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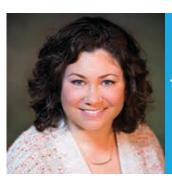
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Innovation by Kate Sax



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Winter anto Ciel Wednesday February 8th



### MEET THE DUPAGE REAL PRODUCERS TEAM



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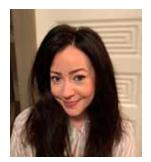
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If you are interested in contributing or nominating REALTORS® for certain stories, please email us at andy.burton@realproducersmag.com

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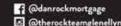


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Settling into a new year is always an adjustment. The action steps we need to choose to support our new habits, goals, and updated daily routines, can take some time to cement themselves into our lives. One annual practice I've come to enjoy with my wife is our "Gratitude Day/Planning Day." This has been an exercise that really helps us take a look back on all that happened the year before and set our intention for the coming year.

We take an entire workday to just sit, pray, express gratitude, identify the ups and downs of the previous year, and listen to one another's vision of what we want this year to bring. We discuss our personal schedules, finances, future RP events, family vacations, charitable giving, parenting, and chunks of the day when our phones need to be off (or out of reach) so we can be mentally present with our kids.

When my wife and I were debriefing after our reflection and gratitude time this year, it surfaced that we both felt that this practice was a challenge. We joke that "productivity is our love language" and reflecting doesn't always feel productive. We thought about all that we could have accomplished during those couple of hours it took to look back on the year. As hard as it may be to take the time to consider all the many blessings of the previous year, we have come to really enjoy this exercise. It gives us reminders of God's provision in our lives, clarity for the coming year, and excitement about the growth and reach our platform will have in the future. Sometimes intentionally not being productive is the most productive action you can engage in.

We cannot wait to see you all at our winter event at Santo Cielo in Naperville on Wednesday, February 8th at 10 AM (details can be found on page 44)! Our panelists are ready to discuss anything pertinent to DuPage real estate as 2023 unfolds. It's a conversation you won't want to miss.



Andy Burton Publisher andy.burton@RealProducersMag.com

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# SEBERT/STURLEY

agent feature

By Lauren Young

Photos by KDE Photography

Three Is a Team, Not a Crowd



REALTOR® Craig Sebert first became acquainted with fellow agents Pat and Muriel Turley when their business interests intersected. They became instant allies through a common passion.

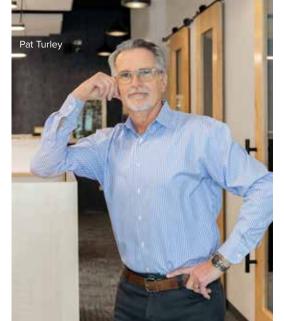
"I had the opportunity to host a few open houses for the Turleys, and our partnership grew gradually from there," says Craig. "From the beginning, we confidently worked together on showings, negotiating offers for our clients, and other dealings. It just made sense to partner and make our clients' experiences better together."

The secret sauce to their early chemistry came from their shared beliefs on the best ways to do things. These common, core approaches—"client first" chief among them—made their collaboration a natural fit.

Muriel Turley started her real estate career in 1990. Clients are quick to talk about how hard she works to help them and how confident they feel with having her by their side throughout the buying process.

Pat, who started his real estate journey in 1976, has the same effect on sellers. He has an eye for detail and which features will make a home listing "pop." He guides their seller clients on how to do the little things that help lead to selling their property at the best price and terms.

And Craig, who started his real estate career in 2016, has quickly built a reputation amongst his clients for his noted diligence, communication, and support throughout every aspect







of the buying and selling process. Craig likes to dig into data and is always updating charts to help their clients visualize the market.

"We work together but it doesn't feel like work," says Craig. "The best part of our partnership is that we feel more like close friends and do whatever we can to support each other. There's a bit of independence in our group which I think helps with creativity, but it always comes back to doing what is best for our clients."

Pat, the REALTOR® with the most years of experience in the group, once managed a 300-unit apartment complex, owned a drywall and painting business, and also worked as an auto mechanic. Through his apartment management business, he met the owner of a real estate company in Wheaton who allowed him to shadow his everyday business routine.

"At that time there was a lot of new homebuilding taking place, and I became intrigued by the process of finding vacant parcels [of land] for local builders," says Pat. "Even after all these years, through the many changes in the industry, it's still a privilege to help my clients make educated, informed decisions."

Muriel first worked as a flight attendant and then spent ten years in construction and real estate working for a local builder before becoming a REALTOR® herself.

"I've built a career thanks to developing a deep network and earning referrals," Muriel says. "It's crucial to nurture your buyers and sellers into lifelong clients."

. . .

"Pat and I have become lifelong friends with numerous past clients," she adds. "We feel like family with so many of them. We even just traveled to Italy with friends that we met only four years ago through this business."

Before Craig entered real estate, he worked as a sales account manager for one of the world's largest automotive parts suppliers, Robert Bosch LLC. He also worked full-time in many of the construction trades while taking courses to earn his bachelor's

degree in the evenings—construction, roofing, granite countertop installation, and asphalt repair were all in the mix.

Craig initially earned his real estate license because he was considering purchasing a rental property and wanted to understand the process, run his own comparables, and pull his own data. Soon after, a coworker and his wife asked Craig to show them some homes so they wouldn't have to go with a stranger.

"They ended up purchasing a home with me as their agent, and from that moment I was hooked," Craig says, smiling. "The feeling of helping them find a home was very rewarding. Success is built on relationships like that first one."

Two of the most apparent characteristics of the Sebert & Turley group is that they communicate well and are open-minded to other points of view. Their agility and experience are clear: they have more than eighty

years of combined experience but aren't afraid to try new approaches and pivot quickly.

