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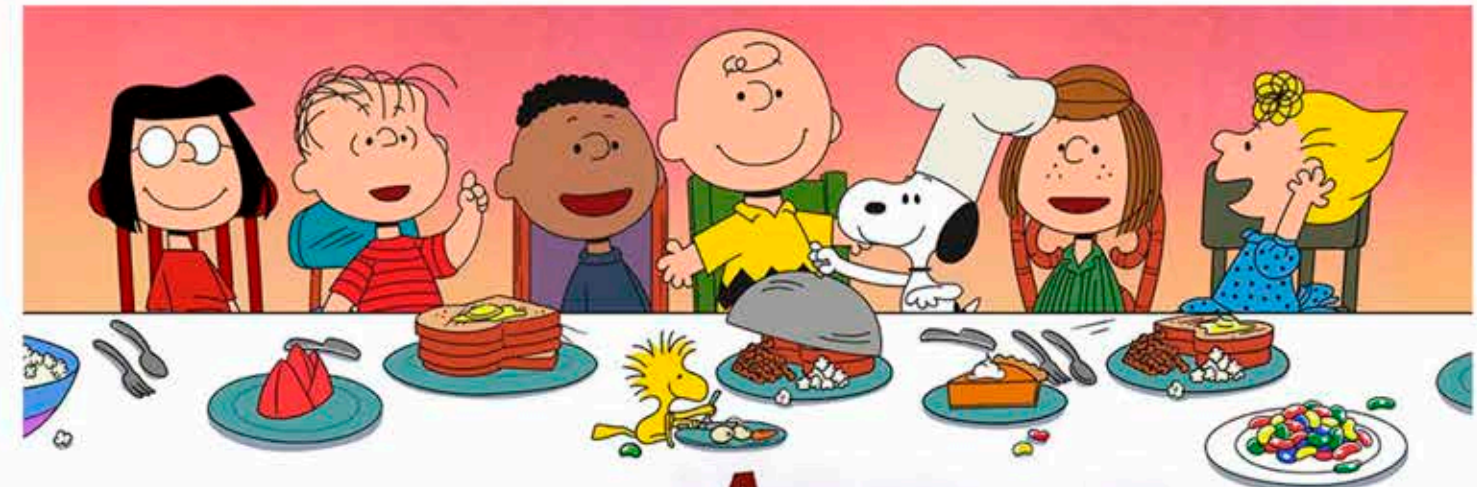
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Jeanine Robbins has proved time and again why she's earned the name "The Loan Angel." Her sterling achievements shine through features in renowned shows, including Host of the Emmy-nominated show "The American Dream TV" featured on The Travel Channel.

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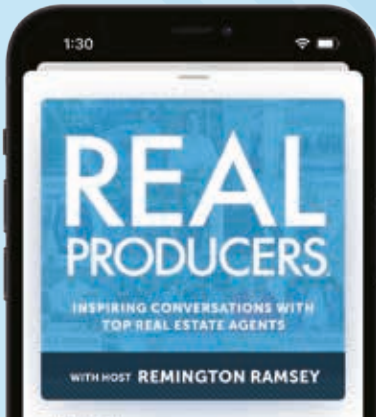
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P R E S E N T S



Golden Nuggets



Nick Kibby

Relevate

Comparison is the thief of joy. Don't focus on where others or at in their career or what they have achieved. Instead, focus on the things you can control and what you want out of your own career.



Margie Wilson

Hometown USA

When a client starts off by saying "I know you are busy...", I say, "You ARE my busy" I've had friends use it because it makes people feel so good!



Ashley McCombs

Keller Williams Integrity First

You are the reason someone feels loved. I definitely try to make the people around me feel special and important. I'm a giver when I make someone happy or feel good that's what fills my bucket.



Degen Perry

Black Pearl Pest Control

"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actu-

ally in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat." - Theodore Roosevelt.



Sharp Chen

Choice Home Warranty

Authenticity is magnetic and being a good human with good energy and good vibes is what is truly important. I love the quote: Your smile is your logo, your personality is your business card, and

how you leave others after an experience with you is your trademark. My hope is that I leave a positive mark in the world and am always recognized for my best efforts, intentions and my heart.

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Sharp CHEN

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You've seen the efforts that your clients go through to secure the properties that they purchase. In turn, you know those milestones don't always come easily for them. The hit on their finances doesn't just end once they buy the house, home ownership is costly.

There When It Matters

It means so much to have a partner on your side who is there to provide your clients with the means to protect their investment.

Luckily, you can count on Sharp Chen, who works in the Real Estate Division for Choice Home Warranty, to be there.

"I always hope to earn the title of the preferred home warranty partner for a REALTOR'S® business by bringing value as a home warranty resource, providing useful information about the home warranty, being forthright, helpful, and someone they trust and can count on. At the end of the day, a home warranty is a part of the real estate contract, and my hope is that real estate agents will accept how relevant it is to their business.," Sharp explains.

"My goal is to ensure that my agents have all the proper information and knowledge so that they are able to set the proper expectations of the warranty process and can ensure that they are helping their buyers maximize

coverage – in turn making the experience better and with less frustrations and helping them understand that there is so much value in a home warranty."

Strong Connections

As Sharp points out, she thrives on building and maintaining strong connections with her real estate partners, having established relationships with them, and providing tools for agents to use in growing their businesses.

"I want to be a true partner for the REALTORS® I work with. Our responsibility is to do our jobs the right way and the best way possible ... knowing they always have a partner in me to help them understand, escalate, and advocate for them," Sharp says.

"It's important for my partners to understand home warranties, and I like being there to help streamline that information. I'm an extension of their business. I'll do everything in my power to share the information and help where I can."

