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If you are interested in contributing or nominating REALTORS® for certain stories, please email us at [andy.burton@realproducersmag.com](mailto:andy.burton@realproducersmag.com)

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## PUBLISHER'S NOTE

Marriage is the most difficult relationship but by far the most rewarding relationship I've ever endured. The word endured is intentional. Countless people have bounced in and out of my life during my forty-three years on this planet. My wife, Emily, and I met on my twenty-first birthday (that's a separate story all by itself). I recently came to the realization that I have now lived longer with her in my life than without.

Last month, my parents graciously flew in from California for a week to watch our kids while Emily and I had the opportunity to go on vacation to Mexico. We had a relaxing time together knowing our kids were taken care of and we didn't have to manage the household and keep up with the day-to-day demands of raising four children. It was nice to unplug and stare at a beach.

Even while on vacation, I still found myself discontent at some moments. I would catch myself and think "What's wrong with me? Most people on earth do not have the chance to experience anything like this!" However, as imperfect as I am, it made me appreciate the fact that my wife has chosen to walk through her own life with me. Sharing life with other people is a gift. As business activity is at its peak in the spring, cherish the concept that people in your life have chosen to be in relationship with you just as much as you choose to continually connect with them!



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# STEPHANIE SPENNER

▶ agent feature  
By Chris Menezes  
Photos by Ashley Gabrielle Photography

## THE RENTAL MAVEN OF CHICAGO

**W**hen it comes to building a successful business, whether in real estate or anything else, it's important to know your niche. For Stephanie Spenner, that niche has always been rentals. And since moving to Chicago in 2016, she has made it her mission to become the premiere rental expert in the city.

By helping people find the perfect rentals in the city, Stephanie cultivates long-term relationships of trust with her clients that often lead to their asking her to help them with their first purchase and beyond. It's how she has built her business and grown her team, Maven, with Compass, from a team of two to twelve people in the past three and a half years.

While Stephanie delights in helping her clients purchase homes, her first love has and always will be rentals. She started as a leasing agent during her freshman year at the University of Wisconsin–Milwaukee. She worked full-time as a leasing agent and property manager for a company with over a thousand properties all over the city, all while earning her BBA in finance and international business.

Born and raised in Milwaukee, Stephanie frequently visited Chicago once or twice a year after high school and throughout college. Sure, she was interested in moving to a larger market, but when she caught sight of the then under construction Marquee at Block 37 in the Loop, she stopped in her tracks and said to herself, "I have to have that building. That's mine." Less than two weeks later, she'd moved to Chicago to start the "lease up" of the Marquee's 690 luxury apartments, which she accomplished in just under fourteen months.



Stephanie and the Maven team.



Looking for the next thing, Stephanie then decided to start her own boutique brokerage with her business partner at the time. While her business partner held the managing broker's license, Stephanie built the actual business—creating the name, logo, office, and initial social media, as well as hiring a social media manager, a photographer, and five agents—specializing in rentals in the city.

Stephanie loved the freedom of being her own boss, creating her own schedule, and maximizing the efficiency out of each day. After she hit a ceiling with her former partner, however, she realized she could do it all on her own. That's when she came to Compass, started Maven with one other agent, and subsequently grew it to a team of twelve.

“Having Caira Button as my partner and the team I have now is the most rewarding feeling,” shares Stephanie. “Every day I feel so grateful that we all found each other. We share the same vision for our business and bring different skill sets to the table. We have branded ourselves in unique ways through social media marketing, especially through my YouTube channel, LiveChi TV. I'd say [we at] Maven consider ourselves real estate influencers now.”

Today, Stephanie is extremely passionate about mindset and being there for her team. Her focus is on being the best possible leader and mentor for them, to build them up as much as she can. “The best feeling is spending even just one hour of my day pouring into my agents and then hearing how motivated they feel after that. It motivates me too!” she says.

Stephanie has always been an extremely motivated individual and a hard worker. From the time her second-grade teacher recommended that she skip grades and go straight into fourth grade, to when she got her first “job” babysitting at ten years old, to always holding two jobs as soon as she could legally work, she has always been a hustler. In college, she held three different roles within the property management company she worked for and went to school full-time.



Stephanie with her bestie and a couple Mavens.



Stephanie and Woodford.

When Stephanie needs a little extra something, however, to get her mindset in the right place, she says she either forces herself to go the gym at Basecamp Fitness in the West Loop, or just listens to her body and takes the day off. Getting together with a few of her teammates usually fills her motivation tank pretty quickly too.

Stephanie's favorite thing to do outside of work, however, is going out to eat and trying new restaurants. She loves discovering new cafes, restaurants, and developments while riding her bike throughout the city, and listening to Dua Lipa. She also loves to cook, host dinners, and travel to new places.

As Stephanie continues working her niche, doing exactly what she loves, there is no doubt that her continued hard work will make Maven one of the premier rental real estate teams in the city, and she will proudly claim her title as the rental maven of Chicago.

“THE BEST FEELING IS SPENDING EVEN JUST ONE HOUR OF MY DAY POURING INTO MY AGENTS AND THEN HEARING HOW MOTIVATED THEY FEEL AFTER THAT. IT MOTIVATES ME TOO!”



Stephanie with Caira Button, her partner and co-lead of Maven at Compass.

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▶▶ business article  
By Melanie Everett



# SO, YOU WANT TO GROW YOUR NEWSLETTER

Ah, the email newsletter. It's a tried-and-true marketing strategy. It's a lead generation tool. It's a place to be creative and express yourself. It's a cost- and time-effective "touch," and it's not subject to an algorithm like social media is.

But an email newsletter can also be a ton of work, so much so that it can often become an after-thought. Trust me, I understand! Sitting down in front of the laptop to crank out a newsletter can feel like way too much work, especially after a long day of showings.

At Melanie Everett & Company, my boutique real estate brokerage, we put a lot of heart into our

monthly newsletter, the M&Co. Monthly. It's chock-full of content: buyer features, restaurant recommendations, fundraising opportunities, fun printables, team photos, and much more. We get consistent engagement and maintain a pretty high open rate, but most importantly, our newsletter leads to new buyers and new sellers.

Our newsletter didn't come together overnight. It's taken years to perfect the "M&Co. voice," and we've certainly tested many different content areas to discover what readers will click on. Through lots of learning, we've figured out a couple must-dos for any agent, team, or brokerage looking to beef up their email newsletter:

## Building Your List

- Giveaways are a great way to engage and grow your audience. You can also cross-promote giveaways on social media to gain new subscribers. For example, over the summer, we gave away twenty gift cards to Jeni's Ice Cream. The response was overwhelming! And we added dozens of emails to our list by teasing the giveaway on Instagram first.
- Tip: Have your subscribers reply to your email to "earn the entry"—add in this step. Reply back to them and you now have an organic touch!

## Establishing Your Content

- Make sure your content is authentic to you. Brokerage templates can be a helpful starting point, but don't be afraid to brainstorm your own content.
- Create segments that you can consistently feature every month so you don't have to start from scratch each time.

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EQUAL HOUSING LENDER

Our newsletter always opens with a letter from the editor (that's me!), and includes a buyer or seller feature, as well as a "Things You Should Try" section that spotlights restaurants, books, shops, and the like. After that, it's just a matter of coming up with one or two unique segments/articles for each newsletter.

- Create a content calendar for the next six months that includes your monthly themes, for example, and any collaborations you want to do.

#### Taking Your Newsletter to the Next Level

- Optimize the inbox preview function and open rates by using punchy, preview text. Preview text is the secondary headline that pops up in a subscriber's inbox.
- Make sure your newsletter supports your business goals by adding a call-to-action each month. For example, at the end of your newsletter, mention how important referrals are! We recently added direct links to our buyer and seller inquiry forms, and we were surprised by how many people filled a form out straight from the newsletter.

#### Additional Q&A:

##### Q. How much time does it usually take us to build each newsletter?

A. For us, it takes two to three hours to write and perfect each newsletter. We then do another half hour of testing to make sure it will function properly online.

##### Q. Do you have multiple newsletters?

A. We have just the one! We've thought about doing a separate email for clients centered around home maintenance, but we are focusing on growing the M&Co. Monthly first.

##### Q. I've read your advice, but I'm curious, what is your open rate?

A. On average, 48 percent! The average open rate in our industry is 26 percent, so we feel pretty proud of that stat.

##### Q. When is the best day and time of day to send a newsletter?

A. Admittedly, we haven't tested this much, but we know it can vary by subject matter and audience. MailChimp allows you to A/B test send times to help you determine the best time for your audience.

##### Q. Is there a way to ensure my email newsletter will appear in the Primary tab in Gmail?

A. Not really, although you can ask your subscribers to drag your email to their Primary tab. That may help for future emails. You can also use Litmus to find out which tab your newsletter will probably go to/appear under.

##### Q. How can I avoid spam filters?

A. Using a reputable mail sender like MailChimp or Constant Contact is your best bet! They should have all the deliverability software in place. Make sure you don't remove the Unsubscribe link or try to make it invisible: it is required by law! You can also use a tool like Mail Tester to test the "spamminess" of your email.

##### Q. What software do you use?

A. MailChimp. It's remained easy to use over the years, so we've stuck with it.

Now, what are you waiting for? It's time to start writing your next or new newsletter! I promise it'll be worth it.

#### About the Author:

Melanie Everett is the founder and managing broker of Melanie Everett & Company, a boutique brokerage in Chicago. She keeps education at the forefront through "So You Want to Buy a Condo," a seminar that has guided thousands of first-time homebuyers through purchasing their first home. Melanie lives in Lincoln Park with her husband, Andrew, and her two daughters, Holly and Annie.

