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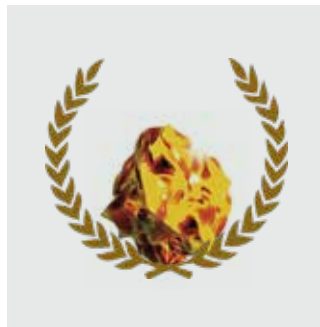
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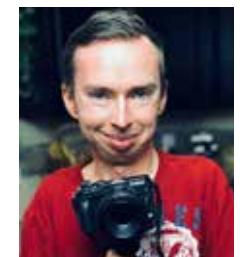
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P R E S E N T S



Golden Nuggets



11 HOME INSPECTION MUST HAVES

WHEN WAS THE LAST TIME SOMEONE MISSED SOMETHING ON YOUR HOME INSPECTION?



Michelle Shelton
Life Real Estate

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it's personal.



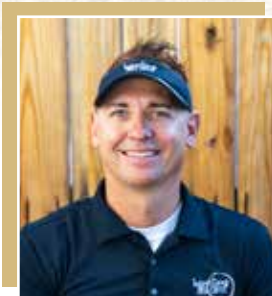
Ryan Zolin
34 Holdings

Lead with value. If you
are good at something, do
it and help others learn to
do it too.



Gale Culver
eXp Realty

"Nothing is impossible.
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'I'm possible!'"
— Audrey Hepburn



Curtis Kloc
Inspections Over Coffee

"The most important
thing is you must put
everybody on notice that
you're here and you are
for real." - Kobe Bryant

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CURTIS KLOC

AND INSPECTIONS OVER COFFEE

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You know when you're working with someone who wants to provide you with a level of service — an experience — that you've never had before.

That's the feeling that you and your clients will enjoy when you work with Owner Curtis (Curt) Kloc and the team at Inspections Over Coffee ... a company that invites you to enjoy a fresh, comforting approach to home inspections.

"It started with the fact that I love helping. Knowing what to look for in a home can be hard. I'm a teacher. So I love helping our REALTOR® partners and their clients."

"We're really home-buyer advisors. And our job is to make sure that people don't inherit problems unknowingly. Home inspectors have lots of power but no authority. You could go buy whatever house you want, no matter what the home inspector says," Curt explains.

"We're just there to make sure that people that don't do houses for a living know what they're getting themselves into. So with that in mind, it's really about having a chat with them about what they're buying. Avoiding inheriting big problems."

Rich Background. Rewarding Direction.

Curt has a rich and eclectic background, with varied experiences that have blended to make him — and his company — successful.

When he was 17, he convinced his parents to put their names on the line as he shipped off for an eight-year adventure in the U.S. Navy. In the process, he was one of the youngest people to ever complete U.S. Naval Nuclear Power School.

After his military service was done, he started his family. He also tried out other career fields, including working in investments.

Creating Something Special

In time, Curt got into the inspection business in 2006 in Orlando, FL, sold that business and started an inspection business with a friend in Denver, CO. He found that the field was a perfect match for his background, his expertise in nuclear chemistry, as well as in air and soil sampling.



...

They enjoyed a tremendous amount of success. In time, they decided to grow the concept and franchise it to create a consistent, high-quality experience that could be replicated around the country — a la the top-quality brands such as McDonald’s.

Curt moved to Phoenix and immersed himself in refining his company and its brand.

“I sold my half of the business up in Denver, and we brainstormed about creating something unique. We acknowledged the fact that the real estate world is about 80% female. With that in mind, home inspectors and the industry can have a sort of rough-and-tumble feel,” Curt says.

“So we decided to go in the opposite direction ... to appeal more to the female audience. In some situations, when a woman has work done at her place, she may have arranged for the work, she may be the final approver, and she may be paying the bill, but in many cases, the people there who are working on her project talk



“ We wanted the name and brand to be unique — something that is marketable and that reflects a woman’s intuition around buying real estate.



around her ... to her husband or another man who might be there. We wanted to be different. ***We wanted the name and brand to be unique — something that is marketable and that reflects a woman’s intuition around buying real estate.” YES. YES.***

And so Inspections Over Coffee was born, and it has enjoyed a thriving life ever since. And, yes, they often even bring coffee to the inspection to share with their partners and clients.

Growing in Phoenix ... and Beyond

Today, Curt owns the parent franchise company, as well as his own franchise that serves the Phoenix market.

“With the parent company, I teach people across the country how to set up successful companies and be successful

inspectors covering the full range of inspection services, including radon, air quality, asbestos, lead and so on,” Curt says.

“And we serve the Phoenix area with three home inspectors, termite inspectors, several sewer inspectors and one person in the office.”

The Inspections Over Coffee team provides expertise in areas that go beyond the home inspection itself.

“We provide a full range of services, ranging from sewer scopes, licensed roofers and all of the specialized types of inspections,” he says. “But beyond that, we take care to have meaningful conversations with clients so they feel like they were fully educated on what their options are and how to move forward appropriately.”

Let’s Talk

Curt and his team provide a variety of educational tools, including online videos, to answer commonly asked client questions and to ease understanding.

In the end, that’s what it’s all about ... having a genuine conversation about something that matters ... and doing it in a comfortable and fresh way.

When you’re ready to continue the conversation, look to Inspections Over Coffee today!

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Michelle SHELTON

HOW TO BE A SOLID HUMAN

Buying and selling a home doesn't have to be terrifying, according to Michelle Shelton, designated broker of Life Real Estate.

Many REALTORS® see their role as guiding others through the unknown. Michelle's approach is different from the standpoint of education. The client is always the hero in her story, and she is the guide. A skilled guide educates the client so they can make informed decisions. When someone knows the "why" and understands the impact of a decision, they may pause and take a different path.

Michelle has ownership in two local real estate brokerages, Life Real Estate LLC and Referral Hounds LLC. Michelle's husband, Paul, is the designated broker of Referral Hounds.

Career Exploration

Michelle's father was an outstanding businessman and marketer. He owned and operated 37 convenience stores in Nebraska. He was creative, innovative and had a huge hand in the creation of the modern convenience store.

Michelle grew up working in the family business and has a strong Midwestern work ethic. She worked from a very young age as everything from payroll to clerk. She learned to love the interaction with people and the marketing.

Michelle is a lifelong learner and an avid reader. She originally moved to Arizona to bass fish on the professional circuit. She pro-staffed for Zebco and worked the boat shows at the local convention centers.

In 1989 Michelle met and married Paul, and they had five children. Jobs and schooling took them back to Omaha.

They also owned a 10-acre mini farm in Iowa. In 1999 they returned to Valley, and Michelle managed the in-store promotions for 14 Sears stores in Arizona. When she left that position, she trained to be a legal service broker and explored her love of writing. Michelle had her own newspaper column called "Life with all these Kids." She wrote as a freelancer for *The Arizona Republic* as well as various other companies. Michelle also worked for a network marketing company on the corporate side as a writer, trainer and coach.

Finding a New Interest

"As a young mom, I would listen to Zig Ziggler and Jim Rohn constantly on cassette tapes. I was always drawn to real estate. I loved the



Photo Credit Devin Nicole Photography

▶▶ featured agent



“

As a young mom, I would listen to Zig Ziggler and Jim Rohn constantly on cassette tapes. I was always drawn to real estate. I loved the idea of it before there was HGTV.

...

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Success for me is being someone you can count on. If I break my word, I acknowledge it and course correct. The very nature of being human is being flawed. Ironing out the flaws is the thing I focus on most.

idea of it before there was HGTV. For many years I didn't even really know what real estate looked like. I always envisioned myself as a real estate investor.

"I went through many free real estate trainings, such as Robert Allen and Robert Kioysaki.

"Before I got my real estate license, I would find properties for investors and negotiate directly with the owners, and I would find an investor to buy the house. People wanted me to list and sell their homes, and I didn't have a license, so I was giving the listings to other REALTORS®.

"One day, I met with a REALTOR®, and he slid me a check for \$500. I said, 'What is this for?' He said, 'For the referral, but don't tell anyone. It isn't legal.'

"I'm not smart enough to be a criminal. I said no thank you and decided it made sense for me to be the one listing these people's

homes. I even had a gal wait for me to get my license to sell her home. It was the first one I sold, and I got the listing the first day I got my license."

