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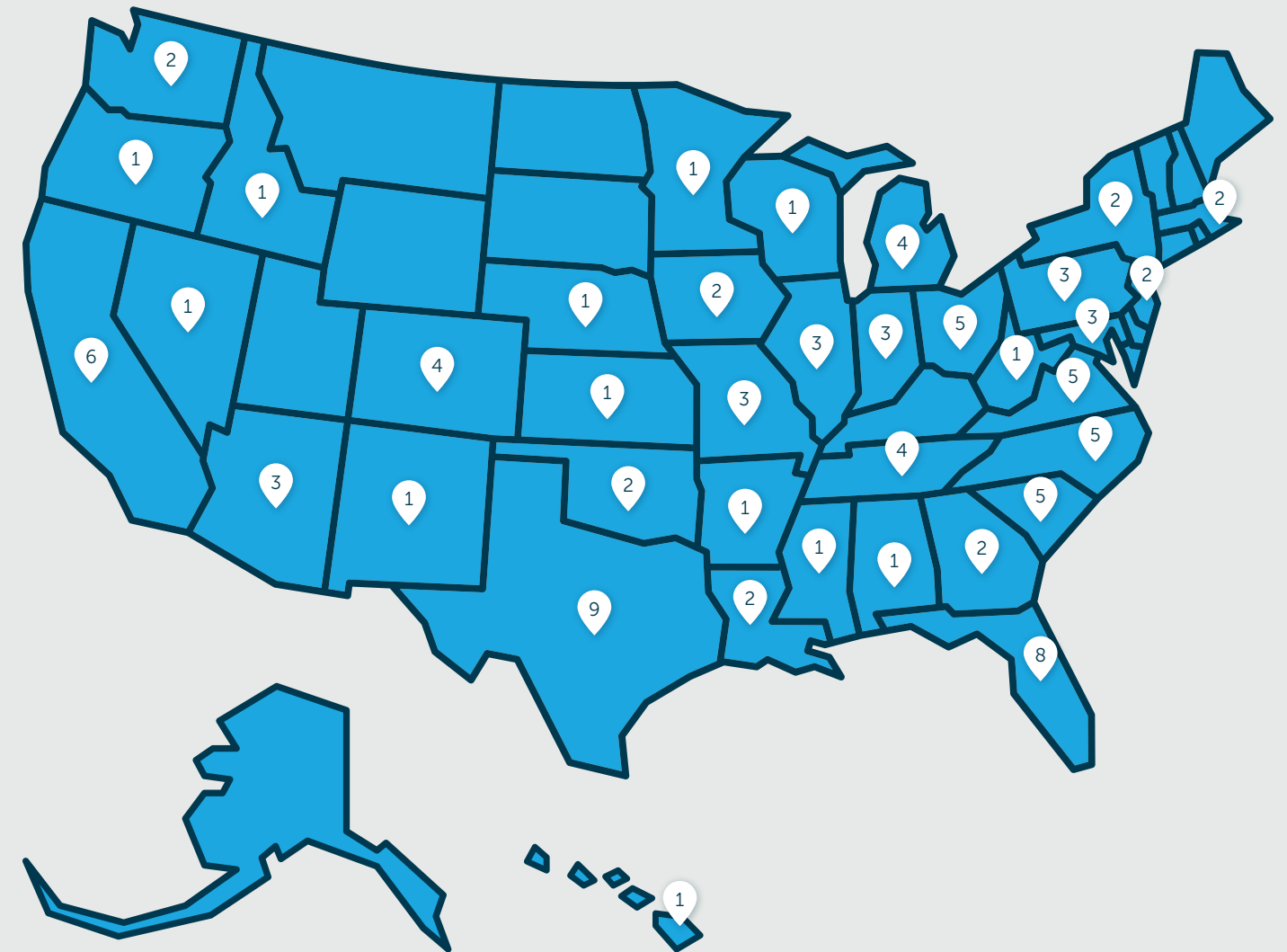


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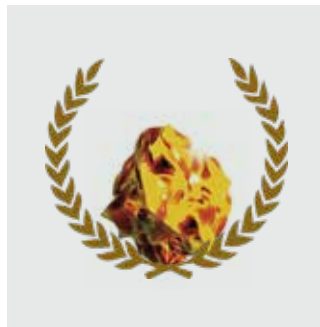
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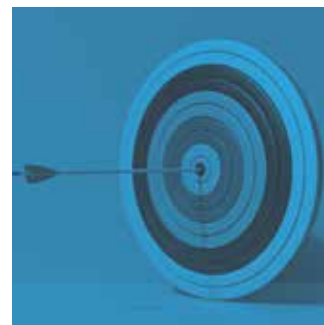
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Golden Nuggets



Jacqui Shoffner

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“Love Where you Live.”

I really feel like everyone should love where they live as it's the most important thing. This could be a state, country, neighborhood or house ... or all of them!



Josh Hogan

Live AZ Love AZ, with eXp Realty

My favorite quote comes from my older brother and is something he told me back in college. “Never break the law while breaking the law.” For some reason, this has stuck with me and kept me out of a decent amount of trouble.



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Katie Horn

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1+1=4 or synergy arithmetic is the concept that the whole is greater than the sum of the parts. Teamwork is everything and will allow an individual to grow infinitely.



Danielle Tantone

I have learned that we are all a piece of work, a work in progress, and a work of art, all at the same time. It's the subtitle of my book and the subtitle of my life.



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eco Roofing Solutions, ERIC PERRY

Where Sustainability Matters Most

Third-generation roofer Eric Perry is the Founder, President, and CEO of Eco Roofing Solutions. He has a lifetime of experiential knowledge in residential and commercial roofing which he has backed up with countless certifications. He is also a focused-but-fun small business owner who treats his team like a family, and a committed community member who enjoys participating in organized efforts give back and also reaches out in organic ways on his own. Eric is also an accomplished roofing installer, sales associate, project manager, and roofing estimator. More importantly, he is a proud parent, a generous community member, and an active supporter of sustainable roofing.

A FIRM FOUNDATION

Eric learned about the importance of hard work, a good reputation, and leaving a legacy while growing up as the son *and* grandson of Phoenix roofing professionals. Eric's father "JP" had worked for his *own* father when he was younger, but when JP had grown up, he honored the family legacy by creating his *own* roofing company. Young Eric determined that he, too, would one day start his own roofing company.

After graduating from high school Eric enrolled in classes at Arizona State University. He had learned a lot through the hands-on roofing experiences he had, but Eric quickly discovered that the classroom setting was not a good fit for his active mind.

"I do not discourage young people from going to college," shared Eric, "but I know that it is not the best thing for *everyone*. We need to let the next generation know they are smart and capable, whether they have a degree or not."

Eric helped install roofs for over a decade. It was a great foundation for everything else that was to come. In the fall of 2010 he started working as a Commercial Sales Associate and Roofing Estimator. He worked with property managers, ran leads, inspected roofs, and provided proposals for several years.

...



Then he accepted a position with a restoration company. As a Roofing Project Manager and Estimator Eric was the liaison between the client and the insurance company, and he made sure that customers who had experienced storm damage got everything replaced that they were entitled to have replaced.

BUILDING HIS OWN LEGACY

Eric knew that the co-owners of a well-known solar company were both men of integrity. Their working relationship grew stronger and in 2017 one of the co-owners was willing to co-found a new roofing company with Eric.

By 2020, Eric saw the complete fulfillment of his childhood dream as he launched Eco Roofing Solutions, LLC. It was built on his morals and values, gave him a greater power to influence and impact situations and people, and created new opportunities for community members to find meaningful employment.

“Everything in my past prepared me for my current success,” Eric explained. “My dad taught me the trade. He was a great roofer, and had a strong work ethic. When I was old enough, he allowed me to go to jobsites. Working as an installer taught me about teamwork and

helped me become even better at roofing. In sales, I learned about customer service and greater technical knowledge. Opening a division for the restoration company taught me about the operations side of things. Then my experience with the solar company helped me learned business, finance, management, and the sustainable side.”