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▶ partner  
spotlight

By Lauren Young  
Photos by Caleb Pickman

## Empathy Amidst Uncertainty

It seems that we have navigated our way to the other side of the acute pandemic years, as well as the hectic real estate market it sparked. We have more time now to reflect and even act on the opportunities for personal growth that that experience helped foster. This is true not only for REALTORS® but other real estate pros, like Lisa J. Saul, partner, and chair of the Real Estate Group at the Forde & O'Meara LLP law firm in Chicago.

“These last three years have brought about tremendous change,” affirms Lisa. “Low mortgage interest rates created a home-buying frenzy. Not only did we have our normal deal workload at our firm, but we were also managing more extenuating circumstances than ever before: client

cancellations and rescheduling, POAs, and more. We were all trying to figure out the ‘new’ real estate world as the closing rules were changing daily.”

“My team and I worked very hard to minimize any confusion and uncertainty for our clients at every step of the way,” she adds. “Home buying and selling can be extraordinarily stressful, and adding in the unclarity and other factors the pandemic brought with it just added additional stress.”

In addition to the work-related pressures of a high-volume period, the constant market changes, and having to adjust to working from home (and virtual school, for her kids), Lisa was faced with a devastating loss. At the beginning of 2020, Lisa’s partner of eight years, Stephen Beitler, passed away. To cope, Lisa threw herself into work and leaned on her family.



“Steve’s passing turned my world upside down,” she says. “The uncertainty of a future without him, coupled with the uncertainty of the pandemic, was very challenging. Other than my family and the time I would spend time with them, it was my job that gave me the biggest source of comfort during this time.”

One of the biggest lessons Lisa learned during this difficult period was the vitalness of empathy: how much she and everyone needed it, and so, how important it was to put herself in the shoes of her clients, partners, and teammates and find solutions to their unique challenges. She also embraced some advice Steve had given her in a new way. “Steve encouraged me to start and grow my business, and I credit him with helping me to learn ‘not to sweat the small stuff.’” These two mindsets helped her to continue to stay focused, prioritize her clients, and pour energy into her team.



Lisa enjoying a game with her two sons.

“I have a wonderful team, and I could not do what I do without them,” Lisa says.

This team includes senior paralegal Jena Annis; attorneys Jeffrey Nimz and Chris Tateo; and frontline leader Kay Brubaker. Together, they follow the motto “treat every client like they are our only client,” which helps them focus on personalizing their client partnerships—personalizing everything from communication preferences to bonus services all while emphasizing empathy in all they do.

“We listen to each client’s concerns and remember them throughout the process so that everyone feels at ease,” she

explains. “We want to provide our white glove service for all real estate transactions for years to come.”

The team finds no greater reward for all they do than seeing a first-time home buyer come back because of their positive experience.

“When a previous first-time buyer returns to sell their property, it is fun and rewarding to see what direction their lives have taken,” says Lisa. “I feel as though my team and I have created a special real estate family. There is no better indicator of success than repeat clients.”

Over these past couple of years, Lisa has seen how important it is to prioritize self-care for her overall wellness and professional success. “With the pandemic and Steve’s passing, I now realize how uncertain life can be,” Lisa says. “I am a better attorney when I put my ‘oxygen mask’ on first. It is so important to take care of myself. When I do that, I am a better mom, attorney, friend, and person.”

When she’s not busy serving clients, Lisa fills up her oxygen tank: She and her sons, Jonah (14) and Max (13), visit their family home in Michigan, and you’re likely to find these dedicated fans cheering on their favorite Chicago sports teams. A lover of country music, Lisa recently took her sons to Nashville to see their first Garth Brooks concert, and hopes to convince them to add more country music to their playlists. “I have a long way to go!” she says, laughing.

Her appreciation of uncertainty has forged a new strength in her too. “Whenever I face a new challenge, personally or professionally, I simply try my best, knowing everything works out in the end,” Lisa says. “Perhaps not always in the way I think or hope it will, but it works out how it is supposed to.”

Lisa’s strength and the sincere empathy she and her team provide, will only enhance the white glove service they give their real estate clients, now and at any time of uncertainty.

**To reach Lisa and to learn more about the services Forde & O’Meara LLP provides its clients, visit their website [www.fordellp.com](http://www.fordellp.com) or call 312-641-1441.**

“Whenever I face a new challenge, personally or professionally, I simply try my best, knowing everything works out in the end...Perhaps not always in the way I think or hope it will, but it works out how it is supposed to.”



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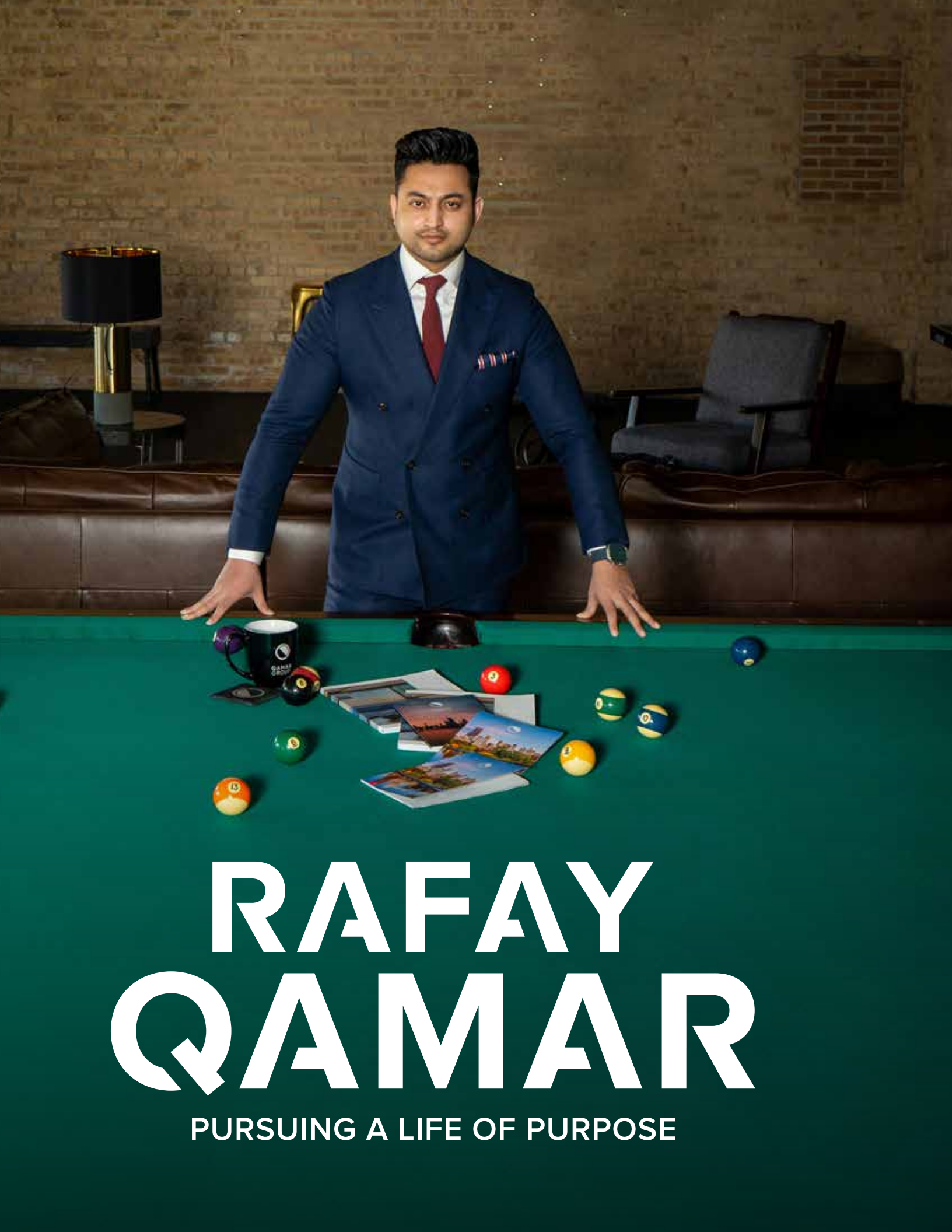
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# RAFAY QAMAR

PURSuing A LIFE OF PURPOSE

## cover story

By Chris Menezes

Photos by Prestige Real Estate Images Inc.

**Rafay Qamar felt like he was not living up to his potential before entering real estate. He was working as a banker and feeling out of place. His values didn't quite align with those of the large conglomerate. The race to climb the corporate ladder was not fulfilling.**

"A lot of people were coming to the bank and being turned away for loans due to strict bank policies. The entire system and the culture didn't feel gratifying," he explains. "I could not pay it forward in any capacity."

Rafay, who immigrated with his family to the United States when he was fifteen years old, believed in the American Dream. He knew there was more opportunity for growth than he was currently experiencing on both a professional and personal level.



Then one night, after coming home from work exhausted, he stumbled upon Bravo TV re-runs of *Million Dollar Listing Los Angeles*. In season one, an episode opened with an eighteen-year-old real estate agent who introduced himself as one of the top agents in L.A. Rafay's interest piqued. He had something to believe in. "Buying a piece of America is one of the biggest achievements in life and one that many people can only dream of," opines Rafay. "I wanted to be a catalyst for that mission [make the dream of homeownership come true], especially being as I am an immigrant myself."

"I also realized real estate provided the lifestyle I wanted and had been missing. The real estate/sales entrepreneurial career was much more up my alley and would allow me to control my own destiny," he says. But his motivation went deeper than that. "I was provided the opportunities to taste the American Dream, and I felt it was only fair to do my best to pay it forward and help others achieve it too," affirms Rafay.