"Our aim is to grow our client base and continue to improve their experience, no matter what," adds Craig. "The majority of our business is the result of referrals and repeat business from our clients. It's a testament to our commitment to meet their needs and keep our promises."







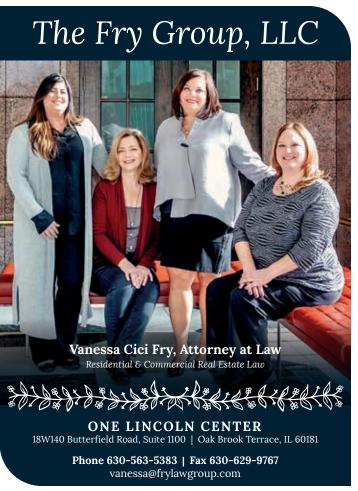


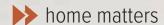
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# A Head Start on Spring Cleaning

Spring cleaning doesn't have to wait until spring!

By Shauna Osborne

In February, the weather outside is still frightful — possibly the harshest of the season — but the glittering hope of spring is just around the corner. If you're feeling a little stir-crazy, why not tackle these often-neglected chores now and start sprucing up your home for sunny times ahead?

### Touch up paint

Tired of looking at those marks and smudges on the walls, cabinets, doors and trim? Tackle them with a cleaning eraser first to assess what truly needs a touchup, then address the remaining problem areas with leftover paint and a small, thin paintbrush for greater precision.

### Clean out dryer vent

A clogged dryer vent can, at best, cause your dryer to run inefficiently and increase your energy bill and, at worst, cause a fire. To clear any lingering lint and/or nesting pests from your cozy vent, remove the vent and clean the duct that connects the back of the dryer to the outside using a wet/dry vac or brush tool.

### Refresh mattresses

Most of us change our sheets frequently, but we shouldn't neglect our trusty mattress, which can make all the difference in sleep quality. Start by vacuuming the box springs and the top and bottom of the mattress. Then, rotate or flip, depending on whether it's a one- (rotate) or two-sided mattress (flip to prevent sagging).

### Revive fridge

Refrigerator condenser coils are located on the back or bottom of your appliance. Save energy and extend the life of your fridge by using a vacuum to clean the coils as well as underneath and behind the fridge itself.



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## THE STORYTELLER

"If I wasn't doing this as a career, I would probably be doing it for fun," says Travis Heberling, videographer; founder, owner, and creative director of Visual Filmworks and Bella Tiamo Films; and one of the photographers and videographers for Real Producers magazines. "I have always loved the arts, and though I was never particularly great at traditional art, I was always doodling, painting, or crafting something."

Travis tried his hand at many different art forms in school and college—from sculpting to design and animation. Finally, in photography and video, he found the sweet spot where his talent and passion blended together. After graduating college in 2011, he began freelancing to grow his skills, gradually picking up business knowledge. Together with wife Emily, Travis has grown his solo act into a small team of pros and multiple brands: Bella Tiamo Films is a wedding film firm.

"Pretty early on in our marriage, I started bringing Emily with me on shoots," says Travis. "She caught on right away and quickly became my go-to second shooter. We've added a few others along the way who trained under me."

Through Visual Filmworks, Travis offers REALTORS® traditional home photography, video walkthroughs, floor plan images, drone footage, and other promotional assets for listings. But they have become known for their fresh, out-of-the-box, viral videos:



videos that showcase the aspirational lifestyles of home listings—think luxury cars in the driveway and kids jumping in the pool, and videos that help REALTORS® build their personal brand.

"Our videos are used to help market a home, there is no doubt about that, but where our videos really excel is in marketing the REALTOR®," Travis explains. For example, for one agent, they produced a creative and funny video set in a specific neighborhood. The agent landed six more clients from that same neighborhood because they loved the video.

•••

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ON QUALITY
OVER
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I FIND **THE MOST ENJOYMENT FROM** WITNESSING THE JOY, **EXCITEMENT, AND EVEN TEARS OF A BUSINESS OWNER SEEING THEIR HARD WORK SCRIPTED INTO A** STORY.





• • •

Visual Filmworks also provides video content for businesses, brands, and nonprofits using creative storytelling. Travis sees video as a unique and dynamic avenue to educate, provide testimonials, create credibility, and amplify a message. Because they are a boutique studio, Visual Filmworks can ensure high standards that formulaic, "push-button" agencies often cannot.

"We focus on quality over quantity," states Travis. "We make sure each

one of our clients is taken care of. When we first meet a client, we focus on establishing a true partnership and learning more about their business goals and their target market. And I personally review every film before completion."

The definition of success has changed many times for Travis over the years. Today it's about being able to share his talent with others and impact them in



a positive way through this work, but he's found fulfillment in sharing his expertise, too.

"I've had the honor to speak at conferences [about my work], create YouTube videos that have generated thousands of views, but most importantly to me, train up-and-coming creatives through oneon-one sessions," he says.



In addition to mentoring young artists, Travis is active in his faith community and has been a years. Outside of business, he spends as much time as he can with Emily and their one-year-old daughter, Demelza, as well as researching the latest photography and video gear.

The success of his business and the ongoing growth of his team are sources of great happiness for Travis, but the deepest satisfaction, he says, always comes from seeing a client's delighted reaction while watching their new video or seeing their new photos for the first time.

"I find the most enjoyment from witnessing the joy, excitement, and even tears of a business owner seeing their hard work scripted into a story," says Travis. "There is nothing like it."

"We are literally documenting a piece of history for our clients," he adds. "Something they can go back to five, fifteen, even fifty years later. It's beyond special what we get to do for other people."

