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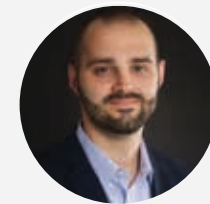
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*While it is Movement Mortgage's goal to provide underwriting results within six hours of receiving an application, process loans in seven days, and close in one day, extenuating circumstances may cause delays outside of this window. | 5700 Coastal Hwy, Ste 200, Ocean City, MD 21842 | DE-MLO-1446275, FL-LO60579, MD-1446275, VA-MLO-31354VA, PA-63595 | Movement Mortgage LLC. All rights reserved. NMLS ID #39179 (For licensing information, go to: www.nmlsconsumeraccess.org). Additional information available at movement.com/legal. Interest rates and products are subject to change without notice and may or may not be available at the time of loan commitment or lock-in. Borrowers must qualify at closing for all benefits.

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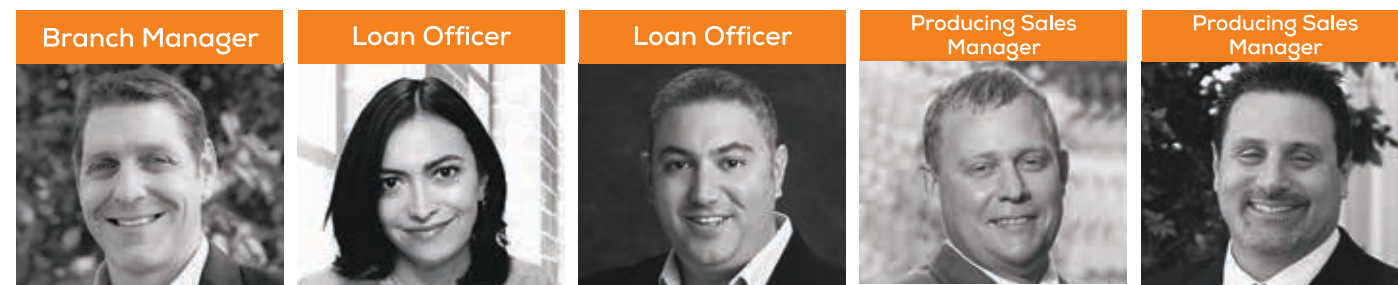


The importance of spending time together as a family is indisputable. This holiday we're thankful for so much, starting with hardworking individuals like you. We sincerely appreciate the shared commitment we have for our clients – and look forward to helping them strengthen bonds and make new memories in their homes for many more years to come.

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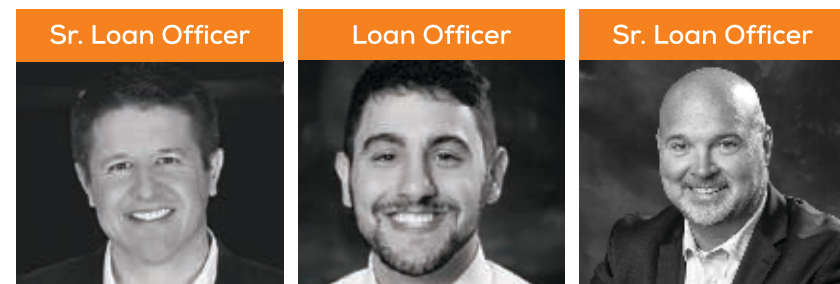
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By **Colleen Rippey**

In 2011, November was designated as National Entrepreneurship Month. Entrepreneurs are the heart and soul of this country, and REALTORS® are the epitome of being one. You are the innovators, creators and protectors of the American dream. You are the community organizers and influencers for sure.

We are so grateful to be able to celebrate you on these pages. Speaking of that, November is also a month where we pause in gratitude.

We have so much to celebrate and be grateful for. Let's start with Jeannette Hitchcock, our incomparable cover girl. She absolutely understands that heart-centered living and a good amount of hustle are the keys to doing good business. She has so much of both. We loved spending time with her at her beautiful home, surrounded by her loves and so many flamingos, and the stories with her grandmother are priceless.

Then we got to know Claudia Towles, who is setting her sights on Baltimore City Council (District 1)! With a 2024 run, she wants to get in there and do the hard work to bring about change. We loved her passion for family and the community ... and her story, wow! She's destined to make some great moves.

Eric Clash has us thinking hard about mindset matters and how we go about making change in our heads. This amazing REALTOR® is also a cause champion for Baltimore, and he works quietly and mostly off the grid to help individuals overcome

their own mindset conundrums and break through their struggles. We just love that about him!

November is also a month where we honor and show love to our veterans. Inspectology, our preferred partner, is led by Jordan Bird, who is a former artilleryman from the Marines. His integrity is what attracts people to his mission-oriented work, and he used COVID-19 to bulk up on his training practices for the inspectors. We had so much fun with this team at Jerusalem Mill for their photo shoot.

Another preferred partner, Realestaged, brought their entire crew together for us, and as always, they are a joy to be around. How lucky are we that these pros, an all-female cast (except for their in-house photographer), constantly go above and beyond! What is so interesting is that Randi Lyn is all too familiar with the growing pains of scaling up and is consistently meeting those challenges head-on. We love how she is dreaming big and continues to soar.

That is our hope for all of you ... keep dreaming big and continue to soar.

Happy November. Thank you!





WITH GRATITUDE,

Colleen Rippey

Owner/Publisher

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I love working alongside my realtor partners, showing clients how simple and seamless the homebuying process can be.

I enjoy the challenge of tackling unique lending situations and saving loans others say can't be done. My team and I are available – including evenings & weekends - to meet demanding closing dates.

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▶▶ agent to watch

Eric

CLASH

Heart for Baltimore

By Molly Laurysens | Photos by Maryland Photography Inc

...





...

Mr. Clash:

A mutual friend of ours [on social media] told me about all your success. ... I have some ideas. At present, I'm incarcerated at Jessup Correctional Institute for second-degree assault. ...

Receiving this letter out of the blue and from a stranger touches Eric Clash deeply. This is what it's all about for him! "This is greater than any commission I have ever received or any flip I've ever sold." Having spent five years behind bars for selling drugs, Eric appreciates what this young soul is up against. He recognizes, too, what this young man's hopes and dreams are made of and recalls the fears that may accompany them.

Eric received this letter before he went on vacation this past summer. He encourages this young entrepreneur by sharing his past — the good, the bad and the triumphs to show him what is possible. Eric wants him to know that it won't be easy, but he can do it. He advises, in part:

Dear Friend:

You have to want this! You have got to really see yourself being out of this. You have to change your environment ... and then you have to buckle down and be disciplined. Your mindset has to change. ...

Eric can attest to the fact that mindsets don't change overnight. When his cousin tried to throw him a lifeline to get out of that street life, he didn't listen. "I had one foot in and one foot out." He did heed one thing his cousin told him: invest in real estate. Eric began investing at 21 years old. It wasn't until he got incarcerated that he'd have that moment of clarity and learn how to see himself out of this environment.

ROOTED IN PRAYER

Going to a private Christian school, Eric was an only child. His mom worked two jobs to make sure he had all he needed. From a young age, he had an entrepreneurial spirit. He'd sell pencils or candy, whatever he could get his hands on, to other students. Funny, he says now, he always had a fascination with houses. In his eighth-grade graduation picture, when asked what he wanted to be, he said architect. "I didn't even know what an architect was into back then," he quips.

Eric gravitated to precisely what his mom told him *not* to do: getting ensnared in a life on the streets. Growing up in Park Heights, one of the roughest neighborhoods in the city, he recalled, "My next-door neighbor was not a lawyer or a doctor. To me, success was being a basketball player, a rapper, or being on the streets. I wasn't great at basketball, and I definitely cannot rap." The people he looked up to had flashy cars, nice clothes and jewelry. This illusion swallowed him whole.

The day he heard the judge say, "*You are a danger to society,*" as he was shackled and handcuffed during a bail review stands out. That judge denied his bail. "This was one of the hardest things for me. ... Now, mind you, I had no violent charges or anything. I didn't quite understand it at the time. I avoided confrontations with other guys, where they'd grab weapons — I'd go home and pray. When trouble would come, I would pray; that's how I was raised."

“WHEN TROUBLE
WOULD COME,
I WOULD PRAY;
THAT'S HOW
I WAS RAISED.”

...



•••

In that courtroom on that day, he could hear his mom crying, one of the most important people in his life. “She worked hard her whole life to see her son standing right there — a menace to society. That was my lowest point. I never want to go back to that. Like, I could do the time, but my mom — she can’t do the time.”

FULL CIRCLE

Eric made proper use of that time and learned this mantra: find your lane and work it. While incarcerated, he read every book he could and worked on himself and that mindset. He was in a place where many white-collar criminals spent time, mentioning he was one of only a few Black men. He says he saw people who had access to endless amounts of money and were miserable, no matter. “They lost their families and children, and no amount of money can help that.”

Not Eric. He credits his family and friends for all their support and helping him through. They pushed him to want to become more and do better. Once he got out, he worked harder. In 2011 he got his real estate license and *worked his lane*. And it’s paid off in spades. His portfolio is diversified with rental properties and various business ownerships, and he also loves to flip houses. In 2021, he closed on \$12 million doing 49 transactions.

Numbers only tell a small part of his story. “My goal has never been how many units or how much money I make. My goal every year is how much I can save.” That’s not the most important goal. Being a father is a role he cherishes, and he’s concentrating on building and leaving a legacy for

his family. Eric and his wife live in White Marsh and have four children. For fun, this family loves to travel. Recently they’ve been to Greece and are planning a trip to Thailand in 2023. One of Eric’s favorite places to travel is the islands, with St. Bart’s and Anguilla at the top of the list.

