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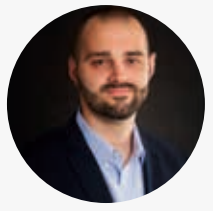
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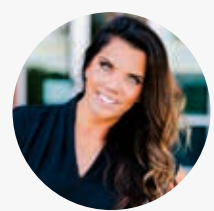
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*While it is Movement Mortgage's goal to provide underwriting results within six hours of receiving an application, process loans in seven days, and close in one day, extenuating circumstances may cause delays outside of this window. | Justin Kozera | 69-R West Main Street, Westminster, MD 21157 | DE-MLO-1446275, FL-LO60579, MD-1446275, VA-MLO-31354VA, PA-63595 | Ashley Ball Crist | 8200 Coastal Hwy, Ocean City, MD 21842 | DE-MLO-815145, MD-8151455, PA-104187 | Movement Mortgage LLC. All rights reserved. NMLS ID #39179 (For licensing information, go to: www.nmlsconsumeraccess.org). Additional information available at movement.com/legal. Interest rates and products are subject to change without notice and may or may not be available at the time of loan commitment or lock-in. Borrowers must qualify at closing for all benefits. CPID12465_AO0223



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If you are interested in contributing or nominating agents for a story in future issues, please email us at hannah@rpmags.com.

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30

UNDER 30 Class of 2023

By Jilleien Franquelli
Photo by Maryland Photography Inc.

Congratulations to the 30 under 30 Class of 2023! I look forward to these big issues every December. They remind me of a fashion magazine shoot, and I'm Miranda Priestly (bonus if you get that reference without Google!). The excitement starts when those first emails are sent congratulating this year's class and then carries through even after the issue drops.

Shoot day is when all the magic and connections happen. The hustle of each honoree arriving and moving through the day is exhilarating. Starting with makeup, getting multiple photos taken and ending with a video interview, the day is packed for this group.

At a shoot like this, there is a lot of "hurry up and wait" which gives the honorees, sponsors and the *BRP* team time to build new friendships and connections.

We started these types of special edition issues with one goal in mind - to continue building community through positive competition and recognition. As adults, it's so important for us to be recognized for the accomplishments and hard work we put in every day.

Recognition from others also fosters positive relationships, networking

opportunities, and a sense of community and belonging. It also just feels really good when someone sees what you are doing and then takes the next step to tell someone about it. Thank you to everyone who took the time to nominate. It may seem so simple, but it means so much.

Days like the 30 Under 30 photo shoot only come together because of a group of people who are dedicated to this community.

First and most importantly are the Preferred Partners who sponsored the shoot. These people and companies believe in you all as individuals and continually pour back into this community. We cannot thank you enough! Check out the next article to see more about the amazing sponsors who made this shoot possible.

And, to the team that makes everyone look amazing, thank you!

Makeup: Ashley Callaway Beauty

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We hope you enjoy this fun issue as much as we do!

Photo by Maryland Photography Inc.



From left to right: Tucker Chason, Jeff Dobrzykowski, Corey Glowacki, Randi-Lyn Randall, Chris Marsiglia, Taylor Paff, John Schwartz, Heather Fleming, Susan Szulinski and Courtney Katunick

ALAN-MICHAEL

VYBE REALTY CARTER

Photo by Maryland Photography Inc.

Tell us about a significant risk you have taken in your professional life.

Choosing real estate full-time is the riskiest, yet most fulfilling decision I've made professionally. I took this dive as a 23-year-old on a chance, and over 6 years later, it still has its ups and downs, but I have no regrets. I have learned so much about myself professionally and personally that has allowed me to be successful. I have the pleasure of assisting my clients in the biggest purchases of their lives and choosing a place to create memories for a lifetime. I never take my role for granted in my clients' journeys, and knowing their ultimate satisfaction makes any risk worth it.

What drives you?

Family, financial freedom, and education are paramount to me. Since starting in real estate, I've gotten married and now have two children. Being able to provide for them and invest in real estate with my daughters watching drives me to be as successful as I can be. My children being exposed to and educated about the options in real estate at a young age is monumental to me. Additionally, educating my clients and teaching them financial freedom through real estate is a key objective in my business. I find joy when my first-time homebuyers purchase their home and learn about all of their options through ownership. It's an even greater joy when homeowners can leverage their initial investment to purchase their dream homes or build a real estate portfolio. Being an eyewitness to all of this keeps me motivated.

Who do you look to for inspiration and leadership?

So many to name! Tiffany Domneys, Eric Clash, Monica Gordon, Sean Wilson, Gabriel Dutton, Malcolm Freeman, Tiffany Harris, Brandi Hawkins, and so many more! All of those who have been in the business for many years and navigated all of its ebbs and flows while remaining successful. I also look to my peers as we all have similar stories. Though we may have taken different paths, we have become successful by finding our niche and making it work. It's inspiring to see so many realtors in our market being successful by being themselves.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Stay at it! A career in real estate is not easy, no matter how it may appear. We have to work our networks and work for our clients. Stay committed, no matter the market or the deal, and you'll see continued success.

FUN FACTS WITH ALAN-MICHAEL:

When you were young (like 10-15 years old), what / who did you dream of becoming? Doctor

What is one thing that would make your life easier? Another me

Name something you can't live without. God's Love

Tell us one thing that is on your bucket list. Owning a boat!

What is the theme song for your life? Party Life - Jay Z

We are making a movie of your life - what celebrity would play you? John David Washington

Connect with Alan-Michael: @amcrealtor_



30 under 30

ALEXIS

FLEMING

HARRIS HAWKINS & CO. - THE BLACK OAK HOME GROUP

What are you most proud of in your career?

The lives I've helped to change over the years. I've influenced others to buy real estate, get into real estate, create wealth, and excel. I feel I've been blessed with this gift to bless others. The feeling is amazing.

Tell us about a significant risk you have taken in your professional life.

Starting my real estate team. As a team lead, your team is only as good as its leader. I give everything I have and pour so much into my team members in hopes that they will flourish.

What drives you?

I have three children looking up to me, and I want nothing more than to make them proud to say, "That's my mom."

What is one thing you are excited about for 2024?

The goals I have set. I have major milestones to achieve by myself and as a team. We are actively working aggressively to set ourselves up to win in 2024.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Real estate will never be a "sit around and wait for the phone to ring" kind of business. Every



single day, you must hustle. Get up, complete your morning routine, and get to work prospecting. Focus on your goal and never the negative "what ifs". What you focus on expands, and if you want it bad enough, you'll go get it.

FUN FACTS WITH ALEXIS:

Today, I am in awe of...

Who I'm becoming

When you were young (like 10-15 years old), what / who did you dream of becoming? A lawyer

What is one thing that would make your life easier? Three of me. An extra me for my kids and one for my business

Name something you can't live without. Starbucks

Tell us one thing that is on your bucket list. Traveling to multiple cities in one year and trying all of the food.

Favorite podcast? The Redx Podcast

Favorite meal? Seafood rice

What is the theme song for your life? Ms. Independent

We are making a movie of your life - what celebrity would play you? Beyoncé of course

Connect with Alexis: @alexisflemingtherealtor

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Photo by Maryland Photography Inc.

ASHLEY THOMAS

AB & CO - THE BALCERZAK GROUP

What drives you?

I love traveling. I love learning about other cultures, meeting people from different backgrounds, and trying new foods/experiences. To this day, I have traveled to 39 countries and hope to hit 100 one day. Professional success is what makes this all possible.

Who do you look to for inspiration and leadership?

I am so lucky to be surrounded by the most supportive team at The Balcerzak Group. My team lead, Annie Balcerzak, took me under her wing on my first day in the business and has taught me so much over the last three years. My teammates are the best resources and support me through the highs and lows on a daily basis. I owe all my success to the amazing group of people around me!

What is important to you right now?

My husband Doug! We have an interesting story - we met in Cancun a couple of years ago while I was on a work trip with some of the other ladies at the Balcerzak Group. He moved to Baltimore from South Dakota a few months later, and we have been together ever since! We went back to Cancun in October to get married (Annie actually officiated), and then we ventured off on a pretty sweet honeymoon to Italy, Tanzania and Seychelles!



As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Be honest. Be a team player. Embrace collaboration over competition. Get the deal done.

FUN FACTS WITH ASHLEY:

When you were young (like 10-15 years old), what / who did you dream of becoming? A party planner

What is one thing that would make your life easier? Teleportation

Name something you can't live without. My dogs, Charlie and Cabo

Tell us one thing that is on your bucket list. Travel to 100 countries

If you were going to write a book about yourself, what would the title be? A Series of Incredibly Random but Magnificent Events

Favorite podcast? Song Prescription (Song Rx)

Favorite meal? Thai - pad see ew tofu

What is the theme song for your life? Dopamine - Franc Moody

We are making a movie of your life - what celebrity would play you? Blake Lively

Connect with Ashley: @ash__tee

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AUDREY ROZIER

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KELLER WILLIAMS FLAGSHIP OF MARYLAND

What are you most proud of in your career?

I'm immensely proud of building an attraction-based business model in the realm of real estate. While many in the industry chase leads, I've successfully pivoted to a strategy that draws clients to me. This is mainly through my effective use of social media platforms. Moreover, achieving this distinction within just a few years of entering the profession has been particularly rewarding.

Tell us about a significant risk you have taken in your professional life.

Switching from retail banking to real estate was a significant leap for me. While I had built a rapport and reputation in banking, real estate was a whole new frontier. Despite the uncertainties and the steep learning curve, I recognized the opportunity to make a more profound impact. It was a risk that paid off, allowing me to combine my passion for helping individuals with my dedication to community-building.

What drives you?

My drive is rooted in my upbringing in Baltimore and the desire to turn challenges into opportunities. I aim to redefine success not by individual achievements, but by the positive ripple effect they create. Every client I assist, every agent I educate, and every community member I uplift is a testament to this mission.

What is one thing you are excited about for 2024?

In 2024, I'm looking forward to launching a series of workshops and training sessions aimed at empowering fellow agents with the latest technological

tools and strategies. As our industry evolves, it's imperative for us to stay ahead of the curve. By fostering a collaborative environment, we can share insights, harness new technologies, and elevate our collective expertise to better serve our clients and shape the future of real estate together.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

In this dynamic realm of real estate, embracing change isn't just beneficial—it's imperative. As the industry morphs with technology and evolving consumer needs, being adaptable will set you apart. But amidst all the transformations, don't lose sight of your authentic self. Authenticity builds trust, and in our field, trust is paramount. Lastly, always remember that each property you handle represents a dream or a significant chapter in someone's life. Treat every transaction with the care and respect it deserves because it's not just about bricks and mortar, it's about hopes, memories, and futures being built.

FUN FACTS WITH AUDREY:

When you were young (like 10-15 years old), what / who did you dream of becoming? An author of children's books.

What is one thing that would make your life easier? An extra hour in the day.

Name something you can't live without. My digital calendar.

Tell us one thing that is on your bucket list. Living in Singapore for three months.

If you were going to write a book about yourself, what would the title

be? Journey in Color: Navigating Life as a Young, Black, Ambitious Woman
We are making a movie of your life - what celebrity would play you? Yara Shahidi

Connect with Audrey: [@audreyrozier](https://www.instagram.com/audreyrozier)



30 under 30

AUSTIN JOHNSON

KELLER WILLIAMS FLAGSHIP OF MARYLAND -
JOHNSON & JOHNSON GROUP

Photo by Maryland Photography Inc.

What are you most proud of in your career?

I'm most proud of the relationships I've built with my clients. Having the chance to work with such amazing people is the thing that makes my job so enjoyable. I've gotten to know most of them on a deep, personal level, and I'm just thankful that I get to play a part in one of the biggest decisions of their lives through homeownership.

Tell us about a significant risk you have taken in your professional life.

Taking the leap from Airman to business owner was not an easy thing to do. Serving in the military gave me a ton of security: job security, income stability, guaranteed housing, food stipend, health insurance, the list goes on! While being a business owner offers me the complete opposite of security, starting a business is without a doubt the riskiest thing you can do in your professional life. But as the saying

30 under 30



goes, "If there is no risk, there is no reward." I bet on black, took a chance on myself, and it paid off.

What drives you?

Family. That's the thing that motivates me to wake up every day and work to be the best version of myself. I want to provide for the people I love the most and give them the best life possible.

What is one thing you are excited about for 2024?

I'm excited to see my younger brother start to sell some houses! He just got his real estate license and is getting up to speed with things, and next year should be full force.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Buckle down for the long haul. This is a compound interest game, and you must have a willingness to embrace delayed gratification. I've been in business for just over three and a half years, and I'm still seeing residual results from activities I did in year one. Trust the process, never give up, and you'll be alright.

FUN FACTS WITH AUSTIN:

Today, I am in awe of.... The amount of people who support me.

When you were young (like 10-15 years old), what / who did you dream of becoming? An NFL football player

What is one thing that would make your life easier? Teleportation

Name something you can't live without. My momma

Tell us one thing that is on your bucket list.