For Travis and Visual Filmworks to tell your story, visit visualfilmworks.com or call 872-356-8135. To see how his team can craft the wedding video that will remain a treasure, visit Bellatiamo.com.

volunteer with his church's youth group for many

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A: We have access to the hottest items before they become available to the general public through the relationships I've cultivated within the world's leading luxury retailers throughout my 20+ years in the styling industry. We are able to generate and maintain these connections partly through the combined spending power of all our clientele.

### Q: How can hiring tristinstyling save people money?

A: Clients love us for our ability to create new outfits by using pieces from their current wardrobe, combined with high end investment pieces, or fabulous inexpensive pieces to make a great outfit. While some stylists might find it challenging to work within a budget, I find it to be a lot of fun. I love to show clients how to find amazing pieces at unbelievable price points!

### Q: Why do people need tristinstyling when so many retailers offer styling services for free?

A: While styling services in retail stores are nice to have access to, customers are limited to shopping only in that one store. Clients who want to create a cohesive wardrobe that is unique to their personal style choose to hire us for personal shopping audits because they benefit from learning how to expand their own wardrobe by shopping all the current trends available from all retailers.

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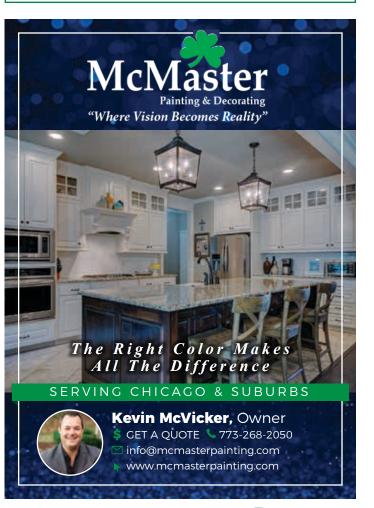
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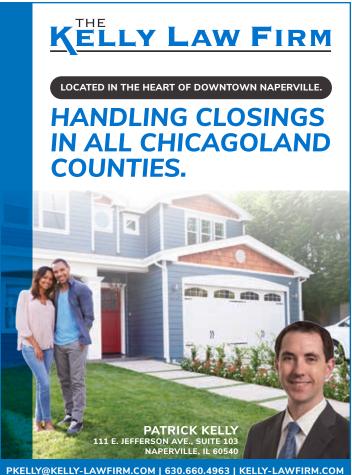
















In October 2022, the Mainstreet Organization of REALTORS®, the Chicago Association of REALTORS®, the North Shore-Barrington Association of REALTORS®, and Midwest Real Estate Data (MRED) hosted their first ever NAR® REACH Labs Innovation Showcase.

These innovation showcases are part of the National Association of REALTORS®' REACH Labs program, which was created in 2013 by NAR's venture arm, Second Century Ventures. The program identifies and connects innovative, early stage start-ups with local REALTOR® communities.

REACH Labs can be thought of as chapters or groups. The Chicagoland REACH Lab is staffed and operated by the Mainstreet Organization of REALTORS®, Chicago Association of REALTORS®, North Shore-Barrington Association of REALTORS®, and Midwest Real

Estate Data, and is supported by NAR's REACH Labs program.

Every REACH Lab presents selected, national start-ups to its members through innovation showcases, which are held quarterly.

Chicago boasts a deep pool of innovative, start-up technology companies. According to the venture data firm PitchBook, local tech firms raised \$7 billion in 2021.¹ Through the REACH Labs program, Chicagoland start-ups that are developing solutions for real estate and its adjacent industries—mortgage, home services, insurance, etc.—have a significant opportunity to connect with thousands of real estate professionals and vice versa.

At the first Chicagoland showcase, members from the organizing associations and MRED, who collectively represent 50,000 members, connected with three start-ups: Shaker, Symba, and NeighborhoodPal. Shaker helps individual REALTORS®, teams, and brokerages more easily communicate with clients, automate tasks and reminders, and facilitate relationships after the transaction for future business.

Symba simplifies things for solo agents by empowering them with the essential tools needed to take care of clients, manage deals, and make intelligent financial decisions.

NeighborhoodPal provides a unique approach to learning about neighborhoods via mapped video tours, making it easy for REALTORS® to give clients a better sense of the neighborhood and community around a listing.

Innovation showcases will be held throughout 2023. Agents interested in learning more can contact Kate Sax, Vice President of Professionalism and Career Development, Mainstreet Organization of REALTORS®, at kate@succeedwithmore.com.

[1] See Crain's Chicago Business article dated January 14, 2022; accessed January 3, 2023: https://www.chicagobusiness.com/technology/startup-funding-chicagosoars-7-billion-2021.

### About the Author

Kate Sax is a graduate of Illinois State University and has been a staff member of Mainstreet since 2003. Kate provides strategic management of many departments; including education, commercial and global services, professional and ethical practices, YPN and senior services, and member outreach departments. She develops and executes programs and services related to the mission of the organization. Overall, Kate just helps REALTORS® succeed in their business through an integral lens of education and professionalism.



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# Stelly Steller

### Getting it Done at Work, Home, and in the Community

"Growing up, I always took on a lot of activities whether it was at home, in school or sports, or in the community. Looking back, I can't believe how much I balanced at times, even as a kid," says Compass REALTOR® Kelly Stetler. For Kelly, the oldest daughter of a large family with two working parents, a lot of it came naturally. "One thing that sticks out to me now that I'm a mom with young children of my own, is that I babysat newborn triplets as a high schooler. Those parents trusted me beyond my years!"





. .