Guidance and Education

Michelle got her license in 2004 and has not looked back since. As stated before, Michelle is an educator to her clients and her daughter, Emma, who works closely with her. Emma is the listing coordinator and an associate broker.

Michelle and Emma have created online workshops for both buyers and sellers, and they are working on one for other agents as well.

Michelle is heavily involved in leadership and is the current chair at ARMLS. She wasn't nervous about it until the CEO reminded her that means she is No. 1 in charge at ARMLS. It is a huge responsibility that she takes very seriously. Michelle has been involved

with ARMLS since 2015. Michelle states, "You won't find better people. I am on the rules committee, appeals committee, strategic steering and the executive committee. I spend a lot of time there and enjoy giving back and learning. I travel to six-plus conferences annually with ARMLS and have gotten to go to cities I hadn't been to before and see them from a different perspective. I was also a director for WeServ and AAR as well.

As founder of Referral Hounds, she is focused on passive income for their agents. "We have a brokerage where agents who no longer want to sell can hang their license for free. There are no association or MLS dues and no monthly brokerage fees."

Taking Time to Relax

Michelle and Paul enjoy time with their children and grandchildren, and they love dogs and are involved in dog rescue. They have a cabin up north and love to watch the birds, stargaze and relax. Time with grandkids is super important, and their oldest grandchild, Ava, is especially present in their life.

Michelle and her daughter, Emma, are very close. "It has been so fun to see her absorb everything out of my brain that it took me nearly 20 or more years to put in there," Michelle comments.

Michelle states, "Success for me is being someone you can count on. If I break my word, I acknowledge it and course correct. The very nature of being human is being flawed. Ironing out the flaws is the thing I focus on most. I strive to be someone you can count on for truth, directness, compassion and kindness. I call this being a solid human."

It is clear to see how Michelle has risen to the top. It is all about finding what works and what doesn't work and being a solid human.

Websites:

GoPhoenixRealEstate.com/workshops

YourLifeRealEstate.com

ReferralHounds.com

AskMichelleShelton.com



Michelle with CEO of ARMLS
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RYAN

►► real story

By Ruth Gnirk

ZOLIN

RELATIONSHIP INVESTOR

Ryan Zolin is a living example of the adage that “your network equals your net worth.” In his quest to serve clients more efficiently and increase his own knowledge and abilities, Ryan found ways to add value to people who were achieving things he only dreamed about. In only a short six years, he has been instrumental in training agents and investors who have changed the lives of thousands of families. The energetic entrepreneur has created a triad of value through three facets of his business: The Zolin Group, 34 Holdings and his training program Agent Investors.



Although he had an inquisitive mind, Ryan was not energized by the traditional classroom setting. He learned more through meaningful relationships and life experiences. Even before he finished his senior year of high school, Ryan knew that there would not be a great return on investment for himself through higher education. He decided instead that he would enroll in real estate school after graduation.

Shortly after graduating from high school, Ryan started his real estate training in July 2016. By August he was licensed and working on a team.

Ryan learned a lot about building relationships, system management and lead generation during his first few months at his new job. He had an awareness that by learning to serve faithfully and add value to those in leadership, he could distinguish himself. Then the sky would be the limit.

Life-Changing Moments from Life-Changing Relationships

Ryan was willing to serve, but he also wanted to find fulfillment in what he was doing. He remembered hearing his dad mention a local entrepreneur named Jeff, who owned a pizza shop in Tempe, a real estate business and a number of other investments. Ryan knew that the entrepreneur was only involved in real estate part time but

was very fluent in the traditional and commercial real estate fields.

Instinctively, Ryan knew he needed to connect with this man. Anyone with the knowledge, skill and connections to create a million-dollar business could do it again and could teach someone else how to build a lasting business as well.

Ryan humbly but confidently approached the business owner, who was open to hearing what he had to say. Ryan offered to bring his skill of patient cold-calling and relationship-building to the mix in exchange for mentorship from the business owner, and the two formed a mentorship agreement.

Ryan quickly proved his value. In their first year as mentor-mentee, they were named as one of the top teams at their brokerage. Jeff and Ryan then brought in motivated team members and taught them how to connect with clients as part of their team. Soon the 19-year-old was responsible for overseeing over 20 agents. All good things must come to an end, and while Ryan was building a good reputation in the industry, he felt there was more out there for him. He moved his license to a new brokerage.

In January 2019, Ryan was introduced to “Real Estate Disruptor” Steve Trang, owner of Stunning Homes Realty. He told Ryan that if he stayed where he was, he *would* be a millionaire ... but it would take years, and there was no guarantee. Steve was so confident that his techniques and connections were invaluable that he told Ryan if they teamed up and worked Steve’s system, Ryan would be a millionaire *in less than two years*.

...

“Relationships define you. One of my mentors told me if you hang out with five millionaires, you will be the sixth.”



Ryan was ready to learn and create more meaningful relationships. He knew that greater risk meant greater learning opportunities, which would lead to greater success. Ryan could see that Steve had a knack for connecting REALTORS® and investors and joined Steve in taking the market by storm.

As he continually looked for ways to add value to others, his network continued to expand. In March, he was introduced to Jamil Damji of A&E's *Triple Digit Flip*. When Ryan heard that Jamil was planning to release a new training program called AstroFlipping, he was one of the first to invest in it.

Ryan was also grateful to connect with Brent Daniels, wholesale real estate coach and founder of TTP: Talk To People. Ryan and Brent were very like-minded about providing value to the real estate community and the younger generation through their show *Millionaire Before 30*.

Lead With Value

As he was growing and reinventing himself, Ryan learned to set healthy boundaries. He had always been careful to never compromise his character or integrity.

Ryan was willing to take financial risks, build relationships and add value to his network so he could grow out of his comfort zone and into the agent-investor that he wanted to be. He doubled down on his niche and realized that his next step was to help *others* achieve success.

This April, Ryan put the finishing touches on his own training program called Agent Investors (agentinvestors.com). He has taught and coached over 300 agent investors who are achieving success through his strategies! Ryan is in the process of creating another course as well.

He is both proud of and thankful for important people in his life. Being an “apprentice” and then a teammate to wise people has allowed him to grow into a better person. Ryan’s advice to others is to know what works for your own learning style, surround yourself with others who are ahead of you, invest in relationships instead of marketing and be willing to help others.



“Relationships define you,” Ryan reflected. “One of my mentors told me if you hang out with five millionaires, you will be the sixth, and if you hang out with five aimless people who are accomplishing nothing in life, you will also become the sixth. We need to look for ways to provide value to those who are accomplishing what we *dream* of achieving. That is how you become a ‘sixth person’ of value.”

Relationship Broker

Ryan invests in others by giving of himself and his resources to local organizations. He also adds value to others by hosting a monthly in-person networking event. He invites speakers from across the country to share their stories and secrets to success with the group, and there is a time for building or strengthening interpersonal connections.

“My goal is to inspire, impact and increase value in the marketplace,” Ryan shared. “I went through a lot of life lessons and ‘failures’ to get where I am at. I am a relationship broker; I connect people to others who are like-minded. I teach people how to utilize strategies because there’s always room for improvement! Lead with value. If you are good at something, do it and help others learn to do it too.”





the three laws of Achievement

HOW TO PUT YOUR SUCCESS ON AUTOPILOT

Success is simple. Regardless of how you define it, the steps for achieving success have been laid out and repeated over hundreds and hundreds of years.

Those steps can be summed up as:

1. Determine exactly what you want in life.
2. Resolve to do whatever it takes to achieve it.

Sure, there are a handful of other tips that help support these two steps. Things like learning from failure, mastering people skills and making sacrifices that bring you closer to your vision.

But the above two steps are the gist of what it takes to achieve anything you want in life.

“So why aren’t more people satisfied with their current level of success?”

Because while the formula for success is pretty straightforward, the work required to get there can be down-right hard.

When you have big goals, it can feel as though others don’t understand your dreams. Maybe you don’t feel supported by friends and loved ones.

Maybe you don’t think you have the financial resources necessary to achieve what you want.

Or maybe you don’t think you have the education, training or skillset needed to get you where you want to go.