Petting an Alpaca on Machu Picchu

If you were going to write a book about yourself, what would the title be? The Legend of Sticky

Favorite podcast? Anything on self-improvement - I don't really have a specific favorite

Favorite meal? Marry me chicken

What is the theme song for your life? Toby Keith - Should've Been A Cowboy

We are making a movie of your life - what celebrity would play you? Chris Evans

Connect with Austin: @aust.johnson_

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We're not sure, but we do know we wouldn't call them.

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BRIYANA

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PATEL

**VYBE REALTY - WHITE
OAK HOME GROUP**

What are you most proud of in your career?

In so many ways, real estate has been a full-circle journey for me, and I'm proud of how I have used it to provide to others what I lacked growing up.

I have experienced firsthand the downsides of not having access to knowledge. When my parents split, my mom, my sister, and I worked hard to rebuild our lifestyle, starting with our home. We talked to countless realtors to better understand which decisions would benefit us in the long run, but we were often rushed through information and told to blindly trust their advice. So we rented for years, assuming that we were not in a position to do otherwise.

It wasn't until I joined real estate myself that I realized just how accessible homeownership actually is. In fact, I realized that anyone can buy a home as long as they have the right person or team guiding them through the process. And, as I had learned so long ago, the right person or team is not always easy to find.

I have built my career and reputation on the idea of being the real estate guide I wish we had growing up. Every day, I work to dispel the myth that buying a house is only for a select group of people. Not only do my mom, my sister, and I own houses now, but I also get to help others do the same, even when they think they can't. That, by far, is the best part of my career and the part of which I am most proud.

Who do you look to for inspiration and leadership?

My mom taught me two important lessons growing up: life is about serving other people, and the best way to get out of a tough situation is to go through it with nothing less than a smile on your face. As a first-generation immigrant, my mom has worked tirelessly to make sure that my sister and I get opportunities that she never got the chance to have. Along the way, she has sacrificed plenty and experienced countless hard times, but she has never dwelled in negativity. No matter what, she always greets the world with a smile. She has this magical ability to turn a bad day around with an energy that is so radiant that it becomes infectious. As I have grown up, I have adopted her mindset and oriented my life the same way. In everything I do, whether it is personal or professional, I try to create opportunities for the people

around me, and I always greet stress with a smile. I owe so much of who I am and what I've accomplished to her.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Be yourself. Every person brings a different perspective to the table, making no idea or thought any less significant than the next. So never stop trusting yourself, be proud of who you are, and always show up with empathy and kindness in your heart. Make sure to surround yourself with people who will remind you to tap into your magic, especially on the days when you forget.

Connect with Briyana:
[@bripatelrealtor](#)



CAROLINE PAPER

AB & CO REALTORS - THE BALCERZAK GROUP

Photo by Maryland Photography Inc. | Makeup by Ashley Callaway Beauty

What are you most proud of in your career?

I am proud of all the people I have helped to educate about the home-buying process over the last 4 years. As a buyer, I think it can be easy to just get swept up in "buying a home" and find yourself on autopilot from one step to the next without fully understanding the whys behind each part of the process. I am proud of the system that I have fine-tuned to make sure each of my clients not only reaches their real estate goals in finding their perfect property, but actually understands the process and feels empowered by

that knowledge along the way! I really strive to be a resource and support system for each and every one of my clients, as if they were my only client.

Tell us about a significant risk you have taken in your professional life.

Starting my career in real estate was a huge risk. I had graduated college with a degree in teaching, and 6 months into that career, I realized that it was not right for me. As someone who tries to plan every aspect of her life, the fact that I hated the job that came with my degree

terrified me. I ended up leaving my career in teaching only 6 months in and taking the biggest leap of my professional life into a career that I had never planned on having, and it has been one of the very best (and most unplanned!) things that has ever happened to me!

Who do you look to for inspiration and leadership?

I am lucky to have multiple people in my life that I can look to for inspiration and leadership. From my Dad and his amazing work ethic that has been modeled for me my entire life, to my phenomenal team leader, Annie Balcerzak, who always maintains a positive outlook and inspires me to do the same. I also look to both of my older sisters as examples of how to always be the best person that you can be and how to always lead with kindness. I am incredibly lucky to have the people in my life that I do, who inspire me to try to be the best version of myself every day.

What is one thing you are excited about for 2024?

I am so excited to turn 30 and kick off the next decade of my life! I think the first year of my 30s will be an amazing year and I am very much looking forward to seeing where those 12 months take me.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Be consistent, and always focus on the good! It's a rollercoaster, but ultimately a pretty amazing one!

FUN FACTS WITH CAROLINE:

Today, I am in awe of... My nieces and nephew

When you were young (like 10-15 years old), what / who did you dream of becoming? A mom.

What is one thing that would make your life easier? Being able to be in two places at once!

Name something you can't live without. Coffee

Tell us one thing that is on your bucket list. To go on a safari.

If you were going to write a book about yourself, what would the title be? Don't Overthink It

Favorite podcast? The Toast - it's the ultimate brain break

Favorite meal? Penne with Bolognese

What is the theme song for your life?

5 Leaf Clover - Luke Combs

We are making a movie of your life - what celebrity would play you? Reese Witherspoon

Connect with Caroline: @carolinepaper_

CHRIS CARHART

EXP REALTY - THE CAMPBELL GROUP

What are you most proud of in your career?

I always strive for excellence in my professional endeavors. Being honored on the 30 under 30 panel is a monumental achievement for me. I am extremely proud that I have consistently grown since day one and stayed true to myself. I prioritize my clients' interests above all else, and money is a byproduct of doing an exceptional job. It takes a determined mindset to overcome challenges. I believe that the harder a person works, the more opportunities they will receive. I have set and achieved goals year after year. The best part is that I am just getting started, and nothing will change.

Tell us about a significant risk you have taken in your professional life.

I think that starting in real estate as a whole was the biggest risk I ever took. When I moved home from the beach in 2019, I knew I wanted to do it, but I didn't know if I could succeed or not. I had no money to my name; I was a recent college graduate and only 23 years old. I used my last \$500 to buy a suit and interviewed with Corey, my current team leader/business partner. Let me be clear - it is not recommended that new agents do what I did. I was living at home and had very few bills to take care of. It takes time for this rollercoaster to really get going. Mentally, I am a completely different individual than that sunburnt 23-year-old, but I'm glad he made the choice to go do something big.

What is important to you right now?

Currently, we are in a challenging market for many agents of all calibers. I believe that staying laser-focused on my clients' needs, prospecting, and staying active on social media have enabled my best year in my short career thus far. It's important not to give up and keep pushing to find your next client. I have real estate-related conversations with everyone I come across; I never know who may become a client. That is one of the coolest parts of my job. I understand that there are challenges in the market as a whole, but I don't let that distract me from the fact that there's still plenty of business right now to close. "Nobody cares, work harder" - Lamar Jackson.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

This career is not for the faint of heart. It requires a very high level of discipline. Take your time, learn as much as you can, as quickly as you can. If you are just starting out, please do yourself a favor and join a team or, at the very minimum, get a mentor. If I did not have Corey Campbell leading the way, I truly would not be where I am today. It is 100% worth it in the long run.

FUN FACTS WITH CHRIS:

When you were young (like 10-15 years old), what / who did you dream of becoming? A Meteorologist. I have a degree in Environmental Planning.

Tell us one thing that is on your bucket list. Fish the White Marlin Open

If you were going to write a book about yourself, what would the title be? The Grateful Grind

Connect with Chris: @realtorcarhart



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DYLAN MADDOX

AB & CO - THE BALCERZAK GROUP

Tell us about a significant risk you have taken in your professional life.

I don't believe anyone is a stranger to the saying "high risk, high reward." My decision to move back to Baltimore from Richmond to start an entirely new career in real estate and to refocus a part of my professional life on art and design was risky. In real estate and art, our work is commission-based, and ultimately, my ability to produce and perform were put to the test. If I was unable to prove my value to others, I would flounder financially, and my confidence would waver. However, had I never taken the risk, I would have never pushed myself and gotten closer to my goal of independent wealth derived from creating a successful business doing something I love.

What drives you?

As corny as it may sound, one of my greatest drives in my everyday decision-making is my dog, Kingsley. As a Doberman, he is absurdly loyal, outrageously smart, and profoundly loving. I not only want to be my best self in order to care for him to the best of my ability, but he teaches me how to give people grace. He reminds me every day that life is short and to value every moment as it comes. I feel very fortunate to have King as my sidekick.

Who do you look to for inspiration and leadership?

Inspiration comes in many forms. However, I often feel inspired by the inanimate as opposed to a specific person. As a visual learner, I am an observer. I take a lot of time appreciating the



form and function of the mundane. Whether it be a tree, a chair, or a window, these objects, while often overlooked, are beautiful and exist with intent. I try to translate that feeling into my everyday purpose. In real estate specifically, I am extremely inspired by architecture. Aiding in the development of creating a building into a place of shelter and comfort for someone is so pure and rewarding. Having the help of an extremely experienced team, with our incredible team leader, Annie, makes the job even more fulfilling.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Above all else, remember to be patient, persistent, consistent, and confident. Real estate is not easy and requires an array of skills and a multifaceted individual. Doing the job well certainly does not happen overnight.

FUN FACTS WITH DYLAN:

Today, I am in awe of... Hand-woven rugs from around the world

When you were young (like 10-15 years old), what / who did you dream of becoming? An artist

If you were going to write a book about yourself, what would the title be? Without A Paddle

Favorite podcast? Small Town Murder

Favorite meal? A beautifully overloaded summer salad with fruits and veggies.

What is the theme song for your life? This Must Be The Place - Talking Heads

We are making a movie of your life - what celebrity would play you? Gal Gadot

Connect with Dylan: @Dylanmaddoxbaltimore

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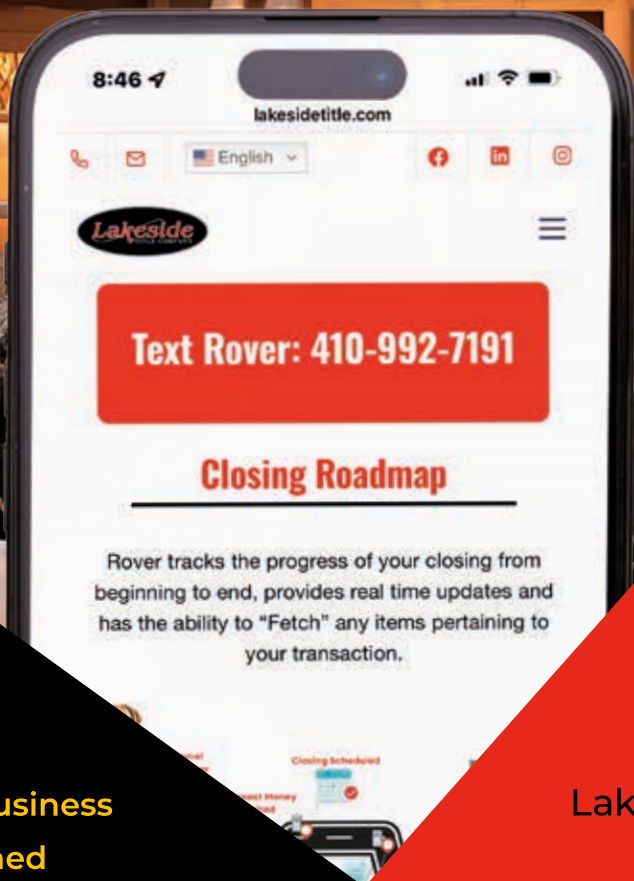
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ELIZABETH

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ARENTZ

COLDWELL BANKER REALTY - CHURCH CIRCLE

Tell us about a significant risk you have taken in your professional life.

Moving from a stable job in healthcare consulting to real estate at the beginning of this year. I was a great consultant, but I missed human connection and was tired of being stuck on a computer for 12-16 hours a day. I always had an affinity for business and connecting with people, and after many years of being recruited by my mom and our broker, I got to a place financially and professionally where it made sense to take the leap. It turns out that the many years of tagging along with my mom to showings between practices or after school prepared me for my future career!

I have a lot of time to devote to learning the intricacies of buying and selling homes and advancing my career. I can also continue building relationships and making memories with the people (and my two dogs, Jinx & Beretta) who matter most to me. I'm also focused on educating my community, especially my fellow millennials, on home buying and the potential of real estate investment for the future. I bought my first home at 23 years old, lived in it for a few years, and then converted it into a rental property that now has significant equity. The possibilities are endless and flexible, depending on your situation, and buying a home is not as out of reach as the media may make it seem.

If you were going to write a book about yourself, what would the title be?

Big Smiles and Even Bigger Dreams - the Life and Laughs of Elizabeth Arentz

Favorite podcast? Working Hard, Hardly Working by Grace Beverley

Who do you look to for inspiration and leadership?

My mom, Biana. In terms of real estate, she is one of the most impressive and hard-working people I've ever met. Getting to learn and work alongside her keeps me motivated and she encourages me to be better every day. She also has a heart of gold and spends so much of her time and energy supporting the community and those around her. If I turn out to be half the woman she is, I'll be happy with that.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Stay informed at the local and national level, network relentlessly, build and maintain strong relationships, and prioritize integrity in everything you do.