Kelly's aptitude for handling high degrees of responsibility and showing others how much she could be trusted only continued. After graduating from Indiana's DePauw University with a degree in communications and minors in psychology and sociology, she landed a job at a large advertising agency in Chicago. For the next fifteen years Kelly would consistently rise to accountability far beyond her years of experience; work on a number of high-profile accounts that included Molson Coors, Conagra Foods, Taco Bell, Dow Chemical, and Fifth Third Bank; and advise Fortune 500 companies in marketing strategy. Her career would culminate in her role as a senior vice president of strategy.

"I was a client lead and learned a lot about branding, creative marketing, customer service, and problem-solving in that role. I have parlayed many of those skills into real estate," says Kelly. "A lot of those skills—in terms of market understanding, analysis, and client presentation—transfer to dealings with clients and partners today."

One engagement during those years included a new business pitch for a national real estate brokerage. While working on that project, Kelly's interest only grew as she learned more and more about the industry, so she set her intent on exploring a career in real estate. "I loved my marketing career, but it wasn't sustainable given its demanding travel schedule, especially when I had young kids and a husband who also traveled for work," says Kelly. "I decided that I wanted to be in charge of my destiny and

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be rewarded for my hard work, so I took a leap into a new profession and haven't looked back."

Kelly took a risk leaving a steady paycheck and an executive role she had worked hard for, but she leaned on her confidence in her skills and capabilities. Developing a robust business plan enabled her to navigate the challenging early days: she was prepared for the many possibilities. Now, three years into her career as an agent, she has no regrets about her decision to make the switch. In that time, she has surpassed \$60 million in total sales, was named among the top twenty agents in DuPage County in 2022 for closed volume by Chicago Agent Magazine<sup>1</sup>, and ranked second highest among agents in Elmhurst for total volume in 2022 per the MLS Market Share Report.

"I've always been highly driven to achieve, and I find great satisfaction in helping others," says Kelly. "Real estate allows me to determine my own success while serving as a trusted resource for people during a critically important life event."







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Beyond serving her clients, she gives her time and resources to various community organizations. Kelly is a board member for Foundation 205, a fundraising group for a local public school district. She is also an active member of the Spring Road Business Association and sponsors many events like the Dan Gibbons Turkey Trot and the Elmhurst Walk-In Assistance Network's barbeque fundraiser, 'Cue for a Cause. Every quarter, Kelly also donates \$250 per transaction to a different local charity.

Kelly continuously looks for more ways to help her community. She loves to connect with other area business owners and looks to partner with them to execute new concepts. One of her first collaborations was with the Elmhurst Brewing Company. They developed a custom beer together which she will deliver to block parties for free. She was proud to be the first person to hire a new local pedicab

I'M FOCUSED ON THE LONG-TERM JOURNEY AS A REALTOR®...IT IS A MARATHON, NOT A SPRINT.



company as her ride in the Elmhurst St. Patty's Day parade, and to host a give-away of advent calendars filled with swag from a number of local businesses.

Kelly working up a custom beer at Elmhurst Brewing Company.

"I try to live out my 'Anything for Elmhurst' motto," says Kelly. "Though I don't have much time for myself these days, I love living in Elmhurst and grabbing dinner and shopping with friends in the neighborhood." She spends as much of her free time as she can with her husband, Eric, and their four young sons, Zach, Luke, Jake, and Nate.

"I'm focused on the long-term journey as a REALTOR®," adds Kelly. "People often say it is a marathon, not a sprint. While I'm sure that's right, it doesn't mean you can't move quickly. Real estate has been a great ride so far and I'm just getting started."

1 "DuPage County Top 20 Agents," Real Data, *Chicago Agent Magazine*, accessed January 3, 2022, https://chicagoagentmagazine.com/real-estate-data/2022-real-data/2nd-quarter/dupage-county-top-20-acents/

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# CLEARING HURDLES IN THE REAL ESTATE RACE

REALTOR® Sheila O'Malley is no stranger to overcoming challenges through hard work and creativity. During the height of the pandemic, Sheila engaged in rigorous training to participate in the 2020 Chicago Marathon—her own way of celebrating her fiftieth birthday.

"I have run marathons in the past," Shelia says. "The 2020 race was canceled, but I still wanted to run, so I mapped out my own course through several villages around my home and ran 26.2 miles on the day the race was supposed to happen."

Shelia grew up in Chicago's south suburbs. Her mother, a schoolteacher, and her father, a worker at a Ford automobile plant, instilled an intense work ethic in Sheila and her two siblings. After graduating from the University of Illinois at Urbana–Champaign with a degree in economics, Sheila

pursued a career in corporate communications, using that work ethic to advance quickly.

Sheila had long established herself at the corporate leadership level—she was the communications manager at GE—before she decided to take time off to raise her children. In 2013, when her youngest was enrolled in school full-time, she looked for a new business opportunity. Her strong background in communications was the perfect prep for real estate.

"Coming from a background in external communications, like marketing, PR, and internal and employee communications, I felt I could make a natural transition into selling residential real estate," says Sheila. "To be successful, you have to communicate by marketing and branding yourself in print, advertisements, and social media, as well as in personal situations like open houses and listing presentations."



• • •

Now, nearly a decade later, Sheila has surpassed \$95 million in career volume at d'aprile properties. Over these years, she has built a strong network by providing tools to clients so they can stay informed about the market and rely on her for all their real estate and advising needs.

"I love being in real estate because of the relationships [you make]," says Sheila. "With every successful transaction, you have a 'closing.' But that event can also be the beginning of friendships and long-term partnerships."