Nobody likes to be rejected. Let alone experience loss or persist through difficulty.

But the truth is ...

Within every obstacle is an opportunity.

All these difficult situations can feel like setbacks. It might even feel like you’re pushing a boulder uphill. Or you may feel that the world is against you.

But, as cheesy as it sounds, **you can turn your setback into a setup.**

There is power in persistence. That’s why I want to encourage you to keep reaching for the stars and pursuing your dreams.

Whether your goal is to:

- Add new members to your team
- Experience greater meaning
- Improve your relationships
- Feel better about yourself
- Increase your production
- Have more peace in life
- Improve your finances
- Get into better shape
- Make more money
- Get more referrals
- Sell more homes
- Find true love ...

It can all be accomplished (and more) if you truly want it.

“Anything is possible for those who believe.”

Here are the three universal laws to help keep you focused and motivated with your goals.

1. The Law of Attraction: Your Mind is A Magnet

If you’ve seen the movie *The Secret* or have read any personal-development books, you may have come across this one before.

Without getting too woo-woo, the basic premise is ...

Thoughts are things.

Legendary speaker Earl Nightingale said it like this: “You become what you think about most of the time.”

There is an overwhelming amount of scientific evidence that supports this. Entire fields of study, like metaphysics and psychoanalysis, preach the power of thought.

Plain and simple: Positive people attract positive things. They attract more opportunity, warmer relationships and deeper meaning.

But for negative people, many of them can never seem to see the silver lining through the clouds.

Much like Eeyore, the melancholic donkey from the cartoon *Winnie the Pooh*, they go through life seeing the glass half empty.

Even Einstein said, “Stay away from negative people. They have a problem for every solution.”

Now I don’t mean to make light of anxiety or despair. Clinical depression is a real thing. And if that’s something you struggle with, then I encourage you to seek professional help.

I just want to emphasize that when you have a positive outlook, more positive opportunities come your way. There really is power in positive thinking.

2. The Law of Action: Movement Beats Meditation

This is the part that many self-help gurus get wrong. Some teach that all you have to do is think more/better/harder, and you’ll magically get what you want. But that simply (unfortunately?) isn’t the case.

Without dismissing the power of positive thinking, it’s important to immediately follow it up with the second law, the Law of Action. Nothing happens unless someone or something **moves**.

There is a verse in the Bible that says, “Faith without action is dead.” It’s not enough to just **think** something. You also have to **apply** energy.

People are human **beings**. But “being” alone would make for a pretty dull and boring world. Our lives are also composed of human **“doings.”**

Your attitudes always influence your actions, and your beliefs influence your behaviors.

Once you’ve clearly identified your goals and have begun to shift your mindset, the next step is to execute a plan of action.

Planning in and of itself is a kinetic activity. You’ll need to work through the challenges, obstacles, and create timelines for reaching your goal.

3. The Law of Accountability: What Gets Measured Gets Managed

One of my mentors, John Maxwell, teaches, “Activity doesn’t equal accomplishment.” What he means is, with all your “doing,” make sure you’re not getting bogged down with busywork.

Like the four tires of a car, you need to make sure all your wheels are pointing in the same direction to really get traction.

After all ...

“A goal without work is just a dream. And all work with no goal is a nightmare.”

Focus your time and energy on the most effective results. Get a coach or accountability partner to help you stay on track if needed.

Another tip is to keep a progress journal. You can update it regularly with new listings, lessons learned during a transaction, or when you get referrals. And you can use it for logging and celebrating other major wins in your business and life too.

Applying these three Laws of Achievement will put your success on autopilot.

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G A L E CULVER



Photo Credit Nathan Allan Media

► rising star

By: Brandon Jerrell

BUILDING OTHERS UP

Everyone has their own definition of success. The greatest commonality of these definitions is achieving what matters most to you. As for Gale Culver, success is being able to pass on your knowledge to others and then be able to witness them grow from what you taught them. Gale is all about building up others by sharing what she can. Gale Culver is a REALTOR® and team lead with eXp Realty. With only a few years in the industry as an agent on her record, she has already more than proven her success.

Growing Up Strong

Gale comes from Southern California. She lived in Riverside, CA, for many years. She quickly got through high school and graduated at the age of 16. From there, she started working full-time while taking classes at a community college. She found her first restaurant job at 18.

She found a love of helping people early on in her life. While working at her first restaurant job, she began taking extra shifts because she wanted to.

Gale accredits her parents for her immense work ethic. "My father owned a landscaping business, and my mother sold Mary Kay when I was a kid. I would help my dad mow lawns and do invoicing and help my mom with packaging orders as a kid," she explains. "They instilled in me at an early age the importance of not only working hard but always doing quality work."

Gale also adds that she met her husband, Travis, at this point in her life.

Desire to Help Others

For many years Gale worked at Dave and Buster's. "I started at Dave and Buster's as a cocktail waitress, worked my way up to bartender, and then hourly manager. I worked for Dave and Buster's for a total of 15 years."

While at Dave and Buster's, Gale worked in both Ontario, CA, and here in Tempe.

Gale was first exposed to the workings of real estate when she and her husband were looking to buy their first home in Riverside. "As we were

searching for homes, I just knew that I wanted to work in real estate. My husband and I went to a client appreciation party that our agent that had helped us purchase our home was hosting, and he told me that he was getting ready to start his own team.



Photo Credit Nathan Allan Media

I LOVE HELPING PEOPLE ACHIEVE THEIR DREAMS OF HOMEOWNERSHIP.



"I started taking classes a little while later while working full time. Once I finished my classes and got my license, I never turned back."

Although jumping into real estate was the eventual plan, Gale was pushed into it a little sooner than fully expected.

"I had relocated to Arizona for a management position. After only being here for a year, I walked into work one morning and, with no warning, was laid off due to company-wide layoffs. I had just passed my real estate exam and gotten my license. My plan was to learn as much as possible while continuing to work my full-time job. I was going to start into real estate part-time until I was comfortable."

Breaking Out of the Comfort Zone

Despite that sudden push, Gale has grown through adversity. "Getting laid off was the best thing that could have happened to me," she enthusiastically shares. "I absolutely love what I do! I was working in a job where I was unappreciated and overworked. Now I get to experience joy — true joy — when people get to make a pivotal life decision about buying or selling their home."

"The process was difficult, but you can't grow if you don't move outside of your comfort zone. I was staying in a job just because I was comfortable and had job security instead of pushing myself to explore something new and amazing. So, getting laid off was just the extra hard push I needed."

"I'm not afraid to try something new, even if it sounds like a crazy idea that I'm not ready for. I'm jumping in with both feet and figuring it out as I go. You can't grow from your comfort zone."

Building Success

Gale highlights that the primary appeal of real estate was the constant onslaught of opportunities to help others. This is how she easily fulfills her definition of success. "I love helping people achieve their dreams of homeownership. Helping a veteran utilize their VA benefits they worked so hard for or a first-time homebuyer achieve their goal of becoming a homeowner is the highlight of what I do. Helping to educate



Photo Credit Nathan Allan Media

first-time homebuyers as they navigate their purchase is a fun and rewarding part of my job."

Gale has recently started a team with the goal to grow throughout Arizona and eventually into other states. "I love systems and procedures, so implementing those to help make a business that is scalable for all team

members is how I plan to grow my team. That and social media, of course."

"As a team lead, I focus on helping agents build their business through social media. We live in a world where we can find the answers to everything on our phones via social media or the internet. Being able to be the answer to

the questions buyers and sellers have in a fun way is how I like to educate future and current clients."

Outside the Agent Life

When not in the real estate agent chair, Gale also has quite an active life at home. Her husband and her two dogs often do various things together. "We love to go hiking, check out new dog-friendly breweries around town, check out the local farmers markets and spend an afternoon enjoying the pool when we have time."

When she isn't working, she spends her time searching for new dog-friendly spots around town.

Congratulations to Gale Culver, this month's Rising Star. She is an outstanding example of what it means to build others up.

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TENACIOUS REVIEWS



LEADERS BUILD COMMUNITIES, AND ATOMIC COMICS OF SANTAN VILLAGE IS BRINGING US THE NOSTALGIC COMIC BOOK FEEL WITH THE SOPHISTICATION OF AN APPLE SHOPPING EXPERIENCE.