FUN FACTS WITH ELIZABETH:

When you were young (like 10-15 years old), what / who did you dream of becoming? Steve Irwin

What is one thing that would make your life easier? A machine that automatically folds laundry

Name something you can't live without. Running shoes

Tell us one thing that is on your bucket list. Skydiving!

What is important to you right now?

My family, my friends, my community, and my career—I'm at a fantastic point in life where



ERIC JACOBS

CORNER HOUSE REALTY

Tell us about a significant risk you have taken in your professional life.

This past year, I made the jump from being on a team to being an individual agent. I believe this leap has motivated me to have such a successful year.

What drives you?

Being the best agent I can be and a source of support for my clients.

Who do you look to for inspiration and leadership?

My grandfather has been one of my biggest inspirations and continues to motivate me to be the best version of myself.

What is one thing you are excited about for 2024?

I'm excited to meet new clients and have my best year yet in real estate.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Keep your head down and grind. Don't get distracted or discouraged by comparing yourself to others.

FUN FACTS WITH ERIC:

- Today, I am in awe of... The solar system
- When you were young (like 10-15 years old), what / who did you dream of becoming? An astronaut
- What is one thing that would make your life easier? A personal chef
- Name something you can't live without. Cell phone
- Tell us one thing that is on your bucket list. Sky diving
- If you were going to write a book about yourself, what would the title be? All or Nothing
- Favorite podcast? Pardon My Take
- Favorite meal? Crabcake from Koco's
- What is the theme song for your life? Float On by Modest Mouse
- We are making a movie of your life - what celebrity would play you? Paul Rudd

Connect with Eric: @ericjacobs_realestate

30 under 30

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GABE

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KHOSHKHERAMAN PICKWICK REALTY

What are you most proud of in your career?

Seeing where I am now from where I started. To see how much I've grown and been able to be the go-to person for people to call and ask about investing or making their first purchase for their family to live in.

What is important to you right now?

Being happy and enjoying life, and at the same time, helping people and being able to give them the right advice and direction to take, consequently growing my business.

What is one thing you are excited about for 2024?

Seeing where life takes me in my personal life and in business, and hopefully being able to beat my current stat of how many homes I sold in 2023.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Follow your dreams. Don't be scared to do something that is out of the ordinary. Believe in yourself and make the jump. One thing you will regret is not doing everything you wanted to.

FUN FACTS WITH GABE:

Today, I am in awe of....

My achievements

When you were young (like 10-15 years old), what / who did you dream of becoming? A Billionaire

What is one thing that would make your life easier? A self-cleaning house

Name something you can't live without. Beaches and good weather

Tell us one thing that is on your bucket list. Parachuting off a cliff while snowboarding
Favorite meal? Steak

Connect with Gabe:
@gavrielkhosh



What drives you?

Myself. Seeing what I've done in the past and wanting to do more. Don't get me wrong, money is definitely a big drive, but being able to outdo myself and keep pushing is a major motivator for me.

Who do you look to for inspiration and leadership?

Thank God I have a good circle of people. I surround myself with successful, knowledgeable people who are always there to help me in any way they can.

JACOB

» 30 under 30

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HEILAND

What are you most proud of in your career?

Just getting to this point in my career, I'm an extreme introvert. I always tell this story, but when I interviewed at Atlas, the broker and owner, Greg Brock, told me that on paper, I was not a good fit for this job. However, that didn't mean I couldn't be successful. I think that his just being honest with me and me acknowledging that he had a good point, helped me to focus on that particular part of myself and just helped me get more comfortable at being uncomfortable. I really pushed myself to start being more outgoing and more vocal.

Who do you look to for inspiration and leadership?

I wouldn't be here without my mom. She raised me, I've learned a lot from her, and she definitely had a huge role in getting me to where I am today. The main people I look to for leadership and inspiration are my colleagues and friends: Nick Kellar, Greg Brock, Matt Brown, and Sam Thomsen. They have had a huge impact on me, especially when it comes to my real estate career. I've tried to be around them as much as possible because they're all a lot smarter than I am, and I feel like I learn so much being around them.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

My advice would be to just push yourself out of your comfort zone. Try new things and see what you're good at, what you enjoy or don't enjoy. Focus on the day-to-day and not the long-term future. Just focus on what you can do today, and then give your clients the absolute best service you can right now, and in the long run, it will pay off. Be yourself. Everyone knows plenty of real estate agents, but they're going to work with who they like and enjoy being around. Just try and be the best version of yourself. Make sure you take care of yourself physically and mentally, and the business side of things will be much easier. Just focus on consistency.

FUN FACTS WITH JACOB:

Today, I am in awe of.... How fortunate I am

When you were young (like 10-15 years old), what / who did you dream of becoming? An NBA player. I loved Michael Jordan and Allen Iverson.

Name something you can't live without. Music

Tell us one thing that's on your

bucket list. Traveling to Greece

Favorite podcast? Real Bodybuilding Podcast

Favorite meal? Anything Breakfast

What's the theme song for your life?

Get Along - Kenny Chesney

We are making a movie of your life - what

celebrity would play you? Jake Gyllenhaal

Connect with Jacob:

@jacobheilandrealtor



JACOB

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HOROWITZ THE SCHIFF HOME TEAM - EXP REALTY

Tell us about a significant risk you have taken in your professional life.

Transitioning from a director of operations desk job to a full-time real estate sales agent presented significant challenges for me.

Professionally, it meant adapting to a new role with different responsibilities and skills. Personally, it involved leaving the comfort of a stable

job and entering a competitive, commission-based environment. Overcoming these challenges required learning the real estate market, developing sales strategies, building a network, and embracing a proactive approach to lead generation.

Despite the difficulties, the switch has been rewarding, allowing me to pursue my passion and contribute to clients' success in finding their dream homes or maximizing their investments.

What is one thing you are excited about for 2024?

In 2024, as a realtor, I am eagerly looking forward to the exciting opportunities and advancements that lie ahead. The evolving real estate landscape, fueled by technology and innovation, presents new avenues for growth and success. I anticipate leveraging these advancements to enhance the client experience, streamline processes, and provide even greater value. I look forward to expanding my network, connecting with new clients, and deepening relationships

with existing ones. Embracing the changing market dynamics, staying ahead of industry trends, and continuously honing my skills will enable me to thrive and achieve even greater heights in 2024 and beyond.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

In the dynamic world of real estate, having faith and perseverance are essential qualities for success. Navigating the complexities of buying and selling homes can be challenging, but by maintaining a positive mindset and unwavering belief in oneself, one can overcome any obstacles that may arise. Whether it's facing market fluctuations, negotiating deals, or handling demanding clients, staying resilient and persistent is crucial. Every setback in this industry is an opportunity for growth, and by embracing challenges and learning from experiences, real estate professionals can build a strong foundation for long-term success. Having faith in the potential of each property and in one's own abilities, coupled with the determination to keep going, is the secret that can turn dreams into reality in the world of real estate. So, keep the faith, persevere through hardships, and watch as your efforts transform into rewarding opportunities in the ever-changing real estate landscape.

FUN FACTS WITH JACOB:

Tell us one thing that is on your bucket list.

Go backpacking in Europe for a few months

If you were going to write a book about yourself, what would the title be? Footsteps and Milestones: A Life Well-Lived

Favorite podcast? The Mindset Mentor with Rob Dial

What is the theme song for your life? Life is a Highway

We are making a movie of your life - what celebrity would play you? Robert Downey Jr.

Connect with Jacob: @jacobhorowitz



▶▶ 30 under 30

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Makeup by Ashley Callaway Beauty

JADE MCCOY

KELLER WILLIAMS LEGACY

What are you most proud of in your career?

I am extremely proud of being a real estate agent. That is one of my most profound accomplishments in my career. Starting out in property management and seeing my growth has been amazing. Working with so many people and helping them accomplish goals, from being renters to homeowners, has been the best experience. No matter the challenges faced and the long hours spent, I would choose this path over any others.

What is important to you right now?

My family and investing in my future. I'm excited to take myself to new levels and grow my career.

What is one thing you are excited about for 2024?

I am excited about my career growth and building new relationships in 2024. I am very proud of how far I have come and the strides I continue to make. I always push and challenge myself beyond limits because I know I am greatness and want to continue to pour greatness into others. I have a game plan for 2024, and I am really looking forward to seeing this plan unfold, taking my business to a new level.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Embrace lifelong learning. Prioritize self-care. Set goals and work towards them. Embrace failure and learn from it.

FUN FACTS WITH JADE:

Today, I am in awe of... The woman that I am today

When you were young (like 10-15 years old), what / who did you dream of becoming? Hair Stylist/ Salon Owner

What is one thing that would make your life easier? More time

Name something you can't live without. My daughter

Tell us one thing that is on your bucket list. Travel to the Maldives

If you were going to write a book about yourself, what would the title be? Memoirs of a Resilient Soul: A Life Unveiled

Favorite podcast? The Know For Sure

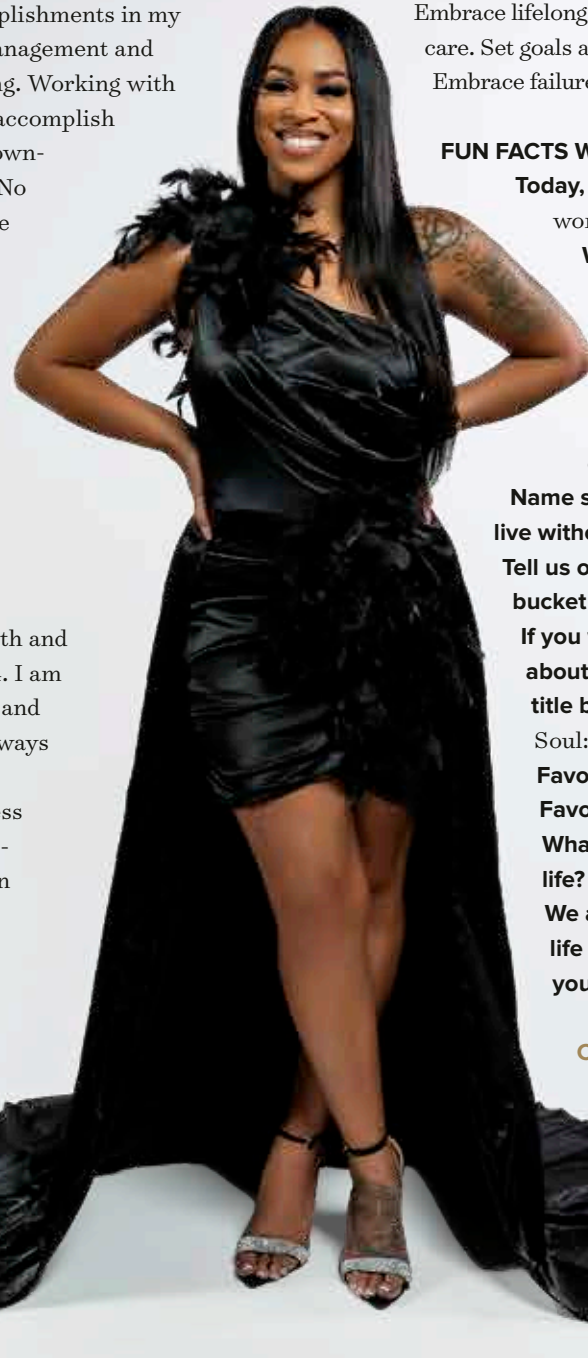
Favorite meal? Steak and Eggs

What is the theme song for your life? Beyonce - I'm That Girl

We are making a movie of your life - what celebrity would play you? Taraji P. Henson

Connect with Jade:

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JILLIAN GARZA

KELLER WILLIAMS FLAGSHIP OF MD - THE PCS HOME TEAM

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What are you most proud of in your career?

I take immense pride in the positive impact I've had on my clients' lives. Every purchase or sale represents a very important moment for my clients, and I am grateful to be a part of that! Whether it be helping them find their dream home, sell an investment property, or build wealth with investment properties, each transaction is unique and important. Once it is all said and done, it is great to hear positive feedback from a client and even better to hear how much they love their new home. The satisfaction and gratitude expressed by my clients have been the most rewarding aspects of my career.

what would the title be? Just Jill Things

Favorite podcast? How I Built This

Favorite meal? Tacos, guac and a spicy margarita

We are making a movie of your life - what

celebrity would play you? Jennifer Lawrence

Connect with Jillian: @jilliagarza

Tell us about a significant risk you have taken in your professional life.

In 2019, I decided to leave the corporate world and explore real estate. I wasn't feeling fulfilled in my 9-5 job and thought there was more to this "job" thing than sitting at a desk shuffling papers and sending emails. My mom knew I was bored and not challenged in my career, and she kept telling me to get into real estate with her...So I decided to join the family business - one of the riskier things I've done. Since then, I've met so many amazing people in and outside our industry, learned a lot and have been able to help people make their real estate dreams come true!

What is one thing you are excited about for 2024?

2024 is filled with so many fun life events! I'm getting married in June and purchasing my first house. I'm excited to tap into my creative side and design a space that expresses me. Professionally, I want to focus on building my personal brand and creating more personal connections within my community.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Be you, be humble and don't worry about what others think!