ECO ROOFING SOLUTIONS

Many of the benefits of Eco Roofing can be summed up in the words *education, communication, and organization*. Eric and his Eco Roofing team are passionate about all three aspects, and they work together as an extension of each REALTOR’s® team to serve the community.



The Eco Roofing team is focused on protecting the environment as well as the families who live in each home. Eco Roofing uses environmentally friendly, responsible, sustainable products that have good longevity. The Arizona Roofing Contractors Association recently recognized Eco Roofing Solutions as the 2022 Roofing Contractor of the Year. It is a great honor to receive this award, chosen through votes from their peers.

“Our commitment is to build long-lasting roofs while implementing methods that ensure the lowest environmental impact,” Eric shared. “We offer a wide variety of services including roof repair and installation. We provide several durable yet sustainable options including asphalt shingle, flat, foam, rolled, and tile roofing.”

LOVE YOUR NEIGHBOR

A key part of Eric’s motivation is family. It starts with his own family legacy and flows to his wife and five children, his work “family,” and all the families represented by the roofs that he and his team work on.

The Perry family enjoys spending time at the beach, camping, watching movies, and riding quads, dirt bikes, and motorcycles. They also volunteer their time at their local church and serve in the community.

Eric and his team are intentional about participating in fundraising events hosted by REALTORS®, and is very supportive of others who give back through organizations that serve the community, such as Jacob’s Mission Community Center, UMOM New Day Centers, and the Soldier & Family Readiness Center at Fort Huachuca. But he doesn’t stop there.

“I am drawn to the forgotten,” Eric shared. “I willingly participate in blanket drives for homeless shelters, but I also collect blankets and drive around town to distribute them to the homeless that are *not* connected to shelters. I have five kids, and I know what it is like as a parent to worry about how you’re going to afford a special holiday meal, or Christmas gifts for each one. Now I am in a position to help *other families* not have to worry about those things, and I am glad to do so. It’s not complicated; all you have to do is look for the needs around you and help meet them.”

Eric summed up Eco Roofing by sharing, “I’m good at roofing, and it drives my core passion of giving and serving. I am also proud to provide opportunities for community members to have meaningful jobs. But my real legacy is that my team and I want to build friendships with agents and with our community, not just business relationships. Eco Roofing Solutions provides an unwavering commitment to quality and customer satisfaction with a centered focus on sustainable roofing practices.”



WEALTH DAY

MASTERMIND EVENT

Photo Credit: Patrick McKinley







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Eric started out in the roofing industry in his teens and cut his teeth as a laborer for his father. It was then that he realized the passion he had for solving problems and serving others through roofing. Eric worked hard as a journeyman and became certified in virtually every area of roofing possible. After over a decade of doing the physical installations himself, Eric then decided to explore other areas of the industry. He started working in sales for a top-rated roofing company. This was when Eric discovered his love for communicating directly with the clients. Selling roofs was easy with Eric's knowledge and desire to help others by identifying their needs. After a half-decade, Eric was offered a position with a then-top-rated restoration company to open an in-house roofing company. It was here where he learned the operations aspect of roofing, as well as team building. Several years later, with everything Eric has learned over the last 25 years in the industry, combined with his observations of the way it shouldn't be done, Eco Roofing was born. At Eco Roofing Solutions, we live and work by our core values. Every team member is hand selected and is a direct representation of each one of our core values. We are always looking for ways to support and give back to our community through various roof giveaways, charitable contributions, and support to those in our communities. We offer free inspections, and we guarantee same-day estimates. We strive to offer the perfect customer experience.

The easiest way to contact us is at the office at 480-695-7736 or by going to EcoRoofAZ.com to schedule your free inspection! We are proud to serve a large number of REALTORS® in the valley and happily accept after-escrow payments as needed!



ence. Led by third-generation roofer Eric Perry, Eco Roofing Solutions has a big vision — to change the way roofing is done in Arizona.

Eco Roofing Solutions
Eco Roofing Solutions was built on the principles of serving those in our community and providing the best customer experi-



branch manager, and his son, Spencer, is one of the top loan officers. As a combination mortgage broker and mortgage banker, they provide great interest rates along with very fast loan approvals and closings.

Scott is a seasoned professional with 30 years of experience helping clients purchase and refinance all types of properties. In this current market, they are providing some loan programs that are not very well known by the general public, such as no income qualifying investment property loans, also known as DSCR loans, no ratio qualifying primary residence loans, reverse mortgages, and a variety of other specialized programs that help those who normally would find it difficult to get financing. They also still provide VA loans, FHA loans, and conventional loans, as well as buydowns to get lower payments based on using Seller concessions that are currently being negotiated into many current purchases.

Scott and Spencer are used to answering their phones and responding to client emails during evenings and weekends because, typically, that is when clients and real estate agents have pressing questions that need to get answered. They are closing transactions in days, not weeks, and clients come back again and again for great service and very competitive rates.

Harward Mortgage Team
The Harward Mortgage Team is the Phoenix division of United American Mortgage. Scott Harward is the



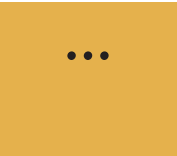
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JACQUI SHOFFNER & JOSH HOGAN

THE LIVE AZ LOVE AZ WAY

►► featured agents

By Brandon Jerrell
Photo Credit: Devin
Nicole Photography



To make it big in this complicated world of real estate, you must be able to provide immense value to your clients. The first step to that goal, as Jacqui Shoffner points out, is “honesty, integrity, and the ability to be learning and changing at all times.”

Jacqui Shoffner and Josh Hogan are the team leads of Live AZ Love AZ, a team with eXp Realty. Live AZ Love AZ firmly sticks to the notion of providing value to friends, family, and clients. As Josh explains, “we are firm believers that you have to give to receive. Our culture is built on this foundation, and we apply it to our business at every opportunity.”

As a partnership of someone who has lived in and loved Arizona their whole life (Josh) and someone from outside who has come to fall in love with this state (Jacqui), they provide both perspectives of why to love Arizona.

Jacqui’s Journey

From Rocky River, Ohio, a city shortly west of Cleveland, Jacqui grew up in a household of five: herself, her parents, and her two sisters. She earned a degree in art education from Bowling Green State University

in 2006. She soon followed her two sisters to Arizona, who had both gone to Arizona State University. “I had to get away from the cold and always felt like I was meant to live in a warm and sunny place.”

“My parents valued family so much growing up. I always knew my parents would be there for me no matter what,” Jacqui explains. Her now-retired dad was a firefighter. She explains that her father loved his job, primarily focusing on the opportunity to help and save people that the position provides. “He liked to be out and about getting things done and could never be sitting behind a desk all day.”

Jacqui’s mom, on the other hand, loved to stay home to be there for her kids. Including running them around to sports, family activities, and the like.

“They both taught me that hard work will pay off and to find a career that makes you happy. They never put any pressure on going in a specific direction. They said to find something you are passionate about for a career, and it will never feel like work.”

After moving to Arizona, Jacqui followed in her mom’s footsteps by working for an airline. However, that changed in 2010 when she and her husband, Mike, bought their first home. “The day we got the keys was the best day of my life. I loved that home so much and the way it made me feel, and to live in a home I loved so much was priceless.”

It was only a year later that Jacqui started in real estate.

Jacqui and her husband have two sons: Grayson and Owen. She loves to spend time with her family whenever she has the opportunity.

Josh’s Journey

Born in Tempe, Josh is part of a rare breed of Arizonans who are from Arizona. He has lived in the East Valley his whole life and knows it inside and out. Coming from Tempe, he went to Arizona State University, where he earned a communications degree.

Before real estate, Josh worked with GoDaddy in their customer development division. There he helped small businesses by finding solutions utilizing their products. Even prior to that, he was a finance manager at Grand Canyon University.

“

They never put any pressure on going in a specific direction. They said to find something you are passionate about for a career, and it will never feel like work.

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Josh first earned his real estate license in 2008 while working with his sister but didn't dive into it full-time until years later.