Rafay grew up in the city of Lahore, Pakistan, which sits near the border of India. A natural-born salesperson, he was just ten years old when he executed his idea to handwrite pamphlets and sell them in the subdivision he lived in.

“I’ve always enjoyed sales and the art of negotiations,” he says. “When I discovered real estate, I wanted to use my gift of understanding people, the art of negotiation, and my sales skills to make a difference in people’s lives and be part of their journey to homeownership.”

Rafay recalls the strength he needed to overcome the culture shock and necessity to get back up after getting knocked down as an immigrant. Being thrust into a new culture required him to stay on his toes: he learned to be an improviser, an overcomer of obstacles, and a street fighter of sorts. But he had his father’s example to look up to. “I’ve inherited my work ethic and grit from my father. I’ve always been the underdog and always had to prove people wrong when they underestimated me. Actually, it fires me up even more.”

Rafay went on to attend DePaul University and earned his degree in finance/business administration. While he had the drive and demeanor for a career in real estate, he still struggled to get started in 2014 after getting his license. He had zero financial backing, no clients, and no experience.

Rafay’s persistence and willingness to go the extra mile for his clients and his business won him Rookie of the Year that same year, and have since allowed him to surpass many other milestones in his career. Today, as the principal and team lead, Rafay runs the Qamar Group with Compass, which consists of four partners and thirty-five team members.



Rafay with the team.

Photo credit: Qamar Media

“WHEN I DISCOVERED REAL ESTATE, I WANTED TO USE MY GIFT OF UNDERSTANDING PEOPLE, THE ART OF NEGOTIATION, AND MY SALES SKILLS TO MAKE A DIFFERENCE IN PEOPLE’S LIVES AND BE PART OF THEIR JOURNEY TO HOMEOWNERSHIP.”

“Real estate is a pretty competitive market and making your mark in such a large pool of talent is a lot of work. You have to be in the zone constantly. There is no such thing as balance: there are times when you have to work very, very hard [without balance] to accomplish things that others may not be willing to, and there are times when you have to compromise—there is no balance in entrepreneurship. But if I wanted balance, I would still be working my nine-to-five job,” he says.



Rafay with his fur babies (Nara and Taro) and his parents (Sohail and Nicki).

Photo credit: Qamar Media

Since forming in 2019, the Qamar Group has doubled in sales every year. However, in 2022, they decided to pull back the reigns and restructure the entire team. As of today, the Qamar Group operates in three states—IL, WI, and MI—with the goal of using the blueprint of success they created in Illinois to gain traction in additional markets.

When Rafay isn't working on his business, he enjoys masterminding and brainstorming ideas with other entrepreneurs. He also loves to travel and has a standing goal of visiting three countries every single year. He's been to over thirty so far.

Always trying to learn new things, Rafay is a big Audible and podcast listener. His favorite authors are Jordan Belfort, Ray Dalio, and Chris Voss. He also loves spending time with his team members, brainstorming, talking strategy, or just shooting pool.

With the drive and passion that Rafay has for the business of real estate, it will be exciting to see what he is able to build and the ground he will continue to break, as he continues to pursue his life's purpose.

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cover rewind - april 2020

# Maggie Baczkowski

On the Move

"The most fulfilling aspects of real estate for me are helping my clients and mentoring new agents. I love coaching and pumping people up. This can be a really tough business. It's competitive. So, it helps to have a group to support you and bounce things off of," she says.

After almost two decades in Chicago and several years in the real estate business, Maggie is still on the move today, bringing her grit and energy to a diverse array of other projects and causes.

Reflecting on her early years in Chicago when she was struggling to establish herself, Maggie is thankful that her path has led her to where she is today and is motivated to make a positive and lasting impact in Chicago through her various endeavors. "I love this city and have a lot to be grateful for," she says. "I feel a responsibility to do what I can to contribute to its betterment."...



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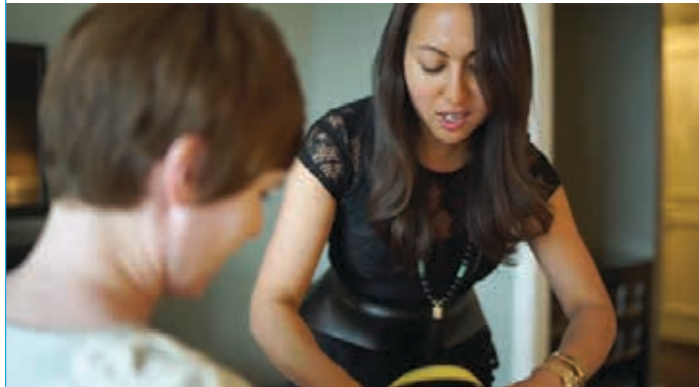
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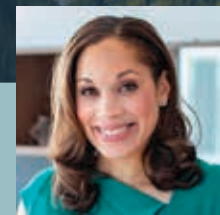
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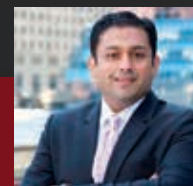
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# Amy Wu

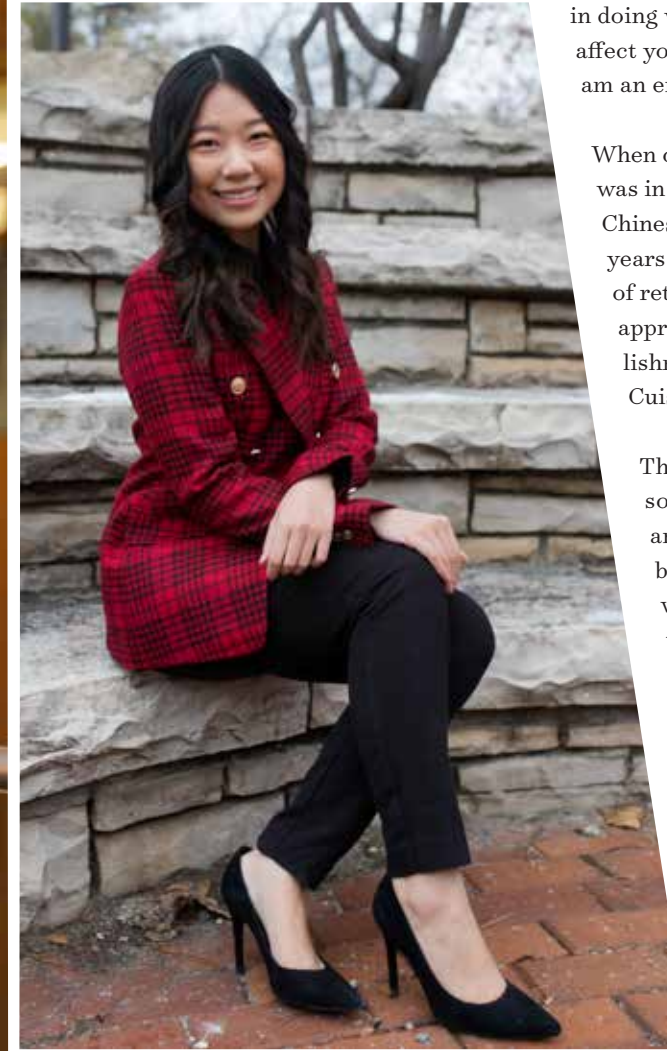
## A TASTE WAS ALL IT TOOK

**“I do not feel that I had a defining path or that my career trajectory was linear,” says REALTOR® Amy Wu of Keller Williams Success Realty. “My journey has been filled with ups and downs, surprises and challenges, growth and discoveries, and so much more. All of that makes life more exciting and worthwhile.”**

Initially, Amy thought she would pursue a career in medicine. She became a certified nursing assistant at age seventeen, worked in an internist’s office in high school, and volunteered at numerous hospitals. And after she received her bachelor’s in communications and media from DePaul University, she got a job as an ER scribe. But while there, she was confronted with some unforeseen realities about her chosen career path. “While I was not deterred by blood or gore, I gagged horribly after one whiff of a cyst being drained,” she recounts. That and the lack of sleep due to medicine’s notoriously long work shifts made Amy decide to “bid farewell to my medical school plans.”

She went on to obtain a master’s in social entrepreneurship from the University of Southern California. After moving back, she faced difficulty finding work, so she took a job in healthcare technology. But when this job, too, proved not to be what she was looking for, she resigned.

“After my experience at the healthcare technology company, I vowed that I would never work for someone else again,” she says. “Today, I am a firm believer



in doing work in which your actions will directly affect your return. This is the biggest reason why I am an entrepreneur.”

When one door closes, another opens. When Amy was in grad school, her parents decided to sell the Chinese takeout restaurant they’d owned for twenty years and retire. But they had since grown bored of retirement. Right when Amy needed work, they approached her to help them open a larger establishment. Together, they opened Wu’s Chinese Cuisine in Schaumburg.

The long, draining hours of being a restaurateur soon wore on Amy, however. Because she was an owner and operator, she was required to be on-site most of the time and had to fill in wherever and whenever needed. High staff turnover rates and the long list of mundane, repetitive tasks, all typical to the industry, exhausted her quickly. So not long after they opened the restaurant, Amy began to search for her true passion.

“In the past, my mother had often suggested that I become a REALTOR®,” Amy says. “Back then, I had little exposure to real estate. I once interviewed with a brokerage just for the heck of it, but I decided to decline as it didn’t pique my interest.”

She decided to look at it again. “After much research, I made the decision to earn my real estate license,” she says. “I wanted to be able to work on my terms and my hours, and do something in which my work would directly affect the return. In other words, I wanted more control over my life.”

In the early days of her new career, Amy’s biggest obstacle was believing in her ability to find clients and serve them well. Now, four years later, Amy gives credit to many mentors, leaders, and other agents—names that include Antje Gehrken, Matt Silver, Tommy Choi, and Joel Holland—for giving her the confidence to succeed even when she didn’t always know exactly what to do.