Her partnerships often provide ways for her to give back to her community. She has been involved with several organizations

that support schools in Western Springs and the surrounding area. She has served as the president of the PTA and an organizer for the Lyons Township High School girls' soccer team, and she has assisted with the Western Springs Historical Society's House Walk event.

"I continuously want to make sure I am fostering a good attitude and relationships with friends and families in my community," Sheila notes. "I strive to stay consistent in my professionalism inside and outside of work settings."

I love being in real estate because of the relationships you make."



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In her downtime, Sheila and her husband, Sean, and their four children—Michael (26), Grace (19), Katie (17), and Liam (15)—frequent their summer vacation spot in Eagle River, Wisconsin.

They bring their two, soft-coated wheaten terriers, Maggie and Cooper, along for the fun, as well. "My success in this business provides the means for my family to travel too, which has always been a dream of ours," Shelia adds.

In addition to running marathons, Sheila finds time to bike and hike trails near her home. Favorite spots include the Bemis Woods and the Fullersburg Woods Forest Preserve, and the Centennial Bike Trail near the Des Plaines River.

Sheila is thankful that she found a career that's fulfilling, and challenging, and gives her the flexibility to have quality time with her family. Looking forward, she hopes to continue her personal and professional growth, overcoming the obstacles—her own and those facing her clients—along the way.

But Shelia says her ultimate goal is to give her clients the attentiveness and high-quality customer service they deserve. "I'll stay successful going forward only by providing them with the real estate advice they need and earning their trust," she says.

"I pride myself on being honest, trustworthy, and knowledgeable about the market to ensure my clients can find their dream home or get the best offer," she adds. "The best rewards come from the referrals and testimonials of happy clients."



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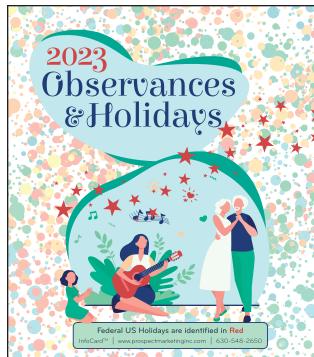


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### **TOP 100 STANDINGS**

Teams and Individuals January 1, 2022 to December 31, 2022.

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Dawn	McKenna	82	\$143,604,499	45	\$79,113,599	127	\$222,718,098
2	Tim	Schiller	97	\$68,902,320	88	\$58,477,270	185	\$127,379,590
3	Bryan	Bomba	47	\$63,103,000	37	\$46,892,782	84	\$109,995,782
4	Kris	Berger	29	\$39,188,220	20	\$30,771,742	49	\$69,959,962
5	Linda	Feinstein	56	\$50,398,291	19	\$19,426,193	75	\$69,824,484
6	Julie	Sutton	27	\$30,986,168	26	\$36,667,500	53	\$67,653,668
7	Lance	Kammes	90	\$37,852,575	66	\$26,439,938	156	\$64,292,513
8	Kim	Dalaskey	43	\$33,783,200	36	\$23,185,100	79	\$56,968,300
9	Pat	Murray	72	\$36,521,814	34	\$20,165,700	106	\$56,687,514
10	Nicholas	Solano	95	\$54,219,592	0	\$0	95	\$54,219,592
11	Patricia	Wardlow	57	\$24,598,025	44	\$23,294,250	101	\$47,892,275
12	Maureen	Rooney	39	\$26,823,500	30	\$20,343,155	69	\$47,166,655
13	Julie	Schwager	34	\$27,886,200	24	\$16,825,050	58	\$44,711,250
14	Larysa	Domino	28	\$25,181,400	22	\$18,609,827	50	\$43,791,227
15	Alice	Chin	44	\$28,201,671	21	\$14,072,250	65	\$42,273,921
16	Lina	Shah	28	\$25,792,000	14	\$15,477,000	42	\$41,269,000
17	Megan	McCleary	18	\$26,065,000	9	\$13,923,000	27	\$39,988,000
18	Nathan	Stillwell	41	\$19,689,163	29	\$18,580,549	70	\$38,269,712
19	Lori	Johanneson	39	\$20,989,000	25	\$16,077,900	64	\$37,066,900
20	Christine	Wilczek	48	\$28,601,718	17	\$8,344,749	65	\$36,946,467
21	Penny	O'Brien	37	\$23,814,526	21	\$12,209,500	58	\$36,024,026
22	Tracy	Anderson	21	\$21,695,236	13	\$12,448,662	34	\$34,143,898
23	William	White	37	\$22,969,251	17	\$10,332,900	54	\$33,302,151
24	Sarah	Leonard	31	\$11,645,203	48	\$19,027,400	79	\$30,672,603
25	Katie	Minott	23	\$24,794,493	6	\$4,980,814	29	\$29,775,307
26	Chris	Pequet	14	\$19,189,770	9	\$9,783,000	23	\$28,972,770
27	Renee	Hughes	26	\$16,839,450	21	\$12,028,500	47	\$28,867,950
28	Natalie	Weber	23	\$19,004,231	12	\$9,074,200	35	\$28,078,431
29	Linda	Little	67	\$26,285,758	2	\$965,000	69	\$27,250,758
30	Kelly	Stetler	18	\$14,017,800	20	\$12,188,950	38	\$26,206,750
31	Michael	Berg	51	\$21,434,050	9	\$4,617,000	60	\$26,051,050
32	Jeffrey	Proctor	9	\$11,217,000	14	\$14,126,550	23	\$25,343,550
33	Courtney	Stach	23	\$18,905,500	7	\$5,465,000	30	\$24,370,500
34	Elaine	Pagels	25	\$13,851,750	14	\$9,928,900	39	\$23,780,650