Josh and his wife, Andrea, have two children: a son, Emmett, and a daughter, Ella. He too loves to spend time with his family whenever he has the opportunity.

Combined Success

Both Jacqui and Josh were successful in the industry, but that success was even further exemplified when they partnered. It was in early 2020 when their partnership began, and both reference this partnership as one of the most pivotal moments of their careers.

“Before then, I had worked as a full-time agent, but my goals and aspirations were pretty limited,” Josh shares. “I was focused on my clients but had no long-term vision in place. After partnering with Jacqui, I came into the office daily. I started thinking about more than just selling homes for friends and family members and more about what it means to run a sustainable business in this industry.”



Jacqui adds to this moment. “We know two is better than one, and collaboration and accountability are key to staying on track and exceeding any previous goals,” she explains. “We both doubled our income when we teamed up, and that has been life-changing!”

Providing Value

Live AZ Love AZ is all about providing value to all who are involved. One of the major things that enable Jacqui and Josh to do this is their combined in-depth market knowledge. “We are students of the Cromford Report, and we study a variety of their charts daily to make sure we can support our clients in the best way possible,” Josh elaborates.

They also share the many things they do during the buying and selling process. For example, Josh explains how they hire an interior decorator to come in before their listings go live. Jacqui explains how they contribute to the Feed My Starving Children Organization under the client's name for every closed transaction.

They like to call this strategy “The Live AZ Love AZ Way,” and there is no denying its effectiveness.

With all that they provide and do, there is no doubt that Jacqui Shoffner and Josh Hogan provide value to their clients, their friends, and their family.

Website: LiveAZLoveAZ.com

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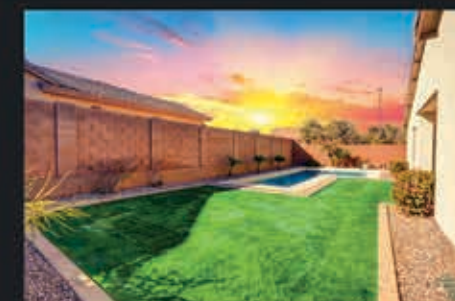
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The Wise, Old Farmer

and Three Life Lessons on Framing Your Perspective

Have you heard this story about the wise, old farmer?

There once was a wise, old farmer who had worked his crops for many long years. Then one day, his horse ran away. Upon hearing the news, his neighbors came by to visit him. “Such bad luck,” they said sympathetically. “Maybe,” replied the old farmer.

The next morning the farmer’s horse returned, bringing with it three other wild horses. “How wonderful,” the neighbors exclaimed. “Maybe,” replied the old farmer.

The following day, the farmer’s son tried to ride one of the untamed horses. But he was thrown off and broke his leg. The farmer’s neighbors came again to offer their sympathy for his misfortune. “Maybe,” replied the old farmer.

The day after that, a military official came to the farmer’s village to draft all the young men into the army. Seeing that the farmer’s son had a broken leg, the official passed him by. The neighbors congratulated the farmer on how well things had turned out. “Maybe,” replied the wise, old farmer.

The story could go on and on, with each day bringing a new obstacle or opportunity to the farmer. And each day, his neighbors would reply by bringing new sympathies or congratulations to him.

The difference lies in each party’s perspective of the situation.

The Power of Perspective

Perspective allows you to see things from different angles.

You can see things positively, negatively, or apathetically.

Your perspective on your circumstances is determined by your experiences, beliefs, worldview, and attitudes.

Each person’s perspective is unique and individual to them.

That’s why in the story above, one could see a lost horse or broken leg as a setback. While others, like the farmer, may see them as a setup. A blessing in disguise, even.

How to Reframe Negative Events

While the lessons here can be applied to many areas in life, I want to focus on framing things from the vantage point of leading your business.

In real estate, there are several negatives that can be reframed as positives by simply shifting your perspective.

The rest of this article will cover three big ones.

1. Look at failing as a learning opportunity.

Many people struggle when dealing with failure because they mistakenly view *themselves* as a failure.

This is flawed because your identity is much greater than the sum of your actions. Sure, *who* you are includes *what* you do.

But just because you *do* something wrong doesn’t mean you *are* a bad person.

As my mentor John Maxwell says in his book *Failing Forward*:

“Failing forward is the ability to get back up after you’ve been knocked down, to learn from your mistakes, and to move forward in a better direction.”

When you begin to look at failure as an event, not part of your identity, you become more resilient, creative, and wiser for it.

Remember, a failure is an *event*. Not a *person*.

2. See criticism as proof you’re taking chances.

People criticize others for different things. Sometimes it’s because they have a valid reason.

More often than not, their criticism is a reflection of their own negativity.

People complain about the petty, mundane and insignificant in an attempt to feel better about themselves.

That’s why if you find yourself around someone who is regularly critical of you, you should consider removing them from your life.

That may sound harsh. But I believe in the “elevator principle” of human relationships. That means people either take you up or take you down.

For healthy people to grow, negative influences need to be greatly reduced. And ideally, eliminated completely from your life, if possible.

I have had to “quit” people who have dragged me down before.

I’ve had to fire employees. End friendships. And limit contact with family members when toxic people refused to change.

In each and every case, I felt more free, relieved and happier because of it.

As Zig Ziglar once said:

“Don’t be distracted by criticism. Remember, the only taste of success some people have is when they take a bite out of you.”

And Aristotle is attributed with the quote:

“The only way to avoid criticism is to do nothing, say nothing and be nothing.”

So if you want to avoid criticism, you best hide in a cave.

But if you want to have any degree of influence — *and that means everything from serving your clients to changing the world* — then you’ll need to learn how to *“brush your haters off.”*

3. View rejection as a means for your protection.

This was the most recent lesson I’ve had to learn. Before starting my entrepreneurial career, I had risen to the second-highest rank in three different organizations...

...And then I was subsequently fired from all three of those roles.

I basically came up with new visions, ideas, and suggestions that either threatened or disrupted the existing structure of those companies.

So you could say my rejection from corporate life was by design to protect my entrepreneurial enthusiasm.

My termination was more of a release than it was a reprimand. That’s why I love the anonymous quote:

“Rejection is merely a redirection. God’s way of giving you a course correction to your destiny.”

Each of these three positive reframes requires intentionality. You may need to dig into one or two of them in more detail to get their full effect on your life.

You may need to seek out resources. Or find the courage to act on what you need to do to shift your perspective toward the positive.

And you may need to reprogram certain beliefs, limiting thought patterns or habits that are keeping you from reaching your true potential.

In any case, know that you can adjust your perspective so you can start seeing more breakdowns as breakthroughs. And setbacks as a setup for greater success.

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KATIE Horn

► rising star

By **Brandon Jerrell**
Photo Credit: **Gilead Hernandez**, Grafobox Media

A MOM, A WIFE, A BUSINESSWOMAN

Many people find themselves in situations where they feel stuck in their careers. This month's Rising Star, Katie Horn with The Donnelly Group, is living proof that anyone who desires more can find it.

"Like many people, I work a different career than I got my degree in. I am a mom and wife who has very typical responsibilities to raising a family, and just figure it out as I go along," Katie shares.

"But, when I was a new mom, I was deeply feeling like I wanted more growth in my career. For so many reasons, I wanted to become a REALTOR®. One day I just did it. I jumped in feet first and never looked back."

Always Helping Others

Katie grew up in the East Valley, and since her mother was also a REALTOR®, she has lived in many homes throughout the Chandler and Gilbert area. She graduated from Arizona State University in 2014 with two bachelor's degrees. "I began to work in my field right out of college as a child therapist, and although very rewarding work, did not provide the desired lifestyle for my family and me."

In her early 20s, she moved to San Diego for a change but came back to the Valley to start a family. "When my husband and I got pregnant, we had a moment of clarity. At the time, we were living in California, renting a place on the beach, living a lifestyle we couldn't really afford," she explains. "We knew we had to begin thinking about our future, so I left my job, and we made a move back to Chandler, where we had the support of our family."