When you talk with Sharp, it is easy to see her caring nature and extreme depth of knowledge about the Real Estate community and the way home warranties fulfill a vital need in the equation. She works very hard at her business and is really committed to her REALTORS® and industry partners.

►► sponsor spotlight

By Dave Danielson
Photo Credit Devin Nicole Photography



“

My greatest hope at all times is to earn people's business because they know and trust me. At the end of the day, a home warranty is a piece of the puzzle.

”

Understanding the Value

While home warranties are a valuable component in the process of a new homeowner taking possession of the property, Sharp points out that there are key takeaways that would be helpful to remember and share with clients.

“Home warranty is not meant to function as an emergency service provider. “

“In order to utilize the benefits of a home warranty, clients need to follow the home warranty process,” she says.

“A home warranty isn’t the end-all, be-all. It’s a budget-protection tool to help offset out-of-pocket expenses.”

Outside of the Home Warranty World

Sharp’s most important role is that she is a dog mom and loves her fur baby, Otis. As a dedicated dog mom – she takes Otis out hiking and nightly to the dog park. If Otis can join, where she goes, he goes.



Away from work, Sharp’s world is made much richer through her engagement in helping others. This summer she went on a mission trip to Uganda with her home church, Mountain Park Church. Her church partners with the organization Mission in Mexico and she has gone with her church at least a half a dozen times to Mexico to build. She plans to outreach and continue philanthropic work locally and out in the world, as much as she will be able. This is something that is very important and fulfilling for her.

As a foodie, she likes to explore local restaurants. Her avid love of the culinary comes from ties to her growing up in her parents’ family-run restaurant business.

That natural level of teamwork is an extension of the success she created growing up as a talented basketball player. Sharp and her family moved to the U.S. from Taiwan when she was 14 months old. She grew up playing basketball in Oklahoma and then went on to play at the Division I level at UC-Irvine.

Sharing the Fun & Building a Community

Today, one of her favorite pursuits is planning fun activities to do and what she calls Sharp Adventures with her real estate community of agents and affiliate partners. These adventures and relationships have flourished into great friendships and partnerships.

“I have really enjoyed putting together hiking excursions or paddling events down the Salt River. I try to build a community and have a true connection with the people I work with,” she says with a smile. “I love that these adventures are when they get to know who I really am and friendships organically grow from these events”

Sharp also brings a strong marketing background to her work and interactions each day. She worked in corporate partner

and event marketing. As part of that, she continues to look for ways to incorporate her past experience to help grow agent partners’ business.

“The business home warranty is often misunderstood and unprioritized. Most people are not well versed and have lacked knowledge about how that works. I have made it my mission to be the best home warranty partner possible,” she says.

“I’d love to be seen as more than just a home warranty rep. I would love my REALTOR® partners to view me as their teammate, their MVP for Home Warranty. I want to be their go-to home warranty resource and they be willing to be fully educated to ensure they are protecting themselves and their business. At the end of the day, my perfect world would be that everyone would #makethesharpchoice”

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► featured agent

By Brandon Jerrell
Photo Credit Gilead
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NICK KIBBY

Passion is the most important thing that a REALTOR® can have. It is what separates good from great. The passion to help others is what enables someone to survive in this industry. This is a truth that Nick Kibby knows and cherishes.

Nick Kibby, Team Lead with Relevate, is undeniably passionate about helping people, and he credits longevity in the industry to that fact.

“I have built my business around having amazing systems and processes. I have combined that with a work ethic that can’t be matched by most and have had amazing results. I have had longevity because I establish relationships with all my clients and don’t make them feel like a transaction or a paycheck.”

FINDING PASSION

Nick grew up traveling all over the world as his parents worked for the government. “I would mostly say Southern California was home,” he states. He holds a bachelor’s degree in finance and an MBA with an emphasis in finance — earning his MBA from Grand Canyon University.

“I really thought I was going to be a financial advisor, but I graduated in 2010 and the economy was not ideal for that line of work at the time. I kept getting accounting jobs even though I hate accounting. I did some time in the operations side of lending, but really found my niche when I got into real estate. It was the first time I truly enjoyed going to work even though I worked more than I ever had.”

He shares that his first real opening into real estate came from his college roommate who was running a successful real estate team in Colorado and wanted to open an expansion branch in Phoenix. “I wasn’t happy with my job and my wife encouraged me to quit and give real estate a try,” he explains. He also expresses his gratitude for his wife who “really picked up the slack to allow for me to truly commit to doing real estate.”

USING PASSION

Put simply, Nick has always been passionate about real estate. “I really wanted to get out of the 9-5 grind and do something with an unlimited earning potential.”

Like all the top REALTORS®, Nick loves the fact that he gets to meet so many people and has the opportunity to establish relationships with them. “I also really enjoy helping people achieve home ownership, especially the ones that thought it might never be possible.”

Like all the top REALTORS®, Nick’s career did not start easy. It started with — and continues with — hard work and dedication. This of course translates to long hours and various forms of personal sacrifice. To exemplify this, Nick shares a story from his first year in real estate:

“My team was in Colorado so I had support, but didn’t have anyone local. I would compare all my numbers to the seasoned agents in Colorado and always felt like I was underachieving. I operated like a solo agent in Arizona and didn’t really know what other people’s production was, but assumed they were doing much better than me because I was new.”

“At the end of my first year, I won Rookie of the Year an outstanding achievement award. I had closed more than almost every individual agent even though I was new. I had no clue where I stacked up against people in the office. I was so focused on keeping my head down and grinding and trying to compete with the agents in Colorado. It was at that moment that I realized I could do this and compete at a high level. Things really took off from there.”