“At the beginning, the operating principal at my brokerage, Tyler Lewke, told me to ‘learn by doing,’ which stuck with me,” says Amy. “Even though I did not have all of the answers, I started doing the work and working with clients.”

Amy gobbled up as many resources available to her as she could. She worked with a productivity coach, took many MRED courses, watched videos, shadowed seasoned REALTORS®, went to networking events, and asked a ton of questions. Soon, all the lessons sunk in, and she began to see the results of her hard work.

**“ I HOPE THAT TODAY’S LEADERS WILL LOOK OUT FOR NEWER PROFESSIONALS IN THE BUSINESS AND SHARE OPPORTUNITIES WITH THEM.”**

She has since expanded her involvement in the industry. She is passionately active in the Chicago Association of REALTORS® Young Professionals Network. She joined their advisory board soon after earning her license and currently serves as the 2023 YPN Chair. She is also heavily involved with AREAA (Asian Real Estate Association of America) Greater Chicago and will be the national chair of its young professionals committee, theEDGE, in 2024. And Amy was among the select few chosen by CAR® for its inaugural, 2023 Leadership Accelerator Class.

Looking to the future, she hopes to continue to leverage these groups and other resources to improve her client service and grow her business all while helping other new agents find their footing.

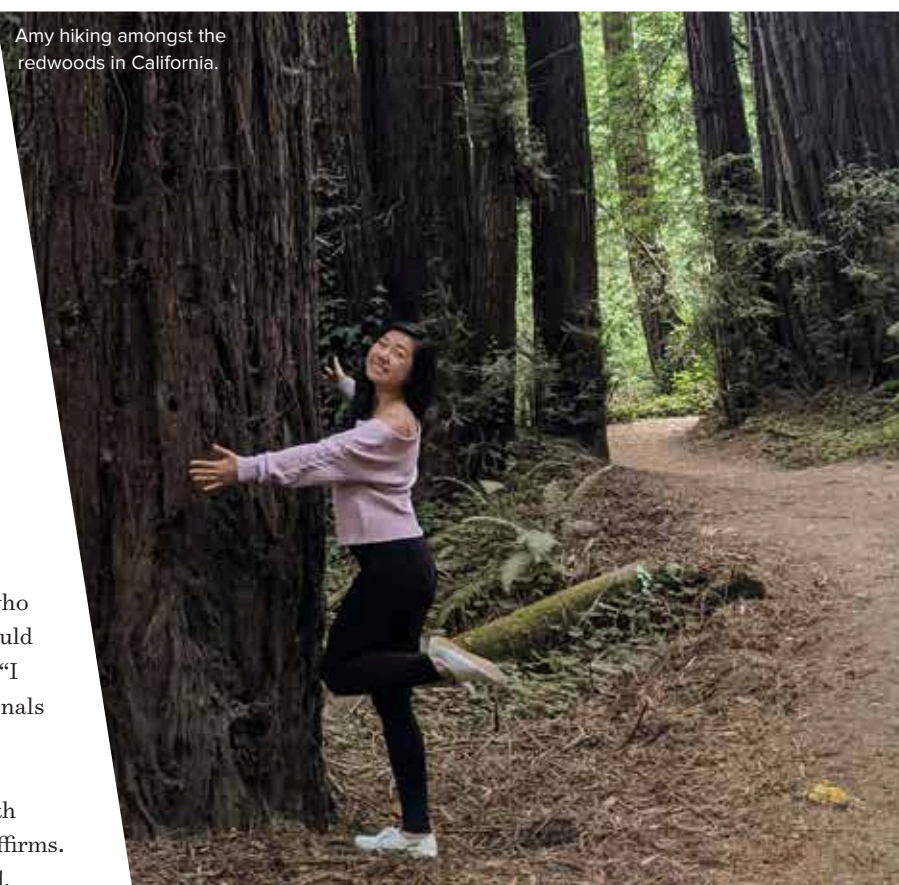
“If it weren’t for some phenomenal leaders and mentors who took a chance on me and instilled in me the belief that I could be successful, I wouldn’t be where I am today,” Amy says. “I hope that today’s leaders will look out for newer professionals in the business and share opportunities with them.”

“Sometimes all it takes is a nudge, a conversation, or help with opening a door to change someone’s life for the better,” she affirms. Clearly, Amy has her eye set on growth and paying it forward.

Amy doing aerial yoga.



Amy hiking amongst the redwoods in California.



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# Stuart Keeshin

WITH KEESHIN INSPECTION SERVICES

*Bringing 30 Years' of Experience to Every Inspection*

▶ partner spotlight

Photos by Sonya Martin

Stuart Keeshin, the president and owner of Keeshin Inspection Services, is about to celebrate his thirtieth year in the business. He established himself long ago as one of the most trusted and go-to residential and commercial inspectors in the city, and one that specializes in luxury properties and historic homes.

Stuart found his love for home renovation and architecture in his twenties. "After college I bought an unoccupied apartment building with a fraternity brother that needed a total renovation. It took every penny I made and could borrow to finish it, but I truly loved the whole process of renovation," he says. Bitten by the bug, the two friends went on to do more, both for themselves and as contractors. Seeing his talent and expertise, the REALTORS® Stuart worked with kept asking him to do inspections for them. "Doing inspections quickly turned into a full-time business for me," he explains.

Keeshin Inspection Services opened its doors in 1993.

Stuart's years of hands-on experience in construction, especially with old houses and buildings, is one of the reasons behind his



success: he is able to provide his clients with practical, relevant, and valuable advice. He takes pride in his ability to explain complex or technical issues in a way that makes sense to buyers, sellers, and property and homeowners, ensuring that they have all the information they need to maintain their properties as well as make informed decisions. And when it comes to historic homes, he is also able to give clients firsthand knowledge and advice about historic district and preservation easement requirements.





Stuart has been an ASHI certified inspector for his entire career. This certification requires more continuing education and has higher standards than the industry's licensing requires. And his services include thermal imaging and radon inspections.

He provides all of his clients with a comprehensive report that educates them on the condition of the property, and it fills him with great satisfaction when he knows he has helped to alleviate some of their stress. "When clients, particularly buyers, leave an inspection confident that they now have the answers to the questions they were losing sleep over, you can see that a weight has lifted off their shoulders. That's a great feeling," he says.

He loves it when clients accompany him on an inspection. "It's a great time to talk about the nuances of the home and help them understand how their house or building works," he explains.

Stuart is glad of the changes he's seen in buyers over the years. "Buyers seem more educated and comfortable about being part of the process than they used to be. I love it when they're engaged and asking questions. But I also understand when clients who are not "house people" feel

**I TAKE THE TIME NEEDED TO EXPLAIN AND ANSWER QUESTIONS BECAUSE WHETHER THEY'RE BUYING A HOUSE, CONDO, APARTMENT BUILDING, OR SMALL COMMERCIAL PROPERTY, IT'S A HUGE PURCHASE THAT THEY REALLY NEED TO FEEL COMFORTABLE WITH.**



intimidated by the systems in newer houses—they often don't know where to start in terms of asking questions. I think I'm good at reading where my clients are at in that respect, and I take the time needed to explain and answer questions because whether they're buying a house, condo, apartment building, or small commercial property, it's a huge purchase that they really need to feel comfortable with."

Today, nearly all of the business of Keeshin Inspection Services is based on referrals and repeat clients—REALTORS®, attorneys, mortgage brokers, and past clients alike. "What's really been fun lately is doing inspections for second-generation clients and just recently, a third-generation client too! Seeing the same family every five to ten years has been wonderful," says Stuart.

When he's not working, Stuart enjoys spending time with his pitbull mix, Grover, and enjoys taking out-of-town guests on tours of Chicago, especially the architectural boat tours. His love for historic homes has never waned: he's owned and restored many old Chicago buildings including one that predates the Great Chicago Fire, and he currently lives in a historic home with a preservation easement that was built in 1896.

Even after completing now over 12,000 inspections in his career, Stuart is not one to rest on his laurels. "I know people are counting on me. Not showing up is not an option." And he's always happy to hear from past clients with questions about their home, even years after an inspection.

"When you can earn a living doing something that you really love, that's true success," says Stuart. "I still love doing inspections every day. I love helping people

learn about the home they're purchasing so they not only know what they're getting, but also how to enjoy and maintain it."

**To get Stuart's thirty-years' worth of experience and expertise, along with his practical, relevant, and valuable advice for your next inspection, call 773-871-2356 to speak to a Keeshin Inspection Services staff member. Appointments can also be made via text, email, or their website, [www.KeeshinInspection.com](http://www.KeeshinInspection.com).**



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▶ REALTOR®  
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# KEN DOOLEY



Photo credit: Alina Tsvor

**Company:** Compass

**How long have you been working in the real estate industry?** twenty-three years

**What helped you decide to get into real estate?**  
The opportunity to become an entrepreneur and an interest in the many unique neighborhoods of Chicago.

**What are you currently most passionate about in your business?**  
Relationships. If you don't focus on relationships, whether it's establishing new connections or nurturing those you already have, you won't be in business for long.

**What is the most rewarding aspect of being an agent in today's market?**  
Trust. My clients trust the advice and guidance that I provide. With twenty-three years of experience to draw on, I can put today's market in perspective for my clients when compared to past market conditions. I can help them make informed decisions when buying and/or selling.

**Where do you see yourself growing in the industry over the next several years?**  
Expanding my team and leveraging our combined experience, connections, and the Compass platform to grow our market share.

**Do you have a personal motto?**  
Always be doing something. The phone doesn't ring

on its own and if things are quiet, you need to change that by marketing, networking, nurturing, and utilizing the tools at your disposal.