After moving back to the valley as a new mom, Katie decided to stay home with the baby, but after a few months, she felt something to be desired in her professional career.

"I thought in those beginning moments I had to pause everything in life for this tiny baby, but I didn't enjoy feeling like I didn't know the next step in my career. That's when I decided to go to real estate school."

During this time, Katie started a personal training business. She would bring her baby with her in a stroller to train during the day; then, at night, she would go to real estate school.

Her entire goal was to find a career where she could still spend time with her kids. "All these changes and hard work happened with a four-month-old. It was hard, but it made me feel fulfilled to be growing personally and professionally."



"I have always chosen previous jobs that were geared toward helping and serving others, so I knew real estate was right in line with that."

Dedication to Family

Being the daughter of Gina Donnelly, who is the founder of The Donnelly Group, Katie recognizes the "powerhouse" that is her mother: "she is certainly the most inspirational businesswoman I know."

"I remember being young and going on showings with her and hearing her negotiate over the phone on car rides. I grew up around the industry, and it was a family dynamic I was used to, but now I was in the driver's seat," she explains.

With the juggling of a busy schedule, Katie quickly learned that she thrived in such busy environments. She notes how fulfilling it is to set a goal and reach it. She also notes that "working for yourself is AWESOME!"

...



“

I have always chosen previous jobs that were geared toward helping and serving others, so I knew real estate was right in line with that.

”

“Once I had my second daughter, I didn’t even think twice about needing to pause my career to be a mom,” she explains. “I closed two transactions within a month of my daughter’s birth. I showed up to my weekly meeting with a 2-week-old baby, and everyone thought I was crazy. I love that I can do both.”

Katie goes on to share that her ultimate goal is for her two daughters to one day see all that she does is for them. “I want to be the mentor that my mom was to me. To show them they can be a mom, a wife, and a businesswoman — if that is what they choose.”

Finding More in Life

Katie wants others to recognize that she was in a situation many find themselves in now. She wants them to know that they can realize their desire for more in their life.

“All I had to do was put in the work to start and build my real estate business, then the success followed. It was not easy, but it was the right decision for my career and my family.”

“I think anyone who desires more in their life or doesn’t feel their cup is filled can find something out there that they can be successful in, and it’s OK if that takes years to find. It’s also OK if your original plan doesn’t work the way you expected. It’s part of the process.”

In her career in real estate specifically, Katie lists three major keys to her success. Firstly, she states that education is key: homebuyer workshops, financial peace university, and market update presentations. Secondly, she notes the importance of genuine relationships — a theme that can never be overstated within this industry. Thirdly, following the same direction as the importance of genuine relationships is the need to never make it about the paycheck. “Don’t be in it for the paycheck, be in it for your clients. If you only care about the paycheck, I think people can feel that.”

There is no doubt that Katie’s passion is for people. Katie’s skills lie in service to others, and she operates each and every transaction with that mentality.



As a final note, Katie wants to recognize that she couldn’t be where she is today without the immense support from her husband, clients, and partners at Prosmart, Amerifirst, and Premiere Title.

Congratulations to Katie Horn, this month’s Rising Star! She is a prime example of the results that are to be had from hard work and dedication.

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DANIELLE TANTONE: A PIECE OF WORK

Danielle Tantone has been a REALTOR® for 23 years and has compiled a lengthy list of impressive accomplishments in her life, including several successful businesses, thriving after breast cancer, earning her nursing license, and recently becoming a best-selling author with her first book, *Piece of Work*, a Memoir. After working on her memoir behind the scenes for more than 15 years — in pockets of time between work and family life — Danielle said it’s the one thing she’s most proud of creating, aside from her three daughters, of course.

Piece of Work

Danielle’s writing draws you in — from detailed descriptions of the Arizona weather that is almost a character of its own to mountain biking in the Las Sendas foothills. From becoming a nurse during a pandemic to struggling with love addiction. From running marathons to facing a cancer diagnosis. Her powerful storytelling creates a film reel of her captivating journey, making you feel like you’re right there with her.

It’s not surprising that Danielle’s hopeful and authentic story landed her on Amazon’s bestseller list in several categories. Her book has a universal appeal that crosses religious and political lines and touches on what makes us all human.

East Valley *REALTORS*® will especially enjoy the many descriptions of Arizona, particularly the Las Sendas and Red Mountain area that Danielle has called home for much of the past 20 years.

Readers will tear up as they read scenes of dying patients, hurt family members, and mistakes that can’t be undone. Danielle successfully shares her internal struggle without trying to justify her choices, so we rejoice with her as she finds the silver linings and continues to look for God’s hand in everything.

Her unyielding faith brings hope, even in the darkest chapters. And her humor brings a lightness to even the most serious subjects.

Part of Danielle’s story is her real estate career, with all its struggles and joys. And as she transitions to nursing toward the end of the story, she realizes that real estate and nursing are really pretty similar.

“With both careers, you’re caring for people and cleaning up their poop, whether it’s the literal kind or the proverbial kind,” she said.

Work in Progress

Adept at juggling multiple projects, Danielle currently serves her community as a REALTOR®, nurse, Medicare consultant, podcast host, and life coach.

Danielle was born in Chicago and moved with her family to Scottsdale in 1979. Although she admired what her father did as a REALTOR® and how her mother served people as a dental hygienist, Danielle had her own dreams.

After graduating from Horizon High School, she enrolled at the University of Arizona as a musical theater major, but after her first year, she switched to journalism with a minor in French. She graduated magna cum laude and took a job with the Associated Press in Concord, NH. However, she quickly discovered that the job was not the right fit for her as she was not politically minded, nor did she fit into the New Hampshire “box.”

...

“WE ARE ALL A PIECE
OF WORK, A WORK
IN PROGRESS, AND
A WORK OF ART.”



...

Danielle moved back home to Arizona less than a year later, then spent a few years traveling and studying international business and eventually found herself drawn to real estate.

“Growing up in Scottsdale, I often spent weekends with my REALTOR® Dad at open houses, buyer showings, and new home communities,” reflected Danielle, “but I didn’t catch the real estate bug myself until 1999, when I was living in New York City and became fascinated by the lofts and high rises that make up the real estate market there.”

After working for a few years in New York, Danielle again moved back home to Arizona in 2001 and decided to stick with real estate here. Over the years, she sold new homes for several valley builders, then worked independently through many local broker-ages. She even served her peers as a title and escrow rep for a few years.

In 2013, she decided to get her insurance license and become an employee benefits consultant. But she never gave up her real estate license.



“That license was well-earned! I’ll never let that go,” she said. “Even though today I mostly just help friends and family, I still really love certain aspects of real estate. It’s in my blood.”

But she had many clients and friends who were nurses, and she had always loved the idea of caring for others with a personal touch. In the fall of 2018, she started her nursing school journey, worked in the service industry, and started creating content online.

Devastated Diagnosis = Unexpected Gift

The next fall, she was diagnosed with early-stage breast cancer and was faced with some choices. Danielle decided to opt for a solid long-term solution that would not require any chemo, radiation, or hormone therapy. She put nursing school on hold for a year to have, and heal from, a double mastectomy.

“This ‘devastating diagnosis’ has become my most unexpected gift,” shared Danielle. “My goal now is to share stories, educate, and inspire people to live their best life, be their best self, love with all their heart, and find beauty in their darkest days. The attitude we bring to the table — our faith, joy, and love — can make a huge difference

in our healing process or in the process of navigating any tough experience.”

While COVID-19 was changing everyone’s life, Danielle continued to learn more about herself and the health care industry while actively serving patients in a meaningful way. She also started a Medicare consulting business, where she helps seniors navigate the complex and confusing choices involved in Medicare.

Work of Art

Today, whether she’s helping a client choose a Medicare plan, coaching a mom through labor and birth, delivering a life-saving IV infusion, or holding the hand of a dying man, Danielle aims to be authentically present and to offer hope.

“My life has been a meaningful mess,” said Danielle, “and my job is to impact whoever I can touch today.”