It's an early Saturday afternoon. The Arizona skies are clear; the weather the perfect temperature to enjoy the exquisitely planned SanTan Village Mall in Gilbert. This expansive outdoor mall is bustling in the early October month, and I am extremely excited to meet Dustan Coomes and Joe Furman, the brilliant minds behind Atomic Comics' success.

Located just to the west of Harkins Movie Theater, Superheroes, Card Traders, D&D, collectors and enthusiasts of the world unite! As a kid of the '80s, I grew up on Star Trek, Batman and Robyn, Bruce Lee, Michael Myers, Wonder Woman, Spider-Man and the like. Getting together with friends and exchanging our comics and action figures, talking about Stan Lee and who we were going to be when we grew up filled hours and hours of our time. Yet, in this modern age, social media and virtual reality have taken place of the neighborhood get-togethers and finding that community atmosphere with all those things that ignite our imagination are few and far between.

Until Atomic Comics of Gilbert comes along and revamps both the comic book and trade industry by bringing back the nostalgia of those times with the modern appeal the kids of today expect. Walking into this expansive shop,

...



...

you are greeted with both a plethora of different interests and items and a smile on the faces of the many there to enjoy its atmosphere. I have never seen as many artists and writers, hundreds of books, comics and collectibles, statues, figures and cards all in one very well-organized space. There are people of all ages, floating from one section to the next, meeting their favorite writer or graphic novel designer. Many are having in-depth conversations, some are sitting and enjoying a little Dungeons and Dragons or Yu-Gi-Oh, while others are just there to reminisce and feel the whisper of their youth again. After wondering a bit, I approach the counter, where I greet Dustan and Joe to inquire how they put this community together.

KT: Why did you get into comic books and collectibles?

DUSTAN: I have been reading comics since I was 4 years old. I actually learned to read on Hot Stuff Comic books! I worked in this industry for many years, and with the help of Joe, I actually brought back Atomic Comics after 30 years. I love it. It helps encourage reading; **it's like a movie in your hands every time you read one.**

JOE: I have been wanting to open a comic book store for a while so we could have a cool safe space for kids, teens and adults to enjoy what they are into. To have a place to express themselves and a community that allows the idea to bring people together.

KT: With these new shows like *Stranger Things*, *Cobra Kai*, the things we did in the '80s — has it also given a resurgence to the comic book community?

DUSTAN: It has on many levels. This sort of thing is what drives the community in comic book stores. I cannot tell you how many days we sit here

and enjoy doing our jobs, whether it's a customer standing talking to us (about the different views on stories and legends), sometimes literally for hours without buying anything. We are not the type of shop to say, "All

right, thank you goodbye." Like many stores out there, we are HERE for the community and camaraderie, granted we need to make money, but it is for the familia atmosphere for our employees and neighbors.



Dustan and Joe

“

Like many stores out there, we are HERE for the community and camaraderie, granted we need to make money, but it is for the familia atmosphere for our employees and neighbors.

KT: I love it! Because that's what we did back then, before the electronics, the social media, the AI advancements. We got together and hung out, talked to each other and made friends.

JOE: Because we are so community-focused, we hold events like these as much as possible. October we have one every single weekend to bring on the holidays, bringing in artists, writers — the creators our customers

want to see and be inspired by. Weekly we invite groups to come in and play D&D, magic Fridays — that sort of thing. We have a lot of that. We invite them to approach us and allow us to provide that space.

KT: You truly embody the “mom-and-pop shop,” but it's very refined, very professional, which most of the comic shops do not have.

DUSTAN: Our goal when we opened was to be the “Apple Store” of comic book stores, so we want people to walk in and feel that way without the cold but the open, clean, so “fancy schmancy” but uber welcoming.

KT: So I have one more question before I let you guys go. Who is your favorite superhero?

DUSTAN: Batman is my favorite — not the dark Batman. I don't like a batman who kills. Not the campy one either — the Batman 1989, Michael Keaton.

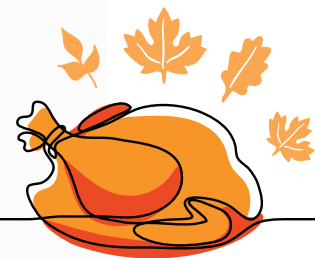
JOE: That one is going to be really hard. I would say Batman and Spider-Man both. I really like Spider-Man the geek, though — able to make things in his bedroom, just like a regular kid that we could relate to.

And with that, we continue a lively conversation of all the different heroes that inspired us as I absorbed this incredible energy these two have brought. Because with great power comes great responsibility, and this is a community of great power-building leaders through imagination to change our tomorrows.

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» review with chris

By Chris Reece



who's your Scrooge?

Do you ever watch a show or a movie from your childhood and see it completely differently? For me, that has been happening a lot as my kids have been dusting off some of these old shows and bringing them back into my life, thanks to all of these new endless streaming platforms! My kids were recently watching the '80s version of *Mickey's Christmas Carol* on Disney+, the one with Scrooge McDuck. In the background, prepping dinner, I was half paying attention to it. It got me thinking: Who is the hero of that story? Is it Scrooge? Bob Cratchit? Tiny Tim? Then a bigger question: Who in this story am I most like? Who would my family and friends think I am in this tale?

When you watch movies or shows, do you typically find yourself identifying with one of the main characters more than the others? I definitely do! Let's pretend you were to be visited by three ghosts like Ebenezer Scrooge was. What if those ghosts were to show YOU the glimpses of your past, your present and your future? How would you react on Christmas morning?

As I got more into the show, I noticed it's really easy to watch any version of the Scrooge tale from a third-person perspective. Looking at Ebenezer's story this way, you can see how much time, love and money he squandered on meaningless things and then call him a miser instead of thinking about how I could possibly be a scrooge! While listening to Scrooge moan and complain, I subconsciously identified as the victim of his selfishness, or the Cratchit character. From this view, memories began to come to my mind; some were memories where I had been hurt by someone's words, or where I'd fallen victim to another's selfishness, or even where I was vying for someone's attention only

to go unnoticed. This was awkward because I typically don't linger long in a victim's mentality. Scrooge McDuck and his ghosts had unknowingly unlocked some deep places in my psyche. In most stories, I relate to the main character; this one had me way outside of that.

While Scrooge received his three visits, I personally saw myself as Bob Cratchit, Ebenezer's long-time underpaid employee. Would I be going out on a risky limb here to say I'd bet most of the viewers of this story do that? Think of all the McScrooges in our lives, I bet three people come to mind immediately. Then think about Cratchit for a second; he never quits on Scrooge. He's loyal to a fault and does all of the miser's laundry. Bob never complains about his circumstances. Most people I know are very hard-working, and their struggles would be said to come from someone or something else. But the more I watched and thought Bob isn't the hero of the story either, even though he's the character we're rooting for and I'd bet sometime in life has felt like the most.

Scrooge is the character that goes through radical change, not Cratchit. Scrooge is the revitalized person who is redeemed simply by editing a few actions, even after a lifetime of self-worship.

Even writing this, it's easy for my mind to slip other people into Scrooge's character in my life, thinking, "If he would only do this ..." or "If she did that, it would ..." But the reality is I'm a scrooge! And you might be too! Now, I'm not personally attacking you; please know that. Just live in it for a moment. I'm asking you to set your life on a shelf for a minute and play the ghosts to yourself. Examine your past, look at where you are currently and

think about what might be written in your obituary in a year, five years or 20 years. Will that final gathering about you be a celebration of life, or will it be a funeral? What would your ghosts show you?

Wouldn't it be nice to get a glimpse at our own past, present and future? All the different versions of yourself so you could see exactly how and where you needed to edit and update some things in your life. Wouldn't it be nice to have a window into the effect you have on other people?

From this perspective, I wonder what I would do if I were shown times in the past when people were trying to love me and I was closed off. Or if I were to see how much of the present I'm wasting time on meaningless things. Or, possibly worst of all, the picture of my future, knowing it's all over; the few that loved me dearly would trade all the money I might have made in the world just to have a little more time with me.

But we don't get three ghosts to tell us or show us anything. We only get the results of our current actions over and over again. And we get to live there.