Baltimore City, though, holds a special place in Eric’s heart. Those same neighborhoods he grew up in, he’s revisited, and he can’t help but recall, “We used to run through these vacant houses and see people doing drugs and not know what they were doing because we were young. That was like our playground. ... I watched mothers walk around with their babies buying drugs. I watched fathers constantly getting incarcerated. I’ve lost a lot of friends along the way.”

Although he has sold and rehabbed a lot of houses in and around the county, he shares, “That’s different. The city is where I grew up and what I know best. It’s where my heart is.”

His mission now is to help build better playgrounds. “My why is to help build Baltimore City back up,” and he’s on point with his message. “Sometimes things fall apart in life so they can be put back together better than before.”

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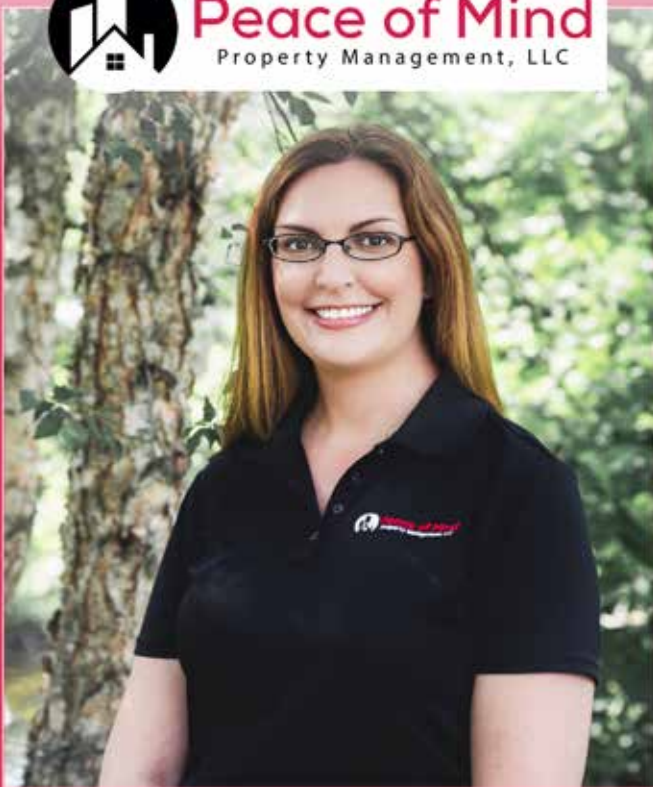
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EASY TIPS TO DECLUTTER YOUR HOME & MIND



community contribution

By Jessica Terenyi, CEO of JK Organizing, LLC

Have you ever stepped into a room and wondered, “Where do I even begin?” Your mind starts to swirl and you get lost in your thoughts. You have a greater vision for the space but cannot bring yourself to take the first step to tackle the space. Organizing does not rank high on most of our to-do lists, but it is necessary to keep our physical things in order and our mental health in check.

Here are five easy tips to declutter your home and, therefore, your mind:

TIP NO. 1: GRAB A FRIEND

Yes, grab a friend! Our friends serve as an outside perspective on our thoughts, feelings and emotions about our material things. They can support us through the process of sorting and purging. Our friends can also hold us accountable for the actions we take to declutter the spaces in our homes. They may provide insight into creating these spaces that we may otherwise not see on our own.

TIP NO. 2: GRAB YOUR TRASH BAGS AND EMPTY BOXES

Having trash bags and empty boxes available will allow you to process the sort and purge. As you go through the sorting and purging process, you will come upon trash and recycling, as well as things that need to be donated, sold or placed in another room altogether. As you begin this process, you will start to gain clarity, which can be encouraging to carry on and organize.

TIP NO. 3: SET A TIMER AND TAKE BREAKS

Organizing can be physically and mentally draining. It is important to set a time for yourself to work and take breaks. For example, you could set a timer to work for 30 minutes and then set the timer to take a five-minute break to include hydrating yourself and having a snack. Stay in tune with yourself and notice when any feeling of overwhelm begins to creep back into your mind.

TIP NO. 4: GET OUT OF YOUR STUCK STATE

You may find as you sort through your items, you come across an item that causes you to

freeze and enter a stuck state. This is completely normal, and it is OK for you to take a minute to process the memory. However, if you find yourself in this stuck state for more than a moment, take the item and place it to the side to return to it for a decision later. Keep your energy flowing by moving on to the next item.

TIP NO. 5: CELEBRATE AND CREATE A ROUTINE

Oftentimes the process of getting a room in order through sorting, purging, organizing and laying out spaces does not happen in a few hours or even a day. It is essential that you take the time to recognize the action steps you have completed and the progress made. At this moment, you gain a sense of clarity, not just with your physical items but also in your thoughts. Notice that your mind is no longer swirling and you have clarity in your thoughts.

In addition to celebrating, you want to create a routine. Once the spaces in your homes are organized, everything will have its own home. Maintaining this requires you to make it part of your daily routine to tidy your home. When you take the time to honor the spaces in your home, you are honoring yourself in return, and that is worth celebrating!

Let's reflect! The five easy steps to declutter your home and, therefore, your thoughts are: No. 1, grab a friend; No. 2, grab your trash bags and empty boxes; No. 3, set a timer and take breaks; No. 4, get out of your stuck state; No. 5, celebrate and create a routine. These steps will guide you away from the swirling mind and lost thoughts to an orderly mind and clear thoughts. **BONUS!** You will find you have more time and energy to invest in what matters most to you.



Jessica Terenyi, born and raised in Maryland, is the owner and CEO of JK Organizing LLC. She started her business as a professional organizer in February 2020. While serving her clients by helping them get organized in the spaces within their homes, she discovered the need for coaching. In November 2020, she was certified as a life and health coach. Just recently, in August 2022, she was certified as a transformational coach. In addition to organizing and coaching, Jessica is also the volunteer coordinator for Life of Joy, a nonprofit focused on fostering a holistic approach to mental health and suicide prevention.

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inspectology

GUIDED BY THEIR MORAL COMPASS

By Molly Laurysens | Photos by Maryland Photography Inc.

“
We are like family – even with all the griping! And each person plays a significant role on this team.
”

– JORDAN BIRD

Since 2015, Jordan Bird has been in the home inspection business. The owner of Inspectology, and former owner of BrickKicker, has learned some things along the way. Jordan says he believes his team's work is “a moral compass job. And by that, I mean we are truly there to help and not worry about the outcome. The key is to set the proper expectations because we know there isn't a perfect house.”

As a former Marine, Jordan leads by example and is driven by integrity. He also noted that the expectations in this industry have changed over the years. His response to those changes? He created a training academy during COVID-19 for his entire team. One thing he's adamant about for his inspectors: For the first six months, they don't go solo in the field. This hands-on training offers real-world experience and demonstrates their total commitment. Their singular mission is to provide exemplary customer service for their agent partners and clients.

But in this age of remote work and virtual meetings, and coming off of a global pandemic with individuals working offsite, how does Jordan create this team environment? For

starters, they routinely schedule events to bring the group together. “We are like family — even with all the griping! And each person plays a significant role on this team.”

Next up, Jordan strives to keep the focus on his team. So he asked us to get personal with a few of them and showcase their passion with the BRP community. Say hello to some crew from Inspectology.

JESSICA VANDENELZEN, Bel Air
Director of Client Services, four years in business

What do you do? I am the voice of the company! I answer the phone, emails and texts, whether it is regarding scheduling or answering questions. I also handle payroll.

What do you love about what you do? I love that we assist people in making one of the most significant purchases in their lives! I genuinely believe our inspectors have the buyer's best interests in mind and do the most thorough job. I hope it provides one less worry in all the excitement and stresses the homebuying experience can bring.

...





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What would you like REALTORS® to know about your job? I'm here to help make the inspection process easier. We've built relationships with third-party vendors. Think "one-stop shop" with us.

What do you like to do for fun? I have a husband and two sons that keep me busy. I enjoy spending time with family and friends. I love working out, playing with makeup and getting my nails done. I've been reading more and have started a book club!

Why do you love this team? When I came to work for Jordan, his pride in doing the right thing was what excited me. We're all good, honest people, which is important to me!

JOE HEYNE, Bel Air
Licensed home inspector in Maryland and Pennsylvania, five and a half years in business

What do you do? I specialize in residential inspections, new construction inspections, rental inspections, sewer scopes, and mold and radon testing.

What do you love about what you do? I love walking through each home with its future homeowner and informing the buyers of every fine detail, showing them how things work and answering any questions they may have.

What would you like REALTORS® to know about your job? How important home inspections are, even if it's new

construction! Buyers don't get to spend much time in the home before writing their offer, so a home inspection allows them to see all the details. A professional eye is pointing out things they wouldn't have thought to look at during a 30-minute showing.

What do you like to do for fun? Before becoming a home inspector, I attended culinary school and worked in restaurants for nine years. Now I get to cook for fun every night with my wife. We also just purchased a new home, so I spend all my free time working on my "honey do" list.

What makes you feel proud about the service(s) you offer REALTORS®? I take pride in giving agents and their clients the best service and

experience they can have. Buying a home is stressful, so I try to make the inspection process fun. We have the best team and customer service! We have several home inspectors who have been in this field a long time, and we all learn from each other.

TIFFANY MERCER, Parkville
Licensed Home Inspector, one year in business

What do you love about what you do? I get to see something different every day, explore homes and meet new people. I appreciate putting a client's mind at ease about their future purchase.