She said she’s pleasantly surprised by the impact her book has had on the people who have read it, and she’s so glad she had the courage to share her very personal story.

“It would have been easy to edit out those parts, to not throw myself under the bus quite so much,” she said. “But it was important to me that they know the rest of the story. I’m no angel. I’m a real piece of work.”

On the cover of her book, Danielle wears a bright pink sports bra splattered with black paint:

“The photographer splatters black paint across my chest to represent the cancer against the pink. You can still see the purple marker underneath if you know where to look. But it becomes part of the artwork. My body is a piece of art, a symbol of my own life, a beautiful and rich history, even with the messiness underneath.”

You can connect with Danielle at [DanielleTantone.com](https://danielltantone.com). Her book is available on Amazon. You can also check out her podcast, *Piece of Work*, with Danielle Tantone, available wherever you listen to podcasts.



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By Chris Reece

PLAYING DISTRACTED

Have you ever had a time when you felt really good about the game ahead of you? Your preparation went well, and you were ready for the task before you. That was me yesterday playing racquetball! I stretched really well, I warmed up really well, and I was ready for my opponent. Everything felt right. I was loose, I was hydrated, and most importantly, I was excited to be back on the court after a week and a half of not playing.

We started our game, and I played terribly. I was skipping easy ones I normally smash. Taking a half step in the wrong direction and then missing easy returns, I overcompensated on many of the next plays, setting up my opponent for a kill shot against me. Now I will also give credit that my opponent Kerry was on his game and was hitting great crisp shots.

The way I felt going into our first game didn't at all match my performance. I started overthinking every shot, serve, and return. I was soundly defeated 15-7. I've had bad games before, and this wasn't completely new. We got our much-needed drinks of water, caught our breath, put our goggles back on, and went back in for round two.

Same thing.

My frustration was rising quickly. I couldn't shake off these bad plays. Kerry had me down to 10-2 at one point. After a very easy point that I missed in the middle of the second game, I said out loud to him, "Man, am I playing distracted or what?!"

We smiled and laughed it off. He served, and I laid down a perfect return. Wow, it felt like the first good shot I'd taken all morning. Like the lightning strike that was my last shot, something clicked inside my brain; was there something to admitting out loud that I was distracted, allowing me to focus?

Racquetball moves quickly, so I'm having these deep thoughts in millisecond time frames. Snap! Another point for me. I was distracted! This week my brokerage announced a big change in its leadership team. Someone I trust dearly received an opportunity that couldn't be turned down, and she'll be moving on to pursue that in a few weeks. That shook my safety. Why wouldn't that show up in how I played the game? Crack! Another point.

Sweating on that shiny wood floor, I admitted at that moment that I was in fact distracted. It didn't mean I'd forgotten how to play. But the distraction had me overcorrecting, swinging too hard or too soft. I felt like I was playing with one eye covered, not seeing the whole game. Admitting I was distracted, I told myself in between each shot to just play and get the ball to the wall. And to breathe. I could see with both eyes again.

All of a sudden, the score was 10-9, then 10-11, and eventually, I beat him 12-15. I had to work for each point, and none of them were easy. Something happened when I allowed myself to accept the distraction. It's like I was able to set the distraction on the shelf and say, "I'll deal with you later; for now, I have some balls to whack." For once, I wasn't burying the distraction or denying it wouldn't affect my company or me.

We played our last game, again not my best, but it was a close game where Kerry got me 15-13. I didn't lose that game. Kerry won because he played stronger than me. That happens. I can live with that.

All day, I could see where playing "distracted" follows me into different situations, and I don't know it. Something my counselor challenged me to try once a week was to set a timer for 17 minutes and think about my breath. Each time you become distracted by another thought simply come back to thinking about breathing. In out. In. Out. Oh man, am I distracted? The first 10 minutes felt like an eternity, but in the last 7 minutes, something in me surrendered to allowing myself to just think about breathing. So much that my timer went off and scared the bejesus out of me!

Dr. Isaac told me that exercise is a proven technique for improving focus. I've done it about three times and have to admit I have been getting a lot done in little time in these past few weeks. Do I want to give credit to those 17 minutes of "in through the nose out the mouth?" Of course not, but there is something to it. There is also something very real about surrendering to distraction.

All it took for me to change my game yesterday was an admission of not being fully present. Submitting to it, saying, "I see you, but I don't have to let the distraction lead me right now." Ideas started flooding my head of where else this might be taking place. It was everywhere.

What you focus on is truly the only thing you can control in life. When am I not distracted? I've got an uber-talented and stunning wife and three kids, all with personalities that will probably exceed their extremely extroverted parents. A really fun career full of amazing people home-hunting! And a never-ending desire to help others. Oh yeah, I'm playing distracted.

Just like on the court, though, breathe. Focus on this play and this play only. I'm convinced that is how I have to play with all of these distractions.

In the game I won, the biggest change was that I stopped trying to force every play. I stopped trying to kill every shot. I accepted that there were some balls I was not going to reach for a return, so I didn't waste the breath and energy on them. I saved it for the next play. I changed my pace, and I relaxed. Then you know what? I had fun. I was back.

You know what happened after the games? I realized just because the leadership in my company is changing, I don't have to. Will the change personally interrupt how I run my business? No way! I noticed during the game my focus became on each and every play. One at a time. Then I realized I wasn't even thinking about my brokerage anymore. I changed my mind about what I was focused on. Where else can I do that?

This Saturday, I'm going to focus on my teenage daughter's entrepreneurial project. This Friday, I'm going to focus on some one-on-one time with my son. This morning I'm going to focus on my youngest's cute, little, procrastinating keister to get her chores done and to brush her dang teeth. Today I am going to kiss that wonderful woman's lips I love so much. Then when I'm at work, I'll be fully focused on the home hunt for all of you.

I hope you're able to slap your distractions upside the head today. I am rooting for you.

Focus is a choice. Take it from someone completely distracted.

What are your goals for 2023?



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Shawni Moore
Keller Williams Realty East Valley
One of my business goals for 2023 is to build more business by cultivating relationships and attending more social events.



Justin Gershanov
eXp Realty
Twenty-six houses sold.



Leila Woodard
My Home Group
2023 could be hard, or it could be great. For myself, I choose it to be great. I will get real and get right. By having a positive mindset and creating forward action momentum. I will re-margin my business by including expense management. I will do more with less by using the power of leverage. I will overcome buyer reluctance. I will price ahead of the market. I will find motivated sellers. I will master the market in the moment. I will capture,



Nick Kibby
Keller Williams
The goal for 2023 is to make our business more lean and efficient to make sure we give ourselves the best opportunity for success.



Chris Tiller
Russ Lyon Sotheby's International Realty
2023 is going to be interesting. With transaction volume down drastically, I'd like to focus on developing relationships and adjusting marketing to the shifting landscape. Where the last few years were improving efficiencies to increase transaction count, the next few will be lean and calculated.



Jeff Sutherlin
eXp Realty
1. To work closely with 10 individuals to help them move toward \$10,000/month in residual income.
2. Go from 150 to 250 in my organization across the U.S. and internationally.
3. Stay under 200 pounds.
4. Move into the top 1% at EXP Realty in revenue sharing worldwide.
5. Be the best husband, dad, and godly man possible.



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» weserv monthly update

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

New Year Sparks

New Initiatives

2023 is here. Yes, you read that right. 2022 seemingly came and went in the blink of an eye. As I reflect on the past year and look toward the future, one word comes to mind that helped propel us to more considerable heights: opportunity. A new year provides the association with various options to elevate how we serve our members and community. Our leaders are excited to explore new ways to advance the member experience here at WeSERV. I'm incredibly proud and fortunate to stand alongside such selfless individuals motivated to serve others.

and Opportunities

The new year also allows us to celebrate our past and present leaders at our yearly Installation ceremony. The event is always a special gathering. Leaders of yesterday and tomorrow came together to applaud our 2022 officers for yet another successful year. I want to thank these outstanding individuals for their hard work and dedication. We're incredibly fortunate as a REALTOR® association to have volunteers who want to see WeSERV prosper.