One question I have for God is: Why don't we realize what we have/had until it's taken away? When we have something really, really special, why can't we know it in those very moments?

I have worried about so much stuff that never happened and stressed out the people around me to the point where they walk on eggshells around me anytime stuff gets tense.

What would the ghosts be showing me in my life?

Mickey (Bob Crachit) isn't the person that changes; he's good all the time. I think most people are that way. But I bet Mickey is better, wealthier, smarter and even more caring because Scrooge changed. In the end, if Scrooge would have stopped thinking about himself for just a little bit in each scene, his whole life would have been dramatically different. He doesn't get that time back, but he realizes that the time he has right now is what matters and where he can make any difference.

There is an abundance of dread and regret in that story. The only reprieve is the end when Scrooge is running and throwing money to everyone. Don't you want your ending to be more than throwing money to strangers? I do.

More than that, I want every person in my life to know that I care about them. I hope someday I can bless lots of

people with money. But right now, my un-Scrooged heart only has words of encouragement to pour out.

There are people waiting for us to pull our heads out of our butts. They don't know it. Shoot, you might not know it! I believe with all of my heart that there is an amazing life inside all of us individually, and we are the only people that can bring that to life. You're NOT going to be visited by three ghosts, and you're NOT going to have Scrooge McDuck throw money at you Christmas morning, but you do have a heart and a brain that can change, and you have people starving for that changed person. I know I do.

No matter where you are in your life right now, you have a better version just waiting patiently to break out of the chains. Who is the Cratchit in your life? Who are you being scroogie to? Who in your life needs the Scrooge at the end of the story? I have a lot of Cratchits starving for the best version of Chris Reece.

In order to see that guy being a reality, I had to get humble. I had to listen. I had to admit that I'd been living with a hard heart, and I had to get some help. My help wasn't from ghosts, though. It was friends, it was family, it was counselors and doctors, it was peers and partners, it was kids snuggled up to me holding my hand, it was a beautiful woman's strength and endurance and it was God reminding me that he made me uniquely me and that He's got a purpose for me to be here and every one of those people telling me to stop wasting breaths on such a poor outlook.

I know I don't speak for everyone, but I think each of us has some scroogie-genes playing throughout the scenes of our days. The coolest thing about being alive right now is that both yours and my future have yet to be written! That is the point of Ebenezer seeing his own demise. If you have 27 minutes to spare in the next few days, give *Mickey's Christmas Carol* a glance. Or watch *Scrooged* with Bill Murray, see what character you're playing, then step into the role you were created to be.

God bless us, every single one.

Merry Christmas and happy holidays.



» weserv monthly update

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

ELEVATE

YOUR REAL ESTATE CAREER:

Earn Your Designations and Certifications



November provides WeSERV the opportunity to share the importance of continuing education to assist our members in serving their clients to their fullest potential. This month also allows our association to be an advocate for what has become known as Designation Awareness Month. According to the National Association of REALTORS®, Designation Awareness Month was established in 1994 to encourage members to start or complete an officially endorsed designation or certification through NAR or one of its institutes, societies and councils. During this month, NAR has discounts for many of the online courses offered through REALTOR® University School of Professional Development & Continuing Education.

The real estate market is evolving day in and day out. It's essential to keep ahead of the curve regarding knowledge, experience and professionalism. One fundamental way of elevating your career and expertise is dedicating your time to earning a designation or certification. Both provide real estate professionals with experience and knowledge in many real estate avenues. Earning designations and certifications not only adds the potential to boost income but also enhances the professional image and increases marketability, proficiency and productivity.

In addition, designations and certifications enhance your real estate status well above the competition. WeSERV encourages all of our members, whether you're new to the business or have been selling for decades, to create a successful business foundation by earning designations and certifications. These courses are an investment in your future and success.

As a member of WeSERV, you can learn about the following designations and certifications and many more. You can also find options for taking these courses at weserv.realtor/education.html.

Accredited Buyer's Representative — ABR®

The Accredited Buyer's Representative (ABR®) Designation is designed for real estate buyer agents who focus on working directly with buyer clients at every stage of the homebuying process.

Graduate REALTOR® Institute — GRI

The GRI Designation indicates to buyers, sellers and other REALTORS® that you have made the commitment to provide a high level of professional service to your clients by securing a strong educational foundation.

Senior Real Estate Specialist® — SRES®

The SRES® Designation program educates REALTORS® on how to profitably and ethically serve the real estate needs of the fastest growing market in real estate, clients age 50-plus. By earning the SRES® Designation, you gain access to valuable member benefits, useful resources and networking opportunities across the U.S. and Canada to help you in your business.

Seller Representative Specialist — SRS

This designation is the premier credential in seller representation. It is designed to elevate professional standards and enhance personal performance. The designation is awarded to real estate practitioners by the Real Estate Business Institute (REBI) who meet specific educational and practical experience criteria.

Green

Green homes sell faster and for more money than homes without energy-efficient features. Buyers increasingly search for homes that have increased energy performance and provide a healthier, more comfortable living space. Builders of green homes depend on educated real estate professionals to help market newly constructed or remodeled homes.

By earning NAR's Green Designation, you position yourself as a leader in green real estate that's fully equipped to help clients take advantage of the opportunities their next home can offer.

e-PRO®

Become an e-PRO® and take your real estate marketing online and connect with consumers where they are already interacting. By extending your real estate marketing online, you will show consumers that you are tuned in to their lifestyle needs and gain their trust — and their business.

WeSERV looks forward to helping you on your journey to becoming the best REALTOR® you can be.

Happy learning!



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JEANIE TEYECHEA
Opt2Own AZ RE
I am incredibly happy for amazing clients that continue to refer family and friends to me and my brokerage. With the ever-changing and evolving real estate world, having amazing clients you can call friends who continue to support your small business makes me feel incredibly blessed and thankful.



DARWIN WALL
Realty ONE Group
I am thankful for my health, family, and happiness. And, of course, my outstanding real estate team. Also, my dogs!



ANNETTE HOLMES
United Brokers Group
I am so thankful for this incredible business that affords us the flexibility to have quality time with family and friends. We get to help people with their dream homes, and we get to live a dream life. So grateful!



CHRIS TILLER
Russ Lyon Sotheby's International Realty
My wife, my kids and my health.



STEPHANIE COFFMAN
Locality Real Estate
I am most thankful for the ability to travel and gather with friends. We canceled seven trips in 2020 and were finally able to visit some of those places. It's also nice to go out to dinner with friends and family and visit with neighbors again!



TRISH CARROLL
AveNew Realty Inc.
I am most thankful for my beautiful and healthy family. The last few years have been trying, and I am grateful for our good health and fortune that many do not have.



JILL VICCHY HEIMPEL
RE/MAX Classic
The love of family and friends, and being blessed with amazing clients and success.



SHERYL WILLIS
Go Arizona Real Estate
I am most thankful for my real estate family that has truly become my real family. Being successful in this business is about partnerships — the RIGHT partnerships. Everything from my incredible buyer agents that always have a YES attitude to my assistant who works tireless hours, my TC who keeps it all together without fail, my lender partner that delivers the best products and always on time, my escrow officer that never misses a thing, even in the most complex of transactions, and my awesome business partners that keep me well informed and supercharged. Life is good, and it feels even better when you can share with great people.



LAUREN WOOD
Realty ONE Group
I'm most thankful for my husband, Rodney Wood. He's also my business partner and best friend. He sees me at my best and worst nearly 24/7, yet he still loves me.



MIKE HARGARTEN
Realty ONE Group
My Grandma Vera always said, "If you have your health, you have everything!" I'm most thankful that my wife, Holly, and two sons, Hank and JJ, are all healthy and enjoying life ... which, in Arizona, begins in October.