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Justin	Greenberg	17	\$9,370,500	33	\$13,136,009	50	\$22,506,509
36	Natasha	Miller	27	\$15,462,500	8	\$7,021,837	35	\$22,484,337
37	Jan	Morel	16	\$11,595,700	15	\$10,734,521	31	\$22,330,221
38	Denis	Horgan	29	\$13,212,800	18	\$8,470,000	47	\$21,682,800
39	Susan	Hoerster	17	\$13,226,000	14	\$8,378,500	31	\$21,604,500
40	Yvonne	Despinich	21	\$16,211,300	9	\$5,344,800	30	\$21,556,100
41	Chris	Lukins	19	\$14,008,000	12	\$7,121,878	31	\$21,129,878
42	Michael	Thornton	25	\$10,311,700	23	\$10,804,000	48	\$21,115,700
43	Donald	Romanelli	15	\$14,405,950	7	\$6,581,500	22	\$20,987,450
44	Lisa	Byrne	20	\$11,529,800	15	\$9,245,194	35	\$20,774,994
45	Cindy	Banks	34	\$14,189,400	18	\$6,579,000	52	\$20,768,400
46	Simran	Dua	17	\$11,285,900	20	\$9,177,024	37	\$20,462,924
47	Kim	Lotka	15	\$13,826,250	7	\$6,604,000	22	\$20,430,250
48	Caroline	Senetar	25	\$15,461,700	8	\$4,805,800	33	\$20,267,500
49	Carrie	Foley	17	\$11,064,004	14	\$8,950,400	31	\$20,014,404
50	Bridget	Salela	14	\$13,481,030	7	\$5,812,000	21	\$19,293,030

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Teams and Individuals January 1, 2022 to December 31, 2022.

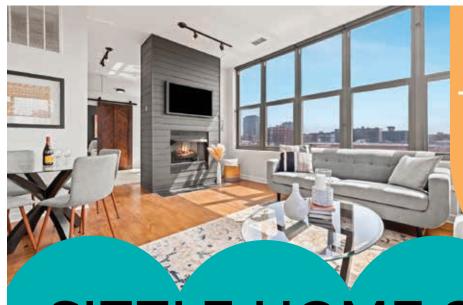
#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Walter	Burrell	14	\$13,224,000	8	\$5,775,114	22	\$18,999,114
52	Ginny	Stewart	9	\$12,746,760	6	\$6,135,000	15	\$18,881,760
53	Paul	Baker	37	\$13,518,475	14	\$5,341,400	51	\$18,859,875
54	Julie	Kaczor	31	\$16,368,900	7	\$2,419,500	38	\$18,788,400
55	Juliet	Mills-Holubowicz	14	\$9,509,800	11	\$9,181,400	25	\$18,691,200
56	Paul	Mancini	8	\$8,614,500	12	\$9,646,500	20	\$18,261,000
57	Michael	LaFido	14	\$16,132,000	2	\$1,895,000	16	\$18,027,000
58	Tom	Fosnot	37	\$12,127,627	18	\$5,885,675	55	\$18,013,302
59	Courtney	Monaco	20	\$8,739,702	19	\$8,946,999	39	\$17,686,701
60	Kim Schultz	Moustis	17	\$6,436,400	27	\$11,224,550	44	\$17,660,950
61	Vipin	Gulati	11	\$4,136,000	29	\$13,507,750	40	\$17,643,750
62	Jill	Clark	12	\$9,555,900	9	\$7,887,563	21	\$17,443,463
63	Moin	Haque	14	\$5,305,000	18	\$11,981,401	32	\$17,286,401
64	Wendy	Pawlak	24	\$10,232,000	14	\$6,933,120	38	\$17,165,120
65	Keith	McMahon	15	\$9,116,400	13	\$8,045,310	28	\$17,161,710
66	Patti	Michels	14	\$11,445,000	9	\$5,708,000	23	\$17,153,000
67	Beth	Burtt	15	\$12,087,800	8	\$4,969,900	23	\$17,057,700
68	Elizabeth	Behling	32	\$13,056,800	7	\$3,999,000	39	\$17,055,800
69	Eric	Logan	22	\$10,847,400	14	\$6,044,900	36	\$16,892,300
70	Christine	Thompson	18	\$9,671,976	13	\$7,166,500	31	\$16,838,476
71	Cindy	Purdom	15	\$8,840,777	13	\$7,948,850	28	\$16,789,627
72	Katherine	Karvelas	8	\$13,941,000	4	\$2,792,000	12	\$16,733,000
73	John	Barry	10	\$10,289,010	8	\$6,428,520	18	\$16,717,530
74	Kevin	Layton	9	\$8,196,701	14	\$8,468,900	23	\$16,665,601
75	Michael	Muisenga	16	\$12,260,402	7	\$4,343,002	23	\$16,603,404
76	Michael	Mandile	16	\$8,712,825	14	\$7,524,733	30	\$16,237,558
77	Jennifer	laccino	15	\$9,153,000	10	\$7,076,000	25	\$16,229,000
78	Cathy	Balice	6	\$8,930,000	4	\$7,165,000	10	\$16,095,000
79	Puneet	Kapoor	10	\$4,507,000	20	\$11,407,245	30	\$15,914,245
80	Kathryn	Pinto	16	\$8,344,000	15	\$7,535,000	31	\$15,879,000
81	Trevor	Pauling	13	\$12,697,772	6	\$3,170,000	19	\$15,867,772
82	Ryan	Cherney	38	\$15,274,775	1	\$545,000	39	\$15,819,775
83	Mike	Wolson	14	\$6,894,900	15	\$8,875,900	29	\$15,770,800
84	Kimberly	Heller	30	\$11,617,000	9	\$4,084,000	39	\$15,701,000