What would you like REALTORS® to know about your job? A proper inspection takes time, but it's worth the results when your client feels confident about their purchase.

What do you like to do for fun? I love to go fishing, camping and hiking with my wife. We also love to watch football!

Why do you love this team? I love this team because everyone is so refreshingly friendly and helpful.

What makes you feel proud about the services you offer REALTORS®? I'm proud of our detail-oriented and informative approach. We take time to explain what we find, give input and be available. This process can be very nerve-racking for clients, and making sure they are happy with their decision makes me happy. Doing an excellent job and getting referrals makes me proud!

MARK KAHAN, Towson
Licensed Home Inspector, nine years in business

What do you love about what you do? I love my job and being able to help first-time buyers learn about their new homes and help old folks (not unlike myself) with their second or retirement homes. I love making new friendships and learning about new technologies.

“
I appreciate
putting a
client's
mind at
ease about
their future
purchase.
”

- TIFFANY MERCER,

...



...

I love finding a hidden or unknown defect that might have been a major headache but gets repaired before my clients take ownership.

What do you like to do for fun? I love anything outdoors, listening to music, biking and the beach. But what I enjoy the most is being with and playing with my two sweet grandchildren.

Why do you love this team? I came here because I saw we were offering better and more complete inspections, better reports and an overall better experience. The dedication, knowledge and hard work modeled

by Jordan excited me. He has helped me become a better inspector. Since joining, the team has grown from three inspectors to a group of eight diverse inspectors and two support staff that work hard at their craft and I am pleased to call family.

What makes you feel proud about the service(s) you offer REALTORS®? I'm proud of the information we provide to help clients make informed decisions. I'm proud of the team we've built and their hard work and

dedication to providing the best possible service. Lastly, I'm most proud to have a small hand in the training and seasoning of all our inspectors.

What else would you like to share with us? Being the oldest and longest-tenured inspector here has given me many life experiences and the wisdom to know that I am fortunate to work here. Working within this system has allowed me to grow and become a better inspector and person.

I'm proud of the team we've built and their hard work and dedication to providing the best possible service. - MARK KAHAN



Tiffany Mercer, Joe Heyne, Mark Kahan, Jessica Vandanelzen, Jordan Bird, Eric James, Gregg Rhodes. Not present: Dan Barton, Isaiah Unger and Nick Dinsmore.

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TBD LOANS

For the better part of the last two years, interest rates have remained at historic lows, allowing homebuyers to wait for their perfect home. While housing inventory is still as scarce as we've ever seen, the sudden rise in interest rates is causing alarm amongst pre-approved buyers. One of the most common questions in the lending world is, "Will my interest rate continue to rise while I'm waiting for the right home?"

Depending on who your clients are using for their home financing, the answer to this question is quite simple. It's essential to choose a lender who can proudly tell your buyers no, their rate will not increase while you help them shop for their home. When your clients are clear about their timeline and desire to wait for the right property, their lender can jump at the opportunity to put their loan through upfront underwriting.

This process is known as a "to-be-determined (TBD) loan" in the industry. A TBD loan is approved by an underwriter BEFORE there is even a known address for the buyer. By undergoing this process,

the lender will assess your client's assets, income and credit upfront and request all financial documents. Most importantly, their interest rate will be locked once it goes through underwriting and will not be subjected to a higher rate once they ultimately find their home sweet home.

In this current market, a TBD loan is probably the strongest and best method your buyers can use to set themselves apart from the competition. Not only will your clients' loans close much quicker because of already having gone through underwriting, but sellers will view TBD pre-approvals as a much more solid offer. Once a buyer finds their perfect home, they can act much faster. Plus, now that interest rates are starting to rise, it's wise to lock in sooner rather than later.

Whether you have buyers purchasing their first home, upgrading to a new one, or investing in a vacation home, encouraging them to choose a knowledgeable lender is the best way to succeed in this unpredictable market. Having the right real estate team on their side in this market will help your clients feel more at ease when achieving their homebuying or selling goals.



Kyndle Quinones is a branch manager for Primary Residential Mortgage Inc. and is in the top 1% of mortgage originators in America and No. 1 in the Mid-Atlantic region. She is ranked in the top 300 women originators in the country by Scotsman Guide. Born and raised in Anne Arundel County, she lives in Severna Park with her husband, Mario, and has a 19-year-old son, Myles, who attends Johnson & Wales Culinary School, and a 14-year-old daughter, Kylan, who is a freshman in high school. Kyndle is a big fan of letting her inner child play and loves going to Disney!



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Claudia Towles

▶▶ rising star

By Molly Laurysens
Photos by Thomas Towles

CLIMBING TO CITY COUNCIL

Claudia Towles understands the rigors of making a two-hour commute one way on public transportation for an \$8-hour job as a single mother. She can recite the bus route from Greenbelt to Rockville like she took it yesterday. “I didn’t finish law school, and I didn’t have a driver’s license because when I lived in Colombia, I walked everywhere. I had to prioritize everything for [my son], Sebastian.” Fortunately, she had her mom and brother as a support system for help with child care.

On her first day on that job, they asked her to write a check as this would be a regular part of her role. Having never written a check before, she excused herself to use the restroom. “When I returned, [the trainer] had written the check out.” Seeing that check gave her the ammunition needed to write the next, and something clicked inside her. “At that point, I decided I would fake it until I made it.” This job and that experience

solidified her resiliency and catapulted her mindset. She could and would do anything. It was also the place where she would meet her husband, Tom.

Finding her Footing

Claudia was born in Colombia, South America. Her father worked for the Organization of American States and brought the family here when she was a baby. She grew up in Montgomery County. Her mother, previously an attorney in Colombia, became a Spanish teacher here. Claudia grew up wanting to practice law. *Law and Order* was her favorite television show, and she loved hearing her mom’s stories.

She graduated high school early and moved back to Colombia to attend law school. As fate would have it, she got pregnant and chose to leave school and return to the U.S., where she’d have her son, Sebastian, in 2001. That was when she lived in Greenbelt with her mom and brother, working at a market research firm.

...



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Her future husband, Tom, had a place in Fells Point, and they'd soon become established there. They owned a toy store called aMuse Toys with locations in Fells Point and Quarry Lake. While Claudia says they loved it, they were constantly in overdrive. During a medical visit, her doctor informed Claudia that she was covered in scar tissue, likely due to stress. Retail life was taking its toll on her body, and she used this as a wake-up call. "I was in my mid-30s and knew then I needed to diversify the family business."

With friends in real estate, she felt this would be a good match. In March 2017, she got her license. She was part-time for about six months but saw success pretty fast. So her focus shifted to real estate, and eventually, they'd close the Quarry Lake location in 2017. It wasn't until October of 2021 that they'd close the Fells Point store. It was a bitter-sweet goodbye.

Still, her real estate career continued blossoming, and every year she's built on the last. In 2021, she closed just over \$17 million doing 34 transactions. While she is primarily a one-woman show, she credits Tom and Sebastian for their help as both are licensed. Tom does photography

and Matterport as well. "But I am the face of this and do all the marketing and client transactions." In addition, she has space for staging as many as 15 homes. "I'm such a control freak, and having this space gives me the flexibility to take a listing, stage it and get it photographed quickly."

Family and Fun

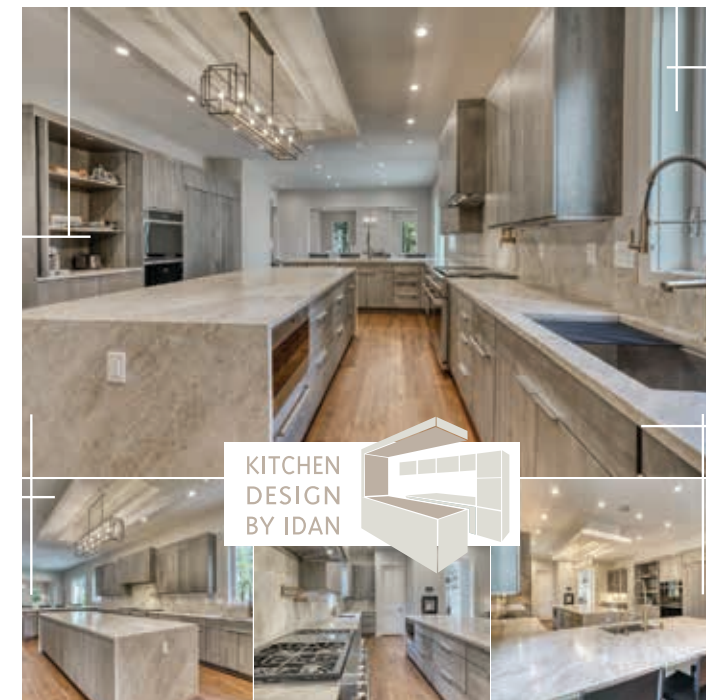
Claudia can't live without Pilates, going daily at 6 a.m. and on weekends at 7 a.m. She and Tom will celebrate 19 years of marriage in February and still live in Fells Point. Sebastian is 21 years old and a rising senior at the University of Maryland studying politics and government with a minor in real estate development. On any given Friday night, you can catch this couple at their favorite spot, Sally Os, in Highlandtown. On Sundays, Claudia likes to stay home with the family and relax with her two dogs. One thing that Claudia has loved about life is melding together the Colombian and American cultures. "It really informs how I interact with people and relate to other cultures."