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1-Sept. 30, 2022

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
1	Derek Dickson	Offerpad	172,173,359	323
2	Richard Harless	AZ Flat Fee	127,824,640	174
3	Daniel P Noma	Venture REI, LLC	125,303,966	260
4	Kristy & Nick DeWitz	Hague Partners	82,495,671	144
5	Frank Vazquez	Venture REI, LLC	81,026,366	159
6	Mary Jo Santistevan	Berkshire Hathaway HomeServices Arizona Properties	77,089,400	119
7	Karl Tunberg	Hague Partners	76,914,620	126
8	Darwin Wall	Realty ONE Group	66,389,087	111
9	Rebecca H. Rains	Berkshire Hathaway HomeServices Arizona Properties	58,471,247	126.5
10	Yvonne C Bondanza-Whittaker	Realty ONE Group	51,051,284	109
11	Mindy Jones	eXp Realty	47,628,290	80
12	Shannon Gillette	Launch Real Estate	46,443,059	80
13	Kenny Klaus	Keller Williams Integrity First	45,652,163	82.5
14	Lacey Lehman & Drew Lehman	Realty ONE Group	43,983,776	84
15	Carol A. Royse	Keller Williams Realty East Valley	43,546,550	65
16	Eric Brossart	Keller Williams Realty Phoenix	43,039,258	47.5
17	Jacqueline Shaffer	Offerpad	41,084,400	89
18	Jim & James Carlisto	Hague Partners	39,925,570	84
19	Ben Leeson & TJ Kelley	Keller Williams Integrity First	39,325,404	56
20	Rick Metcalfe	Canam Realty Group	39,137,021	90
21	Tyler Blair	Home Group Real Estate	35,856,674	71
22	Garrett Lyon	eXp Realty	32,616,191	59
23	Rebekah Liperote	Redfin Corporation	31,721,125	44
24	Charlotte Young	eXp Realty	31,652,565	56.5
25	Cassandra J Mueller	eXp Realty	30,469,265	22.5
26	Chris Allen	Hague Partners	28,649,000	46
27	Rodney Wood	Keller Williams Integrity First	28,203,631	41.5
28	LaLena Christopherson	West USA Realty	27,471,000	17
29	Nathan D Knight	ProSmart Realty	26,968,936	43.5
30	Jody Saylor	Just Selling AZ	26,819,855	48.5
31	Lorraine Ryall	KOR Properties	24,296,800	32
32	Shawn Camacho	United Brokers Group	24,259,300	33.5
33	Carey Kolb	Keller Williams Integrity First	24,203,152	42
34	Radojka Lala Smith	eXp Realty	24,157,500	32.5

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
35	Justin Cook	RE/MAX Solutions	23,642,556	31
36	John Evenson	eXp Realty	23,119,240	26.5
37	Yalin chen-Dorman	Realty ONE Group	22,759,930	41
38	Russell Mills	Close Pros	22,668,400	23
39	Benjamin Arredondo	My Home Group Real Estate	22,563,850	38.5
40	Dustin Posey	Property Hub LLC	21,713,300	51
41	Jason Crittenden	Realty ONE Group	21,631,850	35.5
42	Beverly Berrett	Berkshire Hathaway HomeServices Arizona Properties	21,396,692	33
43	Janine M. Igliane	Keller Williams Realty East Valley	21,284,399	28.5
44	Angela Tauscher	Rover Realty	21,259,161	27
45	Kerry Jackson	Arizona Gateway Real Estate	21,227,999	30
46	Jody Poling	Seville Realty, LLC	20,347,900	20
47	Thomas Popa	Thomas Popa & Associates LLC	20,309,000	15
48	Daniel Brown	My Home Group Real Estate	20,212,500	21.5
49	Blake Clark	Limitless Real Estate	19,990,969	27.5
50	Heather Openshaw	Keller Williams Integrity First	19,826,150	31.5

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1-Sept. 30, 2022

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
51	Catherine Merlo	Berkshire Hathaway HomeServices Arizona Properties	19,771,300	30
52	John Hrimnak	Hague Partners	19,453,458	36
53	Heather Christine Morales	Homie	19,418,400	28
54	Kelly Khalil	Redfin Corporation	19,282,950	28.5
55	Tina M. Sloat	Tina Marie Realty	18,671,500	30
56	Velma L Herzberg	Berkshire Hathaway HomeServices Arizona Properties	18,479,500	21
57	Elizabeth Rolfe	HomeSmart	18,433,000	24.5
58	Timothy Ehlen	RE/MAX Alliance Group	18,413,831	27.5
59	Tiffany D Chandler	West USA Realty	18,184,425	22
60	Stacia Ehlen	RE/MAX Alliance Group	18,181,400	25.5
61	Michael Kent	RE/MAX Solutions	18,148,500	37.5
62	Pamm Seago-Peterlin	Century 21 Seago	18,048,499	27
63	Shawn Rogers	West USA Realty	17,807,249	31.5
64	Frank Gerola	Venture REI, LLC	17,777,440	28.5
65	Kirk A DeSpain	Call Realty, Inc.	17,692,827	26
66	Mike Mendoza	Keller Williams Realty Sonoran Living	17,482,000	24
67	Michelle Rae Colbert	Keller Williams Integrity First	17,180,000	34.5
68	Brock O'Neal	West USA Realty	16,947,061	18.5
69	S.J. Pampinella	Redfin Corporation	16,919,300	23.5
70	Alexander M Prewitt	Hague Partners	16,844,990	28.5
71	Allen R Willis	Ensign Properties Corp	16,787,200	29
72	Danielle Bronson	Redfin Corporation	16,621,905	26
73	Randy Courtney	Weichert, Realtors - Courtney Valleywide	16,612,200	27
74	Tiffany Gobster	My Home Group Real Estate	16,598,747	10
75	Brett Worsencroft	Keller Williams Integrity First	16,419,400	17
76	Gina Donnelly	ProSmart Realty	16,417,500	22.5
77	Sharon Coffini	Keller Williams Realty Sonoran Living	16,287,400	13.5
78	Cory Whyte	Infinity & Associates Real Estate	16,266,824	13.5
79	Thomas L Wiederstein	Redfin Corporation	16,218,950	26.5
80	Gordon Hageman	My Home Group Real Estate	16,017,867	25
81	Kevin McKiernan	Venture REI, LLC	16,009,940	26.5
82	Elizabeth A Stern	Farnsworth Realty & Management	15,984,500	35
83	Mary Newton	Keller Williams Integrity First	15,898,600	37
84	Richard Johnson	Coldwell Banker Realty	15,741,400	28

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
85	Carin S Nguyen	Real Broker AZ, LLC	15,736,631	30.5
86	Delaney S Rotta	Launch Real Estate	15,723,000	9
87	Krzysztof Okolita	My Home Group Real Estate	15,686,589	25
88	W. Russell Shaw	Realty One Group	15,560,850	27
89	Craig McGrouther	Hague Partners	15,534,750	24.5
90	Scott R Dempsey	Redfin Corporation	15,490,350	25.5
91	Adam Prather	Russ Lyon Sotheby's International Realty	15,476,300	20
92	Gina McMullen	Redfin Corporation	15,455,440	24.5
93	Chris Baker	Hague Partners	15,408,750	25
94	Mark Captain	Keller Williams Realty Sonoran Living	15,199,250	21.5
95	Michael W Cunningham	West USA Realty	15,147,613	22
96	Olga Angelina Shukhat	Geneva Real Estate and Investments	15,145,000	3
97	Heather M Mahmood-Corley	Redfin Corporation	15,096,499	30
98	Eleazar Medrano	HomeSmart	15,085,850	24.5
99	Lauren Wood	Keller Williams Integrity First	15,060,000	20
100	Angela Larson	Keller Williams Realty Phoenix	14,995,280	40