In addition, I'd also like to send my deepest gratitude to our 2022 President, Gary Fenton. I've had the pleasure of working alongside Gary for a

few years now, and to see him take the reins as our president was exceptional. Gary passed the gavel to another like-minded REALTOR®, Michael Hofstetter, and he is ready to take the association's reins. Michael has a deep knowledge and passion for the real estate industry. He embodies the traits of a true leader.

Finally, I wish every one of you an exceptional 2023. Let's make it a year to remember!

TOP 300 STANDINGS

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

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
1	Derek Dickson	Offerpad	172,503,259	324
2	Richard Harless	AZ Flat Fee	139,710,540	194
3	Daniel P Noma	Venture REI, LLC	131,066,466	275.5
4	Karl Tunberg	Hague Partners	92,207,608	153
5	Kristy & Nick Dewitz	Hague Partners	91,447,847	158
6	Mary Jo Santistevan	Berkshire Hathaway HomeServices Arizona Properties	89,453,752	142
7	Frank Vazquez	Venture REI, LLC	82,723,745	162.5
8	Darwin Wall	Realty ONE Group	74,531,930	129
9	Rebecca H. Rains	Berkshire Hathaway HomeServices Arizona Properties	67,044,288	147
10	Jacqueline Shaffer	Offerpad	64,166,203	138
11	Shannon Gillette	Real Broker AZ, LLC	59,227,000	104
12	Carol A. Royse	Keller Williams Realty East Valley	54,171,193	82.5
13	Mindy Jones	eXp Realty	53,995,810	90
14	Yvonne C Bondanza-Whittaker	Realty ONE Group	51,051,284	109
15	Lacey & Drew Lehman	Realty ONE Group	50,788,447	97
16	Kenny Klaus	Keller Williams Integrity First	50,045,658	91.5
17	Eric Brossart	Keller Williams Realty Phoenix	47,401,758	55.5
18	Ben Leeson & TJ Kelley	Keller Williams Integrity First	44,758,608	60
19	Tyler Blair	My Home Group Real Estate	43,903,374	84
20	Shanna Day	Keller Williams Realty East Valley	43,360,479	68
21	Jim & James Carlisto	Hague Partners	42,715,470	91
22	Rick Metcalfe	Canam Realty Group	40,257,921	94
23	Garrett Lyon	eXp Realty	36,344,141	66.5
24	Charlotte Young	eXp Realty	36,155,247	63
25	Rebekah Liperote	Redfin Corporation	35,741,625	52
26	Cassandra J Mueller	eXp Realty	33,918,215	61
27	Chris Allen	Hague Partners	31,862,150	53
28	Rodney Wood	Keller Williams Integrity First	30,362,631	45.5
29	Nathan D Knight	ProSmart Realty	29,836,936	48.5
30	Jody Sayler	Just Selling AZ	29,265,805	53
31	Lorraine Ryall	KOR Properties	28,113,800	38
32	Russell Mills	Close Pros	27,968,355	32
33	LaLena Christopherson	West USA Realty	27,471,000	17
34	Justin Cook	RE/MAX Solutions	27,292,556	37

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
35	Shawn Camacho	United Brokers Group	27,199,300	38.5
36	Carey Kolb	Keller Williams Integrity First	27,020,052	48.5
37	Jason Crittenden	Realty ONE Group	26,866,800	45.5
38	Benjamin Arredondo	My Home Group Real Estate	26,162,750	44.5
39	Heather Openshaw	Keller Williams Integrity First	25,590,100	39.5
40	Radojka Lala Smith	eXp Realty	25,487,500	34.5
41	Janine M. Igliane	Keller Williams Realty East Valley	25,171,149	36
42	John Evenson	eXp Realty	25,043,740	29.5
43	Aartie Aiyer	AA Realty	24,847,847	39
44	Yalin Chen-Dorman	Realty ONE Group	24,804,558	44
45	Beverly Berrett	Berkshire Hathaway HomeServices Arizona Properties	24,766,082	40
46	Kelly Khalil	Redfin Corporation	24,558,025	37
47	Tiffany D Chandler	West USA Realty	23,810,325	28
48	Michael Kent	RE/MAX Solutions	23,805,450	48.5
49	Kerry Jackson	Arizona Gateway Real Estate	23,289,989	34
50	Jody Poling	AZ Seville Realty, LLC	22,697,900	22.5

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TOP 300 STANDINGS

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

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
51	Catherine Merlo	Berkshire Hathaway HomeServices Arizona Properties	22,670,300	33
52	Mike Mendoza	Keller Williams Realty Sonoran Living	22,305,000	32
53	Angela Tauscher	Rover Realty	22,244,161	30
54	Dustin Posey	Property Hub LLC	21,713,300	51
55	Elizabeth Rolfe	HomeSmart	21,640,000	29.5
56	John Hrimnak	Hague Partners	21,436,158	39.5
57	Daniel Brown	My Home Group Real Estate	21,360,500	23.5
58	Thomas Popa	Thomas Popa & Associates LLC	21,354,000	16
59	Gigi Roberts-Roach	Coldwell Banker Realty	21,312,293	35
60	Tina M. Sloat	Tina Marie Realty	21,276,500	33
61	Alexander M Prewitt	Hague Partners	21,261,890	34
62	Randy Courtney	Weichert, Realtors - Courtney Valleywide	20,843,200	32
63	Frank Gerola	Venture REI, LLC	20,787,340	33.5
64	Heather Christine Morales	Homie	20,703,300	31
65	Blake Clark	Limitless Real Estate	20,553,469	29
66	S.J. Pampinella	Redfin Corporation	20,378,300	28.5
67	Timothy Ehlen	RE/MAX Alliance Group	20,355,287	29.5
68	Shawn Rogers	West USA Realty	20,203,999	36.5
69	Stacia Ehlen	RE/MAX Alliance Group	20,173,900	28.5
70	Danielle Bronson	Redfin Corporation	19,785,905	32
71	Velma L Herzberg	Berkshire Hathaway HomeServices Arizona Properties	19,629,500	23
72	Michelle Rae Colbert	Keller Williams Integrity First	19,499,500	39.5
73	Adam Prather	Russ Lyon Sotheby's International Realty	18,916,300	27
74	Aimee N. Lunt	RE/MAX Solutions	18,778,800	20
75	Kevin McKiernan	Venture REI, LLC	18,602,340	31
76	Kirk A DeSpain	Call Realty, Inc.	18,417,827	28
77	Pamm Seago-Peterlin	Century 21 Seago	18,388,499	28
78	Carin S Nguyen	Real Broker AZ, LLC	18,184,331	35.5
79	Mary Newton	Keller Williams Integrity First	18,030,100	42
80	Katrina L McCarthy	Hague Partners	18,007,600	26.5
81	Thomas L Wiederstein	Redfin Corporation	17,922,950	29.5
82	Sharon Coffini	Keller Williams Realty Sonoran Living	17,912,900	16.5
83	Heather M Mahmood-Corley	Redfin Corporation	17,910,999	35.5
84	Brett Worsencroft	Keller Williams Integrity First	17,859,400	20

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
85	Carol Gruber	eXp Realty	17,472,150	39
86	Richard Johnson	Coldwell Banker Realty	17,461,400	32
87	Mark Captain	Keller Williams Realty Sonoran Living	17,458,500	25
88	Gina Donnelly	ProSmart Realty	17,426,500	24.5
89	W. Russell Shaw	Realty One Group	17,281,250	31
90	Michael W Cunningham	West USA Realty	17,243,811	25
91	Krzysztof Okolita	My Home Group Real Estate	17,103,489	28
92	Angela Larson	Keller Williams Realty Phoenix	17,101,280	45
93	Allen R Willis	Ensign Properties Corp	17,047,200	30
94	Chris Baker	Hague Partners	17,042,400	28.5
95	Kathy Camamo	Amazing AZ Homes	17,041,340	32
96	Eleazar Medrano	HomeSmart	16,988,345	27.5
97	Brock O'Neal	West USA Realty	16,947,061	18.5
98	Gordon Hageman	Real Broker AZ, LLC	16,942,867	27
99	Cory Whyte	Infinity & Associates Real Estate	16,801,774	15
100	Jack Cole	Keller Williams Integrity First	16,692,900	22.5

