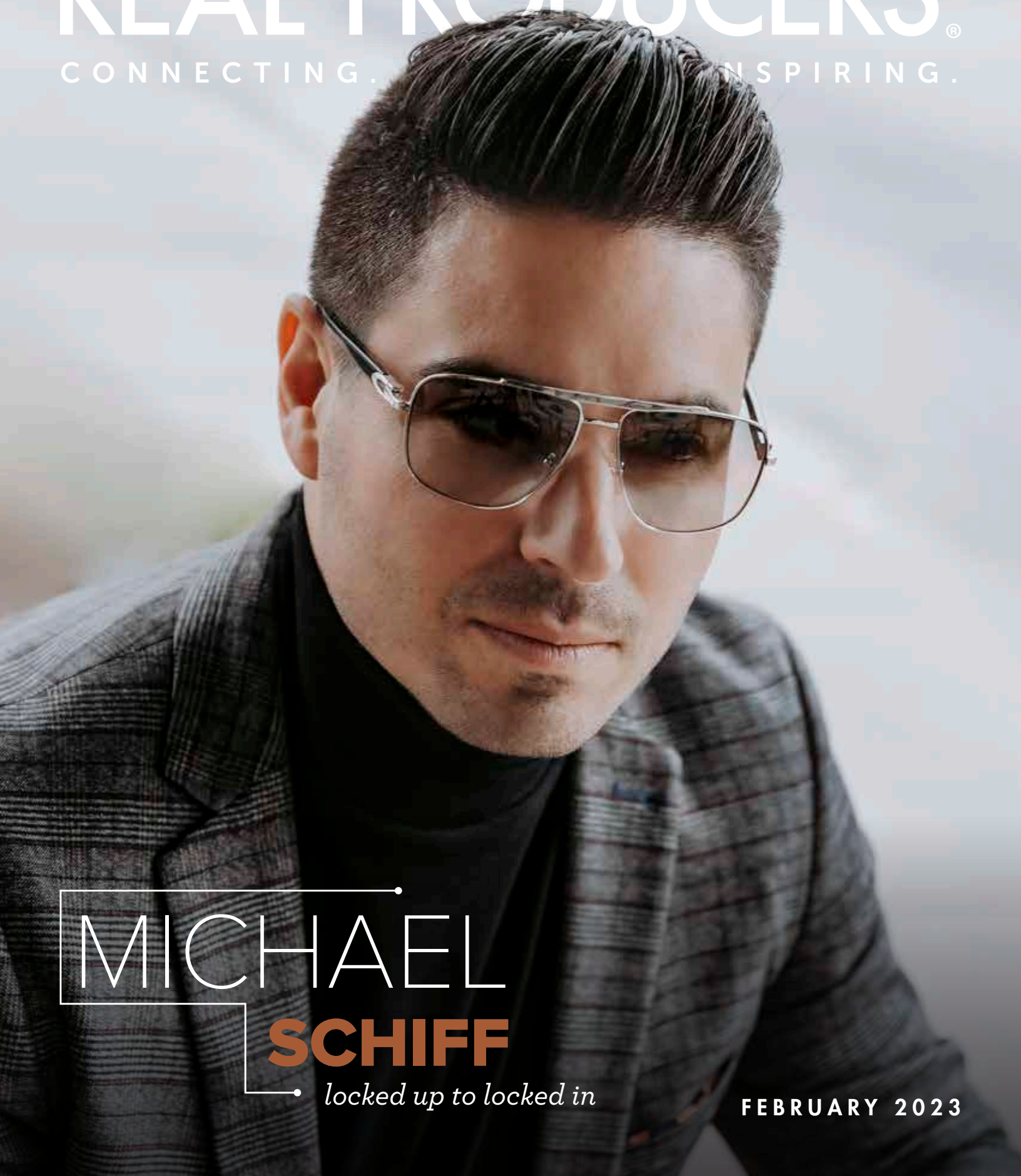


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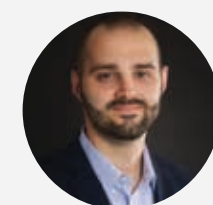
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publisher's note

By Colleen Rippey

Hello February! The month where we celebrate love...

This month, our cover story Michael Schiff went deep with us about his path through addiction and his many years in recovery. We thank him for his candor and courage and admire how he's helping others find their way. It is incredible work!

One thing that he pointed out to us was the cunningness of addiction. He never thought he was hurting anyone, just himself, so that's how he thought. He was only hurting himself! So it got us wondering — because this applies to all of us — what ways do you hurt yourself? Or maybe the question should go more like this: what ways do you hide from yourself? When life is tough, and you're in a season of change, what do you turn to for escape? Because, like Michael said, addictions come for you at any time and in many ways. What do you do to escape?

Now, let's flip the script and ask an alternative question — how can you love yourself more? What are your strengths, and how can you feed them? Michael loves to play golf and is a cigar enthusiast. He's about discipline, structure and accountability. Yours could be something totally different. I love to go on long walks outside as a form of self-love and grounding.

We got the feeling that our agent to watch, Sonya Francis, feeds her soul by starting a new business! Really though, she is a collaborative creator, and her mind never stops. According to her, she has some control issues (who can't relate to that?), but she is having fun learning to let go and grow her team.

We were inspired by the team over at Four Twelve Roofing — their policy on customer service is unflappable! To feed that beast, they have created a dynamic and energetic culture and a no-nonsense approach to getting their jobs done. One day, the bosses were listening in the office and heard the crew talking

about wrestling and decided to purchase a title belt. They then devised a point system and made up a friendly competition among their teams to chase after said title belt. Now that's how you start to create a fun culture!

We were also empowered by our Rising Star, Alan-Michael Carter, who opened up to us about his ADHD and what that has been like for him. Unable to focus except on those things that distracted him, he reached out to get help after years of struggling. Now he's on medicine that helps him become more disciplined and has added structure to his day. Checklists and to-dos have nothing on him! We loved learning all about his faith.

Then wait till you hear this one. Our partners at Greenspring Title, Michelle and Gary, better be careful about what they wish! One day on vacation in Vegas, they were fantasizing about combining their businesses but then scoffed at the idea in the next moment. No way would this couple ever be able to work together. The universe heard them loud and clear, though. Before long, they manifested that wish: owning their own title company! And while they got off to a rocky start (cue Baltimore City and then the coronavirus), and wow, what a beginning! They have since recovered and are loving the fact they hold the keys till the signing is over.

Happy February.

With gratitude,



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▶▶ rising star

By Molly Lauryssens
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Alan-Michael CARTER

Structure. Routine. Focus. Simple things that don't necessarily come easily to Alan-Michael Carter because of his ADHD. Make no mistake; his clients would never know. He's not about missing appointments because, as he says, "When I'm locked in, I'm locked in." However, in early 2022, he got tired of the struggle and sought professional help. Alan-Michael received the official ADHD diagnosis, which helped explain some things to him, like why it took him five years to finish school. Now, he takes medicine which helps him stay on track.

Before the diagnosis, Alan-Michael says things looked different. "Let's say I want to build out my CRM or any of the other buzzwords we throw around, and I think creating a routine will help me be more productive. When I sit down with all that stuff, and the phone rings..." just like that, his attention is off and running, and everything goes out the window. Alan-Michael explains that the phone call sidetracks him; either that or his brain cannot bring itself to putting the words on the computer. "So because you don't have that structure or focus, you aren't going to get it, and it becomes a vicious cycle." At times he'd even call himself lazy or a procrastinator, but that seemed counterintuitive. It turns out, there was a deeper issue, and he's relieved knowing, "I think and process things differently."

So for someone who has big ambitions, it's been rough. Finding his way through this quagmire started when he was talking to some relatives who work in the psychology field, and they suggested it could be how he's wired. After getting the diagnosis, he began taking low-dosage medicine and noticed the benefits immediately. "If I take the blue pill, I can sit in front of a to-do list, and it's check, check, check! It's helped me push myself to do more things I always put off or didn't want to do." He has created

a routine and can regulate his schedule. One of his goals is to develop discipline in all areas of his life, "I'm just learning more and more; you have to have a schedule. It's what you do as a routine that will produce the results. So for real estate, I'm setting hours to do the admin tasks, the marketing, whatever."

The Accountant

Alan-Michael grew up in Pikesville and attended Morgan State University, studying accounting. When he graduated, he worked as an accountant for T Rowe Price, discovering that corporate life was not for him. He grew up around real estate; in middle school, he recalls driving around with his aunt, the incomparable Tiffany Domneys, who is also a real producer. He would go with her to show houses or other things after church. His Mom did real estate for a couple of years as well. So when he figured out that corporate life was not meant for him, he thought, why not try real estate?

He was 23 years old, and this would be the perfect time to do it. So in the fall of 2017, he began taking the classes. That fall, he resigned from his work and went all in on real estate. He instantly fell in love with the flexibility this job afforded him. Within his first nine months, he netted what he made at that corporate job. And things have been going well since. In 2022, he closed on over \$4 million with 16 transactions. But he's more concerned with the important numbers for his clients than these numbers. A perfect example is someone who dragged their feet because they couldn't take that fierce market in 2020/2021 and has an entirely different price point now due to interest rates. He is patient and is not interested in rushing anyone and is representing buyers now.

...

...

Rooted in Faith

Ever since he was young, Alan-Michael has been on a spiritual path. He officially accepted the call at 15 years old but had an inkling when he was 13. What has that been like for him? "It hasn't been perfect. I grew up!" He laughs, "I still enjoyed my college years but got to church and all that kind of stuff." He is the Assistant Pastor at Shiloh Christian Community Church and steps in to preach when the pastor is away or at another church. He gave his first official sermon in September 2011.

One of the most important things for him with his church is they stay away from politics and preach scripture.

"What you are saying is rooted in the context of the holy scripture. Plus, I serve in the ministry with an understanding that we're all human and serve a perfect God; we are not." Of course, Alan-Michael loves all the other aspects of serving, which is centered around having good relationships with the parishioners. This includes knowing when and how to serve, along with other things like giving communion or visiting someone in the hospital.

Alan-Michael and his wife, Sydney, live in Pikesville. Sydney is a middle school math teacher but was a third-grade teacher for seven years before that. They have two toddlers, Aria and Alex, who keep them quite busy.