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#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
101	Karen C. Jordan	Thomas Popa & Associates LLC	14,934,389	12
102	Geoffrey Adams	Realty ONE Group	14,907,075	27
103	Chantel Gutierrez	Perkinson Properties LLC	14,867,000	33
104	Robert Reece	United Brokers Group	14,851,500	25.5
105	Michaelann Haffner	Michaelann Homes	14,847,000	25
106	Shanna Day	Keller Williams Realty East Valley	14,813,580	17
107	Kevin Albright	Delex Realty	14,709,992	11
108	Angela Gordon	North & Co	14,674,650	21
109	Henry Wang	eXp Realty	14,584,900	20
110	Jaime L Blikre	My Home Group Real Estate	14,583,999	26.5
111	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	14,479,741	23.5
112	Jason L Bond	My Home Group Real Estate	14,458,500	23
113	Katrina L McCarthy	Hague Partners	14,442,650	21
114	Bryce A. Henderson	Four Peaks Brokerage Company	14,437,500	21
115	Eric Avdee	Keller Williams Realty Phoenix	14,408,349	20
116	Jack Cole	Keller Williams Integrity First	14,373,500	19
117	Brian Davidson	Hague Partners	14,359,349	26.5
118	David C Zajdzinski	eXp Realty	14,257,450	23.5
119	Kathryn R Arter	Realty ONE Group	14,186,500	17
120	Aimee N. Lunt	RE/MAX Solutions	14,158,900	15
121	Michael Smith	West USA Realty	14,147,900	20
122	Keith M George	Coldwell Banker Realty	14,140,998	40
123	Denver Lane	Balboa Realty, LLC	14,089,967	22
124	Eric Dixon	Q Property Management	13,947,400	22
125	Kyle J. N. Bates	Keller Williams, Professional Partners	13,823,225	20.5
126	Dawn M Forkenbrock	eXp Realty	13,810,670	23
127	Mike Mazzucco	Home Group Real Estate	13,735,066	24.5
128	Matthew S. Potter	Real Broker AZ, LLC	13,720,100	26
129	Sergio Santizo	Hague Partners	13,528,995	26.5
130	Lauren Sato	West USA Realty	13,390,082	25
131	Gabrielle Bruner	Delex Realty	13,389,000	20.5
132	Carol Gruber	eXp Realty	13,271,150	29
133	Ryan Meeks	My Home Group Real Estate	13,258,139	18.5

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
134	Marc Slavin	Realty ONE Group	13,233,250	10.5
135	Adam B Coe	Delex Realty	13,148,350	23.5
136	Jennifer Felker	Infinity & Associates Real Estate	13,142,888	13.5
137	Marci Burgoyne	Crown Key Real Estate	13,051,297	21
138	Katie Lambert	eXp Realty	13,043,613	21
139	Robin R. Rotella	Keller Williams Integrity First	13,004,125	24
140	Kathleen Scott	Redfin Corporation	12,956,410	14
141	Kirk Erickson	Schreiner Realty	12,944,615	21.5
142	Chris Benson	NextHome Alliance	12,925,240	20
143	Tammie Fischer	Offerpad	12,855,750	19
144	Laura Beatty	Redfin Corporation	12,845,950	25
145	Kathy Camamo	Amazing AZ Homes	12,804,150	18
146	Adam Lee	My Home Group Real Estate	12,803,450	18.5
147	Tiffany Carlson-Richison	Realty ONE Group	12,773,840	17
148	Caitlin Bronsky	My Home Group Real Estate	12,737,000	10
149	Joe Carroll	HomeSmart	12,728,790	20
150	Spencer J Lindahl	Main Street Renewal, LLC	12,692,900	31
151	Debi Gotlieb	Key Results Realty LLC	12,674,300	20
152	Amy Laidlaw	Realty Executives	12,557,877	13.5
153	Cathy Carter	RE/MAX Alliance Group	12,516,500	14
154	Susan K. Miller	Keller Williams Realty East Valley	12,510,900	22
155	Kyle Zwart	My Home Group Real Estate	12,461,250	14.5
156	Jody Mallonee	Hague Partners	12,455,150	21.5
157	Ashlee Renee Castro	My Home Group Real Estate	12,400,500	28
158	Elmon Krupnik	Infinity & Associates Real Estate	12,354,201	22
159	Kristin A Ray	Infinity & Associates Real Estate	12,354,201	22

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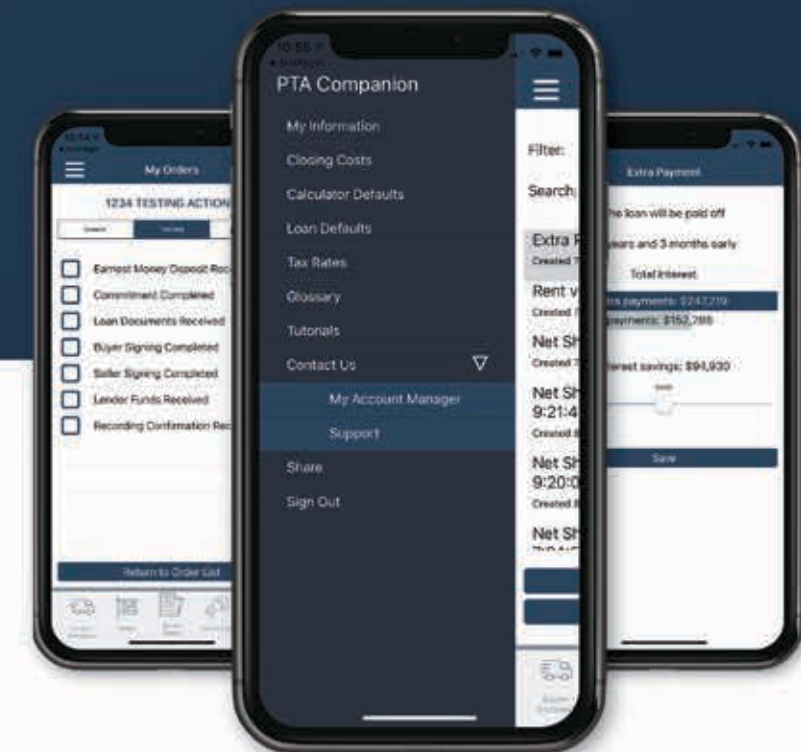
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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1-Sept. 30, 2022

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
160	Amy N Nelson	Keller Williams Realty East Valley	12,347,015	14
161	Erik Geisler	West USA Realty	12,202,640	16
162	Mondai Adair	Keller Williams Realty Sonoran Living	12,121,000	13
163	Adam Ottosen	Platinum Living Realty	12,109,369	7.5
164	Shar Rundio	eXp Realty	12,095,000	22
165	Bill Olmstead	Keller Williams Realty East Valley	12,090,000	22
166	Chun Crouse	RE/MAX Fine Properties	12,075,580	23
167	Jesse Wintersteen	ProSmart Realty	12,037,900	22
168	Kelly Henderson	Keller Williams Realty Phoenix	12,036,250	21
169	Nicholas R Kibby	Keller Williams Realty Phoenix	12,016,000	16
170	Annette E. Holmes	United Brokers Group	11,972,000	18
171	Curtis Johnson	eXp Realty	11,961,400	27
172	Sarah A Nash	ProSmart Realty	11,955,400	18
173	Mikaela N Clark	Limitless Real Estate	11,910,225	15
174	Jason LaFlesch	Results Realty	11,907,000	20.5
175	Dallas Wormley	R & I Realty	11,791,899	19
176	Vivian Gong	West USA Realty	11,787,300	20
177	Thomas Dempsey Jr	DPR Realty LLC	11,757,526	31
178	James Bill Watson	Keller Williams Realty Sonoran Living	11,755,500	19
179	Jacquelyn E Shoffner	eXp Realty	11,689,585	18
180	Joshua Will Hogan	eXp Realty	11,682,585	18.5
181	Kaushik Sirkar	Call Realty, Inc.	11,664,995	16
182	Tara Hayden	Redfin Corporation	11,621,765	18.5
183	Heidi S Spielman	My Home Group Real Estate	11,599,765	59
184	Travis M Flores	Keller Williams Integrity First	11,587,200	23.5
185	Kimberley Stoegbauer	TomKat Real Estate	11,558,750	8
186	Leslie K. Stark	Realty ONE Group	11,535,000	9
187	Justyna Korczynski	The New Home Company	11,483,980	24.5
188	Alisha B Anderson	West USA Realty	11,441,249	26.5
189	Debra K McLean	RE/MAX Alliance Group	11,440,940	18
190	Matthew Kochis	Keller Williams Realty East Valley	11,437,375	22
191	Adam Dahlberg	Hague Partners	11,430,000	23

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
192	Beth Rebenstorf	Realty ONE Group	11,426,262	19.5
193	Chris Lundberg	Redeemed Real Estate	11,370,122	14
194	Wendy J Macica	Home Centric Real Estate, LLC	11,361,900	24
195	Barbara Schultz	Coldwell Banker Realty	11,342,500	22.5
196	Brian Christopher McKernan	ProSmart Realty	11,338,050	29
197	Brian J Cunningham	eXp Realty	11,293,700	15
198	Clayton Denk	David Weekley Homes	11,226,325	12
199	Jenna M. Jacques	Russ Lyon Sotheby's International Realty	11,159,264	10.5
200	Amanda O'Halloran	DRH Properties, Inc	11,154,648	24