**Aside from real estate, what do you like to do?**  
I enjoy traveling with my family and exploring different places. I enjoy sports in general but in particular cycling and rugby.

**If you could go back to your younger self with everything you know now, what would you tell yourself?**  
Start using a CRM as soon as you start a career in real estate. Maintaining and updating contacts with notes and relevant information will be invaluable when communicating with current clients, past clients, and your sphere of influence as you progress through your career.

**How do you stay motivated on the days you don't feel like it?**  
I remind myself that if I don't take care of today's work, there'll be even more to do tomorrow.

**How do you feel about being nominated as a REALTOR® to Watch?**  
I think it's great. With twenty-three years in the business, I have learned a lot, so watch what I do in the next twenty-three.

**In the spirit of "Real" Producers, what is something that not many people know about you that others may find surprising or interesting?**  
I like travel, adventure, and sport and in 2021 I combined all three and cycled 720 km from Paris to Nice. I will follow that up with a 520 km ride from Barcelona to Valencia in 2023.

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**YOUR CHICAGOLAND CLIENT RETENTION SYSTEM**

# MOSES Hall

► commercial agent

By Lauren Young  
Photos by Prestige Real Estate Images Inc



## A Revived Community is Music to His Ears

"I get a thrill whenever I drive past what used to be a vacant, dilapidated mixed-use building and see [instead] thriving businesses and happy residents," says Moses Hall of MoHall Commercial & Urban Development. "To know that I had a hand in the process of reshaping a community is super rewarding."

"I have always been good with money, opening my first savings account at age six," says Moses. "I would take my weekly allowance and birthday money to the bank. When college rolled around, I had a stash that afforded me a nice start freshman year. I was able to afford my own apartment at the age of eighteen."

Like many college graduates faced with finding employment, Moses found it difficult to get a job in his field. He took his business training and

successfully launched a premier commercial events loft space in the South Loop called MoHall Lofts, offering space for photography and videography production shoots, private events, and religious services. During this experience, he caught the commercial real estate bug.

"In 2014 I earned my license, joined a primarily residential brokerage, and was appointed the commercial broker of the firm," says Moses. "After working for several firms and learning how to conduct basic transac-

tions, I decided to branch out on my own. Now at thirty-two years old, I have never been a traditional employee. I have been able to successfully sustain my lifestyle as a full-time entrepreneur."

As a commercial REALTOR®, Moses is able to indulge his love for data, analytics, and business, and make a difference in local neighborhoods at the same time; he's passionate about contributing medical centers, restaurants, office buildings, and other enhancements to the communities that need them.

"It's one thing for a resident to find their dream home," explains Moses. "But what amenities can enhance their experience in living in a neighborhood? Chicago is such a beautiful city, but after years of disinvestment, many local neighborhoods have deteriorated. My goal is to uplift these communities."



Moses's passion for redeveloping communities began during his childhood, growing up in a run-down apartment complex in the Bronx. His father, Eli, emigrated from Jamaica to New York where he met Moses's mother, Henrietta, who was from Florida. The two worked tirelessly to provide opportunities for their family, eventually moving them to a stable community in Queens and encouraging Moses's natural musical talent.

"I started playing piano at the age of seven and played regularly in my small Baptist church," remembers Moses. "I made it into the prestigious LaGuardia High School where I studied jazz piano performance." LaGuardia is the school the 1980 movie Fame is based on. Its famous alumni include Jennifer Aniston, Al Pacino, Liza Minnelli, and Nicki Minaj.

Next, Moses moved to Chicago to attend Columbia College to learn the music business. Because of the early lessons his parents taught him about hard work and financial responsibility, Moses was set up for success.

In 2019, Moses launched MoHall Commercial & Urban Development as a full-service commercial real estate brokerage, committed to representing the interests of investors, landlords, tenants, and property owners. His firm represents all asset classes—from retail and office to multifamily and industrial real estate. Since he opened his doors, Moses has earned a strong reputation among clients and partners, earning awards as a top producer and other achievements. He hopes to propel this success into helping revitalize historic neighborhoods and develop new enclaves.

**IT'S IMPORTANT THAT COMMERCIAL PRACTITIONERS AND RESIDENTIAL REALTORS® WORK TOGETHER ON BUILDING VIBRANT COMMUNITIES.**

“Chicago used to have thriving arts districts and blues venues, and I want to bring that back to the city,” says Moses. “I want to bridge my love for music and real estate by making Chicago an entertainment hub like New Orleans’s Bourbon Street or Broadway in New York. We have the creatives, we just need to showcase their artistry.”

When not working on his business, Moses supports local organizations like All Chicago. Its mission is to prevent homelessness by helping families facing eviction with job placement and other services and resources. Moses also founded MoHall Music Publishing, a company that is “exclusively dedicated to supporting the needs of songwriters, artists, and partners.” They take care of musicians’ publishing rights so as to help ensure they earn royalties whenever their songs are streamed online, played on the radio, or used in commercials. MoHall Music Publishing is also dedicated to investments in revenue-generating music copyright assets.

Looking forward, Moses aims to continue to build up Chicago communities through his firm’s work and his community involvement. Even as the market changes, as it has in recent years, especially in the commercial space, he knows his early lessons of sweat equity and integrity will stand the test of time.

“So many opportunities have come to me based on my work ethic and the relationships I have built over the years,” says Moses. “It’s important that commercial practitioners and residential REALTORS® work together on building vibrant communities.”

In the communities where Moses next chooses to focus his attention, there’s sure to be music in the air.



Moses with his family at his dad’s 75th birthday celebration in New York.

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By Shauna Bryant, National Editor



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Home ... it's our sanctuary. When we leave home for work, for travel, it's where we look forward to returning, the place we can relax and just be ourselves. But what about when our home environment becomes unfamiliar, confusing, unsafe? We all undergo a natural decline in cognitive functioning as we age, but for those experiencing more advanced forms of cognitive impairment, like dementia, the brain can transform a cozy home into somewhere uncomfortable, even foreign. Since aging in place remains the preference for most older Americans, our environments must be responsive to our changing needs.

## STORAGE AND ORGANIZATION

Utilize signs, labels and symbols throughout the home to easily find and recognize the purpose of a drawer, closet or cabinet, or add glass-front cabinetry to quickly identify what is inside. Consider whether items most needed for daily use are located intuitively (e.g., everything needed for a shower in one location).

## VISIBILITY

Use contrasting colors to call attention to alternating stair surfaces, toilet lids and other useful visual cues. Make sure the outside of the home is distinguishable through visual landmarks, such as colorful plants near the entrance or a unique gate.

## DECLUTTERING

Clutter can make it difficult to locate essential items, so clear away untidiness as often as possible. Declutter visual sightlines to trigger task cues more intuitively (e.g., placing outdoor trash can in view of back door). Pay attention to sensory inconveniences, such as squeaky doors, faulty fixtures or glaring lights, as these can quickly overwhelm those with cognitive impairment.

Making small adaptations around the home can make everyday tasks easier and help us stay as independent as possible, reducing frustration and anxiety for all involved.

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Teams and individuals from January 1, 2023 to February 28, 2023