“ I serve in the ministry with an understanding that we're all human and serve a perfect God; we are not. ”



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community contribution

By Paul Sellers

“What is it that you do?” is a question I’m often asked. Well, I don’t do the title search, paperwork, processing, or settlements. We have a team for all of that.

What I do is create the brand. Branding is everything. I’ve done this by utilizing champagne bottles and capturing amazing experiences for our clients. I spend most of my time planning and coordinating and helping execute events with agents. I also utilize my knowledge of social media to help agents build their individual brands and market them in the space.

The best tip I can give to people is that being relatable is the most important thing in your business. What does that mean? You need to be relatable to whomever your target clients are. People want to connect with your authentic self, you can be a professional, but they still want someone they could be friends with, someone they see themselves in, etc.

Anyone can wear a suit and take a picture in front of a house. That’s not showing the consumer who you are. People want a friend in an agent. They want to be able to relate on a personal level, not just a professional one.

On social media, you control the narrative. You can portray whatever you decide to post. I’d recommend posting about your daily life — pictures of you with your pets, cooking dinner, or with your family at the park, on vacation, or doing your hobbies. And then, you can connect with consumers with similar hobbies through your posts.

I want to stress the analogy of the black sheep. If you look and act like everyone else, you’re not going to stand out. In the Maryland market, saturated with over 40,000 agents — if you’re doing the same thing they’re doing, why would anyone choose you? You don’t need a billion followers to have success on social media. You want to have your core people who are interacting, liking, commenting, and engaging with your content. Those core people will help you build your business and spread the word about your brand.

How do you get those core people? By being relatable and authentic and by doing the same thing on their accounts that you want them to do on yours. Reciprocity. Practice it, preach it, and love it!

Contact: Paul Sellers 443-223-2779
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Legacy Settlement Services,
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Paul is a licensed title agent and the ultimate real estate concierge, aka @notyouraveragetitleguy. His main goal is to help his clients grow their businesses by providing them value through things like social media marketing strategies, event planning, branding, and sponsorships. Notably, in 2020, Paul was awarded Baltimore Real Producers Ultimate Connector Award for being the most proactive about making valuable introductions.

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FOUR TWELVE ROOFING

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WINNING CULTURE AND CUSTOMERS

partner spotlight
By Molly Lauryssens





“We don’t ever want anyone to say anything bad about our company, and that’s how we approach every single interaction we have with customers, employees, and our relationships within the community,” Sam Frank insists. He truly means not one single bad review. This is not just a tag line but the business model for Four Twelve Roofing. He and Shea Frederick are co-owners, working relentlessly to prove that you can achieve lofty goals. “What this does for us is it forces us to offer the best service possible to our customers.”

Case in point: Sam recalls a story with one of his neighbors in Hampden. About three years ago, this neighbor entrusted him with their roofing needs. After a few years, Sam’s neighbor found a small detail in the roof design that did not work for their needs but that Four Twelve Roofing readily fixed to make them happy. “They didn’t like the way the water was dripping onto their steps after a heavy rain ... It’s not something that we needed to do, but I think part of it, when you shake someone’s hand and say I’m going to take care of you, you make sure you are taking care of them!” How did Sam take care of that issue? They swallowed the cost of

making the fix and got it done for their customer (and neighbor!) This is who they are.

Sam wants REALTORS® to know that they are tireless in their efforts to make roofing easier. “If you have roofing issues, we want to make them go away. And not only that, you won’t have to hand-hold us. We are a full-service company—from communication to the proposal — we handle everything! You won’t have to touch a thing.”

Sam is aware of this fact: “The biggest pain point people have with contractors is communication and getting people to do what they say they’re going to do.” This team is changing that. “There’s a lot of pride in our organization about how we treat our customers and work collaboratively. And there’s this energy, a part of our brand, and it’s just about being good people and taking care of people.” For three years in a row, they have been in Baltimore’s Business Journal as one of the fastest-growing companies in the area.

WINNING THE TEAM

Sam grew up in Baltimore County and studied finance in college. Then he moved to

New York City for work and explained that this job left him unhappy and soul-searching. He found Shea on Facebook and was instantly intrigued by his work in contracting. Sam had done an internship in high school with a contractor and missed it.

Shea grew up in San Jose, California, and studied engineering. “Shea has a brilliant engineering mind,” Sam mentioned. When they met, Shea worked on the Vacant-to-Value Program, renovating homes. “He became somewhat of the poster child for this program,” Sam said, and it was perfect timing. Shea would take Sam under his wing for a couple of years. They did big projects, kitchens and bathrooms, and renovated six homes together. But then, in 2018, they decided to specialize, and Four Twelve Roofing was born. The name ‘Four Twelve’ comes from the address of the very first renovation they did together.

With such a pervasive stance on customer service, creating a culture is everything for this team of 80 staff, and everyone has to buy in. It starts with hiring the right people who identify and subscribe to this. “Unfortunately, it is hard to



Shea Anderson and Sam Frank (co-owners of Four Twelve Roofing)
Photo by Maryland Photography Inc.

There's a lot of **PRIDE** in our organization about how we **TREAT OUR CUSTOMERS** and **WORK COLLABORATIVELY.**

teach someone to be a good person. So we recruit for that! The good thing is you can teach people how to build a roof.” They work hard at taking care of their team and know that this work is physically demanding and do regular cookouts and meetings to help facilitate this.

Another unique idea the owners got from listening to the team’s interests, where many of them are into wrestling, was purchasing a title belt and creating a friendly competition amongst their teams. They devised a point system with important parameters like safety and customer

satisfaction, and the team with the most points wins. This friendly competition encourages each team to go after the title belt, where the winning team gets bragging rights.

Considering they do roughly 1000 roofs annually and want to continue growing, how do they manage? “You’ve got to have good systems and communication in place and good collaboration and training. We’re always looking to optimize and make things better, not just for productivity but for the customer experience.”

For fun, Sam and Shea are Orioles fans and also animal advocates. They are city boys through and through; Sam lives in Hampden, and Shea lives in Fells Point.

BALTIMORE ROOF TRUST

They also value being good corporate citizens, so they set up the Baltimore Roof Trust. Since 2018 they have donated six roofs to low-income families in the city. Their only requirement is that it is within the city. “We are trying to build something here, so we look at our values and priorities, and we make this happen,” Sam affirmed.



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SONYA FRANCIS

▶ agent to watch

By Molly Lauryssens
Photos by Maryland Photography Inc.

*steady and
creative*

“It’s a creative world up here,” Sonya Francis says, pointing to her head. “It’s a constant [barrage of] ideas. I get a lot of creative ideas and love coming up with ways to implement them.” Sonya also confesses she’s a control freak but then mentions that her friends and colleagues have labeled her as being even-keeled. This combination of a skill set and a creative, high-energy problem solver who is even-keeled pays off in real estate. Sonya and her husband, Bill, are ambitious and tireless, “You have to be right?” The couple owns one brokerage (two locations, Hampstead and Catonsville) and is also licensed in Pennsylvania while working on expanding into Delaware. In addition, they own Cascade Property Management Company and recently partnered up and created Mason Dixon Line Title Solutions, a full-service title company.

Did we mention that she recently started a team? Creating the team was more about leveraging her time and wanting more for her clients. It was an organic and informal





“
I get a lot of
creative ideas and love
coming up with ways to
implement them.”

beginning, starting in 2020, when her oldest son, Bryce, began helping out. Today they are a team of five with hopes of growing. With growth comes tweaks, and she is working on putting all the proper systems in place now so things can run smoothly and more efficiently later. But things are clearly still working out. In 2022 she closed on \$17.3 million in volume with 65 transactions.

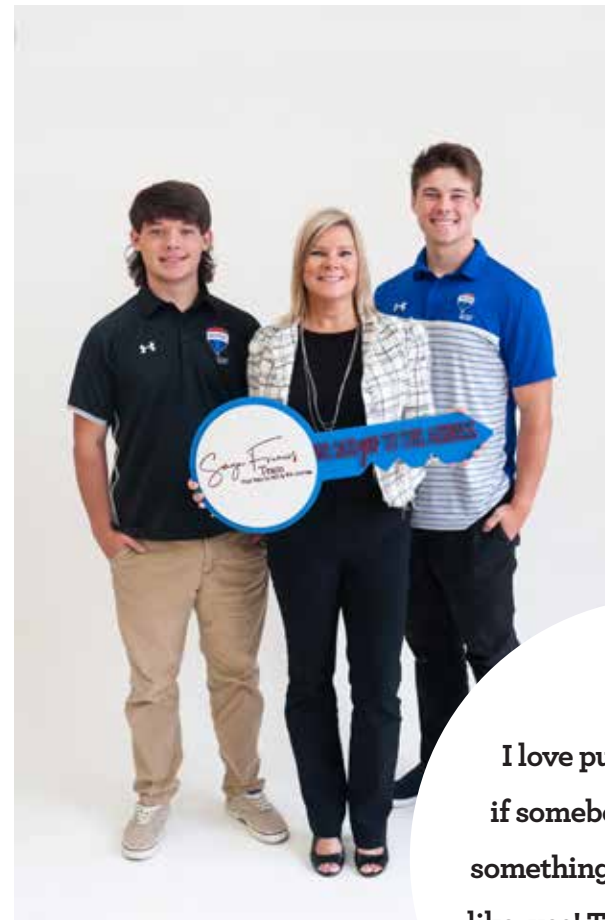
Family Affairs

Although she’s been in Maryland her whole life, she moved around a lot growing up. The family started in Anne Arundel County for a while and then moved to Baltimore County, then Howard County. Sonya says her mom loves a good project, and when one

was completed, they moved on to the next. This may be how her creative side was born. “My mother’s side is very creative. She would get creative with decorating, and my aunts love to make things.”

Sonya went to Towson University and studied psychology before realizing she didn’t want to be a social worker and had no intention of getting her Master’s Degree. She had started working for her dad’s oil and HVAC company and learned how much she loved working in sales. Her Father decided to sell the company and, on a whim, asked her to get her real estate license. It was 2003, and that’s how it started for Sonya.