FUN FACTS WITH JILLIAN:

When you were young (like 10-15 years old), what / who did you dream of becoming? A mom

What is one thing that would make your life easier? Self-driving cars

Name something you can't live without.

Hot Cheetos and Gilmore Girls

Tell us one thing that is on your bucket list.

Visiting a dude ranch in Montana!

If you were going to write a book about yourself,

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JOE

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BONNER

NORTHROP REALTY

What are you most proud of in your career?

I'm most proud of the successes I was able to achieve in my rookie year of real estate. I closed nearly 8 million without having any prior experience or connections in real estate.

What drives you?

Without question, my ultimate driving factor is my family. Being the sole provider for my household has ignited a passion inside me to do anything possible to push forward for the betterment of my business. I know that the harder I work and the more I succeed, the better quality of life I can provide for my family. This fact is the first thing I think of when I wake up, and it motivates me to make the most of every minute of the day.

Who do you look to for inspiration and leadership?

Creig Northrop, the CEO of Northrop Realty, has inspired me from the moment I started my career in real estate. His leadership has been a catalyst in my early and continued success. Even after years in the business, he still attacks each day with such tenacity that seemingly compels you to want to do better. He serves as a constant reminder that there is always more you can do to achieve all the goals you have set for yourself.

What is important to you right now?

It's important for me to continue building on past successes and engaging in new opportunities. I'm excited to

be able to provide future clients with the same level of service, knowledge, experience, and professionalism that my previous clients have already enjoyed.

What is one thing you are excited about for 2024?

The opportunity that a brand new year brings is exciting. Everyone starts fresh on January 1, no matter who you are or what you do. With that comes the ability to set new goals and create a plan to meet and exceed them.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Pour your heart and soul into your business; people will see it and respect it. You can't get down when the going gets hard; always persevere. But lastly, don't forget that the phone doesn't pick up itself.

FUN FACTS WITH JOE:

Today, I am in awe of.... My son
When you were young (like 10-15 years old), what / who did you dream of becoming? NFL player
Name something you can't live without. My wife
Tell us one thing that is on your bucket list. Palma de Mallorca trip
If you were going to write a book about yourself, what would the title be? The Best Dad
Favorite meal? Everything at Bourbon Steak
What is the theme song for your life? Meant To Be - Rebelution

Connect with Joe: @Joesoldit

JUWAN

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RICHARDSON

KELLER WILLIAMS LEGACY

What are you most proud of in your career?

I'm proud of my April 2022 Rising Star article - it definitely gave me a confidence boost. It let me know that all of the hard work I've been doing is paying off.

What drives you?

My dreams and goals, also being able to provide something better for my family. Additionally, I want all the little boys in Baltimore to be able to see themselves represented in a professional setting at a level that they may feel is unobtainable.

Who do you look to for inspiration and leadership?

I always remember and look to Sean for inspiration, but currently, India Whitlock and Gabriel Dutton are two individuals who truly inspire me on a daily basis. Also, my fellow 30 under 30 peers keep me inspired. I love seeing all of us working hard and striving for greatness together.

What is important to you right now?

Building my business and having family time.

What is one thing you are excited about for 2024?

I'm excited to continue to elevate my career and continue to push myself to new heights.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Find something else you love and incorporate that into your business.

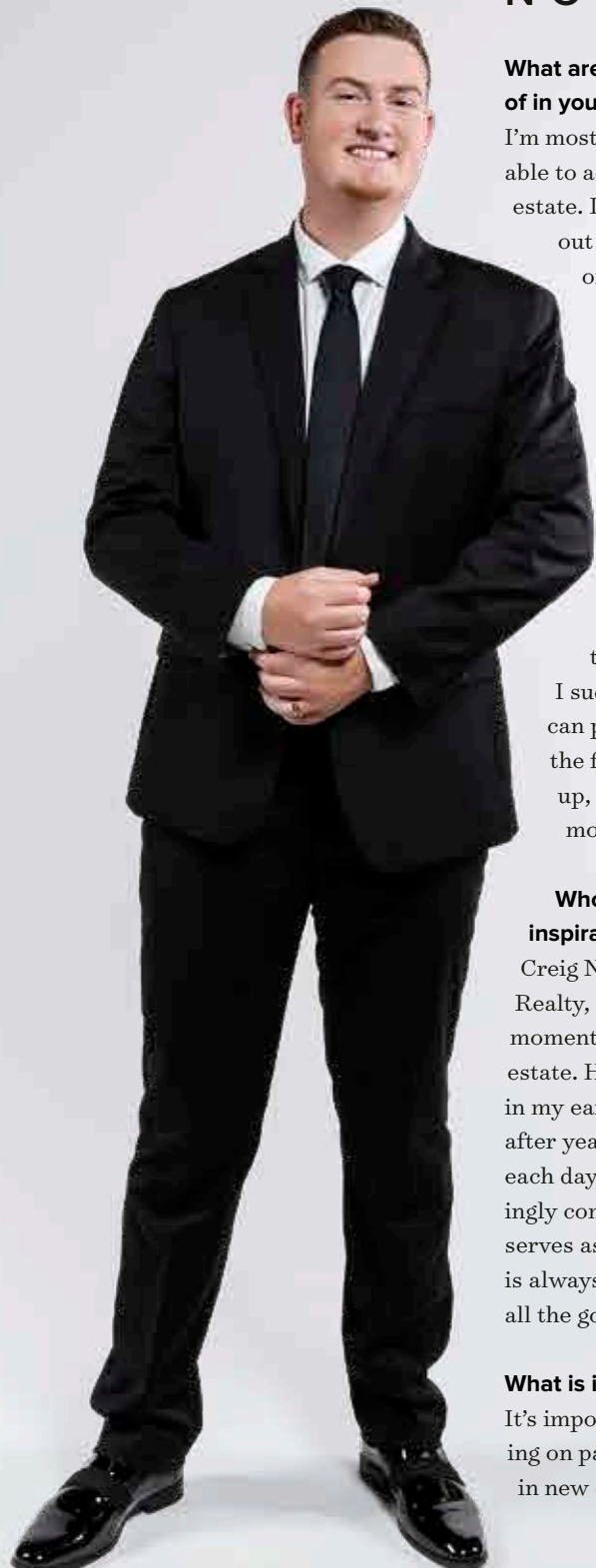
FUN FACTS WITH JUWAN:

Today, I am in awe of.... My purpose and the role I play in my community. I am a visible representation of what someone can achieve.
When you were young (like 10-15 years old), what / who did you dream of becoming? I wanted to be an accountant because my uncle was one, and I looked up to him a lot.
What is one thing that would make your life easier? An assistant...I'm working on that now

Name something you can't live without. Starbucks
If you were going to write a book about yourself, what would the title be? Overcoming Doubt
Favorite podcast? Rants and Gems
Favorite meal? Sea bass with rice and sautéed spinach

Connect with Juwan:
 @RealtorJRichardson

» 30 under 30



KEVIN NGO

▶▶ 30 under 30

LONG & FOSTER

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What are you most proud of in your career?

What I have been able to accomplish in my short time as a realtor (going into the 3rd year). In that time, my track record of success has been great. I've consistently exceeded my sales goals, and I've been recognized by my peers for my achievements.

Tell us about a significant risk you have taken in your professional life.

During COVID, at the beginning of the lockdown, when everything was up in the air, I left my stable 9-5 job to pursue a career in real estate. Going from a W2 salary job to 100% commission was absolutely insane, now that I am looking back on it. No one knew what was going to happen at the beginning of the lockdown, especially with the economy halted, and here I was crazy enough to take a risk where I could potentially make \$0 for the year!

What drives you?

My desire to help people. I am passionate about helping people achieve their real estate goals, whether it is buying their first home, selling their current home, or investing in real estate. I enjoy the challenge of finding the perfect property for my clients and helping them through the entire process. A lot of times, with first-time buyers, it is so satisfying

seeing them close on a home when they thought they would never be a homeowner.

Who do you look to for inspiration and leadership?

All the great realtors at my brokerage, Long & Foster, constantly inspire me. Seeing what my fellow LNF realtors do on a month-to-month basis is amazing. The ideas they have for continuing customer relations and how they service their clients constantly inspire me. I know that whenever I need support or want to bounce off ideas, they are there to help.

What is one thing you are excited about for 2024?

I am excited and confident that in 2024, I will help even more people buy, sell, or invest in real estate. I am hoping to grow my business, keep things rolling, and prove all my doubters wrong.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Be patient and open-minded. Real estate has a snowball effect. It can take time to close deals. It's important to be patient and persistent in order to achieve your goals. Always be open-minded to what the experienced realtors have to say. Don't think you have everything figured out and can do everything on your own.

FUN FACTS WITH KEVIN:

Today, I am in awe of.... The opportunities real estate has provided for myself and my family

Name something you can't live without. My Xbox

Tell us one thing that is on your bucket list.

Exploring 5 new countries next year

If you were going to write a book about yourself, what would the title be? College Dropout, Jail, Real Estate

Favorite podcast? A Better Life with Brandon Turner

Favorite meal? Medium rare rib-eye steak

Favorite meal? Medium rare rib-eye steak

Connect with Kevin:

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LENING RIVERA

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Tell us about a significant risk you have taken in your professional life.

Last year, I made a pivotal decision to invest in the “Sell it Like Serhant” program after a two-month business slow-down. Despite initial financial constraints, I committed to funding it with earnings from closed deals. Though I had doubts in the first few months, I persisted with the program’s recommendations, and over time, I saw clients reaching out through social media. A year later, my schedule was packed, my online presence strong, and doubters sought my advice. This reaffirmed the value of investing in personal and professional growth and the power of persistence.

What drives you?

I’m driven to make the impossible possible in real estate. Many clients face daunting challenges like high interest rates, substantial down payments, and limited inventory. My mantra is simple: “Where there’s a will, there’s a way.” For instance, a client recently wanted to buy a home after being released from prison. Despite obstacles like unstable income and residence, he succeeded with his sister co-signing, granting him a fresh start as a homeowner. What seemed impossible for my client became possible through the support of his sister, allowing him to become a homeowner and start fresh in life.

Who do you look to for inspiration and leadership?

Ryan Serhant is a true source of inspiration and leadership for me. When I first got my real estate license, I was uncertain about how to begin. At my cousin’s recommendation, I watched Ryan Serhant’s YouTube videos. His incredible journey, from striking up conversations with pregnant women at coffee shops to becoming the CEO of one of NYC’s largest brokerages, left a profound impact on me. In my early career stages, I watched all of Ryan Serhant’s YouTube videos to stay inspired and align my mindset with his.

What is important to you right now?

What is truly important to me right now is my brand and reputation. I went from being nobody to becoming somebody, transitioning from “Who is this guy?” to “Do you know Lening?”. The reason my brand and reputation matter to me is because I am genuinely committed to assisting people in buying a home through any available means. I could have chosen to be a luxury agent, dealing

exclusively with high-volume transactions, but my true passion lies in helping individuals buy and sell homes, regardless of the circumstances. My dad consistently advised me to “always help those who can’t be helped by others.”

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

You have to fall in love with micro-losing to macro-win.

FUN FACTS WITH LENING:

Today, I am in awe of.... My Tesla

When you were young (like 10-15 years old), what / who did you dream of becoming? An astronaut

Name something you can’t live without. My mom

Tell us one thing that is on your bucket list. Traveling to Tokyo, Japan

If you were going to write a book about yourself, what would the title be? The Man, the Myth, The Legend

Favorite meal? Pizza

What is the theme song for your life? Hustlin’ - Rick Ross

Connect with Lening:

[@leningrivera_realtor](#)



LUKE

ZERWITZ
COMPASS

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Photo by Maryland Photography Inc.

What are you most proud of in your career?

The network I have built around myself of fellow agents, contractors, and other service providers. They have all become friends and colleagues.

What drives you?

Freedom to do whatever, wherever, and whenever I want - mostly to help create that for others!

Who do you look to for inspiration and leadership?

Grant Cardone

What is important to you right now?

My circle of people is always the most important, along with staying present and grounded.

What is one thing you are excited about for 2024?

Same thing as 2023! Helping more and more people, new adventures and memories, new friends and good times. Also, riding season!

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

When building your business, always look far ahead at what really matters. Show up, be honest, and treat people well. Everything else will fall into place.