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Jeffrey	Lowe	8	\$9,995,500	4.5	\$8,464,950	12.5	\$18,460,450
2	Benyamin	Lalez	7.5	\$4,439,500	26.5	\$12,288,069	34	\$16,727,569
3	Katherine	Malkin	1	\$3,940,000	2	\$12,065,000	3	\$16,005,000
4	Matt	Laricy	12	\$3,845,000	21	\$10,583,400	33	\$14,428,400
5	Susan	Miner	1.5	\$12,462,500	1	\$785,000	2.5	\$13,247,500
6	Elizabeth	Brooks	10.5	\$11,939,686	0	\$0	10.5	\$11,939,686
7	Leigh	Marcus	8	\$5,637,000	10	\$6,051,500	18	\$11,688,500
8	Grigory	Pekarsky	4.5	\$1,562,500	22.5	\$10,080,200	27	\$11,642,700
9	Chezi	Rafaelli	5	\$5,835,000	5	\$4,685,000	10	\$10,520,000
10	Eugene	Fu	4.5	\$3,475,000	7	\$6,281,500	11.5	\$9,756,500
11	Lauren	Mitrick Wood	3	\$1,462,500	6	\$7,252,250	9	\$8,714,750
12	Fadya	Kashkeesh	5	\$4,337,000	5	\$4,337,000	10	\$8,674,000
13	Kai	Schirmacher	1.5	\$2,508,750	2	\$5,470,000	3.5	\$7,978,750
14	Hayley	Westhoff	3.5	\$3,129,500	4.5	\$3,957,000	8	\$7,086,500
15	Julie	Harron	3	\$4,370,000	1	\$2,100,000	4	\$6,470,000
16	Susan	Nice	2	\$1,037,500	1	\$5,000,000	3	\$6,037,500
17	Melanie	Everett	1.5	\$760,000	6	\$4,464,000	7.5	\$5,224,000
18	Maureen	Moran	0	\$0	1	\$5,200,000	1	\$5,200,000
19	Michael	Hampton	5	\$5,150,146	0	\$0	5	\$5,150,146
20	Nicholaos	Voutsinas	2	\$2,315,000	3	\$2,799,000	5	\$5,114,000
21	Carrie	McCormick	6	\$3,345,400	2	\$1,700,000	8	\$5,045,400
22	Julie	Latsko	0	\$0	2	\$4,995,000	2	\$4,995,000
23	Jason	O'Beirne	4	\$3,807,400	4	\$1,165,000	8	\$4,972,400
24	Amanda	McMillan	1	\$942,500	7	\$3,892,713	8	\$4,835,213
25	Konrad	Dabrowski	1.5	\$2,927,500	2.5	\$1,734,500	4	\$4,662,000
26	Lindsey	Rivollier	4	\$4,453,685	0	\$0	4	\$4,453,685
27	Karen	Biazar	3	\$1,927,750	4	\$2,497,500	7	\$4,425,250
28	Philip	Skowron	3	\$4,400,000	0	\$0	3	\$4,400,000
29	Cadey	O'Leary	2	\$1,848,000	1	\$2,550,000	3	\$4,398,000
30	Joanne	Nemerovski	2	\$2,399,000	3	\$1,991,000	5	\$4,390,000
31	Katharine	Waddell	2.5	\$2,179,000	3.5	\$2,152,000	6	\$4,331,000
32	Melissa	Siegal	3	\$2,115,000	4.5	\$2,187,000	7.5	\$4,302,000
33	Alexandre	Stoykov	0	\$0	8.5	\$4,241,000	8.5	\$4,241,000
34	Lance	Kirshner	1.5	\$477,000	2	\$3,740,000	3.5	\$4,217,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Kelsey	Mayher	1	\$521,000	2	\$3,680,000	3	\$4,201,000
36	Kenneth	Dooley	3	\$2,048,420	2	\$2,038,520	5	\$4,086,940
37	Leopoldo	Gutierrez	0	\$0	5	\$4,035,000	5	\$4,035,000
38	Jennifer	Ames	3	\$4,032,000	0	\$0	3	\$4,032,000
39	Matthew	Liss	1	\$429,000	2	\$3,558,840	3	\$3,987,840
40	Anna	Robertson	0	\$0	1	\$3,940,000	1	\$3,940,000
41	Emily	Sachs Wong	3	\$2,576,250	2	\$1,310,000	5	\$3,886,250
42	Edward	Grochowiak	1.5	\$915,250	5	\$2,944,700	6.5	\$3,859,950
43	Lisa	Blume	2	\$1,280,000	6	\$2,567,000	8	\$3,847,000
44	Scott	Newman	6	\$2,221,350	3	\$1,623,250	9	\$3,844,600
45	Mario	Greco	7	\$3,170,006	3	\$632,750	10	\$3,802,756
46	Diana	Grinnell	3	\$1,534,900	2	\$2,125,000	5	\$3,659,900
47	Maria	Liancourt	1	\$2,600,000	1	\$1,050,000	2	\$3,650,000
48	Andrew	Glatz	3	\$2,230,000	1	\$1,350,000	4	\$3,580,000
49	Michael	Battista	0	\$0	2	\$3,550,000	2	\$3,550,000
50	Harry	Maisel	3	\$1,608,400	2	\$1,926,000	5	\$3,534,400

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

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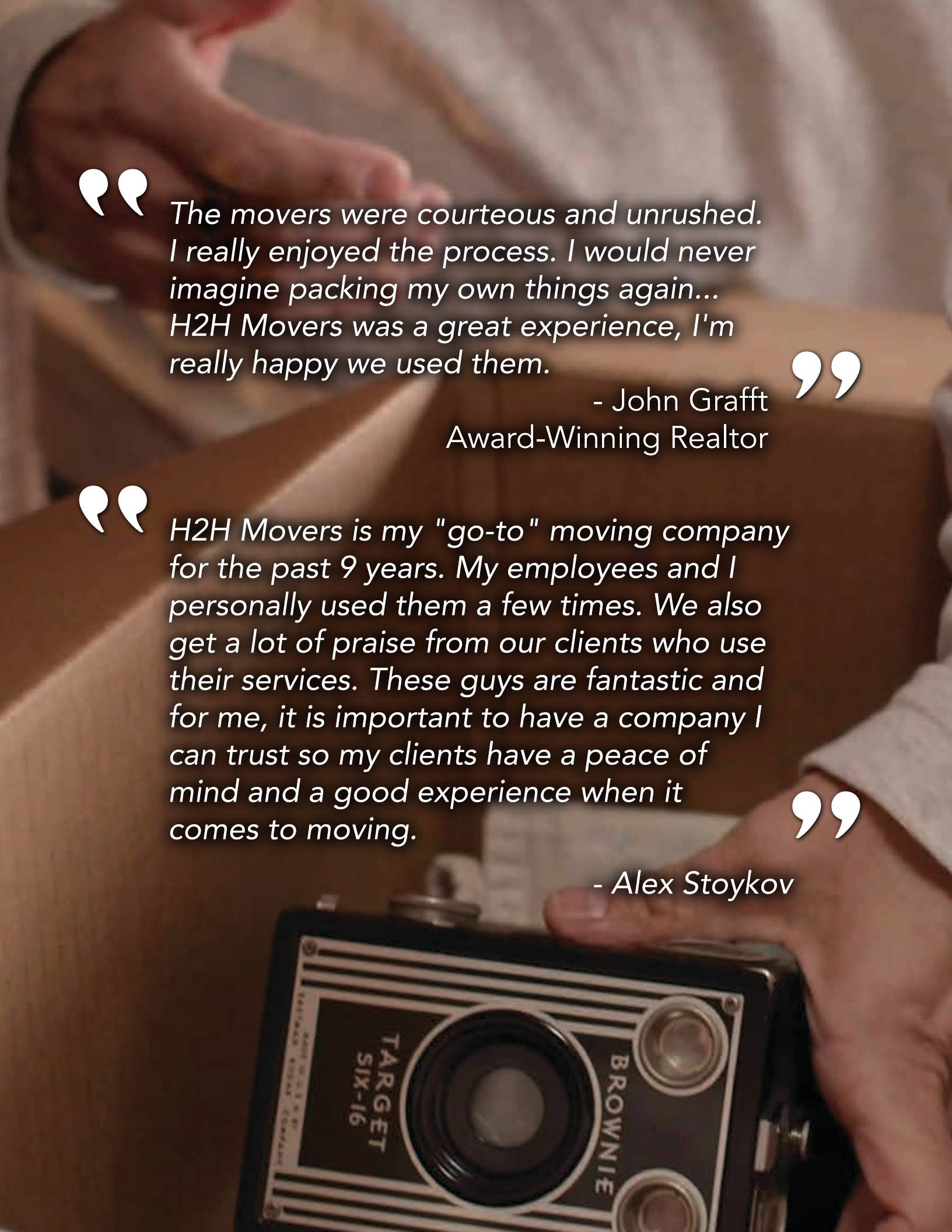


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# TOP 250 STANDINGS

Teams and individuals from January 1, 2023 to February 28, 2023

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Hadley	Rue	2	\$2,500,000	1	\$977,000	3	\$3,477,000
52	Nicole	Hajdu	2	\$959,500	1	\$2,500,000	3	\$3,459,500
53	Michelle	Browne	2	\$1,586,300	1	\$1,810,000	3	\$3,396,300
54	Katrina	De Los Reyes	1.5	\$1,097,500	3	\$2,295,000	4.5	\$3,392,500
55	Melanie	Giglio	1.5	\$1,055,000	4	\$2,307,000	5.5	\$3,362,000
56	Stephanie	Klein Trout	0.5	\$1,550,000	1	\$1,750,000	1.5	\$3,300,000
57	Dino	Sarancic	0	\$0	2	\$3,250,000	2	\$3,250,000
58	Joelle	Cachey Hayes	1.5	\$3,195,000	0	\$0	1.5	\$3,195,000
59	Gail	Spreen	3	\$833,000	1	\$2,350,000	4	\$3,183,000
60	Ryan	Hardy	0.5	\$700,000	3	\$2,470,000	3.5	\$3,170,000
61	Tiffany	Meyers	1	\$380,000	6	\$2,785,000	7	\$3,165,000
62	Jill	Silverstein	2.5	\$2,537,500	1.5	\$622,500	4	\$3,160,000
63	Steven	Powers	2	\$1,339,000	2	\$1,787,000	4	\$3,126,000
64	Kimber	Galvin	0	\$0	4	\$3,090,000	4	\$3,090,000
65	Ioannis	Floros	0	\$0	6	\$3,076,800	6	\$3,076,800
66	Michael	Rosenblum	3	\$3,065,000	0	\$0	3	\$3,065,000
67	Cynthia	Sodolski	0	\$0	3.5	\$2,946,500	3.5	\$2,946,500
68	Ryan	Huyler	5	\$2,911,000	0	\$0	5	\$2,911,000
69	Michael	Olszewski	14	\$2,619,150	1	\$250,000	15	\$2,869,150
70	Jennifer	Breheny	1	\$2,850,000	0	\$0	1	\$2,850,000
71	Suzanne	Gignilliat	1	\$2,849,500	0	\$0	1	\$2,849,500
72	Douglas	Smith	1.5	\$2,845,000	0	\$0	1.5	\$2,845,000
73	Sam	Shaffer	0.5	\$399,500	5	\$2,443,500	5.5	\$2,843,000
74	Linda	Levin	2	\$2,808,000	0	\$0	2	\$2,808,000
75	Kathleen	Malone	1	\$1,210,000	1	\$1,549,000	2	\$2,759,000
76	Guido	Piunti	2	\$646,250	4	\$2,108,031	6	\$2,754,281
77	Qiankun	Chen	5	\$1,859,000	2	\$889,000	7	\$2,748,000
78	Caroline	Druker	1.5	\$2,015,000	1	\$725,000	2.5	\$2,740,000
79	Iris	Kohl	0	\$0	3	\$2,719,000	3	\$2,719,000
80	Heather	Seidelman	2	\$893,500	2	\$1,825,000	4	\$2,718,500
81	Brenda	Mauldin	2	\$1,650,100	1	\$1,050,000	3	\$2,700,100
82	Jake	Fugman	1.5	\$600,000	3	\$2,089,000	4.5	\$2,689,000
83	William	Goldberg	1	\$2,300,000	0.5	\$377,500	1.5	\$2,677,500
84	Caroline	Moellering	3	\$1,551,000	3	\$1,123,500	6	\$2,674,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Andre	Nguyen	1	\$2,050,000	1	\$610,000	2	\$2,660,000
86	James	Diestel	0	\$0	1	\$2,650,000	1	\$2,650,000
87	Samantha	Porter	0.5	\$2,500,000	1	\$140,000	1.5	\$2,640,000
88	Maria	Delboccio	2	\$885,000	2	\$1,755,000	4	\$2,640,000
89	James	D'Astice	0.5	\$600,000	5	\$2,032,400	5.5	\$2,632,400
90	Scott	Curcio	3.5	\$1,514,500	3	\$1,102,500	6.5	\$2,617,000
91	Anna	Prodanovic	1.5	\$2,027,500	1	\$587,500	2.5	\$2,615,000
92	Timothy	Sheahan	4	\$2,447,500	1	\$130,000	5	\$2,577,500
93	Andrew	Thurston	1	\$1,775,000	1	\$800,000	2	\$2,575,000
94	Ashley	Cox	3.5	\$1,670,500	1.5	\$899,000	5	\$2,569,500
95	Robert	Picciariello	9	\$2,550,500	0	\$0	9	\$2,550,500
96	Patricia	Young	2.5	\$1,816,500	1	\$729,000	3.5	\$2,545,500
97	Ken	Jungwirth	2	\$1,055,000	1	\$1,485,000	3	\$2,540,000
98	Michael	Maier	2	\$1,527,500	2	\$1,002,000	4	\$2,529,500
99	R. Matt	Leutheuser	0.5	\$1,175,000	1	\$1,350,000	1.5	\$2,525,000
100	Colin	Hebson	2.5	\$1,477,500	3	\$1,042,000	5.5	\$2,519,500