Then in 2008, the family decided to start the brokerage. The timing wasn’t great, but still, they saw the opportunity and went with it. They started the brokerage in Carroll County even though the bulk of her business was in Catonsville. So she had to work through those challenges. “It was all about getting out there and being a part of the community and making sure people knew that we’re here, we’re not going anywhere, and this is who we are.” They stayed the course and persevered.



That’s who Sonya is, persistent and determined and patient. She flourishes in the psychology aspect of watching how people react to situations. Lately, her primary focus has been on leading and helping the agents on the team grow and learn. “I love putting it out there; if somebody has an idea for something and needs help, I’m like, yes! That’s perfect; I know what you can do.” She loves a good collaboration and has even had fellow agents call and inquire, how have you been getting new clients? She is all about sharing information. “I’ll send you my program and show you what I’ve been doing.”

For fun, Sonya and Bill love to entertain family and friends at their home in Hampstead with their two boys, Bryce, who is 22 years old, and Mason, who is 19 years old (Mason will be licensed soon). Additionally, they have a beach house where they spend time and enjoy the views. The couple loves to get out and experience new and different

“
I love putting it out there;
if somebody has an idea for
something and needs help, I’m
like, yes! That’s perfect; I know
what you can do.”

things, “The simple things, too, like checking out a new restaurant, catching a movie, going bowling or just getting away.” Sonya laughs; her creative mind is likely already on to the next 10 things.





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it's not ▶▶ community contribution By Bethany Linderman about the house

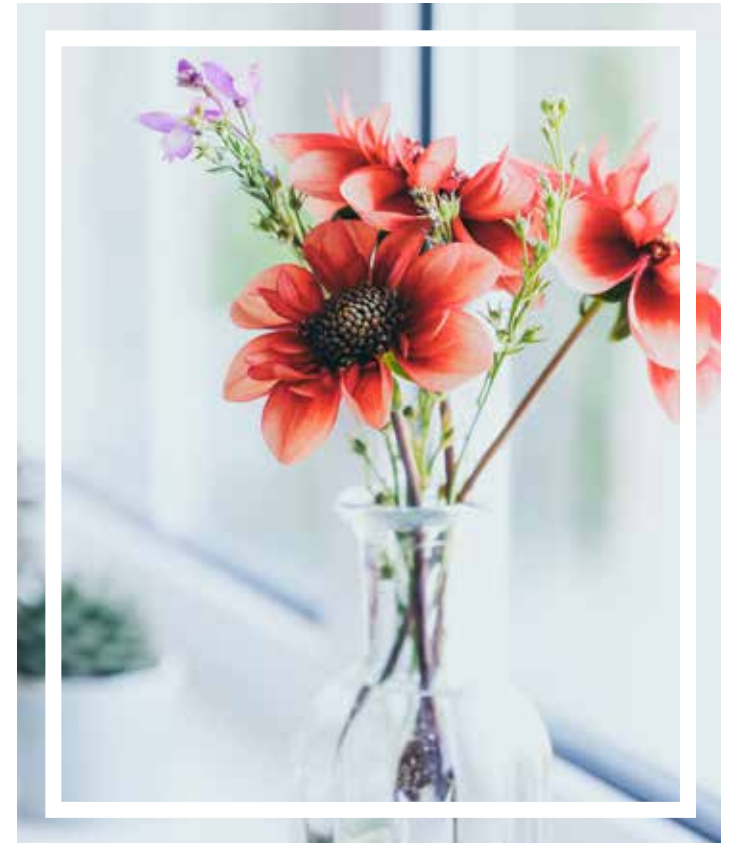
The most important thing I learned during my first year in real estate is it's not about the house.

It's about the feeling, the giant tree in the yard, the timing, the vibe, the smell, the busy road, the energy, the colors on the wall, the smell, the sidewalks (or lack thereof), the interest rate, the yard, the commute, the smell, the neighbors, and on and on and on. Oh, and it's also about the smell!

I was lucky enough to meet Tina Beliveau on Instagram while looking for a full-time way to make my part-time real estate hobby a reality. And boy, she delivered on her promise of support, training, leads, and being the most organized, kind, and respectful team in the business. I learned so much being an agent for this powerhouse team. And I promised her, as cocky as it may sound, that I would be very good at it. I think I was right...

About a week later, I joined The Beliveau Group at eXp, selling an astonishing number of homes in a whirlwind first year. Most importantly, I have learned so much! I learned that you have to listen to people, really listen, and then read between the lines, be yourself, have a sense of humor, and make it all about them. You have to manage their expectations and under-promise so you can over-deliver!

But, as I mentioned, the most important thing I learned was how it's not about the house. I showed 26 houses to a family moving here from Georgia ... literally, dozens of cute homes, all in their price range, in their target area, and with all the boxes checked, but they didn't pick one until 30 days out from the move ... It was a mediocre house, but the timing was right. I didn't understand why ... but it was not about me. Another lesson I had to learn!



I showed 15 houses to a couple who liked every house that we went to, but they didn't feel like they could make any of them their home. So, at the next house we went to, I had them take their shoes off while looking. They made an offer that evening. I had read somewhere that taking your shoes off while looking at a house helps make it feel more like "home." It worked.

There was one buyer who was playfully combative the whole time we were getting to know each other. He told me that he had always rented and moved every one or two years his whole adult life. I could tell he liked a challenge and to prove other people wrong, so I said, "Ha! Well then, I'm interested to see if you'll even be able to buy a house — it's a big commitment!" I think he bought the second house I showed him! Possibly just to prove to me he could do it! Well done, sir!!

Some people want you to give them your opinions, they want you to send them houses, and they need a hand holding the whole time. On the other hand, I have several clients who seemingly refuse to go see houses I send them and some who would prefer I don't chat with them while viewing homes. It's such a guessing game!

You're running uphill trying to convince them that they need you, then trying to convince them that they need their offer to be strong enough to win, or in this changing market, convince them that they even need to buy at all with these rising interest rates! And we haven't even seen a house!

...

...
 If I had to give some advice to listing agents based on the number of homes I've gone to see in the last year and a half, here's what it would be —

1. Stage — if they won't pay for it, you should.
2. Clean it — see above.
3. A fresh coat of paint goes a long way.
4. Make sure it doesn't smell bad, but if it does, don't use air freshener. People don't like them. All kidding aside, this is one of the biggest things standing in the way of a good deal.
5. If it looks sketchy at all, buyers will think the whole house is falling down, so fix it! Cable hanging? Pin it back! Faucet dripping, switch it out! Stains anywhere? Get rid of them!
6. If there is a way, have the lights on and some music playing for a showing — such a nice touch and really makes a difference.
7. If you really wanna go above and beyond, make little signs for things, like the age of the systems or when renovations were done. People love that!



8. You've heard it before, and you'll hear it again, but come on, take the personal pictures down!
9. Edit, edit, edit! Make them get rid of half of their stuff! It's probably ugly, anyway, and it is clutter and distracts buyers! Do you know how often a perfectly good house becomes "the place with all the dolls" or the "lime green couch house" and not "the great value in my target school zone"?

Never in my life have I learned so much so quickly on the spot! Every transaction is a lesson, and every interaction is a chance to learn! Something wonky happens; you don't have time to pout. You just learn your lesson and move on.

I'd love to thank the Baltimore real estate community for being such an amazing place to be a newbie! I am shocked at how kind and helpful agents are to each other out here! Everyone is working toward the same goal in an arena that could get dicey. I've been pleasantly surprised at how collaborative most people are!

As the market continues to be weird and seems to change daily, hold on tight! We got this. I hope to do a deal with you soon.



Bethany Linderman has been helping people buy and sell homes for a little over a year. Before that, she was a radio morning show host. She has two adorable children and two annoying dogs. When she's not selling real estate, she likes to do DIY projects, do yoga, and watch way too much TV.

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▶▶ partner spotlight

By Molly Lauryssens
Photos by Maryland Photography Inc.

Picture this: poolside in Las Vegas, a happy couple with two young babies vacationing are spit-balling about the future, dreaming out loud about how they'll make a better life for their family. Gary is a real estate lawyer who was also doing settlements for his law firm's affiliated title company, Greenspring Title, and Michelle has a business development and sales background. One day, they fantasized about working together and owning their own title company.

...



GREENSPRING TITLE

TURNING DREAMS INTO REALITY

It wasn't a plan, more like a passing thought. This happy couple would scoff at it. Michelle Krupka jokes, "I think those couples that do that sort of thing are crazy! If you'd have asked us, even just a couple of years before, could I work with my husband? I'd be like — no way!"

But fate always has the last laugh, especially regarding dreams or plans you didn't actually plan. Once this opportunity presented itself, however, things happened fast. Within a month, Michelle would get her title license and quit her job. In 2019 they became the proud owners of Greenspring Title, which has been around since 1997.

WELCOME TO TITLE

Little did they know that severe storms were coming. First, the Baltimore City computer system got hacked. "This was an absolute nightmare to get things done for closings, and then COVID-19 hit. So it was within a year that both of these things happened," Gary said. Michelle added, "We've had this business for two months!"

Gary continued, "Then that got sorted out, and things were starting to get recorded again, and we were managing it all, and then here comes COVID-19." Like everyone else, they adapted and worked hard at being sensitive to people's needs at the

time; it was tough. "It was like juggling this constant dilemma of making sure that you're being accommodating but getting everybody to understand that there's got to be a way to do this," Gary said. Like everyone else, they got creative, figuring out the logistics with remote closings, being outside, and passing papers through windows and cars — doing whatever it took to make it work.

These days, Michelle says if she has to drive to Middle River and sit in someone's driveway for an hour to ensure everything goes smoothly for a closing, "It is what it is! I don't even think twice about it now."



Michelle, Gary, Spencer and Daphne Krupka

Indeed, starting out was an exciting time. Then add to that puzzle, Michelle was working from home now and suddenly had a kindergarten and second grader home too. The family was lucky enough to find a full-time babysitter— the child of a lender friend to help get them through that so they could concentrate on growing the business. Then once summer hit in 2020 and refis were up, they had the resources flowing again and haven't looked back since.

Through it all, this small team would persevere. Michelle says she is grateful for the hard work and knowledge this group supplies, "We have an amazing team. I always say that we hire people smarter than us and know more than I know and who make our lives easier."