FUN FACTS WITH LUKE:

What is one thing that would make your life easier? My own personal pit crew

Name something you can’t live without. Motorcycles

Tell us one thing that is on your bucket list. Traveling most of Europe on my BMW motorcycle for at least a few months

What is the theme song for your life? Lucky - Cody Johnson

Connect with Luke:

[@Lukezee_realtor](#)





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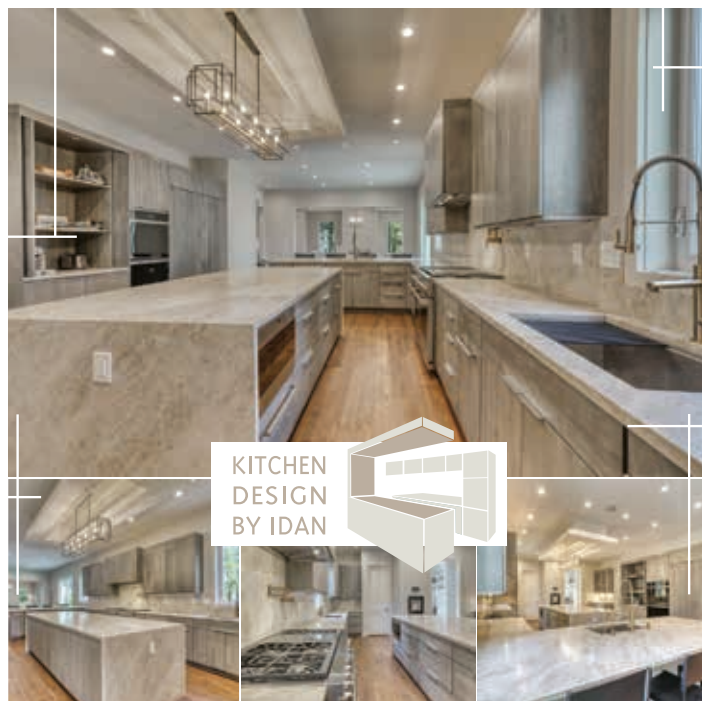


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What are you most proud of in your career?

Serving my community and positively impacting others. Also, showing other minorities that you can do anything you put your mind to if you're willing to work hard and make sacrifices.

Tell us about a significant risk you have taken in your professional life.

Getting fired from my job and trying to make real estate work. Also, just walking away from the comfortable norms of society, getting a job and not being complacent. I don't ever want my potential to be capped or based on the value that someone else puts on me.

What drives you?

My family and God. I feel like my God-given purpose is to serve others at a high level and add value to other people's lives as much as I can.

Who do you look to for inspiration and leadership?

God and others who are dominating the real estate industry. In addition, my parents because they are my everything. I do everything in hopes of being able to help and do nice things for them so that I can repay them for all of the sacrifices they made for me.

What is important to you right now?

My family and enjoying the time that I have with them because tomorrow is not promised.

What is one thing you are excited about for 2024?

Spending more time with my family and creating businesses for them.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Always be yourself and add value to as many people's lives as you possibly can.

FUN FACTS WITH MONTAZ:

Today, I am in awe of... Life. I'm very grateful.

When you were young (like 10-15 years old), what / who did you dream of becoming? NBA player

What is one thing that would make your life easier? More money... full-time assistant to help me with my life.

Name something you can't live without. My family and mom.

Tell us one thing that is on your bucket list. Take a year to just travel and have fun.

If you were going to write a book about yourself, what would the title be? Something about being a servant leader and dedicated to being a blessing to others.

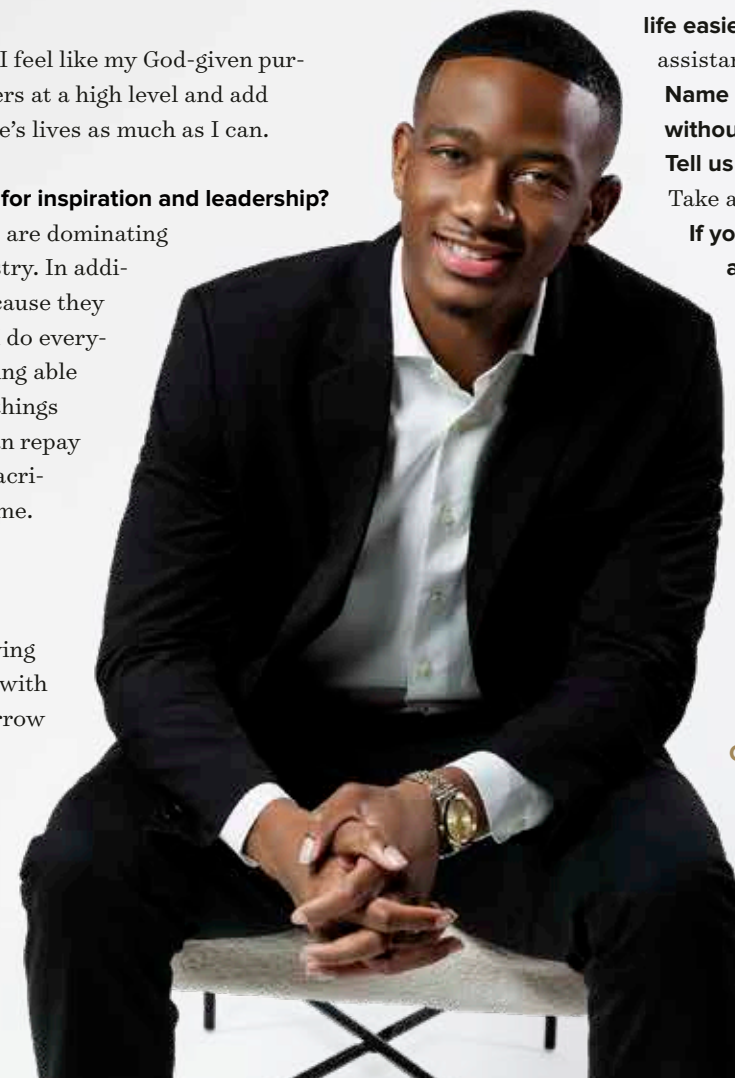
Favorite podcast? Earn Your Leisure

Favorite meal? Lamb Chops

What is the theme song for your life? Grinding All My Life - Nipsey Hustle

We are making a movie of your life - what celebrity would play you? Omari Hardwick

Connect with Montaz:
@Montaz.Maurice



REED JIMENEZ

VERDANT REALTY

Photo by Maryland Photography Inc.

What are you most proud of in your career?

I am most proud of having the honor of being on "Great Day Washington" by WUSA9 last fall. It was an amazing experience to be on a huge news platform, sharing my knowledge and expertise in the field of real estate.

Tell us about a significant risk you have taken in your professional life.

Before becoming a full-time real estate professional, I was in a 7-year career within the gym/fitness industry. Making the jump from a career that I knew well to a career that was completely new, with little to no guarantee of success, was daunting. Although I knew I would make it work, the uncertainty of change was a risk I had to embrace.

What drives you?

I am a firm believer in the idea that "if you're not growing, you're dying." I always like to be fixated on a goal, something to dream about or attain. Knowing that I am excelling in something that I enjoy is motivating to me.

What is important to you right now?

Staying connected with family and loved ones in a busy world where we constantly are being pushed and pulled in many directions. I find that as I get older, I recognize that time here on Earth is limited! It's important that I remind myself of that every day and enjoy every moment I can with myself and my loved ones.

What is one thing you are excited about for 2024?

I am excited about stepping into the new year with lots of momentum in both my professional and personal life. I've created great habits and connections that I know will open many doors for me in 2024.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Never stop learning.

FUN FACTS WITH REED:

Today, I am in awe of.... The fact that the year is almost over!

When you were young (like 10-15 years old), what / who did you dream of becoming? A Professional Basketball Player - that



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didn't work.

What is one thing that would make your life easier? A Personal Chef

Name something you can't live without. Golf

Tell us one thing that's on your bucket list. Own a winery

If you were going to write a book about yourself, what would the title be? Pondering Paradoxes and Provoking Thought: Memoirs of a Philosophical Mind

Favorite podcast? Impact Theory with Tom Bilyeu

Favorite meal? Chicken Alfredo

What is the theme song for your life? My Way - Frank Sinatra

We are making a movie of your life - what celebrity would play you? Zac Efron

Connect with Reed: @reed.therealtor

RILEY WHITE

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Makeup by Ashley Callaway Beauty

THE GERDES TEAM WITH REAL BROKER LLC

What are you most proud of in your career?

What I take immense pride in within my career is my endurance. Real estate isn't a walk in the park; it's a dynamic field that challenges you at your highest highs and lowest lows, constantly trying to throw you off balance. However, it's also a journey that can take you to astonishing heights if you navigate it with care, prioritize your clients, and treat them with the same respect and dedication you'd expect in return.

Who do you look to for inspiration and leadership?

My family is a massive source of inspiration for me. They've always supported me and showed me the value of hard work. In the real estate world, I've learned a lot from mentors and industry leaders, especially Phil Gerdes, who set the bar high in terms of professionalism and ethics. And I'm all about seeking inspiration from various fields - it often leads to fresh ideas and solutions I can bring into real estate.

What is important to you right now?

Right now, my top priority is rediscovering my true self, aligning with my personal values and beliefs, and finding the happiness that has been eluding me lately. I've acknowledged that I may have strayed from my desired path for a while, and I'm actively taking steps to reclaim it.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Embrace challenges, prioritize integrity, and stay true to yourself. In the dynamic world of real estate, endurance, honesty, and self-discovery are your keys to success.

FUN FACTS WITH RILEY:

Name something you can't live without.

My Breville espresso maker

Tell us one thing that is on your bucket list. Mount Everest

Favorite podcast? The All-In Pod

Favorite meal? Lewnes Filet a la Oscar in Eastport

Connect with Riley: @rileywhitetgt



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ROB KANSLER

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What are you most proud of in your career?

Being an advocate for my hometown, Baltimore, has been a passion of mine. Baltimore has a ton of great things to offer, and I love sharing that with others.

Tell us about a significant risk you have taken in your professional life.

Leaving my salaried banking job to be self-employed.

What drives you?

My wife, family and friends.

Who do you look to for inspiration and leadership?

Andrew Udem & Matt Pecker.

What is important to you right now?

Making a positive impact in my community and on my peers.

What is one thing you are excited about for 2024?

Starting a family.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Focus on the work and the results will follow.

FUN FACTS WITH ROB:

Today, I am in awe of... The Orioles (September 2023)

When you were young (like 10-15 years old), what / who did you dream of becoming? A racehorse trainer

What is one thing that would make your life easier? Being in two places at once

Name something you can't live without. My dog, Freddy

Tell us one thing that is on your bucket list.

Fish the White Marlin Open

Favorite podcast? The Tim Ferriss Show or PMT

Favorite meal? Soft shell crab sandwich

What is the theme song for your life? Timmy Trumpet - Freaks

We are making a movie of your life - what celebrity would play you? Pete Davidson

Connect with Rob: @rkansler

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SARA 30 under 30 O'MALLEY

AB & CO REALTORS - THE BALCERZAK GROUP

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What drives you?

What drives me the most is making a difference - in my sons' lives, in my clients' lives, and in strangers' lives. I love the feeling of being able to provide for my children: to travel, to educate them, to teach them, and to give them a foundation to go off of if they desire to sell or invest in real estate when they are adults. I love educating my clients about the same principles and watching

them thrive as well. I've been able to make a difference in countless lives in just five years, and it drives me to keep going another 50.

Who do you look to for inspiration and leadership?

I look to my entire team for inspiration, and turn mainly to my team leader, Annie Balcerzak, for leadership. Annie has created a team culture of abundance and growth, and every single team member is supportive and helpful. While we are all in competition, we want each member to succeed for the good of the group. Annie herself is a force, and one I am thankful to learn from every single day and transaction of my career.

What is one thing you are excited about for 2024?

2024 will be a year of huge change for the real estate industry. I am most excited to navigate those changes, learn how to better serve my clients through them, and create more positive real estate experiences for them. I believe 2024 will show who the true, dedicated professionals in the industry are. I look forward to it and am not going anywhere.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

The best way to be successful in this industry is to be true to yourself. Your genuine, real self will attract the kind of people you want to work with. You will create lasting, fruitful relationships by showing your true personality. Also, don't be afraid to give free advice. It's always worth it to help someone, even if you don't see the immediate impact.

FUN FACTS WITH SARA:

Today, I am in awe of.... My children

When you were young (like 10-15 years old), what / who did you dream of becoming? A sports journalist

What is one thing that would make your life easier? Living closer to my family

Name something you can't live without. My daily Starbucks

Tell us one thing that is on your bucket list.

Swimming with humpback whales

If you were going to write a book about yourself, what would the title be? She Did It Anyway

Favorite podcast? Trading Secrets

Favorite meal? Pork chops, mac and cheese and applesauce

We are making a movie of your life - what celebrity would play you? Cameron Diaz

Connect with Sara: @sarawomalley

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SOPHIE STAVISKY

Photo by Maryland Photography Inc.

CUMMINGS & CO REALTORS

What are you most proud of in your career?

Helping all my clients is definitely what I am most proud of. In September of 2023, I hit the 3-year mark of being a licensed realtor. I reflected on my accomplishments thus far and realized I have helped over 50 families buy, rent, and/or sell a home, which is an amazing feeling!

What is important to you right now?

My family, friends, and career will always be important to me. However, I have learned more recently that it's also important to take care of yourself so that you can take care of what's important to you. What I mean by this is, for me to be present with my family and friends and achieve success in my career, I have to take care of myself. On the surface, this may come off as self-centered, but my goal is to be the best person I can be in every aspect of my life, and to do that, I have to ensure I feel my best every day!

What is one thing you are excited about for 2024?

In 2024, I plan to purchase my own home! It's funny to think that soon I will be setting myself up on a customized home search through the MLS and touring houses for myself!