86         Jeff         Stainer         11         \$7,959,802         12         \$7,439,500         23         \$15,399,30           87         Richard         Babb         41         \$14,423,608         3         \$912,500         44         \$15,336,108           88         Robert         Picciariello         36         \$15,075,350         0         \$0         36         \$15,075,35           89         Lisa         Zeller-O'Malley         10         \$7,230,000         9         \$7,845,000         19         \$15,075,00           90         Sairavi         Suribhotla         9         \$3,902,900         21         \$11,078,512         30         \$14,981,412           91         Margaret         Giffin         10         \$7,154,555         12         \$7,724,000         22         \$14,878,555           92         Lea         Smirniotis         9         \$6,838,000         11         \$7,986,300         20         \$14,824,300           93         Diane         Coyle         17         \$8,379,400         13         \$6,247,100         30         \$14,538,80           95         John         Brennan         7         \$8,507,792         8         \$5,964,000         15 <th>#</th> <th>First Name</th> <th>Last Name</th> <th>List #</th> <th>List\$</th> <th>Sell #</th> <th>Sell \$</th> <th>Total #</th> <th>Total \$</th>	#	First Name	Last Name	List #	List\$	Sell #	Sell \$	Total #	Total \$
86         Jeff         Stainer         11         \$7,959,802         12         \$7,439,500         23         \$15,399,30           87         Richard         Babb         41         \$14,423,608         3         \$912,500         44         \$15,336,108           88         Robert         Picciariello         36         \$15,075,350         0         \$0         36         \$15,075,35           89         Lisa         Zeller-O'Malley         10         \$7,230,000         9         \$7,845,000         19         \$15,075,00           90         Sairavi         Suribhotla         9         \$3,902,900         21         \$11,078,512         30         \$14,981,412           91         Margaret         Giffin         10         \$7,154,555         12         \$7,724,000         22         \$14,878,555           92         Lea         Smirniotis         9         \$6,838,000         11         \$7,986,300         20         \$14,824,300           93         Diane         Coyle         17         \$8,379,400         13         \$6,247,100         30         \$14,626,50           94         Dimpi         Mittal         10         \$7,138,000         20         \$7,400,800         30<									
87         Richard         Babb         41         \$14,423,608         3         \$912,500         44         \$15,336,08           88         Robert         Picciariello         36         \$15,075,350         0         \$0         36         \$15,075,350           89         Lisa         Zeller-O'Malley         10         \$7,230,000         9         \$7,845,000         19         \$15,075,00           90         Sairavi         Suribhotla         9         \$3,902,900         21         \$11,078,512         30         \$14,981,412           91         Margaret         Giffin         10         \$7,154,555         12         \$7,724,000         22         \$14,824,30           92         Lea         Smirniotis         9         \$6,838,000         11         \$7,986,300         20         \$14,824,30           93         Diane         Coyle         17         \$8,379,400         13         \$6,247,100         30         \$14,626,50           94         Dimpi         Mittal         10         \$7,138,000         20         \$7,400,800         30         \$14,538,80           95         John         Brennan         7         \$8,507,792         8         \$5,964,000         15	85	Diana	Ivas	14	\$11,001,000	7	\$4,602,000	21	\$15,603,000
88         Robert         Picciariello         36         \$15,075,350         0         \$0         36         \$15,075,350           89         Lisa         Zeller-O'Malley         10         \$7,230,000         9         \$7,845,000         19         \$15,075,00           90         Sairavi         Suribhotla         9         \$3,902,900         21         \$11,078,512         30         \$14,981,412           91         Margaret         Giffin         10         \$7,154,555         12         \$7,724,000         22         \$14,878,555           92         Lea         Smirniotis         9         \$6,838,000         11         \$7,986,300         20         \$14,626,50           93         Diane         Coyle         17         \$8,379,400         13         \$6,247,100         30         \$14,626,50           94         Dimpi         Mittal         10         \$7,138,000         20         \$7,400,800         30         \$14,538,80           95         John         Brennan         7         \$8,507,792         8         \$5,964,000         15         \$14,464,44           96         Holley         Kedzior         11         \$5,981,500         15         \$8,482,944         26	86	Jeff	Stainer	11	\$7,959,802	12	\$7,439,500	23	\$15,399,302
89       Lisa       Zeller-O'Malley       10       \$7,230,000       9       \$7,845,000       19       \$15,075,00         90       Sairavi       Suribhotla       9       \$3,902,900       21       \$11,078,512       30       \$14,981,412         91       Margaret       Giffin       10       \$7,154,555       12       \$7,724,000       22       \$14,878,555         92       Lea       Smirniotis       9       \$6,838,000       11       \$7,986,300       20       \$14,824,30         93       Diane       Coyle       17       \$8,379,400       13       \$6,247,100       30       \$14,626,50         94       Dimpi       Mittal       10       \$7,138,000       20       \$7,400,800       30       \$14,538,80         95       John       Brennan       7       \$8,507,792       8       \$5,964,000       15       \$14,464,444         96       Holley       Kedzior       11       \$5,981,500       15       \$8,482,944       26       \$14,464,444	87	Richard	Babb	41	\$14,423,608	3	\$912,500	44	\$15,336,108
90         Sairavi         Suribhotla         9         \$3,902,900         21         \$11,078,512         30         \$14,981,412           91         Margaret         Giffin         10         \$7,154,555         12         \$7,724,000         22         \$14,878,555           92         Lea         Smirniotis         9         \$6,838,000         11         \$7,986,300         20         \$14,824,300           93         Diane         Coyle         17         \$8,379,400         13         \$6,247,100         30         \$14,626,500           94         Dimpi         Mittal         10         \$7,138,000         20         \$7,400,800         30         \$14,538,800           95         John         Brennan         7         \$8,507,792         8         \$5,964,000         15         \$14,471,792           96         Holley         Kedzior         11         \$5,981,500         15         \$8,482,944         26         \$14,464,444	88	Robert	Picciariello	36	\$15,075,350	0	\$0	36	\$15,075,350
91 Margaret Giffin 10 \$7,154,555 12 \$7,724,000 22 \$14,878,555 92 Lea Smirniotis 9 \$6,838,000 11 \$7,986,300 20 \$14,824,300 93 Diane Coyle 17 \$8,379,400 13 \$6,247,100 30 \$14,626,500 94 Dimpi Mittal 10 \$7,138,000 20 \$7,400,800 30 \$14,538,800 95 John Brennan 7 \$8,507,792 8 \$5,964,000 15 \$14,471,792 96 Holley Kedzior 11 \$5,981,500 15 \$8,482,944 26 \$14,464,444 10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10	89	Lisa	Zeller-O'Malley	10	\$7,230,000	9	\$7,845,000	19	\$15,075,000
92         Lea         Smirniotis         9         \$6,838,000         11         \$7,986,300         20         \$14,824,300           93         Diane         Coyle         17         \$8,379,400         13         \$6,247,100         30         \$14,626,500           94         Dimpi         Mittal         10         \$7,138,000         20         \$7,400,800         30         \$14,538,800           95         John         Brennan         7         \$8,507,792         8         \$5,964,000         15         \$14,471,792           96         Holley         Kedzior         11         \$5,981,500         15         \$8,482,944         26         \$14,464,444	90	Sairavi	Suribhotla	9	\$3,902,900	21	\$11,078,512	30	\$14,981,412
93         Diane         Coyle         17         \$8,379,400         13         \$6,247,100         30         \$14,626,50           94         Dimpi         Mittal         10         \$7,138,000         20         \$7,400,800         30         \$14,538,80           95         John         Brennan         7         \$8,507,792         8         \$5,964,000         15         \$14,471,792           96         Holley         Kedzior         11         \$5,981,500         15         \$8,482,944         26         \$14,464,444	91	Margaret	Giffin	10	\$7,154,555	12	\$7,724,000	22	\$14,878,555
94 Dimpi Mittal 10 \$7,138,000 20 \$7,400,800 30 \$14,538,80 95 John Brennan 7 \$8,507,792 8 \$5,964,000 15 \$14,471,792 96 Holley Kedzior 11 \$5,981,500 15 \$8,482,944 26 \$14,464,444	92	Lea	Smirniotis	9	\$6,838,000	11	\$7,986,300	20	\$14,824,300
95 John Brennan 7 \$8,507,792 8 \$5,964,000 15 \$14,471,792 96 Holley Kedzior 11 \$5,981,500 15 \$8,482,944 26 \$14,464,444	93	Diane	Coyle	17	\$8,379,400	13	\$6,247,100	30	\$14,626,500
96 Holley Kedzior 11 \$5,981,500 15 \$8,482,944 26 \$14,464,444	94	Dimpi	Mittal	10	\$7,138,000	20	\$7,400,800	30	\$14,538,800
	95	John	Brennan	7	\$8,507,792	8	\$5,964,000	15	\$14,471,792
97 Ann Sproat 6 \$5,082,300 11 \$9,329,350 17 \$14,411,650	96	Holley	Kedzior	11	\$5,981,500	15	\$8,482,944	26	\$14,464,444
	97	Ann	Sproat	6	\$5,082,300	11	\$9,329,350	17	\$14,411,650
98 Anna Fiascone 5 \$8,824,000 3 \$5,367,500 8 \$14,191,500	98	Anna	Fiascone	5	\$8,824,000	3	\$5,367,500	8	\$14,191,500
99 Tina Marie Mateja 13 \$7,405,810 16 \$6,561,210 29 \$13,967,020	99	Tina Marie	Mateja	13	\$7,405,810	16	\$6,561,210	29	\$13,967,020
100 Jackie Angiello 9 \$4,011,900 17 \$9,934,200 26 \$13,946,100	100	Jackie	Angiello	9	\$4,011,900	17	\$9,934,200	26	\$13,946,100