Gary explained that each person on the team comes with industrial knowledge. Their primary closer is a former mortgage lender, their processor used to be an abstracter, and their post closer is also a real estate agent. Of course, Gary is always on hand to tackle anything law-related. "Everybody that comes on with us has industry knowledge, so they already have the answer to the 'why' question, even though not necessarily the 'how' question. Once you understand the 'why,' it's easier to figure out how."

This couple is committed to this work and the company's growth. They especially understand that there is no

more stressful time in a person's life than the period between the contract and the closing. They appreciate being the last people "holding the keys" until the paperwork is signed. Their motto is: This is the most important transaction in the buyer's life. "This isn't just another file for us. We all understand that." Gary says clients may call on the team in frustration because they don't know where to direct their fear, and they are trained to roll with it. "The expectation is that we deliver top-notch communication and service. We are proficient and professional. We do this with a smile on our faces and a positive mindset."

Michelle and Gary live in Lutherville and have two children: 11-year-old Daphne and 9-year-old Spencer. They enjoy spending time on the soccer field as Daphne plays club level, and Spencer is just getting into it. They love cheering on the local teams, the Ravens and Orioles, and enjoy entertaining. At least one night each weekend, they have neighbors over for a fire, and their children come over to play, too, and enjoy some time together.



“

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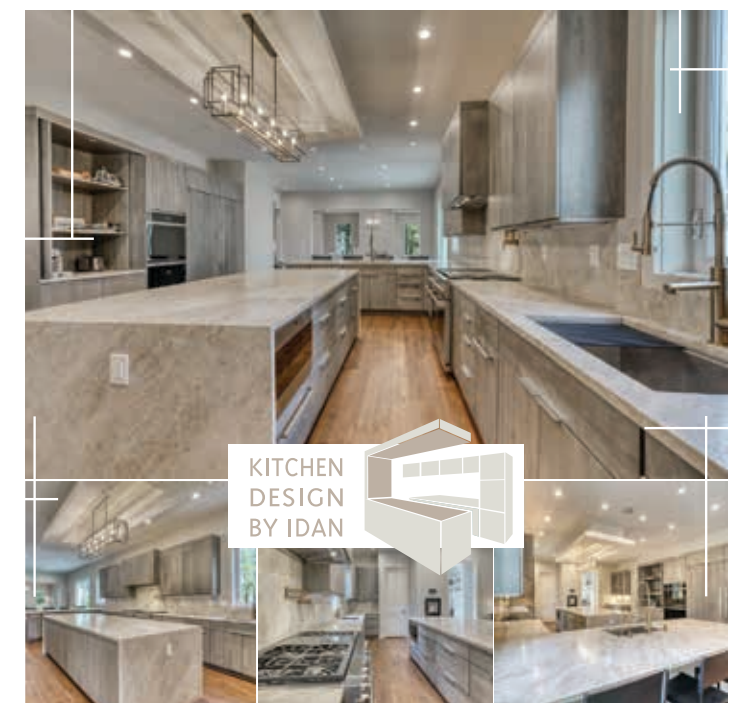
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» authors in the community

Ron HOWARD

By Molly Laurysens

Ron Howard, the fearless leader of The Greatest Moves Team at RE/MAX, is the author of two books: *Create Demand and Stop Chasing Business* and *Profitability and Performance Pitstops*. The truth is Ron never dreamt of becoming an author when he was younger. Still, he managed to carve out time in his already busy days to get it done. What was that like, and what motivated him to do this? We needed answers!

Why did you decide to write these books?

Ron: I read an article that said if you are good at something, you should write a book about it.

What makes your books unique?

Ron: For *Create Demand*: Honest, actionable ideas that work. For *Profit and Performance*: A complete guide to growing a scalable team.

Why should readers care about your books?

Ron: Both books will give you a direct path to where you want to go in real estate sales.

How long did it take you to write these books?

Ron: The first one took between one and two years. But the second one, which is twice as big, only took a year.

What did you learn about writing/publishing after going through this whole process?

Ron: Follow the formula, and it will be good. Keep on revising until it's really good.

When did you find time to write?

Ron: Every morning from 4:30 a.m. to 7 a.m.

What do your books offer REALTORS®?

Ron: How to get to a high volume without chasing business and a complete guide on how to build your business.

How does it feel to be an author?

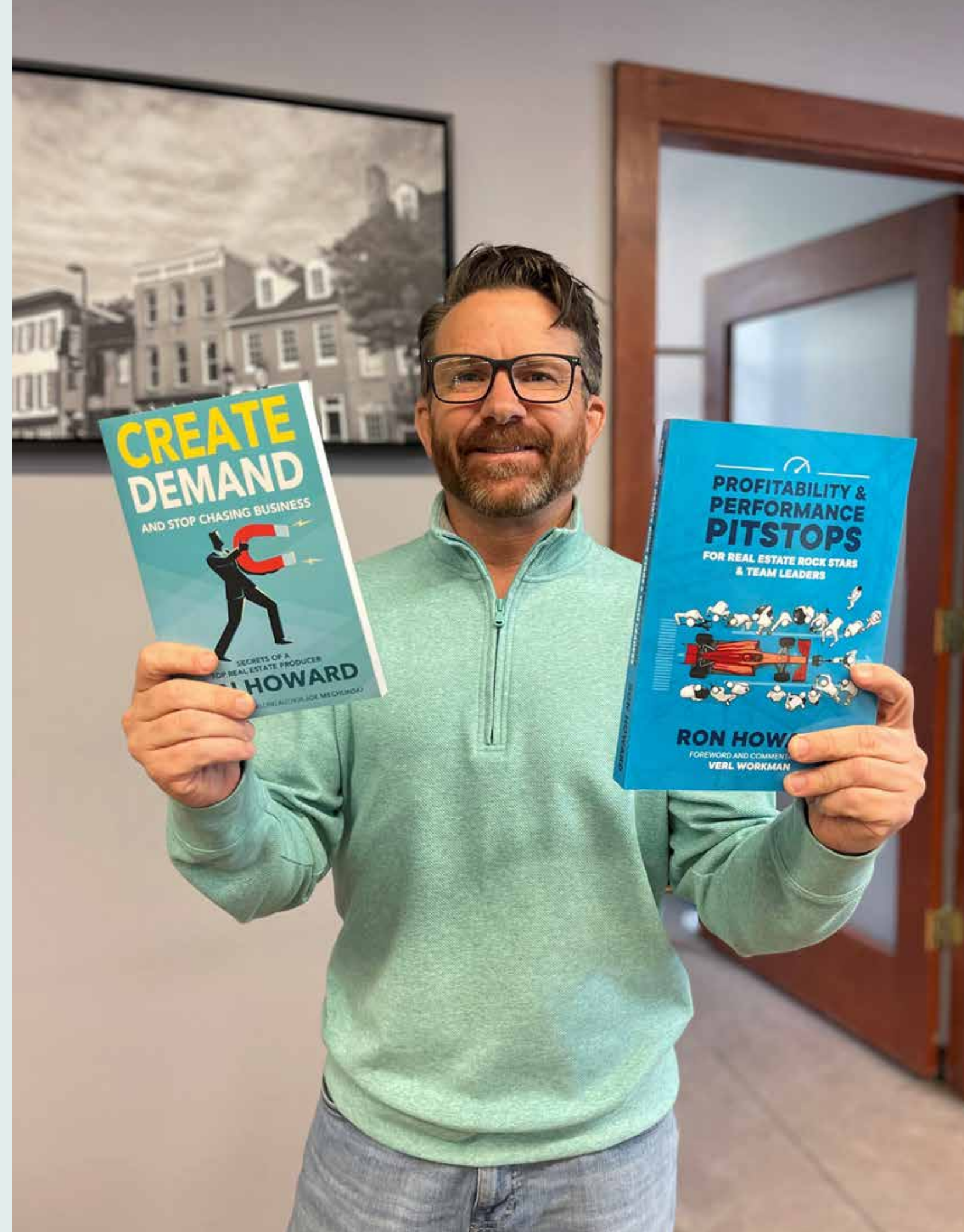
Ron: I get at least one message a week from an agent impacted by one of the books, and that feels good because the goal was to help agents get on the right track.

Where can people find your books?

Ron: Amazon.

Anything else you'd like to add?

Ron: I'm finishing two more books, so I'll have four published when I'm done.



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▶▶ cover story

By Molly Lauryssens
Photos by Maryland Photography Inc.

MICHAEL SCHIFF

*Locked Up to
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A Story of Grit
& Gratitude*

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By the time Michael Schiff was 15 years old, he had been arrested six times, served 60 days in a juvenile detention center, and another 60 in a drug addiction treatment center. He went to the Charles Hickey School in Baltimore and then, with the help of his parents, (reluctantly) decided to attend Massanutten Military Academy in Virginia.

At the academy, he was empowered with discipline and quickly became a leader, “I got the structure and accountability that I needed and rose through the ranks my first year there.” He was the Battalion Commander and captain of the football team. Things were looking up; he had 19 months clean. With his past safely behind him, that other Michael no longer existed. Or so he thought.

Then he got a root canal and was prescribed painkillers. Before long, he found himself using again, “I was doubling up on the pills, so I could catch a buzz.” Addiction is insidious; it doesn’t care if you’re battalion commander. “From 17 to 21, my addiction took over again. And in those four years, my addiction progressed. This disease is progressive — it’s gradual until it isn’t— and then it’s sudden.”

The Progression

In 2000, Michael graduated from the academy and moved south to attend the University of Florida, Gainesville. “I got a little taste of freedom and took some steps backward,” he admits. One drink was never enough and led to other things like cocaine and opiates. Soon he was dealing drugs to support his habits. The progression of this disease had Michael reasoning his way through it. After all, he wasn’t hurting anyone but himself. Addiction is cunning. He was arrested three more times. Law became a passion for him, so he began studying and actually took the LSATs.

•••



“ From 17 to 21, my addiction took over again. And in those four years, my addiction progressed. This disease is progressive — it’s gradual until it isn’t— and then it’s sudden.

“ Nobody succeeds alone, and there were people that were there for me. I like being that person for other people, believing in them, cheering them on, and high-fiving them as they grow.