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#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
101	Elizabeth A Stern	Farnsworth Realty & Management	16,688,500	37
102	Tiffany Gobster	My Home Group Real Estate	16,598,747	10
103	Geoffrey Adams	Realty ONE Group	16,292,075	29.5
104	Kyle J. N. Bates	Keller Williams, Professional Partners	16,260,225	26
105	Scott R Dempsey	Redfin Corporation	16,178,350	26.5
106	Shar Rundio	eXp Realty	16,168,500	29
107	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	16,153,741	26
108	Craig McGrouther	Hague Partners	16,109,750	25.5
109	Keith M George	Coldwell Banker Realty	16,082,998	45
110	Matthew Kochis	Keller Williams Realty East Valley	16,028,375	26
111	Karen C. Jordan	Thomas Popa & Associates LLC	15,979,389	13
112	Denver Lane	Balboa Realty, LLC	15,899,577	25
113	Kevin Albright	Delex Realty	15,893,279	12
114	Delaney S Rotta	Launch Real Estate	15,723,000	9
115	Robert Reece	United Brokers Group	15,686,500	27.5
116	David C Zajdzinski	eXp Realty	15,645,950	26.5
117	Jason L Bond	My Home Group Real Estate	15,560,950	24.5
118	Mike Mazzucco	My Home Group Real Estate	15,549,447	28.5
119	Angela Gordon	North & Co	15,522,100	22.5
120	Jaime L Blikre	My Home Group Real Estate	15,491,399	28.5
121	Gina McMullen	Redfin Corporation	15,455,440	24.5
122	Michaelann Haffner	Michaelann Homes	15,409,000	26
123	Van D. Welborn	Redfin Corporation	15,389,500	19.5
124	Michael Smith	West USA Realty	15,372,650	22
125	Sergio Santizo	Hague Partners	15,330,845	30.5
126	Chantel Gutierrez	Perkinson Properties LLC	15,327,000	34
127	Olga Angelina Shukhat	Geneva Real Estate and Investments	15,145,000	3
128	Erik Geisler	West USA Realty	15,102,640	20
129	Kathleen Scott	Redfin Corporation	15,085,310	18
130	Lauren Wood	Keller Williams Integrity First	15,060,000	20
131	Eric Dixon	On Q Property Management	15,037,400	24
132	Eric Avdee	Keller Williams Realty Phoenix	15,031,349	21
133	Kelly Saggione	eXp Realty	15,026,767	19.5

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
134	Kyle Zwart	My Home Group Real Estate	14,999,250	17
135	Kathryn R Arter	Realty ONE Group	14,973,500	18
136	Tara Hayden	Redfin Corporation	14,918,965	24.5
137	Henry Wang	eXp Realty	14,884,900	20.5
138	Brian Davidson	Hague Partners	14,774,349	27.5
139	Justyna Korczynski	The New Home Company	14,758,434	31
140	Bill Olmstead	Keller Williams Realty East Valley	14,737,500	27.5
141	Tiffany Carlson-Richison	Realty ONE Group	14,514,840	19
142	Spencer J Lindahl	Main Street Renewal, LLC	14,492,900	36
143	Dawn M Forkenbrock	eXp Realty	14,485,670	24.5
144	Bryce A. Henderson	Four Peaks Brokerage Company	14,437,500	21
145	Matthew S. Potter	Real Broker AZ, LLC	14,425,100	27.5
146	Marc Slavin	Realty ONE Group	14,408,250	12
147	Danny Kallay	Launch Real Estate	14,314,450	24
148	Hai Kim Bigelow	Redfin Corporation	14,264,500	25
149	Gabrielle Bruner	Delex Realty	14,186,500	22
150	Jennifer Felker	Infinity & Associates Real Estate	14,142,888	14
151	Trisha A. Carroll	Wedgewood Homes Realty	14,059,600	31
152	Susan K. Miller	Keller Williams Realty East Valley	14,052,900	25
153	Tammie Fischer	Offerpad	14,007,750	21
154	Chris Benson	NextHome Alliance	13,804,240	21.5
155	Curtis Johnson	eXp Realty	13,783,900	30.5
156	Lauren Sato	West USA Realty	13,765,082	26
157	Katie Lambert	eXp Realty	13,729,863	22
158	Beth Rebenstorf	Realty ONE Group	13,701,012	24
159	Adam Lee	My Home Group Real Estate	13,698,450	20

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TOP 300 STANDINGS

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160	Clayton Denk	David Weekley Homes	13,661,325	13
161	Kirk Erickson	Schreiner Realty	13,597,115	22.5
162	Ernest Haycraft	Realty Executives	13,539,302	12.5
163	Joe Carroll	HomeSmart	13,533,290	22
164	Mondai Adair	Keller Williams Realty East Valley	13,526,000	16
165	James Bill Watson	Keller Williams Realty Sonoran Living	13,492,500	22
166	Marci Burgoyne	Crown Key Real Estate	13,486,297	22
167	Amy Laidlaw	Realty Executives	13,467,377	15.5
168	Laura Beatty	Redfin Corporation	13,458,450	26
169	Jacquelyn E Shoffner	eXp Realty	13,339,585	19
170	Zeb Adams	My Home Group Real Estate	13,327,250	10.5
171	Debi Gotlieb	Key Results Realty LLC	13,324,300	21
172	Ryan Meeks	Keller Williams Integrity First	13,258,139	18.5
173	Jason LaFlesch	Results Realty	13,229,500	23
174	Robin R. Rotella	Keller Williams Integrity First	13,229,125	24.5
175	Jerry Thomas Beavers	Realty ONE Group	13,186,900	24
176	Scott Cook	RE/MAX Solutions	13,177,250	24.5
177	Adam B Coe	Delex Realty	13,148,350	23.5
178	Elmon Krupnik	Infinity & Associates Real Estate	13,115,951	23.5
179	Kristin A Ray	Infinity & Associates Real Estate	13,115,951	23.5
180	Alisha B Anderson	West USA Realty	13,088,249	30
181	Jody Mallonee	Hague Partners	13,062,650	22.5
182	Steven C Zalewski	Polly Mitchell Global Realty	13,040,209	13
183	Jenna M. Jacques	Russ Lyon Sotheby's International Realty	13,026,014	13
184	Adam Dahlberg	Hague Partners	13,017,900	29.5
185	Phillip Shaver	HomeSmart	13,008,750	23
186	Annette E. Holmes	United Brokers Group	12,997,000	19.5
187	John Biddle	Redfin Corporation	12,946,900	23
188	Crew Smith	Realty ONE Group	12,938,118	17
189	Amy N Nelson	Keller Williams Realty East Valley	12,777,015	15
190	Kaushik Sirkar	Call Realty, Inc.	12,767,995	18.5
191	Caitlin Bronsky	My Home Group Real Estate	12,737,000	10

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
192	Leslie K. Stark	Realty ONE Group	12,735,000	10
193	Michelle Jernigan	Ravenswood Realty	12,704,900	18
194	Karsten Kass Colin	Keller Williams Realty Sonoran Living	12,601,477	21.5
195	Dallin Simonton	Realty ONE Group	12,519,118	16.5
196	Cathy Carter	RE/MAX Solutions	12,516,500	14
197	Chris Lundberg	Redeemed Real Estate	12,513,297	16
198	Kimberly Lotz	Redfin Corporation	12,487,200	24.5
199	Dallas Wormley	R & I Realty	12,476,399	20.5
200	Kelly Henderson	Keller Williams Realty Phoenix	12,461,250	22