Claudia has also enjoyed being a leader in the neighborhood. She was actively involved in the charter

school movement, hosting numerous fundraisers. Having the store enabled her to become a resource for parents. "aMuse was a hub of information and a resource for people in the city who had children." For several years, and in conjunction with the Patterson Park Neighborhood Association, the Patterson Park Charter School opened in 2006. She is a founding member of this board.

This was a catalyst for her community involvement, which has only escalated as she hopes to continue working with and empowering others. She is a founding board member of the Downtown Baltimore Family Alliance and the Fells Point District co-founder. In November 2024, she will be on the ballot for City Council District 1. She announced her run early because, as she says, she genuinely wants to do the work. "There's no better way to prepare and get your name out there than to start early." She's begun community outreach, meeting constituents and hearing their concerns. "I feel so many of us, colleagues, business owners and residents, are frustrated with the void in leadership and structure that we have experienced, and it's time for a change."

“There's no better way to prepare & get your name out there than to start early.”



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By Adam Joss, Vertical Connection Carpet One

Do you like to fly? How about turbulence? Many times, when I'm flying, I feel completely comfortable. Whether I am listening to music, reading or just relaxing, it's smooth sailing. Then, all of a sudden, the plane jolts up, then down. The fasten seat belt bell dings. At that point, I start looking at the expressions of the flight attendants and listening to engine sounds as if I actually know what sound they should make. Silence from the cockpit naturally leads me to think the worst is happening. I find this is the experience on many flights. However, not all.

Certain airlines and pilots understand the importance of "proactive communication." As such, they set proper expectations. "Good day, everyone," the pilot says. "I hope you're enjoying your ride. The radar is showing some choppy air ahead, so I'm going to go ahead and put the fasten seat belt sign on now. We should have a few bumps for the next 15 minutes, and then it's smooth sailing. I'll come back on and let you know if anything changes along the way." When I hear those calming words, I can relax, no matter how bumpy the ride is. It gives me a feeling of confidence and belief that they are truly in control of the situation.

As it turns out, proactive communication and setting proper expectations can help you strengthen your partnerships and grow your business. By proactive communication, I mean sharing information before you're asked for it. After all, we live in a world in which we have a tremendous amount of information available to us. We used to wonder when the pizza delivery was coming. Now, we open the Domino's app and see exactly where our pizza is. We used to wonder when our taxi was coming. Now we open the Uber app and see exactly where our ride is. The driver's name, picture and rating, too.

I shared the words above in an article for a flooring trade magazine previously. It's one of my favorites and applicable here too! Over the years, we've significantly increased the number of partnerships we share with real estate professionals, contractors and designers. Good (proactive) communication goes a long way. We're living in a period of strained supply chains leading to material delays, stretched schedules and an on-demand society. Keeping your partners updated and putting their minds at ease is critical. They can focus their efforts elsewhere knowing you're in control of what they need you for.

Proactive communication is one part of the puzzle. The second piece is setting proper expectations! I've had bad or mediocre salespeople ("partners") call on me for years. "I'll see you at 10 a.m.," they say. Ten a.m. comes, then 10:10 and 10:15 ... no word from them! They fail to set the proper expectation, and they failed to proactively communicate. They also fail to earn my business! Had they simply said, "Adam, I'm expecting to be to you between 10 and 10:30, and I'll call on the way to give you my exact ETA. Would that be OK?" Got it. Works for me. Now, this doesn't guarantee that they earn my business. However, it certainly goes a long way to instilling confidence and trust that they can deliver on what they're selling.

To me, setting "proper" expectations is more of an art than a science. As professionals, we often control information that our clients need, and it's up to us how we share that information. Often, people set expectations; however, they set the bar too high. Why set yourself up for failure? Particularly when you can set the bar lower and your client won't think twice about it!

Set the bar low; set expectations low. If your client requests something sooner or faster, no problem. Show them how important their business is to you by saying, "Your business is important to me, so I'm going to work my hardest to make that happen for you." Then go out and deliver! You're certain to have a happy client. This goes a long way to forming strong partnerships.

Though our businesses may differ, our clients vary and demands placed on us change. Setting proper expectations and proactive communication will help strengthen partnerships. This is true in our personal lives as well.



Adam Joss is second-generation owner of The Vertical Connection Carpet One, a preferred partner of the BRP community. Adam also serves on the boards of the Howard County Chamber of Commerce, the Mid-Atlantic Floor Covering Association and CCA Global Partners, a leading global flooring cooperative.



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JEANNETTE

HITCHCOCK FIGURES IT OUT

▶▶ cover story

By Molly Lauryssens
Photos by Maryland Photography Inc.

To help illustrate who Jeannette Hitchcock is, you only have to look so far as your nearest flamingo. None nearby? Just ask her; she has hundreds, maybe even a thousand at this point. She even has one tattooed on her ankle! Her obsession with the lanky creatures began with her grandmother (on her mom's side). Apparently, Jeannette's grandmother held an absolute disdain for these big birds. So what does her family do?

They gathered lots of flamingos together for her, of course. "My entire life, she thought they were the ugliest things ever! And we'd always buy her everything flamingo-related. When she'd go on vacation, we would flock her yard with them. She thought they were hideous and hated them, and it was this big joke," Jeannette laughs.

Jeannette inherited said flamingos when her grandmother passed away in 2014, and she's been a collector ever since. Flamingos have become her signature, and people are always tagging her on social media with anything flamingo related. So that silly prank has turned into not just an obsession but a treasure trove of fun and incredible memories from someone who is always near and dear to Jeannette's heart.

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COMING INTO HER OWN

Family is everything to Jeannette. She grew up in Sykesville and has a solid relationship with her younger brother, Edward. Incidentally, he is married to Katie, and she happens to be one of Jeannette's best friends.

Before real estate, Jeannette was a bartender, and that was how she met her husband, Jim. At that time, he was a mortgage broker. When the mortgage crisis happened in 2008, Jim's company crashed, and the couple lost everything. "We woke up one morning and didn't have cars. We had to do a short sale on our house and go into a rental."

Things were tight, and each day Jeannette would take her tip money and put it in marked envelopes until she had enough to pay off that particular bill. Then she'd go to the bank and get a money order to send it in. "I just did what I had to do to keep the lights on." Making matters worse, Jim's drinking got out of hand, and the couple temporarily separated. Jeannette moved into her mom's basement at 30 years old with two young children. This was rock bottom for the couple.

Eventually, Jim decided he wanted his family back, so he got sober. And while Jeannette loves to have the occasional glass of wine or drinks with friends, they make it work. Jeannette said that Jim always recognized that this was his issue. "From the beginning, he said, 'This is my problem, not yours.'" This started the process of them rebuilding their lives together again, and Jim would get back to owning a mortgage business. Recently he celebrated 12 years of being alcohol-free, and Jeannette is beyond proud of his sobriety!

During that stint where they separated, Jeannette relied heavily on family and friends, who helped see her through. "They just loved us really hard through all of this! I have an awesome

family, and I couldn't ask for help for a long time. But I reached a certain point where I had to let go and ask for help." In particular, Jeannette says her mom, Karen, was loving and supportive through this storm.

In November 2013, Jeannette decided to get her real estate license. Initially, she says it started out rough. She confessed that she never imagined things would work out this way. In 2021, she sold \$31.1 million in volume, with 75 units sold. "It's been pretty awesome. I never, in a million years, expected to be where I am. I just wanted to give it a shot and never dreamed things would be like this!"

“
I LOVE
MEETING NEW
PEOPLE AND
TAKING CARE
OF PEOPLE.
”

Jeannette's father was always there for her too. Incidentally, she was very close to him, and he passed away in October 2020. One of her goals was always centered on making him proud! "Through the darkest time of my life — losing him — I managed to sell over \$36 million in that year."

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What she loves about this business is, well, pretty much everything. “There is a lot to love. I love meeting new people and taking care of people. I love marketing. I’ve always loved homes and decorating. In my house, I’m always changing everything around.” In 2016, Jim got his license and now helps Jeannette. She says she simply cannot do this work without him.

PRIORITIES

Jeannette strives to give the best possible service to her clients. However, she also makes it a point to carve out family time. “I try my best not to work on weekends. I’ve set those boundaries. Occasionally if I have to make a listing appointment or show a couple of houses or whatever, that’s fine. But I try really hard to keep my weekends open.” How has that been going? Admittedly it can get prickly, but Sundays are pretty much off limits. “I may answer a text message or an email, but in terms of doing a bunch of running around, I really try not to. I’d rather do that on a Wednesday night at 7 p.m. than on a Sunday.”

Jeannette and Jim recently celebrated 15 years of marriage and have a beautiful blended family with three kids: Jake is 25 years old, Riley is 20 years old and Jack is 14 years old.

Jake lives in Texas, and Riley works for a mortgage company. Jack is in his first year of high school and plays lacrosse and football. In addition, they have a furry family member in Newman, who is not opposed to grabbing a seat at their custom bar, clad with flamingos everywhere. “[Newman’s] such a character, and he’s known for hopping up on a bar stool and just sitting there.” When they are not at Jack’s games, this family likes to lay low and relax at home, which is truly Jeannette’s haven — flamingos and all!



Jeannette and Newman

“IT’S BEEN PRETTY AWESOME. I NEVER, IN A MILLION YEARS, EXPECTED TO BE WHERE I AM.”

FIVE FAST FUN FACTS WITH JEANNETTE:

BRP: What are you up to on a Friday night?

Jeannette: I probably have a glass of wine and am relaxing in my basement or reading a book by my pool.

BRP: What kind of books do you like to read?

Jeannette: I like fiction, mainly murder mysteries and drama.

BRP: Where is your favorite place to travel?