Michael’s day of reckoning would come, though. He’d have moments of clarity that would humble him. One such day he had a hearing; he was representing himself and fully intended to drive home from the courthouse that day. However, the judge had other plans, telling Michael he had no business practicing law. He was taken away, handcuffed, shackled, and sentenced to serve a year and a day in prison. “I always had this charismatic, charming personality where I could talk myself out of anything and get a slap on the wrist.” Those days were over.

Another bottom came when his parents came to visit him. “Touching their hands through the glass was an emotional and unforgettable experience. It was shameful and embarrassing. I was in tears and never wanted them to see me like that.” These vivid memories are forever etched on his heart.

Starting Over

Memories like that keep him from using, and he recently celebrated 19 years clean. Another motivator: his 7-year-old daughter, Nomi, “I’m grateful she’s never seen me at my worst. Even though it’s been a long time, addiction comes for you at any time, in many ways. I’ve seen it break families, and you think, how could you let that get between you and your children? That’s what addiction does!” Michael knows; he has buried over 50 friends and acquaintances through the years.

At 21 years old, Michael started working the steps of Narcotics Anonymous and began anew. He always loved selling; his first hustle came in fifth grade with bubble gum. So eventually, he decided to test out real estate. In 2004, he was training with ZIP Realty as he was getting his criminal record

expunged. One day he found a note on his desk terminating him because the company did an extensive background check. When entering the workforce as a felon, he panicked and was not completely honest about his past on the application.

That was a temporary setback until he met Vito Simone, who ran Simone Real Estate, a boutique brokerage in Pikesville. Michael gets emotional remembering how Vito took him under his wing, “He walked me into the commissioner’s office saying I’m going to mentor him and look after him! I’m going to put him on my back, in a sense, and ensure he’s doing the right thing.”

Michael was a solo agent for the first seven years and saw great success. For a while, he focused on investors, helping revitalize communities. But being a leader is his natural state, coupled with that heart to serve, “Nobody succeeds alone, and there were people that were there for me. I like being that person for other people, believing in them, cheering them on, and high-fiving them as they grow.”

In 2011, he and Jen Schiff co-founded the Schiff Home Team. Today, they are with eXp Realty and have 16 agents and four administrators and have been responsible for over 3,000 houses sold and nearly a billion dollars in sales. In 2022 they closed on 258 units for \$90 million. Michael loves the team they’ve created. “I’m super proud! We have a lot of accountability, structure, and a love for one another that is unparalleled. We have a lot of support and leverage around one another. That’s a great synergy! One plus one equals five around here. We are a very gritty team — that’s a good way to say it.” Every year this team looks for more ways to make a difference in the people and communities they serve.

His Own Recovery Movement

Michael is relentless in his mission these days and remains vigilant in recovery, attending meetings regularly. In addition, he pays it forward every chance he gets and has made it his purpose “to give other addicts or other people opportunities when they need someone to believe in them; I am that guy!” As Vito did for him, he’s constantly looking to help another.

In addition, he’s currently in the process of opening two recovery houses. These multi-unit buildings will transform lives and offer supervision, accountability, and vocational skill training while boasting on-site clinical care. He adds, “Here, they’ll have a bit more freedom in this program so we can get them on their feet to go back into society and with their families.”

With the help of Randy Lusk, Michael recently started a private Facebook group called REPAIR: Real Estate Professionals Active in Recovery. They aim to create safe spaces (even at conferences) in this community, empowering those dealing with the stresses and demands of the business without using alcohol or drugs.

For fun, Michael likes to travel, cheer on the Ravens, and play golf. He lives in Pikesville and is a cigar and watch enthusiast. He also loves spoiling Nomi, who is the light of his life. “She’s just such a loving and caring, artistic little girl. I love having a little girl because I can treat her like a little princess.”

If you take anything away from this story, Michael hopes it will be this: recovery is possible. Life after alcohol and drugs is even more fun and fulfilling. He’s living proof.

FIVE FAST, FUN FACTS WITH MICHAEL:

Tell us something few people know about you.

Michael: I am completely blind in my left eye from an accident when I was 3 years old. I was teased a lot growing up, which affected my self-esteem. This limitation strengthened me and helped me operate from a place of gratitude.

What’s one book you recommend people read?

Michael: A New Earth by Eckhart Tolle.

Who is on your playlist?

Michael: Jay-Z, he’s such an inspiration! I love his rags-to-riches story, and the trials and tribulations resonate. His music has gotten me through some tough times.

You mentioned you are a registered investment advisor.

Michael: Yes, I obtained my Series 65 license.

Name a golf course you’d like to play at one day.

Michael: Augusta, of course. But Pinehurst in North Carolina.



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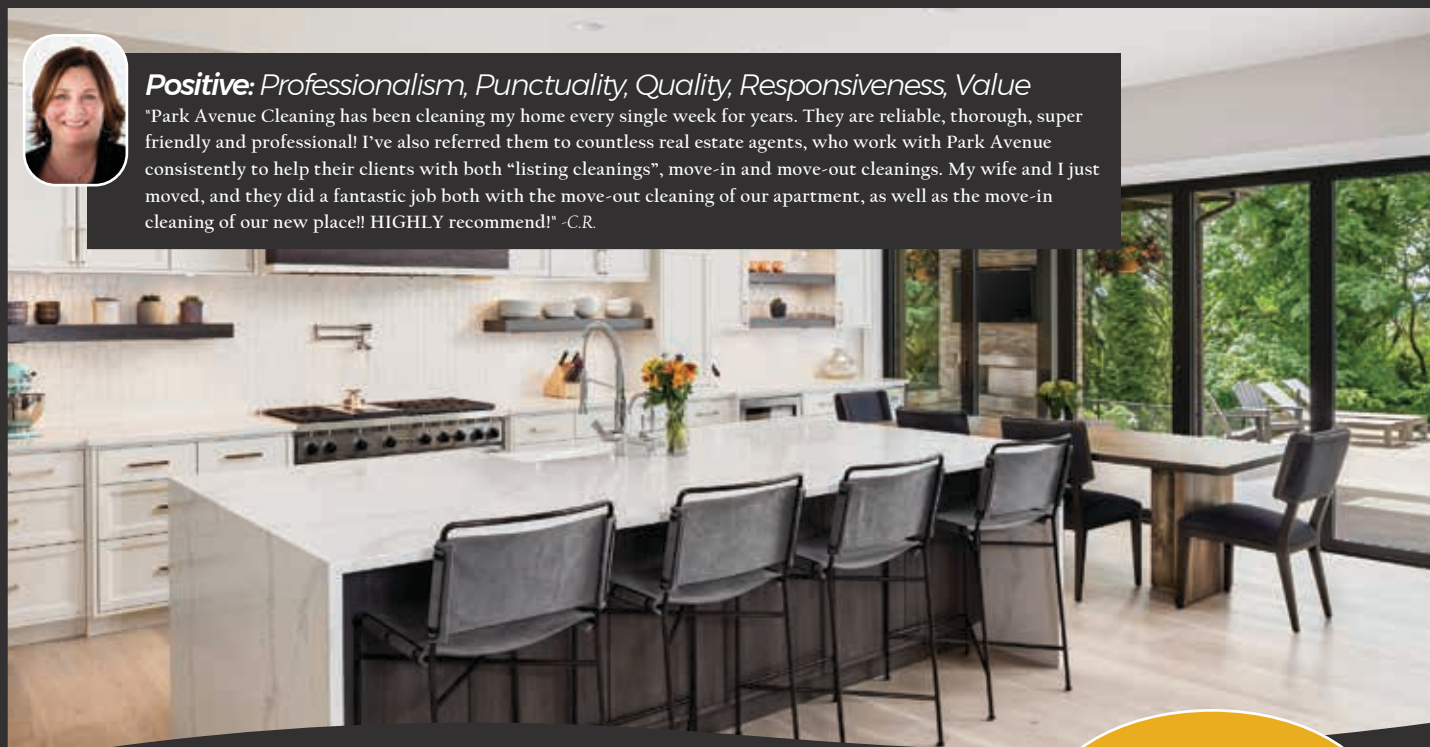
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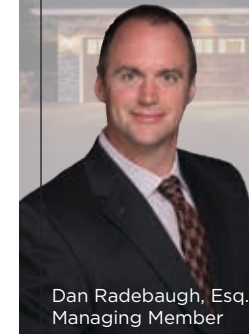


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TOP 150 STANDINGS • BY UNITS

Individual MLS ID Closed date from Jan. 1 to Dec. 31, 2022

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

RANK	NAME	OFFICE	SALES	TOTAL
1	Heather Richardson	NVR Services, Inc.	1014	\$520,586,404
2	Adam M Shpritz	Ashland Auction Group LLC	1001	\$61,205,197
3	Kathleen Cassidy	DRH Realty Capital, LLC.	495	\$265,179,241
4	Melissa M Daniels	Keller Williams Integrity	350.5	\$181,121,647
5	Lee M Shpritz	Ashland Auction Group LLC	348	\$22,120,885
6	Robert J Lucido	Keller Williams Lucido Agency	335	\$213,137,014
7	Robert J Chew	Berkshire Hathaway HomeServices PenFed Realty	283.5	\$134,793,473
8	Tineshia R. Johnson	NVR Services, Inc.	282.5	\$149,072,472
9	Shawn M Evans	Monument Sotheby's International Realty	229	\$164,896,944
10	Lee R. Tessier	EXP Realty, LLC	221.5	\$84,142,886
11	Larry E Cooper	Alex Cooper Auctioneers, Inc.	196	\$25,375,029
12	Nickolaus B Waldner	Keller Williams Realty Centre	173	\$81,837,196
13	Joseph A Petrone	Monument Sotheby's International Realty	170	\$102,642,161
14	Phillippe Gerdes	Long & Foster Real Estate, Inc.	161.5	\$69,339,159
15	Charlotte Savoy	Keller Williams Integrity	157	\$78,001,593
16	Gina L White	Lofgren-Sargent Real Estate	147	\$58,783,325
17	Lois Margaret Alberti	Alberti Realty, LLC	144.5	\$44,946,120
18	Jeremy Michael McDonough	Mr. Lister Realty	141	\$60,879,077
19	Laura M Snyder	American Premier Realty, LLC	124.5	\$48,436,231
20	Lauren Ryan	NVR Services, Inc.	116	\$57,445,875
21	Andrew Undem	Berkshire Hathaway HomeServices Homesale Realty	112.5	\$48,780,403
22	Christopher J Cooke	Berkshire Hathaway HomeServices Homesale Realty	108.5	\$31,020,127
23	Daniel Borowy	Redfin Corp	108	\$53,408,851
24	David Orso	Berkshire Hathaway HomeServices PenFed Realty	107.5	\$104,975,239
25	STEPHEN PIPICH Jr.	Corner House Realty North	98.5	\$29,952,700
26	Jeannette A Westcott	Keller Williams Realty Centre	98	\$52,655,779
27	Louis Chirgott	American Premier Realty, LLC	97.5	\$43,246,427
28	Un H McAdory	Realty 1 Maryland, LLC	97	\$55,698,189
29	Daniel McGhee	Homeowners Real Estate	97	\$31,524,075
30	Bradley R Kappel	TTR Sotheby's International Realty	95	\$204,681,400
31	Gina M Gargeu	Century 21 Downtown	95	\$18,225,350
32	Tony Migliaccio	Long & Foster Real Estate, Inc.	94	\$36,818,960
33	James T Weiskerger	Next Step Realty	93.5	\$46,455,320
34	Jonathan Scheffenacker	Redfin Corp	92	\$37,326,998