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Success is how you define it. If you get caught up in how others define success, you'll get lost in trying to achieve everyone else's goals. Be honest with yourself and focus on your business!

FUN FACTS WITH SOPHIE:


When you were young (like 10-15 years old), what / who did you dream of becoming? An entrepreneur - I always had a big imagination and loved the idea of inventing something!

Name something you can't live without. My family/friends

Tell us one thing that is on your bucket list. Having my own dog!

Favorite podcast? Bigger Pockets

Favorite meal? Sushi

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We are making a movie of your life - what celebrity would play you? I've been told I look like Mandy Moore.

Connect with Sophie: @sophiestavisky





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Ashley



SYDNEE

LASKY

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What are you most proud of in your career?

My first listing sold for 1.8 million, which was 500k over asking. This home sold in under 24 hours, and I also helped the unrepresented buyer through this transaction. Since then, I have had multiple million-dollar listings, and I have been able to connect buyers and sellers, including off-market deals. I am proud of my ability to achieve results for my clients, especially in the luxury market.

Tell us about a significant risk you have taken in your professional life.

Going full-time as a real estate agent from the start. I left a great position in management for the opportunity to work for myself. While terrifying at first, in hindsight, it's been the best decision I've ever made.

What drives you?

Helping people.

Who do you look to for inspiration and leadership?

My team, The Group of Northrop Realty. And my dad.

What is important to you right now?

Building my business and relationships is of paramount importance to me right now. I have enjoyed bringing the community together for events that will benefit them personally and professionally. I'm committed to providing my clients and community with the best possible service and support. I am confident that by coming together, we can achieve great things.

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Be a part of a team/brokerage of agents who inspire and motivate you daily, agents who enjoy working together and sharing strategies to stay successful in a constantly evolving market. This support will make the difference between success and failure. No matter how hard things get, you must remain positive, patient, and persistent.

FUN FACTS WITH SYDNEE:

Today, I am in awe of.... Chickens and gardening
When you were young (like 10-15 years old), what / who did you dream of becoming? My own boss

What is one thing that would make your life easier? Self-cleaning smart house

Name something you can't live without. My family

Tell us one thing that is on your bucket list. Hug a sloth.

If you were going to write a book about yourself, what would the title be? Just keep swimming!

Favorite meal? Pizza

What is the theme song for your life? Bobby McFerrin

- Don't Worry Be Happy

We are making a movie of your life - what celebrity would play you? Blake Lively

Connect with Sydnee:

@sydneebeau



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VINCENT

PRINCIPE

KELLER WILLIAMS FLAGSHIP OF MD - THINK REAL ESTATE

What are you most proud of in your career?

What I'm most proud of in my career goes hand in hand with a challenge I have overcome from the beginning: starting as a full-time agent with no experience - jumping in the deep end with no life vest and an anchor strapped to my feet. I put myself in a position where my only option was to succeed. I had my back against the proverbial wall and knew that if I didn't succeed quickly, all of my efforts would have been a wash. I'm proud of myself for doing the consistent work necessary to hone my skills quickly, as well as having the confidence in myself to take hold of my life.

Tell us about a significant risk you have taken in your professional life.

Before COVID, I worked for four years at a few Michelin-star restaurants in Washington, DC. I truly love cooking, and honestly, if it wasn't for the perspective I gained during the lockdown, I'm not sure if I would have left the industry. Perspective is everything though, and I know I made the right decision for how I ultimately want to live my life. I saw the path and I saw it clearly: with a little more time and experience, I could open my own restaurant, but what would I sacrifice in the short and long term? I took the risk at that time to table the immediate dream and to forge a new professional path where, if I was successful, I could eventually have my cake and eat it too. I took the leap of faith anyway, without knowing if I would succeed or fail.



What is important to you right now?

Right now, I am extremely passionate about making a positive impact within my community here in Baltimore City. I feel that the unfortunate history of disinvestment in Baltimore is truly starting to take a turn. I've seen how real estate, for better or for worse, can change entire neighborhood landscapes for entire generations—and it can happen fast. With these things in mind, by growing authentic and lasting relationships in my community, I'm hoping to answer the question of, "How can I, in my capacity as a Catholic, a husband, a real estate agent, a Baltimorean, continue to make this beautiful city even better? How can I foster continued investment?"

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Drive, motivation, and inspiration all exist, but it must find you working. In order to find success and pleasure in this profession, you must first do the mundane work well.

FUN FACTS WITH VINCENT:

- Today, I am in awe of...** How blessed I am
- When you were young (like 10-15 years old), what / who did you dream of becoming?** A writer
- Name something you can't live without.** My wife
- Tell us one thing that is on your bucket list.** Buy a cabin in the Dolomites of Italy
- Favorite meal?** A perfectly roasted duck

Connect with Vincent:
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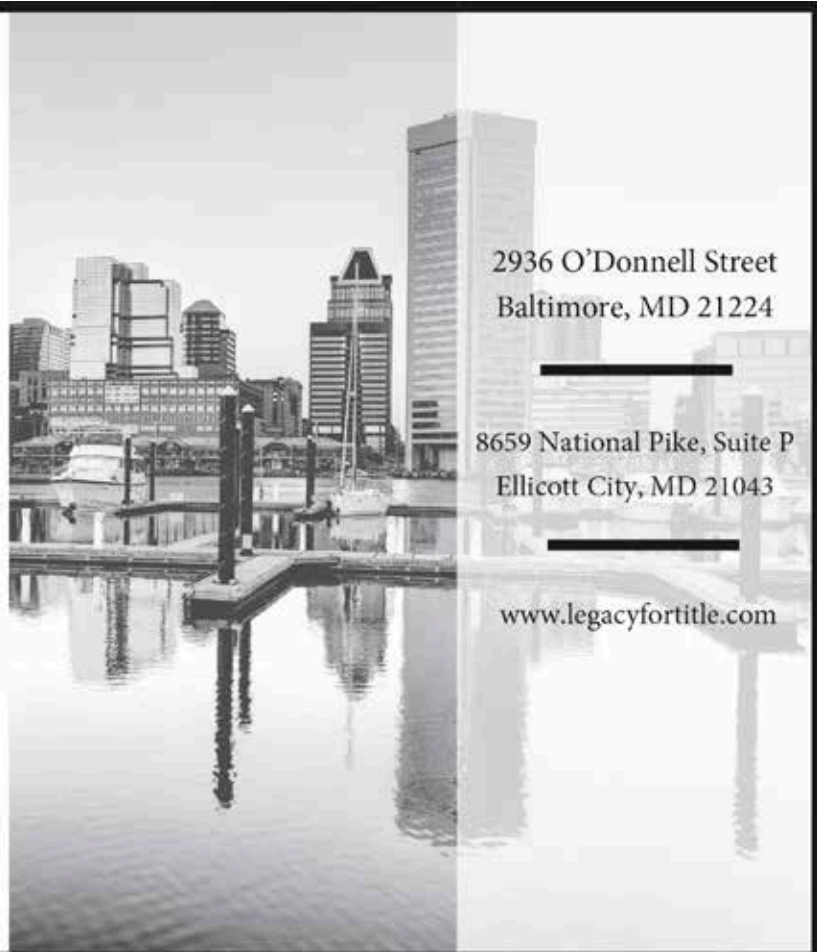


CONTACT INFORMATION

Michael Ruder (CEO)

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What are you most proud of in your career?

In a market with so many top-producing agents, older and younger than me, to be able to have a sphere that knows, likes, and trusts me is so rewarding. They're the fuel to my business that keeps growing.

Tell us about a significant risk you have taken in your professional life.

About 6 months into my real estate career, I decided to double down and go all-in on my business by leaving the restaurant industry to grow my business full-time. I don't regret it for a second.

What drives you?

Getting the opportunity to just talk to people and have genuine conversations is something I truly appreciate.

Who do you look to for inspiration and leadership?

My mentor, Ryan, and team leader, Nick, are, first and foremost, my biggest inspirations. My mother has also been such a big inspiration in my life. Watching her work multiple jobs at once to support us growing up has been a huge motivator to follow her work ethic.

What is one thing you are excited about for 2024?

I have a few trips to visit family members across the country that I am very excited for!

As a 30 under 30 Honoree, what words of wisdom can you impart to the next generation of real estate?

Trust yourself and go all in. Create a schedule for yourself that works and stick to it. Protect the big rocks that you need to accomplish each day, and most importantly, just pick up the phone and call!

FUN FACTS WITH ZACH:

Today, I am in awe of.... The people I have surrounded myself with...

When you were young (like 10-15 years old), what / who did you dream of becoming? A lawyer

What is one thing that would make your life easier? A clone of me

Name something you can't live without. My two dogs

Tell us one thing that is on your bucket list. Travel to New Zealand and do the Lord of the Rings Tours.

If you were going to write a book about yourself, what would the title be? KISS (Keep it Simple Stupid)

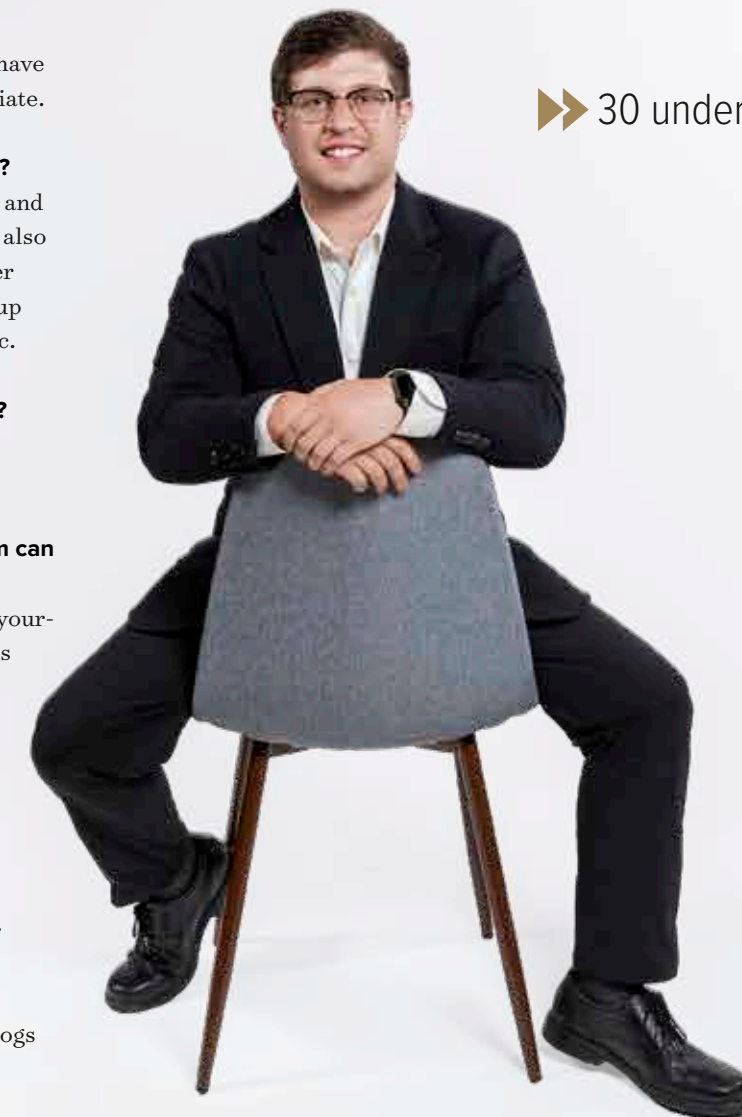
Favorite podcast? Crime Junkie

Favorite meal? Filet mignon with rice and asparagus

What is the theme song for your life? Mr. Blue Sky

We are making a movie of your life - what celebrity would play you? Ed Norton

Connect with Zach: @Schwartzsale_



▶▶ 30 under 30

TOP 150 STANDINGS • BY UNITS

Individual MLS ID Closed date from Jan. 1 to Oct. 31, 2023

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

RANK	NAME	OFFICE	SALES	TOTAL
1	Adam M Shpritz	Ashland Auction Group LLC	832	\$45,699,198
2	Tineshia R. Johnson	NVR Services, Inc.	737.5	\$380,413,963
3	Kathleen Cassidy	DRH Realty Capital, LLC.	563	\$288,365,558
4	Lee M Shpritz	Ashland Auction Group LLC	286	\$16,045,097
5	Robert J Chew	Berkshire Hathaway HomeServices PenFed Realty	242	\$117,540,387
6	Robert J Lucido	Keller Williams Lucido Agency	199.5	\$135,150,347
7	Nickolous B Waldner	Keller Williams Realty Centre	144.5	\$68,655,392
8	Shawn M Evans	Monument Sotheby's International Realty	139	\$103,118,492
9	Joseph A Petrone	Monument Sotheby's International Realty	128	\$84,312,474
10	Lois Margaret Alberti	Alberti Realty, LLC	124	\$36,316,350
11	Lee R. Tessier	EXP Realty, LLC	123	\$47,669,265
12	Gina L White	Lofgren-Sargent Real Estate	105	\$47,216,925
13	Daniel McGhee	Homeowners Real Estate	102	\$40,428,300
14	Gina M Gargeu	Century 21 Downtown	100.5	\$18,705,962
15	David Orso	Berkshire Hathaway HomeServices PenFed Realty	99	\$109,676,800
16	Jeremy Michael McDonough	Mr. Lister Realty	98	\$36,020,088
17	Lauren Ryan	NVR Services, Inc.	92.5	\$44,145,920
18	Christopher J Cooke	Berkshire Hathaway HomeServices Homesale Realty	92	\$24,833,230
19	Charlotte Savoy	Keller Williams Integrity	91	\$42,643,814
20	Bradley R Kappel	TTR Sotheby's International Realty	87	\$174,386,998
21	Larry E Cooper	Alex Cooper Auctioneers, Inc.	87	\$13,095,280
22	James T Weiskerger	Next Step Realty	85.5	\$47,553,640
23	Daniel M Billig	A.J. Billig & Company	77.5	\$13,523,605
24	Mark D Simone	Keller Williams Legacy	77.5	\$30,938,604
25	Laura M Snyder	American Premier Realty, LLC	77	\$32,226,678
26	Matthew D Rhine	Keller Williams Legacy	72	\$27,758,050
27	Jeannette A Westcott	Keller Williams Realty Centre	70.5	\$36,070,330
28	Kim Barton	Keller Williams Legacy	70.5	\$29,674,750
29	Michael J Schiff	EXP Realty, LLC	68.5	\$23,429,375
30	Tracy J. Lucido	Keller Williams Lucido Agency	66.5	\$51,545,075
31	Anne Marie M Balcerzak	AB & Co Realtors, Inc.	66	\$40,456,616
32	Montaz Maurice McCray	Keller Williams Realty Centre	65	\$20,499,355
33	Gregory A Cullison Jr.	EXP Realty, LLC	63.5	\$18,725,003
34	Robert J Breeden	Berkshire Hathaway HomeServices Homesale Realty	62	\$22,937,250