Jeannette: The west coast of Florida, like Marco Island, Siesta Key, Naples.

BRP: Do you have a favorite food?

Jeannette: Being a Maryland girl, I love crab cakes. But I’m not a foodie.

BRP: Do you have a theme song?

Jeannette: “You Saved Me” by Kenny Chesney



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RANDI LYN RANDALL OF REALESTAGED

THE WORLD IS HER STAGE

By Molly LaurysSENS | Photos by Maryland Photography Inc.

"All money spends the same" is a saying that Randi Lyn Randall often invokes. To the owner of Realestaged, the meaning behind that statement speaks to her integrity. She says that it doesn't matter if her team is staging a \$250,000 or a \$1.5 million home. "This is an investment for our clients, and I don't care about the size of the home or how much money it's bringing into the company; every property we stage gets the same treatment. I've always stood by that, and I always will."

Just as every person is unique, so is each home. It's important to the Realestaged team that each staged property differs from the last because each home features its own look. "You cannot just take staging out of one home and put it in the next; it will not work." Over the years, Randi Lyn has created her brand's templates. These style templates help to hone in on specific vibes and color palettes. The styles offered are mid-century

modern, boho, transitional, contemporary, farmhouse and industrial. She is constantly adding to these as trends change.

That transformation is Randi Lyn's favorite part. "I think there's this instant gratification I see when I stage a property. When the house before was this boring slate and we brought out its personality — it's the greatest feeling! I know it's cliché, but this feeling is why we love doing what we do! Truly."

Randi Lyn says this work is more of a calling, and instincts guide all team members. "Most people can't understand it; when we walk into a home, we know exactly what needs to be done. There's no amount of training you can have; either you have it, or you don't. It's instinctual!" While she has extensive training, she can't stress it enough. "You know what you need to do to make that room function and make it feel like home. It's so fun and never gets old!"



Realestaged is an all-female team, including their movers. They also offer in-house photography with their beloved master photographer, Howard Starrett, who has 30 years of experience in his field. They offer same-day photography with 24-hour delivery times to their staging clients. In addition, they have volume-based incentive pricing and are currently developing a loyalty program with aggressive discounts and unmatched perks.

STAGING HER WORLD

Randi Lyn grew up in Lansing, NY, and always knew she wanted to work in design in some capacity. She

was that 7-year-old girl stenciling rose petals in her room to match the mauve carpet and rearranging every few weeks. Not much changed when she went to college, and having a fashion merchandiser roommate, they were constantly changing décor. Randi Lyn estimated they redesigned their living quarters at least a dozen times in their first year.

When she graduated college, she worked as a home marketing consultant with the Creig Northrop team. In this role, she helped owner-occupied properties get ready for market. This was her first soiree in staging and at a time when it became mainstream. After a couple of years here, she began



Four Stylists:
Randi Lyn Randall, Becky Brink, Rae Lewis, Tracee Meade

“
MOST PEOPLE CAN'T UNDERSTAND IT; WHEN WE WALK INTO
A HOME, WE KNOW EXACTLY WHAT NEEDS TO BE DONE.



with Ethan Allen while also working with a few other teams before starting her own company. In September 2016, Realestaged was born.

The company now has 12 employees, and in 2021, they set a record doing 642 stagings in the year. Scaling up was a massive undertaking, and Randi Lyn says it was the biggest jump yet but admitted that it felt good. “It was awesome, but it’s a funny thing [scaling up]. I want to get to a point where we are maintaining and not in a continuous growth cycle. Because you are bringing more money in, you also have more going out.” She says they are in the process of streamlining their systems, and once that happens, they will be able to trim the fat, be more efficient and have more fun. Typically the team is doing four to five stagings a day and is on pace to do 700 this year alone.

That’s not to say she isn’t having fun, but going next level and becoming a million-dollar business while having more families to feed was something she had to get used to. One thing she says she can’t live without is her accountant and BRP preferred partner, Matt Bralove, who has helped break through some of these financial obstacles.

DREAMING BIGGER

Recently, Randi Lyn realized another dream come true, opening a store in Harford County called Juxt Home. “I’ve been yearning to create my own brand since I started this journey, and the right opportunity fell in my lap, and I went with it.”

Juxt Home is an extension of Randi Lyn’s philosophy and is one of fluidity. “I believe many styles can live within a home as long as they’re done correctly and with cohesion. So the idea behind Juxt — meaning ‘juxtaposition’ — is having two contrasting styles work together in harmony and create balance. That’s the store’s philosophy is that kind of juxtaposition where two things you wouldn’t think go together actually can.”

Recently Randi Lyn bought a house on the water with her boyfriend, and they have two cattle dogs, Murph and Gibbs. As such, they’ve been doing a lot of DIY projects, turning their house into a home. For fun, she readily admits to being a homebody. “I really enjoy unplugging. During the week, it’s always go, go, go! So once the evenings and nights roll around, honestly, I’m just here relaxing on my deck and playing with the dogs. I just love my home!”

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TOP 150 STANDINGS • BY UNITS

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RANK	NAME	OFFICE	SALES	TOTAL
1	Heather Richardson	NVR Services, Inc.	974	\$499,301,611
2	Adam M Shpritz	Ashland Auction Group LLC	810	\$49,583,233
3	Kathleen Cassidy	DRH Realty Capital, LLC.	382	\$205,275,989
4	Melissa M Daniels	Keller Williams Integrity	348.5	\$180,157,997
5	Lee M Shpritz	Ashland Auction Group LLC	282	\$17,829,164
6	Robert J Lucido	Keller Williams Lucido Agency	266.5	\$173,091,229
7	Robert J Chew	Berkshire Hathaway HomeServices PenFed Realty	230	\$112,279,797
8	Lee R. Tessier	EXP Realty, LLC	176	\$67,009,132
9	Shawn M Evans	Monument Sotheby's International Realty	175	\$123,256,016
10	Larry E Cooper	Alex Cooper Auctioneers, Inc.	158	\$20,460,584
11	Nickolaus B Waldner	Keller Williams Realty Centre	138.5	\$65,826,022
12	Joseph A Petrone	Monument Sotheby's International Realty	136	\$82,906,700
13	Thomas S Hennerty	NetRealtyNow.com, LLC	130	\$71,361,070
14	Charlotte Savoy	Keller Williams Integrity	125	\$63,841,543
15	Phillippe Gerdes	Long & Foster Real Estate, Inc.	120.5	\$52,949,134
16	Jeremy Michael McDonough	Mr. Lister Realty	116	\$53,206,377
17	Gina L White	Lofgren-Sargent Real Estate	115.5	\$47,275,085
18	Lois Margaret Alberti	Alberti Realty, LLC	107.5	\$33,335,820
19	Laura M Snyder	American Premier Realty, LLC	98	\$36,479,491
20	Andrew Udem	Berkshire Hathaway HomeServices Homesale Realty	97.5	\$43,246,303
21	David Orso	Berkshire Hathaway HomeServices PenFed Realty	94.5	\$91,662,539
22	Daniel Borowy	Redfin Corp	85	\$40,325,651
23	Lauren Ryan	NVR Services, Inc.	84.5	\$41,584,930
24	Alexander T Cruz	Cummings & Co. Realtors	84	\$16,996,750
25	Jonathan Scheffenacker	Redfin Corp	82	\$33,647,999
26	STEPHEN PIPICH Jr.	Corner House Realty North	81.5	\$24,196,600
27	Benjamin J Garner	212 Realty	81	\$35,419,750
28	Jeannette A Westcott	Keller Williams Realty Centre	78	\$43,732,170
29	Tony Migliaccio	Long & Foster Real Estate, Inc.	78	\$30,416,360
30	Un H McAdory	Realty 1 Maryland, LLC	77.5	\$44,351,839
31	Christopher J Cooke	Berkshire Hathaway HomeServices Homesale Realty	77.5	\$22,298,081
32	Robert J Breeden	Berkshire Hathaway HomeServices Homesale Realty	74.5	\$25,663,400
33	Vincent J. Steo	RE/MAX Community Real Estate	73.5	\$25,991,599
34	Bradley R Kappel	TTR Sotheby's International Realty	72.5	\$158,266,900

RANK	NAME	OFFICE	SALES	TOTAL
35	Gina M Gargeu	Century 21 Downtown	72.5	\$13,676,250
36	James T Weiskerger	Next Step Realty	72	\$37,404,520
37	Anne Marie M Balcerzak	AB & Co Realtors, Inc.	71.5	\$32,343,160
38	Charles N Billig	A.J. Billig & Company	70.5	\$12,492,988
39	Louis Chirgott	American Premier Realty, LLC	70	\$29,054,364
40	Timothy Langhauser	Compass Home Group, LLC	70	\$26,325,170
41	Mitchell J Toland Jr.	Redfin Corp	70	\$22,660,331
42	Daniel M Billig	A.J. Billig & Company	70	\$18,138,950
43	Alan Ray Porterfield Jr.	Coldwell Banker Realty	68	\$18,993,900
44	Nancy A Hulsman	Coldwell Banker Realty	67.5	\$31,849,150
45	Michael J Schiff	EXP Realty, LLC	67.5	\$22,649,624
46	Matthew P Wyble	CENTURY 21 New Millennium	67	\$37,532,478
47	Daniel McGhee	Homeowners Real Estate	67	\$22,196,775
48	Tracy J. Lucido	Keller Williams Lucido Agency	66	\$50,354,191
49	Scott A Schuetter	Berkshire Hathaway HomeServices PenFed Realty	66	\$46,690,379
50	Brian M Pakulla	RE/MAX Advantage Realty	66	\$41,041,291

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SPOTLIGHT ON Kyle Warfield



Kyle Warfield, Certified Property Inspection

Many people would describe Kyle Warfield as friendly, intelligent, and committed. A former Marine who served in Afghanistan and Iraq, Kyle returned to his native Maryland after his discharge. Here, he met and married his college sweetheart, Becky, and they are building a life together for themselves and their three beautiful children.