RANK	NAME	OFFICE	SALES	TOTAL
35	Alexander T Cruz	Cummings & Co. Realtors	90	\$18,295,750
36	Robert J Breeden	Berkshire Hathaway HomeServices Homesale Realty	89.5	\$30,628,874
37	Timothy Langhauser	Compass Home Group, LLC	89	\$33,875,508
38	Charles N Billig	A.J. Billig & Company	88	\$15,500,988
39	Benjamin J Garner	212 Realty	87	\$37,045,375
40	Michael J Schiff	EXP Realty, LLC	87	\$30,164,159
41	Matthew D Rhine	Keller Williams Legacy	86.5	\$38,674,475
42	Daniel M Billig	A.J. Billig & Company	86	\$21,283,650
43	Creig E Northrop III	Northrop Realty	84	\$85,895,600
44	Tracy J. Lucido	Keller Williams Lucido Agency	84	\$63,046,141
45	Brian M Pakulla	RE/MAX Advantage Realty	84	\$54,356,041
46	Scott A Schuetter	Berkshire Hathaway HomeServices PenFed Realty	83	\$58,853,879
47	Anne Marie M Balcerzak	AB & Co Realtors, Inc.	82	\$36,662,210
48	Nancy A Hulsman	Coldwell Banker Realty	81.5	\$38,278,178
49	Mitchell J Toland Jr.	Redfin Corp	81	\$25,516,631
50	Dassi Lazar	Lazar Real Estate	78	\$21,325,416

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SPOTLIGHT ON Shawn Yolton



Shawn Yolton, Home Inspector

With over twenty years in the home services industry, Shawn Yolton began a new journey in his career a little over two years ago. Having spent most of his professional life in pest control and home remodeling, he was ready for a change. While mulling his options, he considered becoming a certified home inspector. He felt that his experience in remodeling and even his years in pest control had given him ample opportunity to discover issues that plagued many new home buyers. With a gift and aptitude for service, he wanted a career that would enable him to help buyers and realtors navigate the home inspection process with ease.

Serendipitously, a friend of Shawn's ran into Justin Sapp, the owner of Certified Property Inspection (CPI), who was looking to hire a new inspector. Soon after, Shawn and Justin met to discuss a potential fit. Shawn says, "Justin's philosophy for service struck a chord for me. I was attracted by the opportunity CPI offered, especially the customer-first approach upon which the company was built. So when I received an offer, I gladly accepted. My time with CPI has been a fantastic experience. The teamwork and everyone's dedication to ensuring our customers receive stellar service have fulfilled every expectation and hope I had when I joined the team. Every day, I wake up ready to hit the field and help make buyer's dreams come true.

His 20 years in the industry and especially his two years at Certified Property Inspection have taught Shawn that doing things right is fundamental to taking care of the client. He says, "I often see where things were not properly built or installed. I know that taking the time to do every job right in a home can save homeowners a lot of aggravation down the road." He says, "My father was a plumber; he instilled both a hard work ethic and a commitment to excellence in service. I am grateful for those valuable lessons which serve me well today."

Shawn grew up in Northeast, MD, and now resides in Elkton with his fiancé, Tori, and their three children. When he is not working, Shawn says that he enjoys watching Orioles games and any form of racing. Shawn's passion for racing extends beyond being a spectator as he spent many years in the driver's seat of drag racing cars competing throughout the region.

In addition to sports, Shawn enjoys spending time with his children and "tinkering." He spends much of his time off fixing various items, gadgets, and toys around the house and garage. He also enjoys continuing the lifelong family tradition of vacationing in Little Ossipee, Maine.

When asked for his thoughts, Justin says, "Shawn is just simply a down-to-earth, good guy. He always talks supportively of his fiancé Tori, coaches his son's t-ball team, is a very involved father, and has amazing work ethic. On the job, Shawn's thoroughness has won him many fans among our clients. If you are buying a house, you are in good hands with Shawn, although sellers may not be so thrilled when he pulls up the drive... that guy carries a fine tooth comb! But truthfully, because he is so knowledgeable, he's able to explain everything, really educate his clients, and make them feel comfortable, fully understanding the home and any repairs that might be needed."



Tori, Shawn, and their three children

TOP 150 STANDINGS • BY UNITS

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RANK	NAME	OFFICE	SALES	TOTAL
51	Matthew P Wyble	CENTURY 21 New Millennium	76.5	\$43,379,882
52	John R Newman II	Keller Williams Flagship of Maryland	76	\$27,878,852
53	Jared T Block	Alex Cooper Auctioneers, Inc.	74	\$18,536,755
54	Jessica L Young-Stewart	RE/MAX Executive	73.5	\$30,406,290
55	Vincent J. Steo	RE/MAX Community Real Estate	73.5	\$25,991,599
56	Kimberly A Lally	EXP Realty, LLC	73	\$30,029,399
57	Robert Elliott	Redfin Corp	73	\$28,708,441
58	Donna J Yocum	Keller Williams Realty Centre	72.5	\$49,500,156
59	Bill Franklin	Long & Foster Real Estate, Inc.	72.5	\$36,647,950
60	Zachary Bryant	Northrop Realty	72.5	\$33,131,050
61	Kelly Schuit	Next Step Realty	72.5	\$29,697,899
62	Mark A. Ritter	Revol Real Estate, LLC	72	\$32,874,552
63	Bob Simon	Long & Foster Real Estate, Inc.	72	\$12,546,500
64	Kim Barton	Keller Williams Legacy	70.5	\$28,130,836
65	Gregory A Cullison Jr.	EXP Realty, LLC	70.5	\$19,073,395
66	Matthew B Pecker	Berkshire Hathaway HomeServices Homesale Realty	70	\$30,917,030

RANK	NAME	OFFICE	SALES	TOTAL
67	Montaz Maurice McCray	Keller Williams Realty Centre	70	\$20,466,877
68	Veronica A Sniscak	Compass	69.5	\$32,876,738
69	William C Featherstone	Featherstone & Co.,LLC.	69.5	\$18,972,449
70	Yevgeny Drubetskoy	EXP Realty, LLC	69	\$18,547,973
71	Allen J Stanton	RE/MAX Executive	68.5	\$28,004,552
72	Vincent M Caropreso	Keller Williams Flagship of Maryland	68.5	\$27,484,175
73	Alan Ray Porterfield Jr.	Coldwell Banker Realty	68	\$18,993,900
74	Alex B Fox	Allfirst Realty, Inc.	67.5	\$23,463,899
75	Sunna Ahmad	Cummings & Co. Realtors	67	\$43,859,895
76	Wendy Slaughter	Elevate Real Estate Brokerage	66	\$35,424,087
77	PETER WONG	Corner House Realty North	66	\$21,023,750
78	Francis R Mudd III	Schwartz Realty, Inc.	65.5	\$30,939,089
79	Elizabeth Ellis	Brookfield Management Washington LLC	65	\$43,317,802
80	Derek Blazer	Cummings & Co. Realtors	65	\$23,795,900
81	Jeff D Washo	Compass	64.5	\$26,940,500
82	Robert A Commodari	EXP Realty, LLC	64	\$22,411,000
83	Tom Atwood	Keller Williams Metropolitan	63	\$23,306,925
84	Joshua Shapiro	Douglas Realty, LLC	62.5	\$28,619,740
85	Missy A Aldave	Northrop Realty	61.5	\$26,420,194
86	James H Stephens	EXP Realty, LLC	61.5	\$23,025,530
87	Bethanie M Fincato	Cummings & Co. Realtors	61.5	\$22,113,516
88	Jeremy S Walsh	Coldwell Banker Realty	61	\$26,701,225
89	David E Jimenez	RE/MAX Distinctive Real Estate, Inc.	60	\$26,441,060
90	Melissa Barnes	Cummings & Co. Realtors	60	\$21,964,211
91	Terry A Berkeridge	Advance Realty Bel Air, Inc.	60	\$17,290,700
92	Marina Yousefian	Long & Foster Real Estate, Inc.	59	\$29,408,151
93	Jory Frankle	Northrop Realty	58	\$28,925,333
94	Robb Preis	Redfin Corp	58	\$23,742,102
95	Michele Schmidt	Keller Williams Flagship of Maryland	58	\$20,508,500
96	Peter J Klebenow	RE/MAX First Choice	58	\$10,663,271
97	Tony A Zowd	Coldwell Banker Realty	57.5	\$24,642,650
98	Michael Lopez	RE/MAX Distinctive Real Estate, Inc.	57.5	\$17,554,471
99	Liz A. Ancel	Cummings & Co. Realtors	57	\$23,759,025
100	Timothy Lee Joseph Dominick	Coldwell Banker Realty	57	\$10,285,700