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# TOP 250 STANDINGS

Teams and individuals from January 1, 2023 to February 28, 2023

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Julie	Busby	1	\$522,500	3	\$1,996,000	4	\$2,518,500
102	Tyler	Stallings	3	\$1,560,000	2	\$957,500	5	\$2,517,500
103	Kevin	Bigoness	2	\$2,044,000	1	\$465,000	3	\$2,509,000
104	Ryan	Smith	15.5	\$2,499,175	0	\$0	15.5	\$2,499,175
105	Kaylin	Goldstein	2.5	\$2,498,750	0	\$0	2.5	\$2,498,750
106	Millie	Rosenbloom	2	\$1,722,000	2	\$773,000	4	\$2,495,000
107	Neil	Hackler	3	\$1,125,750	2	\$1,359,203	5	\$2,484,953
108	Danielle	Dowell	2	\$1,619,500	1	\$865,000	3	\$2,484,500
109	Sophia	Klopas	2	\$1,455,000	2	\$1,026,000	4	\$2,481,000
110	Gwen	Stark	4	\$2,140,000	1	\$332,500	5	\$2,472,500
111	Richard	Aronson	1.5	\$1,725,000	1	\$737,500	2.5	\$2,462,500
112	Joshua	Lipton	0.5	\$670,000	2	\$1,790,000	2.5	\$2,460,000
113	Todd	Szwajkowski	2.5	\$1,485,450	1.5	\$962,500	4	\$2,447,950
114	Richard	Kasper	0.5	\$424,066	4.5	\$2,016,500	5	\$2,440,566
115	Alexander	Cohen	0	\$0	3	\$2,427,000	3	\$2,427,000
116	Thomas	Moran	0	\$0	3	\$2,390,000	3	\$2,390,000
117	Dawn	Mckenna	2.5	\$2,363,750	0	\$0	2.5	\$2,363,750
118	Whitney	Wang	1	\$540,000	3	\$1,820,000	4	\$2,360,000
119	Giancarlo	Bargioni	3	\$2,082,400	1	\$275,000	4	\$2,357,400
120	Brittany	Strale	0	\$0	5	\$2,355,257	5	\$2,355,257
121	Monica	McCarthy	0	\$0	5.5	\$2,312,300	5.5	\$2,312,300
122	Matt	Mercer	1	\$350,000	3	\$1,961,500	4	\$2,311,500
123	Michael	Mccallum	1	\$865,000	1	\$1,427,500	2	\$2,292,500
124	Elizabeth	Andrews	2	\$932,500	2	\$1,349,000	4	\$2,281,500
125	Carol	Collins	1.5	\$712,500	3	\$1,565,000	4.5	\$2,277,500
126	Tommy	Choi	3.5	\$1,557,200	2	\$719,500	5.5	\$2,276,700
127	Vincent	Anzalone	2.5	\$2,257,500	0	\$0	2.5	\$2,257,500
128	Brian	Murphy	3	\$1,207,500	1	\$1,050,000	4	\$2,257,500
129	Nicholas	Apostal	3	\$2,253,500	0	\$0	3	\$2,253,500
130	Marlene	Granacki	0	\$0	1	\$2,250,000	1	\$2,250,000
131	Juliana	Yeager	1	\$543,750	3	\$1,700,000	4	\$2,243,750
132	Marlene	Rubenstein	2.5	\$1,491,250	1	\$750,000	3.5	\$2,241,250
133	Elizabeth	Ballis	2	\$2,224,000	0	\$0	2	\$2,224,000
134	Chadwick	Duda	0	\$0	3	\$2,212,000	3	\$2,212,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Mark	Dollard	3.5	\$2,210,000	0	\$0	3.5	\$2,210,000
136	Kathryn	Barry	1	\$342,000	4	\$1,853,500	5	\$2,195,500
137	Susan	Kanter	2	\$1,326,000	1	\$859,000	3	\$2,185,000
138	Craig	Hogan	1	\$2,155,500	0	\$0	1	\$2,155,500
139	Daniel	Glick	3	\$1,863,000	1	\$292,500	4	\$2,155,500
140	Bradley	Brondyke	1	\$815,000	1	\$1,340,000	2	\$2,155,000
141	Alexa	Hara	2	\$646,250	3	\$1,507,500	5	\$2,153,750
142	Sonny	Ruan	0.5	\$260,000	5	\$1,892,500	5.5	\$2,152,500
143	Kimberly	Kappelman	1	\$1,300,000	2	\$850,000	3	\$2,150,000
144	Penny	Bagherpour	1	\$356,500	1	\$1,775,000	2	\$2,131,500
145	Craig	Rogner	4	\$1,170,000	3	\$960,000	7	\$2,130,000
146	Karen	Schwartz	1.5	\$447,500	4	\$1,670,900	5.5	\$2,118,400
147	Mike	Mcelroy	0	\$0	3.5	\$2,116,850	3.5	\$2,116,850
148	Brooke	Vanderbok	1	\$417,500	1	\$1,699,000	2	\$2,116,500
149	Camille	Canales	0	\$0	2	\$2,100,988	2	\$2,100,988
150	Joseph	Nicastro	2	\$2,095,000	0	\$0	2	\$2,095,000

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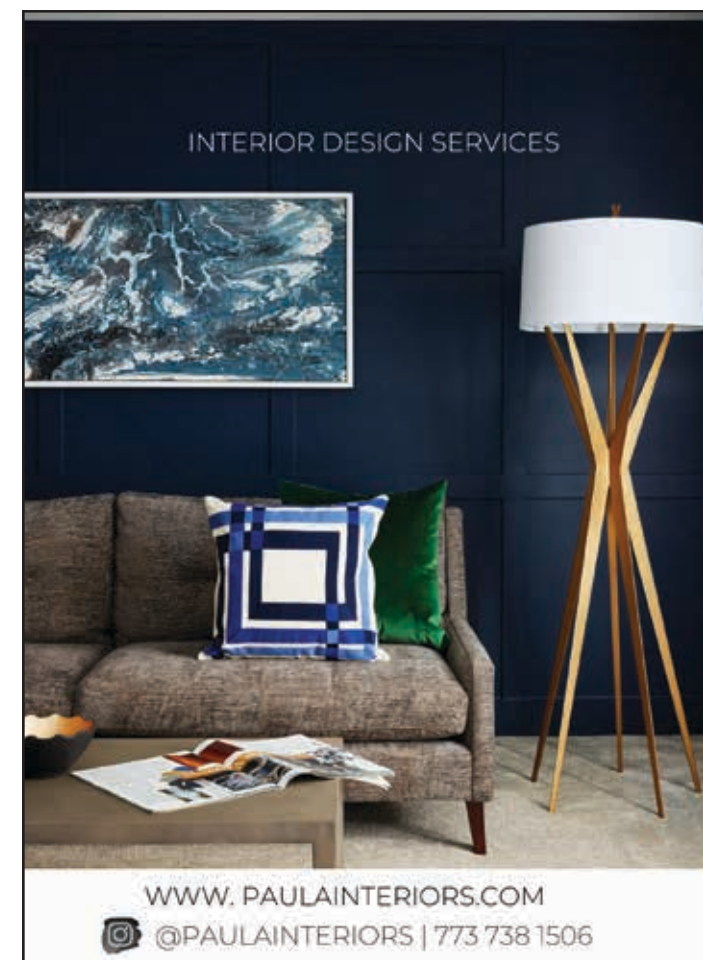
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# TOP 250 STANDINGS