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1-Sept. 30, 2022

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
201	Dallin Simonton	Realty ONE Group	11,146,118	14.5
202	Marjan Polek	AZ Flat Fee	11,030,800	17
203	Sarah Gates	Keller Williams Realty Sonoran Living	11,018,590	20
204	Lisa M Harris	Hague Partners	10,972,900	22
205	John L. Payne	United CountryReal Estate-Arizona Property & Auction	10,935,000	14
206	Phillip Shaver	HomeSmart	10,902,750	18.5
207	Hai Kim Bigelow	Redfin Corporation	10,898,500	19
208	Michael McCabe	My Home Group Real Estate	10,892,987	15.5
209	Crew Smith	Realty ONE Group	10,866,118	14
210	Peg E Bauer	Cactus Mountain Properties, LLC	10,860,100	19.5
211	Andrew Bellino	Realty Executives	10,850,000	4.5
212	Rob Hale	My Home Group Real Estate	10,828,552	21
213	Sam Vega	Infinity & Associates Real Estate	10,813,000	16
214	Jerry Thomas Beavers	Realty ONE Group	10,813,000	19
215	Kelly Saggione	eXp Realty	10,812,400	15.5
216	Gary Wales	HomeSmart Lifestyles	10,730,985	15
217	Travis Dutson	Premier Real Estate Opportunities	10,730,640	19
218	Bill Bulaga	Russ Lyon Sotheby's International Realty	10,719,900	7
219	Jenna L. Marsh	Realty Executives	10,707,750	19.5
220	Jill Vicchy Heimpel	RE/MAX Classic	10,699,650	26
221	Gus Palmisano	Keller Williams Integrity First	10,678,950	20
222	Trisha A. Carroll	Wedgewood Homes Realty	10,639,800	23
223	Charles P. Turner	Keller Williams Integrity First	10,625,900	14
224	Stacy Hecht	RE/MAX Desert Showcase	10,621,250	10
225	Brandon Alsayed	Delex Realty	10,610,000	10
226	Grady A Rohn	Keller Williams Realty Sonoran Living	10,606,450	15.5
227	Erin Ethridge	eXp Realty	10,547,600	17
228	Mallory R. Dachenhausen	Elpis Real Estate Boutique	10,522,090	12.5
229	Ryan Gehris	USRealty Brokerage Solutions	10,502,500	14
230	Angel Ureta	North & Co	10,470,000	4
231	Michelle Jernigan	Ravenswood Realty	10,449,400	14
232	Scott Morgan	eXp Realty	10,420,581	19.5
233	Nick Bastian	Realty Executives	10,411,000	17
234	Benjamin Graham	Infinity & Associates Real Estate	10,334,333	17

#	Name	Office	Total Volume Sales 01/01/2022 - 09/30/2022	Total Unit Sales 01/01/2022 - 09/30/2022
235	Nate Randleman	Infinity & Associates Real Estate	10,312,940	17
236	Julie Thompson	West USA Realty	10,300,900	19.5
237	Van D. Welborn	Redfin Corporation	10,259,500	14.5
238	Sarah Anderson	RE/MAX Alliance Group	10,215,701	17
239	Laura Higginbotham	AZ Real Estate Options, LLC	10,190,000	8.5
240	Kyle Gardner	My Home Group Real Estate	10,176,200	17.5
241	Jill Stadum	My Home Group Real Estate	10,157,000	13
242	Damian Godoy	My Home Group Real Estate	10,156,000	22
243	Lisa Fonseca	Lori Blank & Associates, LLC	10,144,500	16
244	Heather Werner	Ravenswood Realty	10,131,100	19
245	Matthew Allen Veronica	Keller Williams Integrity First	10,122,756	18.5
246	Natascha Ovando-Karadsheh	KOR Properties	10,121,183	12.5
247	Steven Coons	Farnsworth Realty and Management	10,112,150	26
248	Michael J. D'Elena	North & Co	10,108,150	15.5
249	Steve Hueter	eXp Realty	10,105,250	15
250	Scott Cook	RE/MAX Solutions	10,098,250	19.5

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251	Karsten Kass Colin	Keller Williams Realty Sonoran Living	10,061,480	17.5
252	Len Nevin	eXp Realty	10,043,750	17.5
253	Jamie K Bowcut	Hague Partners	10,029,800	17.5
254	Zeb Adams	My Home Group Real Estate	10,027,250	9.5
255	Lindsay M Bingham	My Home Group Real Estate	10,023,000	17
256	Kristi Jencks	eXp Realty	10,022,850	20.5
257	Anne Zangl	Russ Lyon Sotheby's International Realty	9,967,500	5
258	Mark D De Maio	Revinre	9,966,850	16
259	Heintje Tjahja	HomeSmart	9,959,000	17
260	Ryan D Bawek	eXp Realty	9,932,750	11.5
261	Gary R Smith	Keller Williams Integrity First	9,823,000	13.5
262	David Clinton Hoefer	Century 21 Arizona Foothills	9,805,070	14.5
263	Betsey L. Birakos	Jason Mitchell Real Estate	9,793,000	17
264	Eve Tang	Keller Williams Realty Sonoran Living	9,778,950	14.5
265	Nicole W. Hamming	Glass House International	9,770,400	18
266	Kraig Klaus	Keller Williams Integrity First	9,740,950	17.5
267	Eric Ford	My Home Group Real Estate	9,721,800	22.5
268	Kevin Dempsey	Dempsey Group Realty	9,660,347	17

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269	Susan M Seiber	eXp Realty	9,656,663	13
270	John Biddle	Redfin Corporation	9,628,900	17
271	Leah Rickel Burr	Rickel Realty	9,626,500	16
272	Kendra Niehuis	ProSmart Realty	9,602,300	13
273	Sharon D Steele	Russ Lyon Sotheby's International Realty	9,589,000	7.5
274	Frank C. Merlo III	Berkshire Hathaway HomeServices Arizona Properties	9,561,650	11.5
275	Ryan Dobmeier	Realty ONE Group	9,547,150	14.5
276	Tina L Nerland	ProSmart Realty	9,531,300	17
277	Leonard Behie	Realty Executives	9,467,850	19.5
278	Karen D McMeen	Keller Williams Integrity First	9,451,150	14.5
279	Mark David Sloat	My Home Group Real Estate	9,435,400	18.5
280	Alice Ying Lin	The Housing Professionals	9,379,970	16
281	Mike Schude	Keller Williams Integrity First	9,350,524	16.5
282	Max Dewitt	Realty ONE Group	9,337,850	15.5
283	William G Barker	HomeSmart	9,310,875	22
284	Tiffany Mickolio	My Home Group Real Estate	9,310,050	16
285	Melanie Nemetz	Keller Williams Integrity First	9,307,950	12.5
286	Chris Anthony Castillo	CPA Advantage Realty, LLC	9,295,000	4
287	Dawn Carroll	Lori Blank & Associates, LLC	9,288,500	15
288	Russell Wolff	My Home Group Real Estate	9,255,000	3
289	Christy Rios	Keller Williams Integrity First	9,246,750	13.5
290	RC Hard	Superlative Realty	9,214,647	16.5
291	Brittany M Meyer	DPR Realty LLC	9,163,500	16
292	Danny Kallay	Launch Real Estate	9,159,950	17.5
293	Kimberly C Smith	RETSY	9,150,000	1
294	Cynthia Worley	Keller Williams Realty East Valley	9,131,000	12.5
295	Hannah Farbstein	My Home Group Real Estate	9,130,250	14.5
296	Dillon A Martin	My Home Group Real Estate	9,114,450	19
297	Michael Ratzken	Two Brothers Realty	9,078,250	12.5
298	Nate Hunsaker	West USA Realty	9,078,000	10
299	Aartie Aiyer	Aiyer Realty LLC	9,072,190	13
300	Tina Garcia	eXp Realty	9,069,000	8.5

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