Upon his return to Maryland, Kyle worked in the construction industry remodeling homes throughout the region. This experience holds him in good stead as a home inspector with Certified Property Inspection. After some time in the construction industry, Kyle was ready for a change. He wanted an opportunity to leverage his construction knowledge and skills in a way to help as many people as possible. Fortunately, a friend of his had recently purchased a new home which was inspected by Justin Sapp, owner of Certified Property Inspection (CPI). This friend facilitated a meeting between Kyle and Justin and soon after, Kyle was hired as one of the first employees.

When asked about what accomplishments he is most proud of during his tenure with CPI, Kyle responded that he is both honored and proud that Justin has had the faith and trust in his skills to have him assist in training new inspectors. He shares that he has the heart of a teacher.

Kyle enjoys his work and is happy when he can turn challenging things for home buyers into easy things. He likes being able to help his clients learn how to tackle some of the necessary repairs, such as leaking drains, by educating them. He enjoys when those he has helped send him pictures of the repairs they completed after heeding his advice.

When not working, Kyle enjoys watching football, remodeling projects, and building “stuff.” He has recently used his talents to remodel a home he and his wife purchased in 2017 and sold in 2019. His extensive project now is a home he bought in 2020.

Asked what he cherishes the most in the world, Kyle responded with, “My bride. I am so lucky to have her. She is a great mom, intelligent, patient, not a pushover, wise, and a great friend. She is the mother of my children and the root of my happiness.”

Justin says Kyle is one of the most incredible human beings I know. On top of being an amazing member of our team for five years, he is a dad of three great kids, a husband, and youth church leader (he even stars in all of their online content). He also can build, remodel, or fix anything. I especially wanted to spotlight Kyle in this issue of the Real Producers in recognition of Veteran’s Day and to honor his service to our country. We are fortunate to have him on our team!



Kyle with his wife Becky and their three children

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RANK	NAME	OFFICE	SALES	TOTAL
51	Zachary Bryant	Northrop Realty	65.5	\$30,406,050
52	Creig E Northrop III	Northrop Realty	65	\$69,727,600
53	Jared T Block	Alex Cooper Auctioneers, Inc.	64.5	\$14,895,865
54	Matthew D Rhine	Keller Williams Legacy	64	\$28,779,087
55	Jessica L Young-Stewart	RE/MAX Executive	62.5	\$25,120,840
56	William C Featherstone	Featherstone & Co.,LLC.	62.5	\$17,461,299
57	Kimberly A Lally	EXP Realty, LLC	62	\$25,031,399
58	Bill Franklin	Long & Foster Real Estate, Inc.	61.5	\$31,158,950
59	John R Newman II	Keller Williams Flagship of Maryland	61.5	\$22,450,677
60	Donna J Yocum	Keller Williams Realty Centre	59.5	\$42,409,305
61	Bob Simon	Long & Foster Real Estate, Inc.	59	\$9,483,500
62	Robert A Commodari	EXP Realty, LLC	57	\$19,744,100
63	Dassi Lazar	Pickwick Realty	57	\$15,807,616
64	Gregory A Cullison Jr.	EXP Realty, LLC	57	\$15,677,850
65	Matthew B Pecker	Berkshire Hathaway HomeServices Homesale Realty	56.5	\$25,201,755
66	Kim Barton	Keller Williams Legacy	56.5	\$21,796,449

RANK	NAME	OFFICE	SALES	TOTAL
67	Derek Blazer	Cummings & Co. Realtors	56.5	\$21,335,400
68	Montaz Maurice McCray	Keller Williams Realty Centre	55	\$16,012,498
69	Alex B Fox	Allfirst Realty, Inc.	54.5	\$18,913,899
70	Sunna Ahmad	Cummings & Co. Realtors	54	\$36,637,780
71	Veronica A Sniscak	Compass	54	\$25,608,375
72	Mark A. Ritter	Revol Real Estate, LLC	54	\$25,569,102
73	Robert Elliott	Redfin Corp	54	\$22,523,191
74	Allen J Stanton	RE/MAX Executive	53	\$22,162,762
75	Jeff D Washo	Compass	53	\$20,735,000
76	James H Stephens	EXP Realty, LLC	52.5	\$20,407,530
77	Yevgeny Drubetskoy	EXP Realty, LLC	52.5	\$13,755,125
78	Melissa Barnes	Cummings & Co. Realtors	52	\$19,343,561
79	Vincent M Caropreso	Keller Williams Flagship of Maryland	52	\$18,765,675
80	Wendy Slaughter	Elevate Real Estate Brokerage	51	\$28,241,762
81	Marina Yousefian	Long & Foster Real Estate, Inc.	51	\$24,778,473
82	Tom Atwood	Keller Williams Metropolitan	51	\$18,908,125
83	Jeremy S Walsh	Coldwell Banker Realty	50.5	\$22,013,225
84	Kelly Schuit	Next Step Realty	50.5	\$20,002,900
85	Ellie L Mcintire	Keller Williams, LLC	50	\$25,213,350
86	David E Jimenez	RE/MAX Distinctive Real Estate, Inc.	50	\$23,581,560
87	Shekhaar Gupta	EXP Realty, LLC	50	\$20,826,300
88	PETER WONG	Corner House Realty North	49.5	\$15,750,150
89	James P Schaecher	Keller Williams Flagship of Maryland	49	\$24,439,950
90	Francis R Mudd III	Schwartz Realty, Inc.	49	\$22,172,389
91	Byron K. Brooks	Thurston Wyatt Real Estate, LLC	49	\$7,997,834
92	Michael Lopez	RE/MAX Distinctive Real Estate, Inc.	48.5	\$16,407,981
93	Bob Kimball	Redfin Corp	48	\$17,303,250
94	Timothy Lee Joseph Dominick	Coldwell Banker Realty	48	\$8,491,000
95	Tony A Zowd	Coldwell Banker Realty	47	\$21,053,650
96	Robb Preis	Redfin Corp	47	\$19,269,902
97	Bethanie M Fincato	Cummings & Co. Realtors	46.5	\$15,946,980
98	Christina J Palmer	Keller Williams Flagship of Maryland	46	\$36,870,865
99	Elizabeth Ellis	Brookfield Management Washington LLC	46	\$30,443,114
100	Peter Boscas	Red Cedar Real Estate, LLC	46	\$27,370,350

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101	Trent C Gladstone	Keller Williams Integrity	46	\$24,121,350
102	Missy A Aldave	Northrop Realty	46	\$19,437,754
103	Jessica H Dailey	Compass	46	\$17,668,900
104	Terry A Berkeridge	Advance Realty Bel Air, Inc.	46	\$13,153,600
105	Joshua Shapiro	Douglas Realty, LLC	45.5	\$21,549,240
106	Joseph S Bird	RE/MAX Advantage Realty	45.5	\$21,502,400
107	Santiago Carrera	Exit Results Realty	45.5	\$17,048,649
108	Steve R Kuzma	Weichert, Realtors - Diana Realty	45.5	\$15,146,082
109	Daniel M Chanteloup	Long & Foster Real Estate, Inc.	45	\$25,668,471
110	Douglas E. Gardiner	Long & Foster Real Estate, Inc.	45	\$21,611,786
111	Jessica DuLaney (Nonn)	Next Step Realty	45	\$20,301,150
112	Brendan Butler	Cummings & Co. Realtors	45	\$17,957,545
113	Liz A. Ancel	Cummings & Co. Realtors	45	\$16,810,950
114	Heather Crawford	Redfin Corp	45	\$16,674,666
115	Michele Schmidt	Keller Williams Flagship of Maryland	45	\$15,731,000
116	Jory Frankle	Northrop Realty	44.5	\$22,185,083
117	Ashley B Richardson	Long & Foster Real Estate, Inc.	44	\$23,878,000
118	AMELIA E SMITH	Redfin Corp	44	\$19,990,532
119	Donna L Reichert	Keller Williams Flagship of Maryland	44	\$18,264,350
120	Marta Lopushanska	Berkshire Hathaway HomeServices Homesale Realty	44	\$17,879,800
121	Stephanie A Myers	Long & Foster Real Estate, Inc.	44	\$16,673,500
122	Peter J Klebenow	RE/MAX First Choice	44	\$8,977,540
123	Luis H Arrazola	A.J. Billig & Company	43.5	\$6,120,963
124	VENKATESWARA RAO GURRAM	Samson Properties	43	\$31,049,690
125	James J Rupert	Douglas Realty, LLC	43	\$17,870,105
126	Michael Frank	Berkshire Hathaway HomeServices PenFed Realty	43	\$15,852,151
127	Keiry Martinez	ExecuHome Realty	43	\$13,716,276
128	Tiffany S Domneys	ExecuHome Realty	42.5	\$10,027,860
129	Anthony M Friedman	Northrop Realty	42	\$26,994,920
130	Carol L Tinnin	RE/MAX Leading Edge	42	\$20,002,900
131	Kate A Barnhart	Northrop Realty	42	\$11,630,890
132	Julie Singer	Northrop Realty	41.5	\$18,253,632
133	Charlie Hatter	Monument Sotheby's International Realty	41	\$48,434,500
134	Steven C Paxton	Keller Williams Metropolitan	41	\$17,877,739