A man with a beard, wearing a white polo shirt and grey trousers, stands on a grassy lawn to the left of a large, light-colored stone sign. The sign features the words 'THE' and 'FOOTHILLS' in large, raised, brown letters. The background shows a stone wall and some landscaping with rocks and plants.

THE FOOTHILLS

“

I have had longevity because I establish relationships with all my clients and don't make them feel like a transaction or a paycheck.

MASTERING PASSION

As made clear, Nick’s success has come directly from his passion for helping others. “I work some very crazy hours. I have always been able to operate on minimal sleep and I find myself most productive at late hours of the night when most clients and businesses are closed so I have zero distractions.”

Nick also lists a couple of his systems that he actively uses. “I have a very good system for working online leads, and my response time is usually less than 30 seconds. I am a huge believer in speed to lead. I also have amazing systems and processes to track data and use it to keep me focused on the activities with the highest return.”

Making use of his background in finance, Nick thrives best when working with utility and technical-focused people. “I think having a finance background helps me to really speak to the numbers of real estate. I am very unemotional and let the numbers tell the story. I do well with investors, engineers, and very analytical clients because I can speak their language.”

With all of this being said, Nick defines success as “being able to do what you love without having to sacrifice your quality or integrity because of financial stresses.”

SUPPORTING PASSION

Even with all of his technical skills, Nick credits the bulk of his success to

the support of his wife. “I couldn’t have gotten into real estate without the support of my wife Sabrina. She really stepped up to allow me to pursue real estate.” In the last year alone, he has produced over 27 million dollars in sales.

Nick and his wife have been married for seven years, and have twin boys, Nixon and Porter, who will both be two years old in December. “We love to do big family dinners on Sunday where we enjoy playing board games. We also love to travel and try to do two trips per year with all of our family. We are also big Disney fans and love to escape to Disneyland when we can.”



“

I have been very blessed to do so much myself, but now it is very rewarding to share and witness so much through my boys. I look forward to creating so many memories with them.



“I am really enjoying the role of being a father. I have been very blessed to do so much myself, but now it is very rewarding to share and witness so much through my boys. I look forward to creating so many memories with them.”

There is no doubt that Nick Kibby is passionate about what he does. “I think my greatest achievement has been the relationships I have established and maintained. It truly has been a blessing.”

Nick finishes with some quick words of wisdom: “Focus only on the things you can control and always be yourself.”

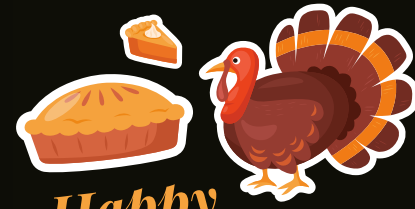
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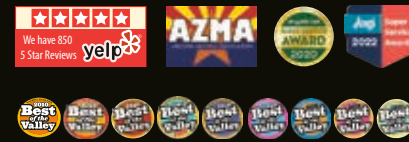
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M A R G I E WILSON

» real story

By Brandon Jerrell

CONFIDENCE, COURAGE, AND SUPPORT

A common misconception that many of the top and rapidly rising REALTORS® have is the idea that you have to be invincible —or at the very least make it seem like you are invincible.

This is a problem that Margie Wilson, Broker with and Owner of Hometown USA, wants to eliminate in the industry. The truth is that REALTORS®, no matter how mighty, are only human. As Margie puts it, “It’s okay to be vulnerable as REALTORS®, it is what makes us human!” We spotlight Margie this month to honor her and her battle against cancer.

“I seek to inspire those around me by showing you can be dealt some bad cards like in my case, cancer, but through building a ‘life’ support system over the years, staying strong as you can with a positive outlook, you will persevere!”

An Extensive Career

Born in Toronto, Canada, Margie moved to Arizona in the late 60s. She grew up mostly in Scottsdale with her brother, but she often lived in many other places while her family followed her father’s entrepreneurial spirit. “From first grade until sixth grade, we lived in Albuquerque, Durango/Pagosa Springs, Three Points (AZ), Bullhead City, Houston - even Calgary! I had an amazing childhood of adventure with more good times than bad. Dad was the dreamer and Mom — well — she kept him in check!”

“Growing up, my education was watching my parents running a land development company in Arizona and New Mexico. I was flipping hotdogs and burgers for customers after they toured the property while I listened to Dad closing them inside a trailer! Later, after two years of college, I had the same opportunity as a young adult still in awe of my dad, Bill Bannister, and his amazing way with people, to work with them in their land development in west-central New Mexico.” Margie accredits her strong work ethic and the way she treats her clients to her father.



Margie did many things before she got into real estate in 2006. “I had a great career in IT Staffing, running operations for 3 different consulting companies. I managed inside staff and IT consultants at client sites, recruited candidates, and gathered new business. I have also been self-employed owning an invitation/stationery business, authorized dealer for US West Cellular and Paging, and I even created an online job board called ‘SalesProJobs.com’.”

Establishing Success

Divorced with two kids, Margie wanted to find a “final” career that also came with a new way of life. Already inspired by her parents’ work in the industry, she quickly decided to pursue real estate: “My connections and confidence had grown over the years and that really helped as I jumped in with two feet!”

“I love my company name and what it and the tagline represent: Hometown USA ‘Where Do YOU Want To Be From?’. It’s warm and homey, helping clients establish what could be their hometown and legacy.”

In her business, Margie explicitly states that she does not “dial for dollars.” “Home sales are not a commodity to me, it is more personal, and I hope it comes across that way.”

