	Keller Williams Integrity First	1,378,000	3
225	Brandi Samples	Long Realty Partners	1,377,000	2
226	Jason LaFlesch	Results Realty	1,377,000	3
227	Jody Thyfault	QC Realty	1,375,000	2
228	Nuvia Sanchez	HomeSmart	1,370,000	1
229	Austin Olsen	HomeSmart	1,370,000	1
230	Cody York	eXp Realty	1,370,000	2
231	Anthony E Perez	Weichert, Realtors - Courtney Valleywide	1,361,000	2
232	Susanne Currier	Second Mile Realty	1,360,000	2
233	Meagan Kalinowski	HomeSmart	1,347,500	1
234	Kelly Henderson	Keller Williams Realty Phoenix	1,347,000	2

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
235	Stephanie N Sandoval	HomeSmart Lifestyles	1,340,750	1.5
236	David R Brown	HomeSmart Lifestyles	1,340,750	1.5
237	Michael Allen Brown	Opendoor Brokerage	1,339,900	3
238	Jeremy Chad Havins	HomeSmart	1,338,950	1.5
239	Gus Palmisano	Keller Williams Integrity First	1,335,300	2
240	Lindsay M Bingham	My Home Group Real Estate	1,332,500	2
241	Danny Perkinson	Perkinson Properties LLC	1,330,000	2
242	Amber Adams	Stunning Homes Realty	1,330,000	3
243	Grady A Rohn	Keller Williams Realty Sonoran Living	1,325,000	1.5
244	Eve Tang	Keller Williams Realty Sonoran Living	1,325,000	1.5
245	Gina M Bennett	HUNT Real Estate ERA	1,321,000	3
246	Tyler Hayes	3rd Base Realty Group	1,320,000	2
247	Randy Duncan	Realty Executives	1,319,944	2
248	Manlio A Smeraldo	Gentry Real Estate	1,315,000	2
249	Sherri Y Moore	DPR Realty LLC	1,315,000	2
250	Doug McVinua	Blue Sky Living	1,315,000	3

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# TOP 300 STANDINGS

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#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
251	Danielle Janssen	eXp Realty	1,312,500	2
252	Cheryl Riley	American Allstar Realty	1,310,000	2
253	Jeannette A Mackin	RHouse Realty	1,305,000	3
254	Brittany M Meyer	DPR Realty LLC	1,303,000	2
255	Mike Zahn	eXp Realty	1,300,000	1
256	Brian White	North & Co	1,300,000	1
257	Sandra Howell	Realty ONE Group	1,300,000	1
258	Pamela Hammond	HomeSmart	1,300,000	3
259	Carin S Nguyen	Keller Williams Realty Phoenix	1,297,250	3
260	Rebecka L Burns	HomeSmart	1,296,500	2
261	Tricia L Kolb	Keller Williams Integrity First	1,291,252	2
262	Max Dewitt	Realty ONE Group	1,291,250	2
263	Michael Hergarten	Realty ONE Group	1,290,000	2
264	Barbara M Guy	ProSmart Realty	1,285,900	3
265	W. Russell Shaw	Realty One Group	1,285,750	3
266	Christopher Fisher	eXp Realty	1,281,000	2
267	Eric R Middlebrook	Keller Williams Realty East Valley	1,280,000	1.5
268	Andrew W Eiferle	Realty ONE Group	1,273,500	3

#	Full Name	Office Name	Total Volume Sales 01/01/2022 - 01/31/2022	Total Unit Sales 01/01/2022 - 01/31/2022
269	Ken Mayer	HUNT Real Estate ERA	1,270,750	3
270	Cynthia A Kelsey	HomeSmart	1,270,000	2
271	David C Zajdzinski	eXp Realty	1,267,000	2.5
272	Vicki Griffin-Berglund	Delex	1,265,000	2
273	Tiffany D Chandler	West USA Realty	1,264,022	2
274	Laura Michaud	Zillow Homes Inc	1,261,750	3
275	Sarah A Nash	ProSmart Realty	1,261,000	2
276	Frank Gerola	Venture REI	1,257,500	2
277	Kevin McKiernan	Venture REI	1,257,500	2
278	Maria C Williams	North & Co	1,255,000	2
279	Damien Jon Guyer	Realty ONE Group	1,250,000	2
280	Sarah Broughton	eXp Realty	1,249,900	4
281	Jenna L. Marsh	Realty Executives	1,249,250	2.5
282	Cristen Corupe	Keller Williams Realty Phoenix	1,245,000	2
283	Adrienne L Lynch	Real Broker AZ	1,245,000	2
284	Dustin Posey	Property Hub LLC	1,241,500	3
285	Charles Maxwell	Russ Lyon Sotheby's International Realty	1,235,000	1
286	Mary Newton	Keller Williams Integrity First	1,233,900	4
287	Andrew M Leal	Realty ONE Group	1,230,500	3
288	Virginia Gorr	Century 21 Arizona Foothills	1,229,251	1
289	Nikol Adamski	Realty ONE Group	1,228,500	3
290	Andy Fisher	RE/MAX Desert Showcase	1,225,000	1
291	JJ Bhakta	Realty ONE Group	1,225,000	1
292	Nancy K Campbell	West USA Realty	1,225,000	2
293	Betsey L. Birakos	Jason Mitchell Real Estate	1,224,500	2
294	Twila Edwards	Corcoran Platinum Living	1,222,577	2
295	Melissa S Massey	North & Co	1,222,500	1
296	Michael Tarver	American Allstar Realty	1,221,900	2
297	Pam Geroux	Choice Realty Services	1,219,900	3
298	Laura A Batista	My Home Group Real Estate	1,215,000	1
299	Christopher Kjorstad	My Home Group Real Estate	1,208,000	2
300	Stephanie Spade	MKS Realty Group	1,208,000	2

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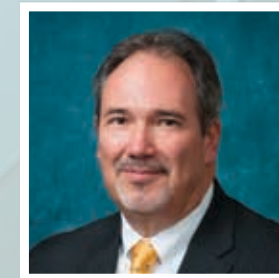
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