RANK	NAME	OFFICE	SALES	TOTAL
135	John C Kantorski Jr.	EXP Realty, LLC	41	\$15,102,250
136	Terence P Brennan	Long & Foster Real Estate, Inc.	41	\$13,473,697
137	Christopher T Drewer	EXP Realty, LLC	41	\$10,096,060
138	Kiara Diaz	EXP Realty, LLC	41	\$5,407,797
139	Karen Hubble Bisbee	Long & Foster Real Estate, Inc.	40.5	\$44,107,553
140	Brian D Saver	Northrop Realty	40.5	\$37,933,000
141	Jennifer H Bonk	Keller Williams Flagship of Maryland	40.5	\$20,794,250
142	Nicki Palermo	RE/MAX One	40.5	\$18,418,979
143	Bridgette A Jacobs	Long & Foster Real Estate, Inc.	40.5	\$16,484,500
144	Andrew D Schweigman	Douglas Realty, LLC	40.5	\$15,442,850
145	Ricky Cantore III	RE/MAX Advantage Realty	40	\$21,258,905
146	Jason P Donovan	RE/MAX Leading Edge	40	\$19,676,050
147	Catherine A Watson - Bye	RE/MAX Executive	40	\$18,148,700
148	Beverly A Langley	Coldwell Banker Realty	39.5	\$20,417,759
149	Samuel P Bruck	Northrop Realty	39.5	\$19,873,500
150	Christina B Elliott	Keller Williams Integrity	39	\$20,302,840

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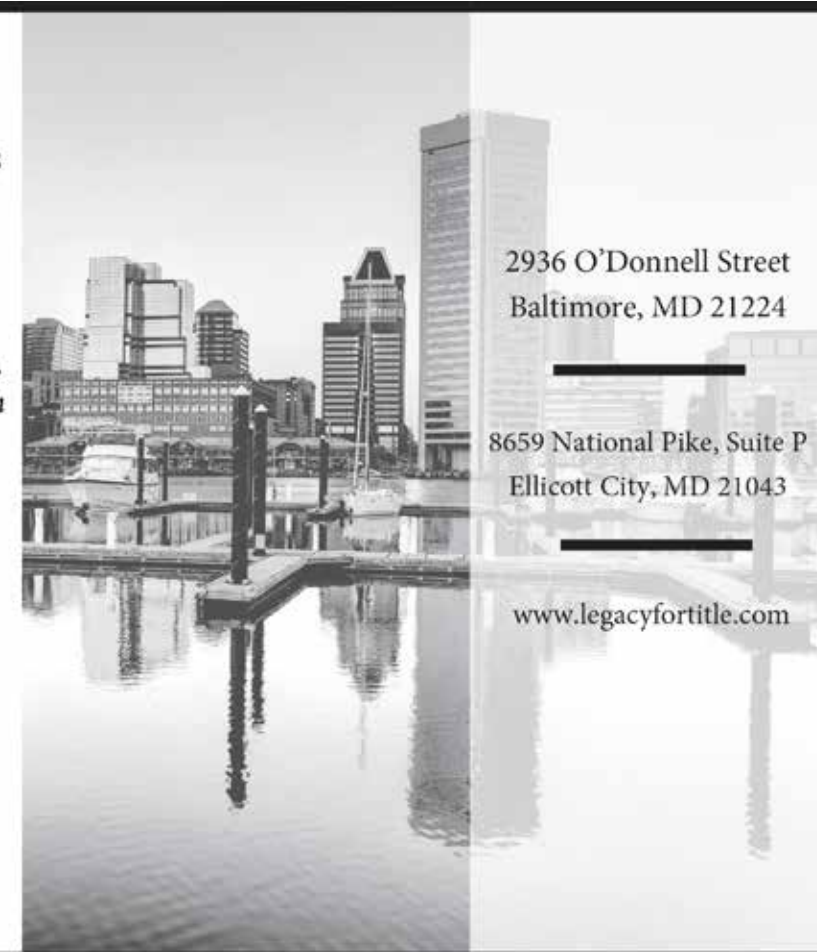
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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Sept. 30, 2022

Based on MLS data for agents in Baltimore City, Baltimore County, Anne Arundel County, Howard County, Carroll County and Harford County

RANK	NAME	OFFICE	SALES	TOTAL
1	Heather Richardson	NVR Services, Inc.	974	\$499,301,611
2	Kathleen Cassidy	DRH Realty Capital, LLC.	382	\$205,275,989
3	Melissa M Daniels	Keller Williams Integrity	348.5	\$180,157,997
4	Robert J Lucido	Keller Williams Lucido Agency	266.5	\$173,091,229
5	Bradley R Kappel	TTR Sotheby's International Realty	72.5	\$158,266,900
6	Shawn M Evans	Monument Sotheby's International Realty	175	\$123,256,016
7	Robert J Chew	Berkshire Hathaway HomeServices PenFed Realty	230	\$112,279,797
8	David Orso	Berkshire Hathaway HomeServices PenFed Realty	94.5	\$91,662,539
9	Joseph A Petrone	Monument Sotheby's International Realty	136	\$82,906,700
10	Thomas S Hennerty	NetRealtyNow.com, LLC	130	\$71,361,070
11	Creig E Northrop III	Northrop Realty	65	\$69,727,600
12	Lee R. Tessier	EXP Realty, LLC	176	\$67,009,132
13	Nickolaus B Waldner	Keller Williams Realty Centre	138.5	\$65,826,022
14	Charlotte Savoy	Keller Williams Integrity	125	\$63,841,543
15	Jeremy Michael McDonough	Mr. Lister Realty	116	\$53,206,377
16	Phillippe Gerdes	Long & Foster Real Estate, Inc.	120.5	\$52,949,134

RANK	NAME	OFFICE	SALES	TOTAL
17	Tracy J. Lucido	Keller Williams Lucido Agency	66	\$50,354,191
18	Adam M Shpritz	Ashland Auction Group LLC	810	\$49,583,233
19	Charlie Hatter	Monument Sotheby's International Realty	41	\$48,434,500
20	Gina L White	Lofgren-Sargent Real Estate	115.5	\$47,275,085
21	Scott A Schuetter	Berkshire Hathaway HomeServices PenFed Realty	66	\$46,690,379
22	Un H McAdory	Realty 1 Maryland, LLC	77.5	\$44,351,839
23	Karen Hubble Bisbee	Long & Foster Real Estate, Inc.	40.5	\$44,107,553
24	Jeannette A Westcott	Keller Williams Realty Centre	78	\$43,732,170
25	Andrew Udem	Berkshire Hathaway HomeServices Homesale Realty	97.5	\$43,246,303
26	Donna J Yocum	Keller Williams Realty Centre	59.5	\$42,409,305
27	Lauren Ryan	NVR Services, Inc.	84.5	\$41,584,930
28	Brian M Pakulla	RE/MAX Advantage Realty	66	\$41,041,291
29	Daniel Borowy	Redfin Corp	85	\$40,325,651
30	Brian D Saver	Northrop Realty	40.5	\$37,933,000
31	Matthew P Wyble	CENTURY 21 New Millennium	67	\$37,532,478
32	Georgeann A Berkinshaw	Coldwell Banker Realty	20	\$37,485,500
33	James T Weiskerger	Next Step Realty	72	\$37,404,520
34	Christina J Palmer	Keller Williams Flagship of Maryland	46	\$36,870,865
35	Sunna Ahmad	Cummings & Co. Realtors	54	\$36,637,780
36	Laura M Snyder	American Premier Realty, LLC	98	\$36,479,491
37	Benjamin J Garner	212 Realty	81	\$35,419,750
38	Jonathan Scheffenacker	Redfin Corp	82	\$33,647,999
39	Lois Margaret Alberti	Alberti Realty, LLC	107.5	\$33,335,820
40	Heidi S Krauss	Krauss Real Property Brokerage	29	\$33,233,310
41	Anne Marie M Balcerzak	AB & Co Realtors, Inc.	71.5	\$32,343,160
42	Nancy A Hulsman	Coldwell Banker Realty	67.5	\$31,849,150
43	Bill Franklin	Long & Foster Real Estate, Inc.	61.5	\$31,158,950
44	VENKATESWARA RAO GURRAM	Samson Properties	43	\$31,049,690
45	Elizabeth Ellis	Brookfield Management Washington LLC	46	\$30,443,114
46	Tony Migliaccio	Long & Foster Real Estate, Inc.	78	\$30,416,360
47	Zachary Bryant	Northrop Realty	65.5	\$30,406,050
48	Louis Chirgott	American Premier Realty, LLC	70	\$29,054,364
49	Matthew D Rhine	Keller Williams Legacy	64	\$28,779,087
50	Wendy Slaughter	Elevate Real Estate Brokerage	51	\$28,241,762

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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Sept. 30, 2022

Based on MLS data for agents in Baltimore City, Baltimore County, Anne Arundel County, Howard County, Carroll County and Harford County