In addition to her purely numerical successes, she and Hometown USA have been recognized in various ways. Hometown USA has been voted as “Best Real Estate Agency Chandler” 2023 by the East Valley Tribune, and Margie herself earned “Reader Recommended” for Best Real Estate Agent Chandler” 2023.



“

I LOVE MY COMPANY NAME AND WHAT IT AND THE TAGLINE REPRESENT:
HOMETOWN USA ‘WHERE DO YOU WANT TO BE FROM?’.

She has also served as a Director on the WeSERV (formerly SEVAR) Board 2015-2016 and served several terms as an AZ Association of REALTORS® Director — in addition to various other committees, of course. In truth, it is impossible to fit in all of her accomplishments. Including only a sliver of her impressive list, she: has participated in the City of Chandler’s Leadership Program; is a proud charter member of the Broker Chicks, women broker/owners since 2013; for many years participated in the 911 Healing Fields as an Exchange Club Member and Red Nose Day; and supports Manes and Miracles as well as many other charitable organizations including cancer causes.

She defines success as “leaving people feeling good after having an experience with me personally or professionally.” She also adds how she loves it when clients become her friends and her friends become her clients.

Needless to say, Margie and Hometown USA have seen loads of success over the years.

Admitting Vulnerability

As stated earlier, we feature Margie this month to honor her and her battle against cancer. Despite the seriousness of the situation, Margie starts her story with a clever quip, showing us that she has not lost her sense of humor: “As Broker/Owner of Hometown USA, I wear a lot of hats! It couldn’t be truer now that I have lost my hair due to cancer treatment.”

“During a routine mammogram in early December of 2022, I was diagnosed with triple-negative breast cancer, a more rare and aggressive form of the disease. My first MD Anderson Cancer Center visit with the oncologist spelled out what much of 2023 would look like for me. A lumpectomy (2 surgeries to get clean margins), chemotherapy, and radiation.”

“My thick hair was one of my best features and it was going to be taken away from me! In the end, it was the least of my worries as my whole life became an emotional rollercoaster. What if this is the beginning of the end for me? I have a life insurance policy in place, check. I have continued to pay HUGE monthly medical insurance premiums ever since becoming self-employed, check.”



“Besides taking care of my family, it was my referral-based business I was concerned about as well. Do I tell them about my health? I did not want to lose business due to this diagnosis and hear ‘I didn’t want to bother you.’ I knew I could push through it with my REALTOR® husband Chuck’s help. I initially made a quick social media post about my early diagnosis letting them know I am still ‘working my real estate business.’ That was before I had the oncologist appointment.”

“As 2023 progressed, while I never made a statement about treatment, my hat-wearing gave me away. Thankfully, I have a great support system of family and friends who know my story. Since I finished my treatment, I shared more about my journey with those outside my immediate circle to a heart-warming response of care and support.”

“One in 8 women will be diagnosed with breast cancer. I share my ‘Real Story’ as any one of my fellow agents could be faced with a similar challenge be it themselves or a family member. Most of us are truly never prepared emotionally for the challenges something like this brings; however, having insurance coverage, support of friends and family, and a positive attitude (which in my quiet times alone or with Chuck wasn’t always the case) is what got me through this chapter of my life.”

Finding Support

As made clear by her closing remarks, Margie cherishes the many great people in her life — especially her family. “Chuck and I are so fortunate to have our close family nearby! The ‘kids’ have grown, so these days it is meals and game nights together. We also enjoy visiting with our moms and we look forward to spoiling our first grandchild due in December!”

Outside of business, Margie loves attending or watching sporting events and concerts. She enjoys road trips, camping, binge-watching shows, playing gin with Chuck, and training and playing with their miniature Australian Shepherds.

Margie makes it clear that REALTORS®, despite what it may seem from the outside, are only human. They are vulnerable, and they need to know that they have support. Thank you, Margie Wilson, for sharing your story with us.

Website: www.hometown-usa.com



“

ONE IN 8 WOMEN WILL BE DIAGNOSED WITH BREAST CANCER.

I SHARE MY ‘REAL STORY’ AS ANY ONE OF MY FELLOW AGENTS COULD BE FACED WITH A SIMILAR CHALLENGE BE IT THEMSELVES OR A FAMILY MEMBER.



► sponsor spotlight

By Dave Danielson
Photo Credit Devin Nicole Photography

Degen Perry

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"One of the most fulfilling aspects of our work is that we can truly help people ... protecting their home, giving them some ease, knowing that they don't have to worry about bugs, and providing them with an honest, reliable service," Degen points out.

"With our pest control services, we give people relief that they don't have to worry about scorpions or that they don't need to worry about termites damaging their homes."

Early Lessons. Lasting Impact.

A lot of the lessons of hard work and contribution that Degen puts to work for clients today were learned when he was growing up.

"Definitely growing up I was taught how to work and not to be afraid of work. I came from a father that could fix anything. I have watched him go from fixing a car to a vacuum to a cotton candy machine all within the span of an hour," Degen says.

"And his hard work has made it so that I've been able to do hard things and not be afraid of it. I would also say that has led me to take chances and know that if we work hard and do the right things, great things will happen."

Degen grew up in Globe, Arizona, and then moved to Pima, Arizona.

"They were both small towns. I graduated with about 35 kids. In time, I moved to Montana, and Wyoming, where I lived for two years," he remembers. "After that, I came back to Arizona and went to a small junior college called Eastern Arizona College in Thatcher, Arizona, then I transferred to Arizona State."

Gaining Ground

Degen remembers how he first got his start in the business after he graduated from Arizona State with a degree in Pre-Health Solutions. At the time, he had prepared to become a dentist.