RANK	NAME	OFFICE	SALES	TOTAL
35	Vincent J. Steo	Your Home Sold Guaranteed Realty	62	\$19,892,800
36	Elizabeth Ellis	Brookfield Mid-Atlantic Brokerage, LLC	60	\$38,280,777
37	STEPHEN PIPICH Jr.	VYBE Realty	60	\$19,749,663
38	Jim W Bim	Winning Edge	59	\$20,551,200
39	Tom Atwood	Keller Williams Metropolitan	58.5	\$18,152,061
40	Timothy Langhauser	Compass Home Group, LLC	57.5	\$21,133,591
41	Andrew Udem	Berkshire Hathaway HomeServices Homesale Realty	56.5	\$25,356,330
42	Jared T Block	Alex Cooper Auctioneers, Inc.	56.5	\$13,359,905
43	Daniel B Register IV	Northrop Realty	56	\$12,744,925
44	Matthew S Cooper	Alex Cooper Auctioneers, Inc.	56	\$7,117,110
45	Matthew B Pecker	Berkshire Hathaway HomeServices Homesale Realty	56	\$26,670,190
46	Daniel Borowy	Redfin Corp	55	\$29,463,850
47	Jonathan Scheffenacker	Redfin Corp	55	\$22,031,300
48	Kelly Schuit	Next Step Realty	55	\$25,002,400
49	Tony Migliaccio	Long & Foster Real Estate, Inc.	55	\$23,335,974
50	Louis Chirgott	Corner House Realty Premiere	54.5	\$25,636,954

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TOP 150 STANDINGS • BY UNITS

Individual MLS ID Closed date from Jan. 1 to Oct. 31, 2023

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

RANK	NAME	OFFICE	SALES	TOTAL
51	Un H McAdory	Realty 1 Maryland, LLC	54.5	\$34,428,100
52	Scott A Schuetter	Berkshire Hathaway HomeServices PenFed Realty	54	\$44,234,390
53	Bill Franklin	Long & Foster Real Estate, Inc.	53.5	\$26,758,804
54	Enoch P Moon	Realty 1 Maryland, LLC	53	\$23,807,970
55	Charles N Billig	A.J. Billig & Company	53	\$8,788,338
56	Vincent M Caropreso	Keller Williams Flagship of Maryland	52.5	\$22,460,150
57	Alex B Fox	Allfirst Realty, Inc.	51.5	\$15,759,400
58	Robert A Commodari	EXP Realty, LLC	50.5	\$16,376,012
59	Brian M Pakulla	RE/MAX Advantage Realty	50.5	\$36,735,811
60	Dassi Lazar	Lazar Real Estate	50	\$17,256,322
61	Wendy Slaughter	Elevate Real Estate Brokerage	49	\$24,936,292
62	Luis H Arrazola	A.J. Billig & Company	49	\$5,904,188
63	Pamela A Terry	EXP Realty, LLC	47.5	\$5,747,300
64	Mark A. Ritter	Revol Real Estate, LLC	47.5	\$19,270,417
65	Mitchell J Toland Jr.	Redfin Corp	47	\$15,827,219
66	Kimberly A Lally	EXP Realty, LLC	47	\$18,250,500

RANK	NAME	OFFICE	SALES	TOTAL
67	James H Stephens	EXP Realty, LLC	46.5	\$16,538,750
68	Robert Elliott	Redfin Corp	46	\$15,576,718
69	Creig E Northrop III	Northrop Realty	46	\$46,223,900
70	Timothy Lee Joseph Dominick	Coldwell Banker Realty	45	\$8,254,900
71	Gavriel Khoshkheraman	Pickwick Realty	45	\$6,828,000
72	Barry J Nabozny	RE/MAX Premier Associates	45	\$21,664,580
73	Yevgeny Drubetskoy	EXP Realty, LLC	44.5	\$14,509,125
74	Ricky Cantore III	RE/MAX Advantage Realty	44.5	\$24,993,430
75	Grant Bim	Winning Edge	44	\$15,079,800
76	cory andrew willems	EXP Realty, LLC	44	\$10,934,750
77	Jessica L Young-Stewart	RE/MAX Executive	44	\$18,335,355
78	Sergey A taksis	Long & Foster Real Estate, Inc.	43.5	\$18,501,999
79	David E Jimenez	RE/MAX Distinctive Real Estate, Inc.	43.5	\$18,421,900
80	Allen J Stanton	RE/MAX Executive	43.5	\$20,366,926
81	AMELIA E SMITH	Redfin Corp	43	\$24,162,215
82	Liz A. Ancel	Cummings & Co. Realtors	42.5	\$17,376,175
83	Tyler Ell	Keller Williams Realty Centre	42	\$21,177,802
84	Jessica H Dailey	Compass	42	\$16,061,420
85	Juwan Lee Richardson	Keller Williams Legacy	42	\$9,931,998
86	Kathy A Banaszewski	Real Estate Professionals, Inc.	41.5	\$11,297,640
87	Sunna Ahmad	Cummings & Co. Realtors	41	\$31,079,355
88	Mark Richa	Cummings & Co. Realtors	41	\$17,103,900
89	Heidi S Krauss	Krauss Real Property Brokerage	41	\$56,286,840
90	Keiry Martinez	ExecuHome Realty	40.5	\$12,004,700
91	Dariusz Bogacki	Cummings & Co. Realtors	40.5	\$9,181,250
92	Adam Chubbuck	Douglas Realty, LLC	40.5	\$16,476,000
93	Leslie Ikle	Redfin Corp	40	\$20,743,988
94	John C Kantorski Jr.	EXP Realty, LLC	39.5	\$13,907,025
95	Bethanie M Fincato	Cummings & Co. Realtors	39	\$16,390,440
96	Kate A Barnhart	Keller Williams Gateway LLC	39	\$12,786,977
97	Jeff D Washo	Compass	39	\$18,577,875
98	Ryan R Briggs	Anne Arundel Properties, Inc.	38.5	\$23,742,054
99	Missy A Aldave	Northrop Realty	38.5	\$18,539,375
100	PETER WONG	VYBE Realty	38.5	\$13,605,149

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TOP 150 STANDINGS • BY UNITS

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

RANK	NAME	OFFICE	SALES	TOTAL
101	Trent C Gladstone	Keller Williams Integrity	38	\$18,439,025
102	Jim Rambo	ABR	38	\$5,335,100
103	Veronica A Sniscak	Compass	38	\$21,714,470
104	Ronald W. Howard	RE/MAX Advantage Realty	38	\$12,779,253
105	Mark C Ruby	RE/MAX Advantage Realty	38	\$17,616,979
106	James P Schaecher	Keller Williams Flagship of Maryland	38	\$19,349,250
107	Sandra E Echenique	Keller Williams Gateway LLC	38	\$8,679,900
108	Bryan G Schafer	Next Step Realty	38	\$16,253,918
109	Nancy A Hulsman	Coldwell Banker Realty	37.5	\$20,682,896
110	Terry A Berkeridge	Advance Realty Bel Air, Inc.	37.5	\$12,191,750
111	Terence P Brennan	Long & Foster Real Estate, Inc.	37	\$11,155,336
112	Carol L Tinnin	RE/MAX Leading Edge	37	\$18,724,312
113	Santiago Carrera	Exit Results Realty	37	\$12,425,149
114	Chiu K Wong	Advantage Realty of Maryland	36	\$15,240,400
115	Andrew Johns III	Keller Williams Gateway LLC	36	\$11,924,690
116	Matthew Mindel	Next Step Realty	36	\$17,209,000
117	Tiffany S Domneys	ExecuHome Realty	36	\$7,948,901
118	Jeremy S Walsh	Coldwell Banker Realty	35.5	\$19,618,500
119	Brendan Butler	Cummings & Co. Realtors	35.5	\$15,769,510
120	Anthony M Friedman	Northrop Realty	35	\$28,239,860
121	Deric S Beckett	Berkshire Hathaway HomeServices PenFed Realty	35	\$7,386,902
122	Colleen M Smith	Long & Foster Real Estate, Inc.	35	\$26,617,790
123	Melissa L Murray	Compass	35	\$25,652,950
124	Nicholas W Bogardus	Compass	34.5	\$13,613,000
125	F. Aidan Surlis Jr.	RE/MAX Leading Edge	34.5	\$18,280,961
126	Kevin L Reeder	RE/MAX First Choice	34	\$9,331,170
127	Ashley B Richardson	Monument Sotheby's International Realty	34	\$20,833,401
128	Robert P Frey	Exit Results Realty	34	\$12,554,750
129	Randy Pomfrey	Cummings & Co. Realtors	33.5	\$11,893,860
130	Christopher W Palazzi	Cummings & Co. Realtors	33.5	\$8,514,000
131	Derek Blazer	Cummings & Co. Realtors	33.5	\$11,920,500
132	Ryan Bandell	Keller Williams Realty Centre	33	\$14,776,298
133	Jennifer H Bonk	Keller Williams Flagship of Maryland	33	\$16,820,495
134	Jason W Perlow	Monument Sotheby's International Realty	33	\$24,331,500

RANK	NAME	OFFICE	SALES	TOTAL
135	William M Savage	Keller Williams Legacy	33	\$8,645,500
136	Donald L Beecher	Redfin Corp	33	\$11,851,634
137	Jason P Donovan	RE/MAX Leading Edge	33	\$16,387,177
138	VENKATESWARA RAO GURRAM	Samson Properties	33	\$18,517,741
139	William C Featherstone	Featherstone & Co.,LLC.	33	\$8,075,200
140	Brian D Saver	Northrop Realty	33	\$28,605,476
141	Steve R Kuzma	Weichert, Realtors - Diana Realty	33	\$10,403,500
142	Jennifer Holden	Compass	32.5	\$23,232,990
143	Joshua Shapiro	Douglas Realty, LLC	32.5	\$16,685,250
144	Matthew Spence	Keller Williams Integrity	32.5	\$15,340,102
145	Shaquille McCray	Keller Williams Flagship of Maryland	32	\$11,941,199
146	Jessica N Sauls	Atlas Premier Realty, LLC	32	\$14,151,200
147	Carley R. Cooper	Alex Cooper Auctioneers, Inc.	32	\$4,641,070
148	James F Ferguson	EXIT Preferred Realty, LLC	32	\$9,776,958
149	Joanie M Hynes	RE/MAX Advantage Realty	32	\$13,812,397
150	CINTIA M VALLADARES HERNANDEZ	EXP Realty, LLC	32	\$7,744,400

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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Oct. 31, 2023

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

RANK	NAME	OFFICE	SALES	TOTAL
1	Tineshia R. Johnson	NVR Services, Inc.	737.5	\$380,413,963
2	Kathleen Cassidy	DRH Realty Capital, LLC.	563	\$288,365,558
3	Bradley R Kappel	TTR Sotheby's International Realty	87	\$174,386,998
4	Robert J Lucido	Keller Williams Lucido Agency	199.5	\$135,150,347
5	Robert J Chew	Berkshire Hathaway HomeServices PenFed Realty	242	\$117,540,387
6	David Orso	Berkshire Hathaway HomeServices PenFed Realty	99	\$109,676,800
7	Shawn M Evans	Monument Sotheby's International Realty	139	\$103,118,492
8	Joseph A Petrone	Monument Sotheby's International Realty	128	\$84,312,474
9	Nickolaus B Waldner	Keller Williams Realty Centre	144.5	\$68,655,392
10	Heidi S Krauss	Krauss Real Property Brokerage	41	\$56,286,840
11	Tracy J. Lucido	Keller Williams Lucido Agency	66.5	\$51,545,075
12	Lee R. Tessier	EXP Realty, LLC	123	\$47,669,265
13	James T Weiskerger	Next Step Realty	85.5	\$47,553,640
14	Gina L White	Lofgren-Sargent Real Estate	105	\$47,216,925
15	Creig E Northrop III	Northrop Realty	46	\$46,223,900
16	Georgeann A Berkinshaw	Coldwell Banker Realty	24	\$45,702,000