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TOP 300 STANDINGS

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

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
201	Mark David Sloat	My Home Group Real Estate	12,455,399	20.5
202	Thomas Dempsey Jr	DPR Realty LLC	12,437,526	33
203	Ashlee Renee Castro	My Home Group Real Estate	12,400,500	28
204	Mikaela N Clark	Limitless Real Estate	12,385,225	15.5
205	Brandon Alsayed	Delex Realty	12,382,000	13
206	Karen D McMeen	Keller Williams Integrity First	12,369,150	18
207	Brian J Cunningham	eXp Realty	12,365,450	18
208	Steve Hueter	eXp Realty	12,339,150	19.5
209	Kimberley Stoegbauer	TomKat Real Estate	12,308,750	8.5
210	Jeffrey L. Franklin	Realty Executives	12,307,680	15
211	Amanda O'Halloran	DRH Properties Inc	12,298,953	26.5
212	Susan Hallamore	HomeSmart	12,270,500	8
213	Natascha Ovando-Karadsheh	KOR Properties	12,225,183	15
214	Benjamin Graham	Infinity & Associates Real Estate	12,220,833	20
215	Sarah Gates	Keller Williams Realty Sonoran Living	12,177,590	22
216	Heidi S Spielman	My Home Group Real Estate	12,168,765	62
217	Wendy J Macica	Home Centric Real Estate, LLC	12,161,900	26
218	Charles P. Turner	Keller Williams Integrity First	12,111,200	17
219	Adam Ottosen	Platinum Living Realty	12,109,369	7.5
220	Gus Palmisano	Keller Williams Integrity First	12,108,950	23
221	Grady A Rohn	Keller Williams Realty Sonoran Living	12,093,950	17.5
222	Debra K McLean	RE/MAX Alliance Group	12,090,940	19
223	Damian Godoy	My Home Group Real Estate	12,076,500	25.5
224	Chun Crouse	RE/MAX Fine Properties	12,075,580	23
225	Peg E Bauer	Cactus Mountain Properties, LLC	12,054,100	22.5
226	Jesse Wintersteen	ProSmart Realty	12,037,900	22
227	Nicholas R Kibby	Keller Williams Realty Phoenix	12,016,000	16
228	Rob Hale	My Home Group Real Estate	12,003,552	23.5
229	Lindsay M Bingham	My Home Group Real Estate	12,003,000	20
230	Sarah A Nash	ProSmart Realty	11,955,400	18
231	Katherine White	RE/MAX Fine Properties	11,911,000	11
232	Heather Werner	Ravenswood Realty	11,873,100	22
233	Lisa M Harris	Hague Partners	11,836,900	24
234	Travis M Flores	Keller Williams Integrity First	11,812,200	24.5

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
235	Erin Ethridge	eXp Realty	11,805,050	19.5
236	Marjan Polek	AZ Flat Fee	11,793,300	18
237	Vivian Gong	West USA Realty	11,787,300	20
238	Barbara Schultz	Coldwell Banker Realty	11,771,500	23.5
239	Lynnanne M Phillips	Keller Williams Realty Sonoran Living	11,769,230	13
240	Kristen Hekekia	HomeSmart Lifestyles	11,743,210	17
241	Steven Coons	Farnsworth Realty and Management	11,705,550	29.5
242	Bob Lisk	Network Realty	11,704,695	15
243	Jenna L. Marsh	Realty Executives	11,690,250	21
244	Joshua Will Hogan	eXp Realty	11,682,585	18.5
245	Nate Hunsaker	West USA Realty	11,653,000	11
246	Jill Stadum	My Home Group Real Estate	11,645,750	14.5
247	Michael J. D'Elena	North & Co	11,631,650	18.5
248	Nick Bastian	Realty Executives	11,618,500	19
249	Mark D De Maio	Revinre	11,561,850	18
250	Tina L Nerland	ProSmart Realty	11,482,300	22

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2023

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TOP 300 STANDINGS

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

#	Name	Office	Total Volume Sales 01/01/2022 - 11/30/2022	Total Unit Sales 01/01/2022 - 11/30/2022
251	Bill Bulaga	Russ Lyon Sotheby's International Realty	11,439,900	9
252	Kyle Gardner	My Home Group Real Estate	11,429,650	20
253	David C Falk	Realty Executives	11,344,146	13
254	Brian Christopher McKernan	ProSmart Realty	11,338,050	29
255	Travis Dutson	Premier Real Estate Opportunities	11,325,640	20
256	Scott Morgan	eXp Realty	11,324,581	21.5
257	Daniel A Baker	Russ Lyon Sotheby's International Realty	11,273,400	20.5
258	Eve Tang	Keller Williams Realty Sonoran Living	11,266,450	16.5
259	Julie Thompson	West USA Realty	11,265,900	21.5
260	Hannah Farbstein	My Home Group Real Estate	11,226,000	18
261	Michael Ratzken	Two Brothers Realty	11,220,250	16.5
262	Sarah Anderson	RE/MAX Alliance Group	11,210,601	19
263	Jamie K Bowcut	Hague Partners	11,194,300	20
264	Ryan D Bawek	eXp Realty	11,107,750	12.5
265	Thea R Marr	Keller Williams Realty Sonoran Living	11,104,000	12
266	Nate Randleman	Infinity & Associates Real Estate	11,095,940	19
267	Jill Vicchy Heimpel	RE/MAX Classic	11,089,650	27.5
268	Stacy Hecht	RE/MAX Desert Showcase	11,086,250	10.5

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269	Kraig Klaus	Keller Williams Integrity First	11,080,200	20
270	Frank C. Merlo III	Berkshire Hathaway HomeServices Arizona Properties	11,011,150	13
271	Leah Rickel Burr	Rickel Realty	11,001,500	18
272	Ryan Gehris	USRealty Brokerage Solutions LLP	10,942,500	15
273	Brent Heiden	Iannelli and Associates	10,941,700	23
274	John L. Payne	United CountryReal Estate-Arizona Property & Auction	10,935,000	14
275	Kristi Jencks	eXp Realty	10,919,100	22
276	Michael McCabe	My Home Group Real Estate	10,892,987	15.5
277	Andrew Bellino	Realty Executives	10,850,000	4.5
278	Dillon A Martin	My Home Group Real Estate	10,840,450	23
279	David Courtright	Coldwell Banker Realty	10,828,899	19
280	Sara J Weller	Berkshire Hathaway HomeServices Arizona Properties	10,825,000	12
281	Sam Vega	Infinity & Associates Real Estate	10,813,000	16
282	Mike Schude	Keller Williams Integrity First	10,756,024	18
283	Gary Wales	HomeSmart Lifestyles	10,730,985	15
284	Matthew Long	Home Centric Real Estate, LLC	10,709,250	17.5
285	April Mcneil Anderson	United Brokers Group	10,705,162	19.5
286	Mike Santistevan	Berkshire Hathaway HomeServices Arizona Properties	10,669,950	13.5
287	David Clinton Hoefer	Century 21 Arizona Foothills	10,629,070	16.5
288	Matthew Allen Veronica	Keller Williams Integrity First	10,617,756	19.5
289	Betsey L. Birakos	Jason Mitchell Real Estate	10,570,000	19
290	Ryan Dobmeier	Realty ONE Group	10,560,600	17
291	Laura Higginbotham	AZ Real Estate Options, LLC	10,550,750	9
292	Tiffany Mickolio	My Home Group Real Estate	10,525,050	17.5
293	Mallory R. Dachenhausen	Elpis Real Estate Boutique	10,522,090	12.5
294	Maryelisabeth Wolf-Breen	Russ Lyon Sotheby's International Realty	10,502,439	17.5
295	Nicole W. Hamming	Glass House International	10,472,875	19
296	Len Nevin	eXp Realty	10,472,750	18.5
297	Angel Ureta	North & Co	10,470,000	4
298	Heintje Tjahja	HomeSmart	10,364,000	18
299	Scott Graff	Real Broker AZ, LLC	10,325,500	16.5
300	Stacy Lynn Hinke	Realty ONE Group	10,289,647	3.5

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