“I realized that I didn’t feel like being stuck in an office all day, and that I would much rather be outside seeing new things, as well as providing a service for homes and individuals,” he remembers.

He first got into the business in 2011 when he was approached in college to be a door-to-door salesperson for a pest control company.

“I ended up staying with the company as a technician for a couple of years, and then got moved into doing inside sales,” Degen recalls. “I did that for a couple of years and then decided to start our own operation.”

Those who work with Degen and Black Pearl Pest Control appreciate the fact that they can take advantage of a variety of services. In fact, they also provide other specialty services such as pigeon and mosquito control.

“We’re not afraid to use the better products to have a better outcome rather than using cheaper products,” Degen says. “Also, most of the products and equipment that we use are brand new and we try to stay up on the latest and greatest products and equipment.”

Life’s Highlights

Life away from work is fulfilling for Degen and his wife Breanna. They treasure time with their three sons—9-year-old, Nixon; 7-year-old, Brody; and 2-year-old Banx.

In their free time, Degen and Breanna enjoy time spent traveling together to places like the dunes and exploring the mountains, and spending time together as a family at the beach.

“I’m the youngest of six kids with a very close family, all mostly living within 10 minutes of each other. My wife loves to do photography. And my boys all love to play sports,” Degen says. “They will be outside in the hottest days of the year playing in the street asking their friends to come out and play.”

Those who know and work with Black Pearl Pest Control appreciate the fact that the team is



hard-working, reliable, and that they get the job done right.

One of his favorite quotes is from Theodore Roosevelt.

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming;

but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.”

Day by day, Degen Perry and Black Pearl Pest Control are making a real, tangible impact on the lives of homeowners by protecting their investment.

“

One of the most fulfilling aspects of our work is that we can truly help people.

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Ashley *McCombs*

the best you can be

In this industry, success is often much more than the numbers. As many of the top REALTORS® put it, success is not about the money. For every person, success is defined by what is most important to them.

This is the same for this month's Rising Star, Ashley McCombs with Instasold. Ashley concedes that having a steady income allows for a stable home, but she recognizes that success is about having a life full of happiness and love. "Success is having that partner in life that brings out the best in you and makes you want to be the best you can possibly be along with being incredibly happy with the life you have built."

A Hectic Childhood

Ashley was born in California, but she moved to Texas at a young age.

Growing up in Texas, Ashley's family had horses. There she learned to both never walk up on a horse from behind and to shoe a horse and how important it is. She later moved to Arizona where she was raised by her grandparents and aunt. "I'm very thankful for them and all the things I learned," she adds.

"Childhood was very rough," she shares. "I was passed around from one set of grandparents in Texas to another here in Arizona. In my opinion, my parents just weren't meant to have children. It has made life tough."

“
Success is having that partner in life that brings
out the best in you and makes you want to be the
best you can possibly be along with being incredibly
happy with the life you have built.”

► rising star

By Brandon Jerrell



She graduated high school from an online school and went to further schooling for many other careers. “Before real estate school, I attended a lot of schools!” she says jokingly. “Automotive school, a bachelor’s in physical science, personal training certification through NASM, ASE certification for automotive.” However, she notes that those other careers were simply not the fit for her. She also notes that she was a stay-at-home mom for many years raising three boys and one girl.

“Thank goodness God only gave me one girl he knew I couldn’t handle more than one,” she jokes.

Rising to Success

Ashley explains how, before real estate, she was a frequent buyer and seller. She was often unhappy with any of the agents she worked with. “I never felt important to them.” Feeling this way as a client, she knew that she could do better if she were the agent. “I wanted to make people feel important and that they were working

with an agent that actually cares about them. It is important to me to make people feel special.”

“I make sure my clients feel important and like a family member. I only do what’s right for them.”

In the way she conducts her business, she lists communication as the most important thing for her to do. She lists how answering the phone and consistently following up on leads are paramount for her business. She

even includes that consistently following up on leads that are unresponsive is important. “Many leads eventually turn into business,” she explains.

“The most fulfilling part of my job is when the deal closes and all parties are happy. It is the excitement of first-time home buyers and seeing my clients thrilled with the process,” she shares. “I am an incredibly caring person and will go to the end of the world and back for anyone.” She also adds that if someone were to forsake that about her, she would have no problem with cutting them out of her life forever.

“I think my greatest achievement was my very first year in real estate was not being a statistic. They tell you that the majority of people within the first year fail and quit.”

Her Perfect Fit

“My husband was diagnosed with cancer in 2014. I thought I was losing the one person who loved me for me and it scared me... My husband is who has helped me become the best person I can be. He has taught me so much: how to accept love and how to communicate feelings.”

“It took me back to God. My grandparents were very religious: Catholic and Jewish. I make sure to say prayers and thank Him for giving my husband another chance at life.” She follows that up by explaining



The most fulfilling part of my job is when the deal closes and all parties are happy. It is the excitement of first-time home buyers and seeing my clients thrilled with the process.

how you can’t control everything. “You can only control what you have control of, and even then, sometimes you have to let Jesus take the wheel.” She admits that the last part of that was from her husband.

Sharing more about her family, Ashley shares that she and her family of six are all very passionate about cars. “We all race,” she explains. “Whether it’s track, drag, drifting, or off-road racing, we are there as a unit ready to go.”

On a more personal note, she describes how she is a busybody. “I always have to be moving — shopping, crafting, and reorganizing something in my home. Very rarely do I sit down and chill. But every Friday night is movie night or some kind of activity with the husband or with the husband and kids.”