RANK	NAME	OFFICE	SALES	TOTAL
17	Adam M Shpritz	Ashland Auction Group LLC	832	\$45,699,198
18	Scott A Schuetter	Berkshire Hathaway HomeServices PenFed Realty	54	\$44,234,390
19	Lauren Ryan	NVR Services, Inc.	92.5	\$44,145,920
20	Charlotte Savoy	Keller Williams Integrity	91	\$42,643,814
21	Karen Hubble Bisbee	Hubble Bisbee Christie's International Real Estate	29.5	\$41,368,750
22	Anne Marie M Balcerzak	AB & Co Realtors, Inc.	66	\$40,456,616
23	Daniel McGhee	Homeowners Real Estate	102	\$40,428,300
24	Elizabeth Ellis	Brookfield Mid-Atlantic Brokerage, LLC	60	\$38,280,777
25	Brian M Pakulla	RE/MAX Advantage Realty	50.5	\$36,735,811
26	Lois Margaret Alberti	Alberti Realty, LLC	124	\$36,316,350
27	Jeannette A Westcott	Keller Williams Realty Centre	70.5	\$36,070,330
28	Jeremy Michael McDonough	Mr. Lister Realty	98	\$36,020,088
29	Un H McAdory	Realty 1 Maryland, LLC	54.5	\$34,428,100
30	Laura M Snyder	American Premier Realty, LLC	77	\$32,226,678
31	Sunna Ahmad	Cummings & Co. Realtors	41	\$31,079,355
32	Mark D Simone	Keller Williams Legacy	77.5	\$30,938,604
33	Charlie Hatter	Monument Sotheby's International Realty	24	\$30,760,545
34	Alexandra T Sears	TTR Sotheby's International Realty	25.5	\$30,722,500
35	Kim Barton	Keller Williams Legacy	70.5	\$29,674,750
36	Daniel Borowy	Redfin Corp	55	\$29,463,850
37	Brian D Saver	Northrop Realty	33	\$28,605,476
38	Anthony M Friedman	Northrop Realty	35	\$28,239,860
39	Matthew D Rhine	Keller Williams Legacy	72	\$27,758,050
40	Bill Franklin	Long & Foster Real Estate, Inc.	53.5	\$26,758,804
41	Matthew B Pecker	Berkshire Hathaway HomeServices Homesale Realty	56	\$26,670,190
42	Colleen M Smith	Long & Foster Real Estate, Inc.	35	\$26,617,790
43	Melissa L Murray	Compass	35	\$25,652,950
44	Louis Chirgott	Corner House Realty Premiere	54.5	\$25,636,954
45	Andrew Udem	Berkshire Hathaway HomeServices Homesale Realty	56.5	\$25,356,330
46	Kelly Schuit	Next Step Realty	55	\$25,002,400
47	Ricky Cantore III	RE/MAX Advantage Realty	44.5	\$24,993,430
48	Wendy Slaughter	Elevate Real Estate Brokerage	49	\$24,936,292
49	Christopher J Cooke	Berkshire Hathaway HomeServices Homesale Realty	92	\$24,833,230
50	Jason W Perlow	Monument Sotheby's International Realty	33	\$24,331,500

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Individual MLS ID Closed date from Jan. 1 to Oct. 31, 2023

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

RANK	NAME	OFFICE	SALES	TOTAL
51	AMELIA E SMITH	Redfin Corp	43	\$24,162,215
52	Enoch P Moon	Realty 1 Maryland, LLC	53	\$23,807,970
53	Ryan R Briggs	Anne Arundel Properties, Inc.	38.5	\$23,742,054
54	Michael J Schiff	EXP Realty, LLC	68.5	\$23,429,375
55	Tony Migliaccio	Long & Foster Real Estate, Inc.	55	\$23,335,974
56	Jennifer Holden	Compass	32.5	\$23,232,990
57	Robert J Breeden	Berkshire Hathaway HomeServices Homesale Realty	62	\$22,937,250
58	Vincent M Caropreso	Keller Williams Flagship of Maryland	52.5	\$22,460,150
59	Arian Sargent Lucas	Lofgren-Sargent Real Estate	26	\$22,050,250
60	Jonathan Scheffenacker	Redfin Corp	55	\$22,031,300
61	Reid Buckley	Long & Foster Real Estate, Inc.	15	\$21,729,500
62	Veronica A Sniscak	Compass	38	\$21,714,470
63	Barry J Nabozny	RE/MAX Premier Associates	45	\$21,664,580
64	Carol Snyder	Monument Sotheby's International Realty	23.5	\$21,411,200
65	Tyler Ell	Keller Williams Realty Centre	42	\$21,177,802
66	Timothy Langhauser	Compass Home Group, LLC	57.5	\$21,133,591
67	Lisa E Kittleman	Keller Williams Integrity	31.5	\$20,888,100
68	Ashley B Richardson	Monument Sotheby's International Realty	34	\$20,833,401
69	Leslie Ikle	Redfin Corp	40	\$20,743,988
70	Nancy A Hulsman	Coldwell Banker Realty	37.5	\$20,682,896
71	Elizabeth C Dooner	Coldwell Banker Realty	18	\$20,577,500
72	Jim W Bim	Winning Edge	59	\$20,551,200
73	Montaz Maurice McCray	Keller Williams Realty Centre	65	\$20,499,355
74	Anne Y Herrera-Franklin	Monument Sotheby's International Realty	21	\$20,471,002
75	Allen J Stanton	RE/MAX Executive	43.5	\$20,366,926
76	Robert A Kinnear	RE/MAX Advantage Realty	27	\$19,900,000
77	James M. Baldwin	Compass	31	\$19,897,950
78	Vincent J. Steo	Your Home Sold Guaranteed Realty	62	\$19,892,800
79	STEPHEN PIPICH Jr.	VYBE Realty	60	\$19,749,663
80	Pamela A Tierney	Long & Foster Real Estate, Inc.	15	\$19,725,500
81	Jeremy S Walsh	Coldwell Banker Realty	35.5	\$19,618,500
82	David C Luptak	Long & Foster Real Estate, Inc.	29	\$19,617,800
83	James P Schaecher	Keller Williams Flagship of Maryland	38	\$19,349,250
84	Mark A. Ritter	Revol Real Estate, LLC	47.5	\$19,270,417

RANK	NAME	OFFICE	SALES	TOTAL
85	Beth Viscarra	Cummings & Co. Realtors	30.5	\$19,216,514
86	Eric Steinhoff	EXP Realty, LLC	31	\$19,164,265
87	Gregory A Cullison Jr.	EXP Realty, LLC	63.5	\$18,725,003
88	Carol L Tinnin	RE/MAX Leading Edge	37	\$18,724,312
89	Wendy T Oliver	Coldwell Banker Realty	30	\$18,722,500
90	Gina M Gargeu	Century 21 Downtown	100.5	\$18,705,962
91	Jeff D Washo	Compass	39	\$18,577,875
92	Missy A Aldave	Northrop Realty	38.5	\$18,539,375
93	VENKATESWARA RAO	Samson Properties	33	\$18,517,741
94	Sergey A taksis	Long & Foster Real Estate, Inc.	43.5	\$18,501,999
95	Trent C Gladstone	Keller Williams Integrity	38	\$18,439,025
96	David E Jimenez	RE/MAX Distinctive Real Estate, Inc.	43.5	\$18,421,900
97	Thomas J Mooney IV	O'Connor, Mooney & Fitzgerald	25.5	\$18,339,667
98	Jessica L Young-Stewart	RE/MAX Executive	44	\$18,335,355
99	Travis O Gray	Engel & Volkers Annapolis	19	\$18,328,500
100	F. Aidan Surlis Jr.	RE/MAX Leading Edge	34.5	\$18,280,961

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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Oct. 31, 2023

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

RANK	NAME	OFFICE	SALES	TOTAL
101	Kimberly A Lally	EXP Realty, LLC	47	\$18,250,500
102	Tom Atwood	Keller Williams Metropolitan	58.5	\$18,152,061
103	Joanna M Dalton	Coldwell Banker Realty	21	\$18,111,900
104	Sarah E Garza	Keller Williams Flagship of Maryland	31.5	\$18,086,900
105	Steve Allnutt	RE/MAX Advantage Realty	30.5	\$18,066,399
106	Marni B Sacks	Northrop Realty	29	\$17,737,697
107	Mark C Ruby	RE/MAX Advantage Realty	38	\$17,616,979
108	Andrea G Griffin	Compass	25	\$17,383,750
109	Liz A. Ancel	Cummings & Co. Realtors	42.5	\$17,376,175
110	Dassi Lazar	Lazar Real Estate	50	\$17,256,322
111	Matthew Mindel	Next Step Realty	36	\$17,209,000
112	Mark Richa	Cummings & Co. Realtors	41	\$17,103,900
113	Alisa Goldsmith	Next Step Realty	18	\$17,042,000
114	Zugell Jamison	RE/MAX Advantage Realty	29.5	\$16,965,950
115	Moe Farley	Coldwell Banker Realty	22	\$16,840,320
116	Carla H Viviano	Viviano Realty	28.5	\$16,838,685

RANK	NAME	OFFICE	SALES	TOTAL
117	Jennifer H Bonk	Keller Williams Flagship of Maryland	33	\$16,820,495
118	Tina C Cheung	EXP Realty, LLC	29	\$16,811,476
119	Martha S Janney	Coldwell Banker Realty	10	\$16,730,000
120	Joshua Shapiro	Douglas Realty, LLC	32.5	\$16,685,250
121	Kristi C Neidhardt	Northrop Realty	25.5	\$16,595,898
122	James H Stephens	EXP Realty, LLC	46.5	\$16,538,750
123	Adam Chubbuck	Douglas Realty, LLC	40.5	\$16,476,000
124	Jennifer C Cernik	Next Step Realty	28.5	\$16,406,500
125	Bethanie M Fincato	Cummings & Co. Realtors	39	\$16,390,440
126	Jason P Donovan	RE/MAX Leading Edge	33	\$16,387,177
127	Robert A Commodari	EXP Realty, LLC	50.5	\$16,376,012
128	Nilou Jones	RE/MAX Leading Edge	29.5	\$16,309,290
129	Bryan G Schafer	Next Step Realty	38	\$16,253,918
130	Kathleen M Higginbotham	Keller Williams Flagship of Maryland	28	\$16,111,850
131	Jessica H Dailey	Compass	42	\$16,061,420
132	Lee M Shpritz	Ashland Auction Group LLC	286	\$16,045,097
133	Catherine Barthelme Miller	AB & Co Realtors, Inc.	25	\$15,844,005
134	Mitchell J Toland Jr.	Redfin Corp	47	\$15,827,219
135	Brendan Butler	Cummings & Co. Realtors	35.5	\$15,769,510
136	Julie Dinko	Douglas Realty, LLC	22.5	\$15,764,962
137	Alex B Fox	Allfirst Realty, Inc.	51.5	\$15,759,400
138	Diane M Donohue	Monument Sotheby's International Realty	13.5	\$15,645,000
139	Robert Elliott	Redfin Corp	46	\$15,576,718
140	Samuel P Bruck	Northrop Realty	30	\$15,476,850
141	June M Steinweg	Long & Foster Real Estate, Inc.	18.5	\$15,459,000
142	Greg M Kinnear	RE/MAX Advantage Realty	28.5	\$15,369,810
143	Christopher B Carroll	RE/MAX Advantage Realty	29	\$15,358,200
144	Jason F. Rubenstein	Cummings & Co. Realtors	21	\$15,353,000
145	Matthew Spence	Keller Williams Integrity	32.5	\$15,340,102
146	Jennifer L Drennan	Taylor Properties	30	\$15,262,921
147	Chiu K Wong	Advantage Realty of Maryland	36	\$15,240,400
148	Melanie F Wood	Berkshire Hathaway HomeServices PenFed Realty	21	\$15,228,622
149	Christina J Palmer	Keller Williams Flagship of Maryland	17	\$15,212,656
150	Matthew P Wyble	Next Step Realty	27.5	\$15,176,407

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Jen has the uncanny ability to pull things out of people that they cannot see themselves. I listened to her clients rave about her consulting services yesterday and my jaw was on the floor! Kudos to you for all you're doing to empower and promote with positivity and support! A+ in my book.

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In this market, sometimes we have to move fast to **stay on top** of the changes.

My **commitment** to this community and offering the best service for our clients will **never** change.



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