RANK	NAME	OFFICE	SALES	TOTAL
51	Peter Boscas	Red Cedar Real Estate, LLC	46	\$27,370,350
52	Anthony M Friedman	Northrop Realty	42	\$26,994,920
53	Timothy Langhauser	Compass Home Group, LLC	70	\$26,325,170
54	Vincent J. Steo	RE/MAX Community Real Estate	73.5	\$25,991,599
55	Daniel M Chanteloup	Long & Foster Real Estate, Inc.	45	\$25,668,471
56	Robert J Breeden	Berkshire Hathaway HomeServices Homesale Realty	74.5	\$25,663,400
57	Veronica A Sniscak	Compass	54	\$25,608,375
58	Mark A. Ritter	Revol Real Estate, LLC	54	\$25,569,102
59	Ellie L Mcintire	Keller Williams, LLC	50	\$25,213,350
60	Matthew B Pecker	Berkshire Hathaway HomeServices Homesale Realty	56.5	\$25,201,755
61	Jessica L Young-Stewart	RE/MAX Executive	62.5	\$25,120,840
62	Kimberly A Lally	EXP Realty, LLC	62	\$25,031,399
63	Kristi C Neidhardt	Northrop Realty	33.5	\$24,998,500
64	Marina Yousefian	Long & Foster Real Estate, Inc.	51	\$24,778,473
65	James P Schaecher	Keller Williams Flagship of Maryland	49	\$24,439,950
66	STEPHEN PIPICH Jr.	Corner House Realty North	81.5	\$24,196,600
67	Trent C Gladstone	Keller Williams Integrity	46	\$24,121,350
68	Pamela A Tierney	Long & Foster Real Estate, Inc.	13	\$24,080,100
69	Ashley B Richardson	Long & Foster Real Estate, Inc.	44	\$23,878,000
70	David E Jimenez	RE/MAX Distinctive Real Estate, Inc.	50	\$23,581,560
71	Stephen H Strohecker	Berkshire Hathaway HomeServices PenFed Realty	28	\$23,447,195
72	Colleen M Smith	Long & Foster Real Estate, Inc.	34	\$23,349,078
73	Wendy T Oliver	Coldwell Banker Realty	32.5	\$23,149,698
74	Sandra K Libby	Long & Foster Real Estate, Inc.	28	\$23,147,725
75	Jennifer K Chino	TTR Sotheby's International Realty	27.5	\$23,018,999
76	Sarah E Kanne	Gibson Island Corporation	6.5	\$22,905,000
77	Shane C Hall	Compass	28	\$22,838,000
78	Mitchell J Toland Jr.	Redfin Corp	70	\$22,660,331
79	Michael J Schiff	EXP Realty, LLC	67.5	\$22,649,624
80	Alexandra T Sears	TTR Sotheby's International Realty	23	\$22,572,075
81	Robert Elliott	Redfin Corp	54	\$22,523,191
82	John R Newman II	Keller Williams Flagship of Maryland	61.5	\$22,450,677
83	Christopher J Cooke	Berkshire Hathaway HomeServices Homesale Realty	77.5	\$22,298,081
84	Daniel McGhee	Homeowners Real Estate	67	\$22,196,775

RANK	NAME	OFFICE	SALES	TOTAL
85	Jory Frankle	Northrop Realty	44.5	\$22,185,083
86	Francis R Mudd III	Schwartz Realty, Inc.	49	\$22,172,389
87	Allen J Stanton	RE/MAX Executive	53	\$22,162,762
88	Jeremy S Walsh	Coldwell Banker Realty	50.5	\$22,013,225
89	Kim Barton	Keller Williams Legacy	56.5	\$21,796,449
90	Douglas E. Gardiner	Long & Foster Real Estate, Inc.	45	\$21,611,786
91	Joshua Shapiro	Douglas Realty, LLC	45.5	\$21,549,240
92	Joseph S Bird	RE/MAX Advantage Realty	45.5	\$21,502,400
93	Derek Blazer	Cummings & Co. Realtors	56.5	\$21,335,400
94	Ricky Cantore III	RE/MAX Advantage Realty	40	\$21,258,905
95	Tony A Zowd	Coldwell Banker Realty	47	\$21,053,650
96	Shekhaar Gupta	EXP Realty, LLC	50	\$20,826,300
97	Ryan R Briggs	Anne Arundel Properties, Inc.	34	\$20,811,500
98	Jennifer H Bonk	Keller Williams Flagship of Maryland	40.5	\$20,794,250
99	Arian Sargent Lucas	Lofgren-Sargent Real Estate	28.5	\$20,765,799
100	Jeff D Washo	Compass	53	\$20,735,000

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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Sept. 30, 2022

Based on MLS data for agents in Baltimore City, Baltimore County, Anne Arundel County, Howard County, Carroll County and Harford County

RANK	NAME	OFFICE	SALES	TOTAL
101	Elizabeth C Dooner	Coldwell Banker Realty	17	\$20,568,958
102	Larry E Cooper	Alex Cooper Auctioneers, Inc.	158	\$20,460,584
103	Beverly A Langley	Coldwell Banker Realty	39.5	\$20,417,759
104	James H Stephens	EXP Realty, LLC	52.5	\$20,407,530
105	Christina B Elliott	Keller Williams Integrity	39	\$20,302,840
106	Jessica DuLaney (Nonn)	Next Step Realty	45	\$20,301,150
107	Tina C Cheung	EXP Realty, LLC	33.5	\$20,280,392
108	Carol L Tinnin	RE/MAX Leading Edge	42	\$20,002,900
109	Kelly Schuit	Next Step Realty	50.5	\$20,002,900
110	AMELIA E SMITH	Redfin Corp	44	\$19,990,532
111	Carol Snyder	Monument Sotheby's International Realty	25.5	\$19,913,415
112	Samuel P Bruck	Northrop Realty	39.5	\$19,873,500
113	Sarah E Garza	Keller Williams Flagship of Maryland	31.5	\$19,754,995
114	Robert A Commodari	EXP Realty, LLC	57	\$19,744,100
115	Moe Farley	Coldwell Banker Realty	24.5	\$19,741,500
116	Jason P Donovan	RE/MAX Leading Edge	40	\$19,676,050

RANK	NAME	OFFICE	SALES	TOTAL
117	David C Luptak	Long & Foster Real Estate, Inc.	36.5	\$19,542,727
118	Missy A Aldave	Northrop Realty	46	\$19,437,754
119	Melissa Barnes	Cummings & Co. Realtors	52	\$19,343,561
120	Robb Preis	Redfin Corp	47	\$19,269,902
121	Jason W Perlow	Monument Sotheby's International Realty	30	\$19,134,250
122	Leslie Ikle	Redfin Corp	35	\$19,118,500
123	Michelle K Pappas	Berkshire Hathaway HomeServices Homesale Realty	25	\$19,030,900
124	Alan Ray Porterfield Jr.	Coldwell Banker Realty	68	\$18,993,900
125	Alex B Fox	Allfirst Realty, Inc.	54.5	\$18,913,899
126	Tom Atwood	Keller Williams Metropolitan	51	\$18,908,125
127	Raymond G Johnson III	Berkshire Hathaway HomeServices Homesale Realty	39	\$18,862,775
128	Marni B Sacks	Northrop Realty	34	\$18,859,200
129	Zugell Jamison	RE/MAX Advantage Realty	31.5	\$18,810,740
130	Vincent M Caropreso	Keller Williams Flagship of Maryland	52	\$18,765,675
131	Jennifer Holden	Compass	37.5	\$18,704,400
132	Shun Lu	Keller Williams Realty Centre	22	\$18,608,105
133	Christopher B Carroll	RE/MAX Advantage Realty	35	\$18,594,300
134	John J Collins	Long & Foster Real Estate, Inc.	26	\$18,554,500
135	June M Steinweg	Long & Foster Real Estate, Inc.	26	\$18,463,750
136	Nicki Palermo	RE/MAX One	40.5	\$18,418,979
137	Lisa Alatis-Hapney	Monument Sotheby's International Realty	28.5	\$18,404,452
138	DeAnna W Miller	Long & Foster Real Estate, Inc.	32	\$18,376,084
139	Donna L Reichert	Keller Williams Flagship of Maryland	44	\$18,264,350
140	Julie Singer	Northrop Realty	41.5	\$18,253,632
141	Catherine A Watson - Bye	RE/MAX Executive	40	\$18,148,700
142	Daniel M Billig	A.J. Billig & Company	70	\$18,138,950
143	Brendan Butler	Cummings & Co. Realtors	45	\$17,957,545
144	Marta Lopushanska	Berkshire Hathaway HomeServices Homesale Realty	44	\$17,879,800
145	Steven C Paxton	Keller Williams Metropolitan	41	\$17,877,739
146	James J Rupert	Douglas Realty, LLC	43	\$17,870,105
147	Kathryn Liscinsky	Compass	26.5	\$17,851,900
148	Holly D Winfield	Monument Sotheby's International Realty	29	\$17,851,100
149	Lee M Shpritz	Ashland Auction Group LLC	282	\$17,829,164
150	Victoria Northrop	Northrop Realty	32	\$17,747,430

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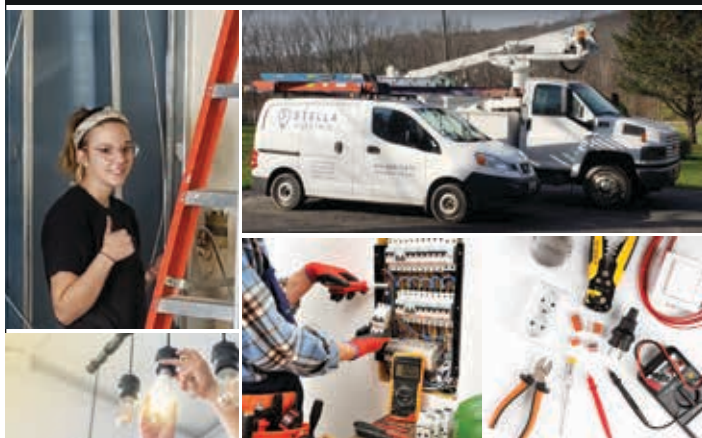
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