Congratulations to Ashley McCombs, this month’s Rising Star! It is undeniable that she has found immense success by her wholesome definition.

I wanted to make people feel important and that they were working with an agent that actually cares about them. It is important to me to make people feel special.



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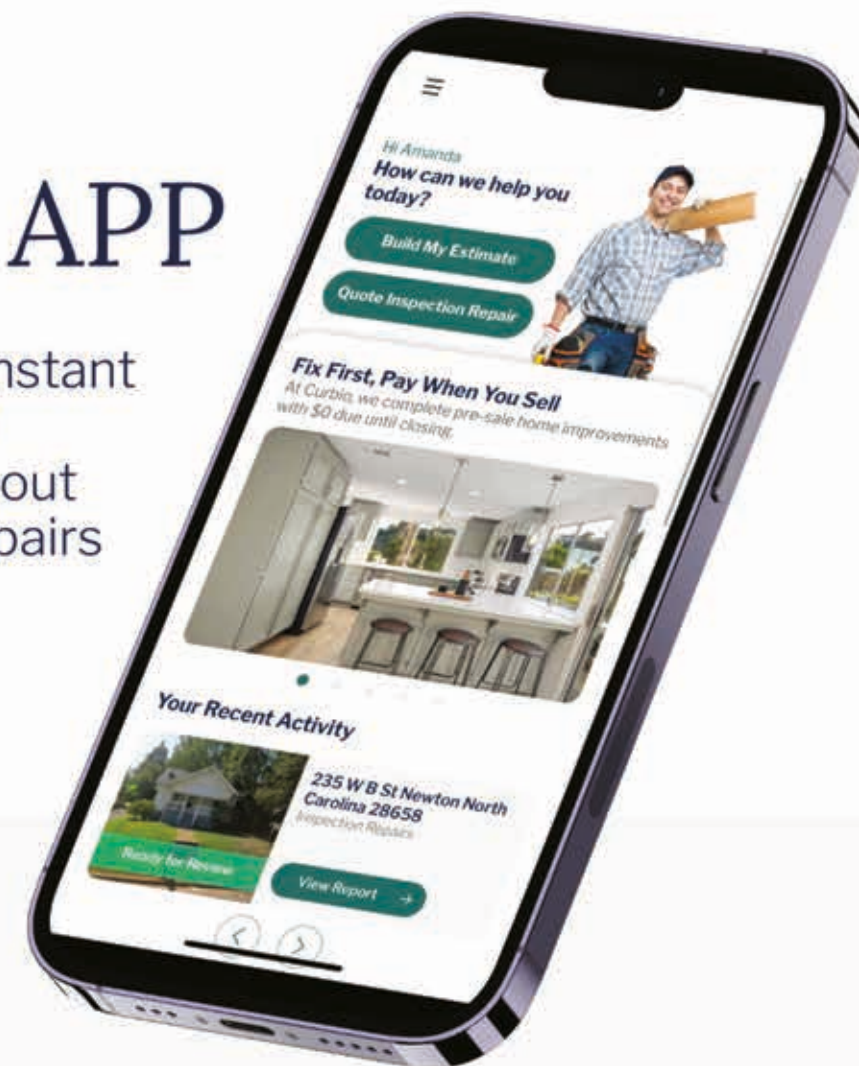
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RECLAIMING YOUR GOALS: A Four-Step Manifesto to Transform Your Year

“This year is a bust.” Or is it? Perhaps, “It’s time to shine.” The choice, my friends, isn’t merely a flip of a coin. It’s a conscious decision that transcends mere optimism. It’s about you taking charge of your destiny.

In a year that’s teetering on unpredictability, attaching yourself to rigid annual goals may seem like a futile endeavor. Yet, let me assure you, all is not lost. The saying, “Don’t throw the baby out with the bathwater,” has never rung more true.

This year might not have unfolded as we envisioned, but remember, your goals, your dreams, they’re about crafting a life that fills you with pride. A few brutal months? They’re but stepping stones to your triumphant success.

Allow me to share a secret with you: Time is not our master. January 1, and December 31, these are mere ink on paper. They hold no dominion over your aspirations. Your journey begins when you decide. Let today be that day.

Your Business Rebirth: A Manifesto for the Resilient

Did you envision a perfect year, only to see it crumble? Picture a puzzle, painstakingly put together, knocked off the table. Pieces are lost, some are damaged, but the beauty isn’t gone—it’s awaiting a new form. It’s awaiting your touch.

STEP ONE: Regroup - Embrace Your Current Reality.

Take inventory of where you are. Ask yourself these questions:

- What are your numbers year to date?
- What do your year-over-year numbers look like?
- Are your lead sources working, or do you need to find new ones?

- Do you still have the right people around you?
- Who do you need to add to your team?

STEP TWO: Recraft - Ignite the Flames of Your New Vision.

This step is all about giving your vision a fresh start. Consider:

- Defining Your Direction: What will be your sources of leads?
- Shaping Your Team: How will your organization’s structure evolve?
- Time for Change: What will be your new weekly schedule?
- Prioritizing Your Path: What activities should be removed or added to your calendar?
- Financial Clarity: What is your new budget and projected profit?
- Bold New Steps: What new actions will you take to move forward?

STEP THREE: Rewrite - Author the Chronicle of Your Future.

During this step, embark on shaping the narrative of what lies ahead:

- Refine Your Vision: Dedicate time to sit and rework the elements of your new vision.
- Chart Your Path: Outline a fresh business plan for the year’s remainder.
- Financial Tune-Up: Update your budget to match new goals.
- Time Reimagined: Create an updated weekly schedule to reflect your evolving goals.
- Pursue New Frontiers: Identify new areas for growth and learning.
- Visualize Success: Craft your goal boards.
- Essential Roadmap: Outline your crucial weekly and monthly “Must Dos”.
- Anticipate Triumphs: Envision the wins you’re looking forward to.
- Embrace the Journey: Imagine the pride in embracing challenges and reaping rewards.