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RANK	NAME	OFFICE	SALES	TOTAL
101	Joseph S Bird	RE/MAX Advantage Realty	56.5	\$26,656,400
102	Bob Kimball	Redfin Corp	56.5	\$20,377,650
103	Steve R Kuzma	Weichert, Realtors - Diana Realty	56.5	\$17,649,082
104	Charlie Hatter	Monument Sotheby's International Realty	56	\$67,254,500
105	Luis H Arrazola	A.J. Billig & Company	56	\$8,023,338
106	Ashley B Richardson	Monument Sotheby's International Realty	55	\$29,578,000
107	James P Schaecher	Keller Williams Flagship of Maryland	55	\$27,139,450
108	Steven C Paxton	Keller Williams Metropolitan	55	\$23,810,039
109	Karen Hubble Bisbee	Long & Foster Real Estate, Inc.	54.5	\$59,319,441
110	Douglas E. Gardiner	Long & Foster Real Estate, Inc.	54.5	\$24,976,686
111	Catherine A Watson - Bye	RE/MAX Executive	54	\$25,235,499
112	Jessica DuLaney (Nonn)	Next Step Realty	54	\$24,630,650
113	Ronald W. Howard	RE/MAX Advantage Realty	54	\$20,091,353
114	James J Rupert	Douglas Realty, LLC	53.5	\$23,045,034
115	Tiffany S Domneys	ExecuHome Realty	53.5	\$12,258,360
116	AMELIA E SMITH	Redfin Corp	53	\$23,381,032
117	Heather Crawford	Redfin Corp	53	\$20,164,566
118	Michael Frank	Berkshire Hathaway HomeServices PenFed Realty	53	\$18,608,551
119	Christopher T Drewer	EXP Realty, LLC	53	\$13,694,105
120	Christina B Elliott	Keller Williams Integrity	52.5	\$26,157,690
121	Anthony M Friedman	Northrop Realty	52	\$32,168,420
122	Jessica H Dailey	Compass	52	\$20,653,400
123	Brendan Butler	Cummings & Co. Realtors	52	\$20,236,845
124	Stephanie A Myers	Long & Foster Real Estate, Inc.	52	\$19,673,200
125	Byron K. Brooks	Thurston Wyatt Real Estate, LLC	52	\$8,400,834
126	Marta Lopushanska	Berkshire Hathaway HomeServices Homesale Realty	51.5	\$20,541,250
127	Andrew D Schweigman	Douglas Realty, LLC	51.5	\$19,594,150
128	Julia H. Neal	Next Step Realty	51.5	\$18,798,400
129	Santiago Carrera	Exit Results Realty	51.5	\$18,371,149
130	Keiry Martinez	ExecuHome Realty	51.5	\$16,235,776
131	Christina J Palmer	Keller Williams Flagship of Maryland	51	\$40,906,365
132	VENKATESWARA RAO GURRAM	Samson Properties	51	\$35,175,335
133	Peter Boscas	Red Cedar Real Estate, LLC	51	\$29,212,350
134	Shekhaar Gupta	EXP Realty, LLC	51	\$21,301,300

RANK	NAME	OFFICE	SALES	TOTAL
135	Mark Richa	Cummings & Co. Realtors	51	\$18,273,082
136	Terence P Brennan	Long & Foster Real Estate, Inc.	51	\$17,054,197
137	Kate A Barnhart	Northrop Realty	51	\$14,175,390
138	Donna L Reichert	Keller Williams Flagship of Maryland	50.5	\$20,808,249
139	Bridgette A Jacobs	Long & Foster Real Estate, Inc.	50.5	\$20,601,400
140	Angelo M Cooper	Keller Williams Legacy	50.5	\$11,571,550
141	Ellie L Mcintire	Keller Williams, LLC	50	\$25,213,350
142	Donald L Beecher	Redfin Corp	50	\$18,024,050
143	John C Kantorski Jr.	EXP Realty, LLC	50	\$17,052,750
144	Trent C Gladstone	Keller Williams Integrity	49.5	\$25,551,299
145	Matthew Mark Bearinger	Keller Williams Flagship of Maryland	49	\$23,442,646
146	Brian D Saver	Northrop Realty	48.5	\$43,991,000
147	Heidi S Krauss	Krauss Real Property Brokerage	48	\$60,380,550
148	Daniel M Chanteloup	Long & Foster Real Estate, Inc.	48	\$26,634,471
149	Enoch P Moon	Realty 1 Maryland, LLC	48	\$23,515,860
150	Pamela A Terry	EXP Realty, LLC	48	\$6,140,752

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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Dec. 31, 2022

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

RANK	NAME	OFFICE	SALES	TOTAL
1	Heather Richardson	NVR Services, Inc.	1014	\$520,586,404
2	Kathleen Cassidy	DRH Realty Capital, LLC.	495	\$265,179,241
3	Robert J Lucido	Keller Williams Lucido Agency	335	\$213,137,014
4	Bradley R Kappel	TTR Sotheby's International Realty	95	\$204,681,400
5	Melissa M Daniels	Keller Williams Integrity	350.5	\$181,121,647
6	Shawn M Evans	Monument Sotheby's International Realty	229	\$164,896,944
7	Tineshia R. Johnson	NVR Services, Inc.	282.5	\$149,072,472
8	Robert J Chew	Berkshire Hathaway HomeServices PenFed Realty	283.5	\$134,793,473
9	David Orso	Berkshire Hathaway HomeServices PenFed Realty	107.5	\$104,975,239
10	Joseph A Petrone	Monument Sotheby's International Realty	170	\$102,642,161
11	Creig E Northrop III	Northrop Realty	84	\$85,895,600
12	Lee R. Tessier	EXP Realty, LLC	221.5	\$84,142,886
13	Nickolaus B Waldner	Keller Williams Realty Centre	173	\$81,837,196
14	Charlotte Savoy	Keller Williams Integrity	157	\$78,001,593
15	Phillippe Gerdes	Long & Foster Real Estate, Inc.	161.5	\$69,339,159
16	Charlie Hatter	Monument Sotheby's International Realty	56	\$67,254,500

RANK	NAME	OFFICE	SALES	TOTAL
17	Tracy J. Lucido	Keller Williams Lucido Agency	84	\$63,046,141
18	Adam M Shpritz	Ashland Auction Group LLC	1001	\$61,205,197
19	Jeremy Michael McDonough	Mr. Lister Realty	141	\$60,879,077
20	Heidi S Krauss	Krauss Real Property Brokerage	48	\$60,380,550
21	Karen Hubble Bisbee	Long & Foster Real Estate, Inc.	54.5	\$59,319,441
22	Scott A Schuetter	Berkshire Hathaway HomeServices PenFed Realty	83	\$58,853,879
23	Gina L White	Lofgren-Sargent Real Estate	147	\$58,783,325
24	Lauren Ryan	NVR Services, Inc.	116	\$57,445,875
25	Un H McAdory	Realty 1 Maryland, LLC	97	\$55,698,189
26	Brian M Pakulla	RE/MAX Advantage Realty	84	\$54,356,041
27	Daniel Borowy	Redfin Corp	108	\$53,408,851
28	Jeannette A Westcott	Keller Williams Realty Centre	98	\$52,655,779
29	Donna J Yocum	Keller Williams Realty Centre	72.5	\$49,500,156
30	Andrew Udem	Berkshire Hathaway HomeServices Homesale Realty	112.5	\$48,780,403
31	Laura M Snyder	American Premier Realty, LLC	124.5	\$48,436,231
32	James T Weiskerger	Next Step Realty	93.5	\$46,455,320
33	Georgeann A Berkinshaw	Coldwell Banker Realty	25	\$45,910,500
34	Lois Margaret Alberti	Alberti Realty, LLC	144.5	\$44,946,120
35	Brian D Saver	Northrop Realty	48.5	\$43,991,000
36	Sunna Ahmad	Cummings & Co. Realtors	67	\$43,859,895
37	Matthew P Wyble	CENTURY 21 New Millennium	76.5	\$43,379,882
38	Elizabeth Ellis	Brookfield Management Washington LLC	65	\$43,317,802
39	Louis Chirgott	American Premier Realty, LLC	97.5	\$43,246,427
40	Christina J Palmer	Keller Williams Flagship of Maryland	51	\$40,906,365
41	Matthew D Rhine	Keller Williams Legacy	86.5	\$38,674,475
42	Nancy A Hulsman	Coldwell Banker Realty	81.5	\$38,278,178
43	Jonathan Scheffenacker	Redfin Corp	92	\$37,326,998
44	Benjamin J Garner	212 Realty	87	\$37,045,375
45	Tony Migliaccio	Long & Foster Real Estate, Inc.	94	\$36,818,960
46	Anne Marie M Balcerzak	AB & Co Realtors, Inc.	82	\$36,662,210
47	Bill Franklin	Long & Foster Real Estate, Inc.	72.5	\$36,647,950
48	Sandra K Libby	Long & Foster Real Estate, Inc.	39	\$36,234,725
49	Wendy Slaughter	Elevate Real Estate Brokerage	66	\$35,424,087
50	VENKATESWARA RAO GURRAM	Samson Properties	51	\$35,175,335

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TOP 150 STANDINGS • BY VOLUME