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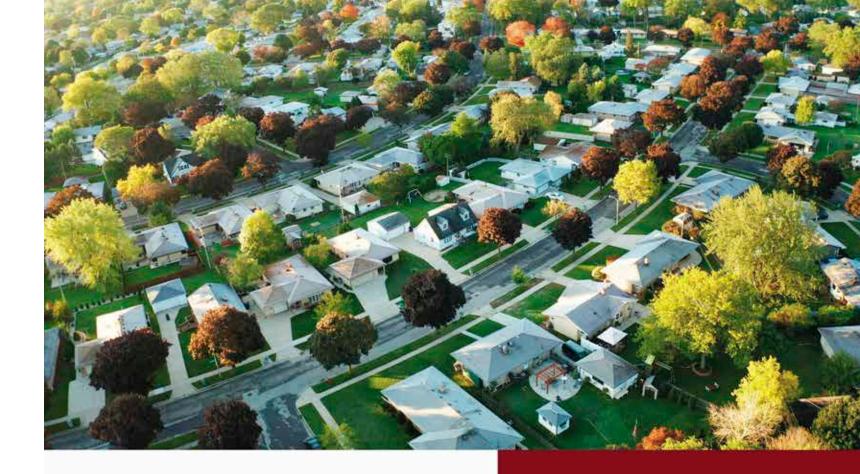
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