Teams and individuals from January 1, 2023 to February 28, 2023

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Timothy	Salm	0.5	\$1,175,000	1	\$900,000	1.5	\$2,075,000
152	Roman	Patzner	0	\$0	3	\$2,070,000	3	\$2,070,000
153	Michael	Michalak	2	\$481,000	2	\$1,582,500	4	\$2,063,500
154	Peter	Angelo	2	\$2,060,000	0	\$0	2	\$2,060,000
155	Lissa	Weinstein	1	\$1,030,000	1	\$1,030,000	2	\$2,060,000
156	Feras	Abbas	1	\$1,410,000	1	\$650,000	2	\$2,060,000
157	Jennifer	Cummings	1	\$1,200,100	1	\$857,000	2	\$2,057,100
158	Mark	Buckner	2	\$1,032,000	2	\$1,020,000	4	\$2,052,000
159	Scott	Berg	5	\$1,692,000	1	\$350,000	6	\$2,042,000
160	Lawrence	Dunning	2	\$1,190,000	1	\$850,000	3	\$2,040,000
161	Tony	Mattar	2	\$1,332,000	1	\$700,000	3	\$2,032,000
162	Mehdi	Mova	2	\$1,345,000	1	\$680,000	3	\$2,025,000
163	Daniel	Xia	2	\$1,050,000	1	\$974,900	3	\$2,024,900
164	Matthew	Druker	1.5	\$2,015,000	0	\$0	1.5	\$2,015,000
165	Benjamin	Lissner	0.5	\$315,000	5	\$1,690,000	5.5	\$2,005,000
166	Linda	Kramer	0	\$0	2	\$2,005,000	2	\$2,005,000
167	Ryan	Luu	1	\$400,000	3	\$1,604,900	4	\$2,004,900
168	Lauren	Dayton	1.5	\$1,717,500	2	\$287,000	3.5	\$2,004,500
169	Anthony	Freeman	0	\$0	1	\$1,970,000	1	\$1,970,000
170	Brad	Lippitz	2.5	\$1,307,000	1.5	\$644,500	4	\$1,951,500
171	Jennifer	Fay	2	\$1,950,000	0	\$0	2	\$1,950,000
172	Caitlin	Smith	2	\$1,948,750	0	\$0	2	\$1,948,750
173	Boris	Lehtman	1	\$1,075,000	2	\$872,000	3	\$1,947,000
174	Cara	Buffa	2	\$1,937,600	0	\$0	2	\$1,937,600
175	Kellye	Jackson	4	\$1,711,500	1	\$223,500	5	\$1,935,000
176	Erin	Mandel	1.5	\$1,932,500	0	\$0	1.5	\$1,932,500
177	Laura	Topp	1.5	\$1,133,000	1	\$799,000	2.5	\$1,932,000
178	Staci	Slattery	3	\$1,927,750	0	\$0	3	\$1,927,750
179	Alcides	Rodriguez	2	\$1,104,900	2	\$819,000	4	\$1,923,900
180	D	Waveland Kendt	4.5	\$1,914,900	0	\$0	4.5	\$1,914,900
181	Stephanie	Loverde	2	\$639,500	2.5	\$1,273,250	4.5	\$1,912,750
182	Mario	Barrios	0	\$0	3	\$1,905,000	3	\$1,905,000
183	Yanira	Doyle	1.5	\$535,000	3	\$1,367,000	4.5	\$1,902,000
184	Robert	Sikkel	0	\$0	6	\$1,900,000	6	\$1,900,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Melinda	Jakovich	0	\$0	1	\$1,900,000	1	\$1,900,000
186	Emily	Wells	1	\$1,900,000	0	\$0	1	\$1,900,000
187	Barbara	O'Connor	1	\$286,250	2.5	\$1,613,000	3.5	\$1,899,250
188	Katie	Hogan	0.5	\$295,000	1	\$1,582,750	1.5	\$1,877,750
189	Wesley	Walker	2	\$1,877,000	0	\$0	2	\$1,877,000
190	Amie	Klujian	2.5	\$1,485,450	0.5	\$387,500	3	\$1,872,950
191	Catherine	Boyle	1	\$1,870,000	0	\$0	1	\$1,870,000
192	Phillip	Buoscio	3	\$1,207,500	1	\$647,500	4	\$1,855,000
193	Jennifer	Romolo	1.5	\$504,750	3	\$1,339,500	4.5	\$1,844,250
194	Christopher	Engelmann	0	\$0	3	\$1,833,000	3	\$1,833,000
195	Brett	Bucholz	4	\$1,080,000	2	\$750,000	6	\$1,830,000
196	Michael	Samm	0.5	\$161,500	3	\$1,640,000	3.5	\$1,801,500
197	Brendan	Murphy	0	\$0	2	\$1,797,500	2	\$1,797,500
198	Nicole	Flores	1	\$420,000	3	\$1,375,000	4	\$1,795,000
199	Mark	Rantis	3	\$1,795,000	0	\$0	3	\$1,795,000
200	Nellie	Coleman	0	\$0	1	\$1,790,000	1	\$1,790,000

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# TOP 250 STANDINGS

Teams and individuals from January 1, 2023 to February 28, 2023

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
201	Megan	Tirpak	2	\$1,785,000	0	\$0	2	\$1,785,000
202	Diana	Radosta	0	\$0	1	\$1,782,500	1	\$1,782,500
203	Tedi	Smola	1.5	\$667,500	3	\$1,105,750	4.5	\$1,773,250
204	Mariah	Dell	3	\$1,490,119	1	\$279,000	4	\$1,769,119
205	Victoria	Waliczek	0	\$0	3	\$1,764,111	3	\$1,764,111
206	Stephen	Hnatow	3	\$1,174,500	1	\$579,100	4	\$1,753,600
207	Sally	Kats	0	\$0	2	\$1,750,750	2	\$1,750,750
208	John	Mola	1	\$1,750,000	0	\$0	1	\$1,750,000
209	Stefanie	Campbell	2.5	\$1,738,750	0	\$0	2.5	\$1,738,750
210	Adam	Zenullahi	0	\$0	3	\$1,717,700	3	\$1,717,700
211	Stacey	Dombar	2	\$1,710,000	0	\$0	2	\$1,710,000
212	Ivan	Petrov	0.5	\$175,000	1	\$1,532,500	1.5	\$1,707,500
213	Anthony	Maione	1	\$815,000	1	\$890,000	2	\$1,705,000
214	Christopher	Paradis	1	\$205,000	4	\$1,496,250	5	\$1,701,250
215	Michael	Yeagle	1	\$1,700,000	0	\$0	1	\$1,700,000
216	James	Kinney	0	\$0	1	\$1,700,000	1	\$1,700,000
217	Leonard	Benefico	0.5	\$393,500	2	\$1,301,000	2.5	\$1,694,500
218	Bo	Xu	1	\$422,000	2	\$1,265,000	3	\$1,687,000
219	Darrell	Scott	0.5	\$125,000	3	\$1,555,000	3.5	\$1,680,000
220	Cedrick	Hunter	4	\$1,670,000	0	\$0	4	\$1,670,000
221	Hermilo	Hinojosa	0	\$0	2	\$1,661,119	2	\$1,661,119
222	Chester	Jakala	0.5	\$106,100	1	\$1,550,000	1.5	\$1,656,100
223	James	La Ha	2	\$775,000	2	\$875,000	4	\$1,650,000
224	Jacob	Tasharski	0	\$0	1	\$1,650,000	1	\$1,650,000
225	Heather	Hillebrand	1	\$1,650,000	0	\$0	1	\$1,650,000
226	Owen	Duffy	1.5	\$1,034,500	2	\$610,000	3.5	\$1,644,500
227	Jeff	Kallas	2	\$867,500	1	\$775,000	3	\$1,642,500
228	Tim	Mullet	1	\$615,000	2	\$1,023,000	3	\$1,638,000
229	Jennifer	Rivera	3	\$1,635,000	0	\$0	3	\$1,635,000
230	Ian	Halpin	0	\$0	3	\$1,632,500	3	\$1,632,500
231	Matthew	Fritzshall	1	\$1,625,000	0	\$0	1	\$1,625,000
232	Harrison	Cohen	1	\$1,625,000	0	\$0	1	\$1,625,000
233	Sharon	O'Hara	1	\$1,619,000	0	\$0	1	\$1,619,000
234	Amy	Duong	2.5	\$1,254,750	1.5	\$359,500	4	\$1,614,250

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
235	Nathan	Binkley	0	\$0	3	\$1,612,500	3	\$1,612,500
236	Armando	Vargas	0	\$0	2	\$1,610,000	2	\$1,610,000
237	Naja	Morris	1.5	\$1,235,800	1	\$372,500	2.5	\$1,608,300
238	Michael	Max	0.5	\$562,500	1	\$1,043,875	1.5	\$1,606,375
239	Kieran	Conlon	0.5	\$392,500	2	\$1,212,600	2.5	\$1,605,100
240	Anna	Theofanous	1	\$1,305,000	0.5	\$299,500	1.5	\$1,604,500
241	Elizabeth	Amidon	2	\$1,079,000	2	\$524,000	4	\$1,603,000
242	Pamela	Havel	0	\$0	1	\$1,600,000	1	\$1,600,000
243	Johnny	Phan	0	\$0	2	\$1,597,500	2	\$1,597,500
244	Xiaojing	Frost	1	\$530,750	2	\$1,055,500	3	\$1,586,250
245	Jennifer	Bell	2	\$1,583,200	0	\$0	2	\$1,583,200
246	Dan	Nelson	1	\$500,750	3	\$1,080,000	4	\$1,580,750
247	Jacob	Reiner	4	\$1,354,400	1	\$220,000	5	\$1,574,400
248	Edward	Jelinek	2	\$944,000	1	\$625,000	3	\$1,569,000
249	Elias	Masud	0.5	\$417,500	5	\$1,147,300	5.5	\$1,564,800
250	Jeffrey	Herbert	1	\$490,000	1	\$1,071,900	2	\$1,561,900

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