Individual MLS ID Closed date from Jan. 1 to Dec. 31, 2022

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

RANK	NAME	OFFICE	SALES	TOTAL
51	Timothy Langhauser	Compass Home Group, LLC	89	\$33,875,508
52	Zachary Bryant	Northrop Realty	72.5	\$33,131,050
53	Veronica A Sniscak	Compass	69.5	\$32,876,738
54	Mark A. Ritter	Revol Real Estate, LLC	72	\$32,874,552
55	Anthony M Friedman	Northrop Realty	52	\$32,168,420
56	Wendy T Oliver	Coldwell Banker Realty	40.5	\$31,636,698
57	Colleen M Smith	Long & Foster Real Estate, Inc.	47	\$31,596,078
58	Daniel McGhee	Homeowners Real Estate	97	\$31,524,075
59	Pamela A Tierney	Long & Foster Real Estate, Inc.	17	\$31,215,100
60	Christopher J Cooke	Berkshire Hathaway HomeServices Homesale Realty	108.5	\$31,020,127
61	Francis R Mudd III	Schwartz Realty, Inc.	65.5	\$30,939,089
62	Matthew B Pecker	Berkshire Hathaway HomeServices Homesale Realty	70	\$30,917,030
63	Robert J Breeden	Berkshire Hathaway HomeServices Homesale Realty	89.5	\$30,628,874
64	Jessica L Young-Stewart	RE/MAX Executive	73.5	\$30,406,290
65	Michael J Schiff	EXP Realty, LLC	87	\$30,164,159
66	Kristi C Neidhardt	Northrop Realty	40.5	\$30,097,900
67	Kimberly A Lally	EXP Realty, LLC	73	\$30,029,399
68	STEPHEN PIPICH Jr.	Corner House Realty North	98.5	\$29,952,700
69	Kelly Schuit	Next Step Realty	72.5	\$29,697,899
70	Shane C Hall	Compass	33	\$29,668,650
71	Ashley B Richardson	Monument Sotheby's International Realty	55	\$29,578,000
72	Marina Yousefian	Long & Foster Real Estate, Inc.	59	\$29,408,151
73	Peter Boscas	Red Cedar Real Estate, LLC	51	\$29,212,350
74	Jory Frankle	Northrop Realty	58	\$28,925,333
75	Robert Elliott	Redfin Corp	73	\$28,708,441
76	Joshua Shapiro	Douglas Realty, LLC	62.5	\$28,619,740
77	Kim Barton	Keller Williams Legacy	70.5	\$28,130,836
78	Ryan R Briggs	Anne Arundel Properties, Inc.	43	\$28,060,400
79	Allen J Stanton	RE/MAX Executive	68.5	\$28,004,552
80	John R Newman II	Keller Williams Flagship of Maryland	76	\$27,878,852
81	Jennifer K Chino	TTR Sotheby's International Realty	35.5	\$27,809,457
82	Vincent M Caropreso	Keller Williams Flagship of Maryland	68.5	\$27,484,175
83	James P Schaecher	Keller Williams Flagship of Maryland	55	\$27,139,450
84	Jeff D Washo	Compass	64.5	\$26,940,500

RANK	NAME	OFFICE	SALES	TOTAL
85	Jeremy S Walsh	Coldwell Banker Realty	61	\$26,701,225
86	Joseph S Bird	RE/MAX Advantage Realty	56.5	\$26,656,400
87	Daniel M Chanteloup	Long & Foster Real Estate, Inc.	48	\$26,634,471
88	David E Jimenez	RE/MAX Distinctive Real Estate, Inc.	60	\$26,441,060
89	Missy A Aldave	Northrop Realty	61.5	\$26,420,194
90	Lisa Alatis-Hapney	Monument Sotheby's International Realty	40.5	\$26,414,292
91	Elizabeth C Dooner	Coldwell Banker Realty	22	\$26,303,958
92	Alexandra T Sears	TTR Sotheby's International Realty	26.5	\$26,295,075
93	Christina B Elliott	Keller Williams Integrity	52.5	\$26,157,690
94	Vincent J. Steo	RE/MAX Community Real Estate	73.5	\$25,991,599
95	Trent C Gladstone	Keller Williams Integrity	49.5	\$25,551,299
96	Mitchell J Toland Jr.	Redfin Corp	81	\$25,516,631
97	Sarah E Kanne	Gibson Island Corporation	7.5	\$25,397,000
98	Larry E Cooper	Alex Cooper Auctioneers, Inc.	196	\$25,375,029
99	Catherine A Watson - Bye	RE/MAX Executive	54	\$25,235,499
100	Ellie L Mcintire	Keller Williams, LLC	50	\$25,213,350

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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	Raymond G Johnson III	Berkshire Hathaway HomeServices Homesale Realty	45	\$25,062,675
102	Ricky Cantore III	RE/MAX Advantage Realty	46.5	\$25,018,155
103	Douglas E. Gardiner	Long & Foster Real Estate, Inc.	54.5	\$24,976,686
104	Tina C Cheung	EXP Realty, LLC	43.5	\$24,962,792
105	Tony A Zowd	Coldwell Banker Realty	57.5	\$24,642,650
106	Jessica DuLaney (Nonn)	Next Step Realty	54	\$24,630,650
107	John J Collins	Long & Foster Real Estate, Inc.	33	\$23,976,900
108	Stephen H Strohecker	Berkshire Hathaway HomeServices PenFed Realty	29	\$23,872,195
109	Jason P Donovan	RE/MAX Leading Edge	47	\$23,862,050
110	Victoria Northrop	Northrop Realty	44	\$23,844,060
111	Steven C Paxton	Keller Williams Metropolitan	55	\$23,810,039
112	Arian Sargent Lucas	Lofgren-Sargent Real Estate	33.5	\$23,809,799
113	Derek Blazer	Cummings & Co. Realtors	65	\$23,795,900
114	Liz A. Ancel	Cummings & Co. Realtors	57	\$23,759,025
115	Robb Preis	Redfin Corp	58	\$23,742,102
116	Carla H Viviano	Viviano Realty	38	\$23,615,201

RANK	NAME	OFFICE	SALES	TOTAL
117	Enoch P Moon	Realty 1 Maryland, LLC	48	\$23,515,860
118	Alex B Fox	Allfirst Realty, Inc.	67.5	\$23,463,899
119	Matthew Mark Bearinger	Keller Williams Flagship of Maryland	49	\$23,442,646
120	Samuel P Bruck	Northrop Realty	47.5	\$23,417,750
121	Carol Snyder	Monument Sotheby's International Realty	31	\$23,389,415
122	AMELIA E SMITH	Redfin Corp	53	\$23,381,032
123	Jason W Perlow	Monument Sotheby's International Realty	38	\$23,314,750
124	Sarah E Garza	Keller Williams Flagship of Maryland	39.5	\$23,313,995
125	Tom Atwood	Keller Williams Metropolitan	63	\$23,306,925
126	Jennifer H Bonk	Keller Williams Flagship of Maryland	46.5	\$23,247,250
127	Tania Habib	Krauss Real Property Brokerage	26	\$23,058,500
128	James J Rupert	Douglas Realty, LLC	53.5	\$23,045,034
129	Beverly A Langley	Coldwell Banker Realty	46.5	\$23,025,758
130	James H Stephens	EXP Realty, LLC	61.5	\$23,025,530
131	David C Luptak	Long & Foster Real Estate, Inc.	42.5	\$22,835,977
132	DeAnna W Miller	Long & Foster Real Estate, Inc.	40.5	\$22,798,484
133	Moe Farley	Coldwell Banker Realty	29.5	\$22,738,500
134	Shun Lu	Keller Williams Realty Centre	28	\$22,571,735
135	Leslie Ikle	Redfin Corp	41	\$22,517,000
136	Robert A Commodari	EXP Realty, LLC	64	\$22,411,000
137	Zugell Jamison	RE/MAX Advantage Realty	41	\$22,293,440
138	Georgeanna S Garceau	Garceau Realty	28.5	\$22,231,710
139	Shawn Martin	Keller Williams Flagship of Maryland	47	\$22,214,650
140	Lee M Shpritz	Ashland Auction Group LLC	348	\$22,120,885
141	Bethanie M Fincato	Cummings & Co. Realtors	61.5	\$22,113,516
142	Melissa Barnes	Cummings & Co. Realtors	60	\$21,964,211
143	Marni B Sacks	Northrop Realty	40	\$21,834,200
144	Noah T Mumaw	Compass	23.5	\$21,799,670
145	Holly D Winfield	Monument Sotheby's International Realty	39	\$21,698,892
146	Carol L Tinnin	RE/MAX Leading Edge	47	\$21,567,300
147	Catherine Barthelme Miller	AB & Co Realtors, Inc.	29.5	\$21,352,155
148	Dassi Lazar	Lazar Real Estate	78	\$21,325,416
149	Shekhaar Gupta	EXP Realty, LLC	51	\$21,301,300
150	Daniel M Billig	A.J. Billig & Company	86	\$21,283,650

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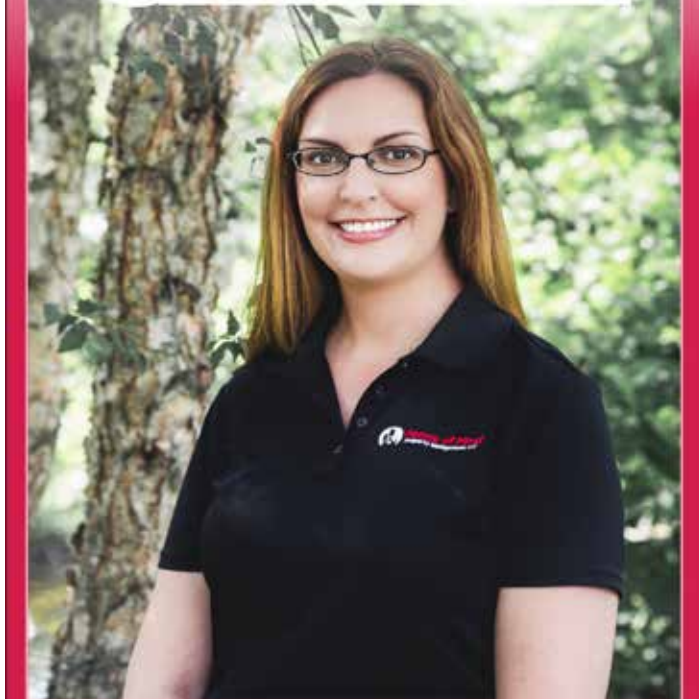
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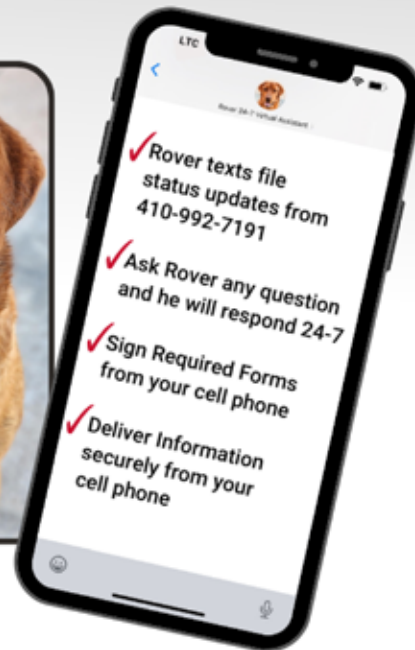


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