STEP FOUR: Reengage - Be the Hero of Your Journey.

As you go through the weeks, follow these three steps:

- **Weekly Assessment:** Review what’s thriving and what needs fine-tuning.
- **Adapt and Refine:** Make necessary adjustments to your approach.
- **Unwavering Action:** Keep taking steps forward with determination - Repeat the cycle.

Lack of action kills more dreams than failure. Stand up, take charge, reflect, and repeat.

Choose your path! Will you become bitter, or will you embrace the better?

By reading this, you’ve already chosen the latter, a decision to be proud of.

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Are you yearning for more? Desiring a guide to accompany you on this transformative journey? Let me be your coach. Together, we’ll conquer the unseen, strive for the extraordinary, and make your dreams a tangible reality.

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Bio: WAYNE SALMANS is an author, speaker and business coach. In the past decade, he has coached and trained over 6,000 entrepreneurs, was awarded 30 Under 30 by REALTOR® magazine and was ranked one of the top coaches in the world. Wayne is the coach leaders call when they are done with one size fits all answers and know they deserve a custom tailor plan to help them get where they want to go faster and with fewer bruises. For more info, visit www.TheHeroNation.com.

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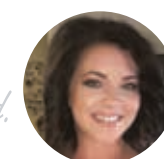
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What are you most thankful for?



Nick Kibby
Relevate
I'm most thankful for a supporting wife and family that is understanding of the high stress and high demand that is the real estate industry.



Trisha Carroll
Wedgewood Homes Realty
I am most thankful for a happy and healthy family. In today's busy hustle and bustle, it is easy to take for granted the basics. I am so truly blessed to have two healthy children, a happy husband, and a roof over our heads. Everything else is gravy!



Tara Keator
Keller Williams Integrity First
Most thankful for PEOPLE! The people in my life, husband, kids, friends, referrals, clients, etc... I have such amazing people in my circle. People make the world go round! Especially MINE!



Darwin Wall
Realty ONE Group
I'm thankful for my health, family and friends.



Christy Hajar
My Home Group
I am deeply thankful for many aspects of my life. My family has been my rock, always providing unwavering support and love. My career gives me purpose and a sense of fulfillment. I am grateful for my health, which enables me to pursue my passions and enjoy life to the fullest. My friends bring joy, laughter, and adventure into my daily life, while my colleagues inspire and challenge me professionally. And of course, my dogs offer unconditional love and companionship, making every day brighter.



Hai Kim Bigelow
Redfin
Personal: I am most thankful for my health. Taking care of myself so I can take care of others.

Business: I am most thankful for the continued loyalty of my clients. I am grateful for the opportunities to work for them to fulfill their real estate goals.



Jerry Beavers
Realty One Group
I am thankful for ALL of my business partners, clients, friends, family and most of all my wife Teashya! Without all of these people, I wouldn't be where I am today.



Mo Yaw
Realty Executives
A day does not go by that I don't thank the good Lord for the wonderful life that I have the privilege of living to the fullest every single day!

I am also most thankful for my wonderful daughter/partner Courtney Yaw as well as my 7 brothers and sisters who are my dearest friends as well. I feel very lucky and thankful for the many clients and friends that I have met and helped over the years!

Life is what you make it — go out every day and make it a GREAT DAY!



Chris Tiller
Russ Lyon Sotheby's International Realty Family.



» weserv monthly update

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

NOVEMBER IS Designation AWARENESS MONTH

We all know the old saying: The more you know, the more you will grow. I'm an extreme advocate for continuing education in whatever facet, and I believe knowledge is the cornerstone to success. Each day, something new seems to develop in tech or surrounding the real estate market. Real estate professionals must stay ahead of these trends because what is new today can be potentially obsolete within months. November provides WeSERV to share the importance of continuing education to assist our members in serving their clients in the best possible manner and celebrate Designation Awareness month. According to the National Association of REALTORS®, Designation Awareness Month was established in 1994 to encourage members to start or complete an officially endorsed designation or certification through NAR or one of its Institutes, Societies, and Councils.

Designations and certificates offer in-depth education on specific aspects of real estate, such as property management, commercial real estate, or real estate investment. This specialized knowledge equips professionals with the skills and expertise to navigate complex transactions and provide informed advice to clients. In addition, WeSERV prides itself on offering our members the best educational experience. Our talented designation and certifications instructors have a plethora of knowledge and skills to provide WeSERV members with exceptional expertise.

By earning designations and certifications, real estate professionals are showing their clients they have a profound sense of credibility. Clients seek out professionals with recognized designations because they are seen as field experts. These certifications signal commitment and expertise that instill trust and confidence in clients — designations and certifications also open doors to new networking channels with other like-minded professionals.

Designation Awareness Month serves as a reminder of the immense value that specialized education and professional development bring to the real estate industry. Obtaining designations and certificates is a robust investment in a real estate professional's career. It enhances knowledge and credibility and positions real estate professionals as leaders in their field. Aspiring and established real estate professionals should pursue these credentials to unlock new opportunities and elevate their careers.

TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1 - Sept 30, 2023

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
1	Jacqueline Shaffer	OfferPad Brokerage	\$77,520,482	165
2	Richard Harless	AZ Flat Fee	\$71,499,834	157
3	Erin Ethridge	eXp Realty	\$57,757,497	136
4	Karl Tunberg	Hague Partners	\$55,511,860	96
5	Darwin Wall	Realty ONE Group	\$53,763,859	106
6	Mary Jo Santistevan	Berkshire Hathaway HomeServices Arizona Properties	\$53,708,554	96
7	Shannon Gillette	Real Broker AZ	\$48,848,240	92
8	Rebecca H. Rains	Berkshire Hathaway HomeServices Arizona Properties	\$38,845,589	67
9	Carol A. Royse	Your Home Sold Guaranteed Realty	\$36,088,075	63.5
10	Tyler Blair	My Home Group Real Estate	\$35,226,944	75
11	Lacey & Drew Lehman	Realty ONE Group	\$29,711,880	60
12	Kenny Klaus	Keller Williams Integrity First	\$28,195,307	60
13	Garrett Lyon	eXp Realty	\$28,096,155	56.5
14	Mindy Jones	eXp Realty	\$27,953,920	68
15	Michelle Rae Colbert	Keller Williams Integrity First	\$26,851,450	40.5
16	Russell Mills	Close Pros	\$26,126,665	35
17	Jody Poling	AZ Seville Realty	\$26,006,705	19
18	Rebekah Liperote	Redfin Corporation	\$25,301,550	39
19	Benjamin Arredondo	My Home Group Real Estate	\$25,130,849	34
20	Charlotte Young	Realty ONE Group	\$25,013,229	46
21	Jody Saylor	Just Selling AZ	\$24,791,482	40.5
22	Clayton Denk	David Weekley Homes	\$23,280,484	27
23	Nathan D Knight	ProSmart Realty	\$23,113,239	40
24	Kristy & Nick DeWitz	72SOLD	\$22,674,200	40
25	Randy Courtney	Weichert, Realtors - Courtney Valleywide	\$22,397,870	33.5
26	Scott R Dempsey	Redfin Corporation	\$22,048,212	37
27	Adam Prather	Russ Lyon Sotheby's International Realty	\$21,661,600	32.5
28	Daniel Brown	My Home Group Real Estate	\$21,552,690	34
29	Charlotte M Allred	Gehan Homes	\$21,488,645	33
30	Carey Kolb	Keller Williams Integrity First	\$21,354,475	40
31	Carin S Nguyen	Real Broker AZ	\$21,333,885	41
32	Yalin Chen-Dorman	Realty ONE Group	\$21,128,376	38
33	Heather M Mahmood-Corley	Redfin Corporation	\$20,463,175	33.5
34	Heather Openshaw	Keller Williams Integrity First	\$20,460,817	35

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
35	Brandon Howe	Howe Realty	\$20,039,250	19
36	Bill Bulaga	Russ Lyon Sotheby's International Realty	\$19,751,000	5.5
37	Justyna Korczynski	The New Home Company	\$19,230,728	41
38	Beverly Berrett	Berkshire Hathaway HomeServices Arizona Properties	\$18,984,575	29
39	Rodney Wood	Keller Williams Integrity First	\$18,845,215	28.5
40	Hai Kim Bigelow	Redfin Corporation	\$18,829,000	31
41	Rick Metcalfe	Canam Realty Group	\$18,782,377	47.5
42	Blake Clark	Limitless Real Estate	\$18,396,350	20
43	Robin R. Rotella	Keller Williams Integrity First	\$18,170,900	36.5
44	Delaney S Rotta	Launch Powered By Compass	\$18,143,231	5
45	Eric Brossart	Keller Williams Realty Phoenix	\$17,956,000	19.5
46	Thomas Popa	Thomas Popa & Associates	\$17,744,525	16
47	Lorraine Ryall	KOR Properties	\$17,633,900	19.5
48	James Bill Watson	Keller Williams Realty Sonoran Living	\$17,003,102	20
49	Jill Vicchy Heimpel	RE/MAX Classic	\$16,845,375	43
50	Jason LaFlesch	Results Realty	\$16,763,400	22.5

Disclaimer: Information is pulled from WeServ. Only residential sales and sales inside of the East Valley are included. New construction and sales outside of the East Valley are not included.

At Landmark Title, our gratitude knows no bounds.
We're thankful for our incredible clients
who have entrusted us with their dreams and transactions,
making us a vital part of their journeys.
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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1 - Sept 30, 2023

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
51	Brock O'Neal	West USA Realty	\$16,711,900	17
52	Mary Newton	Keller Williams Integrity First	\$16,474,750	44.5
53	Cassandra J Mueller	Limitless Real Estate	\$16,451,780	38
54	TJ Kelley	Keller Williams Integrity First	\$16,184,599	25.5
55	Aimee N. Lunt	RE/MAX Solutions	\$15,913,442	23
56	Kevin Albright	Century 21 Northwest	\$15,641,155	10.5
57	Leonard Behie	Realty Executives	\$15,288,156	20.5
58	Janine M. Iglane	Keller Williams Realty East Valley	\$15,149,815	26
59	Jennifer Felker	Keller Williams Integrity First	\$15,129,949	18.5
60	Ben Leeson	Keller Williams Integrity First	\$15,072,199	23
61	Megan C Perry	Woodside Homes Sales, AZ	\$14,972,091	24
62	Brian J Cunningham	eXp Realty	\$14,957,200	22
63	Jerry Thomas Beavers	Realty ONE Group	\$14,877,650	18.5
64	Dallin Simonton	Realty ONE Group	\$14,819,891	19
65	David C Zajdzinski	eXp Realty	\$14,681,228	29
66	Jorge L Quijada	DeLex Realty	\$14,563,750	5.5
67	Richard Johnson	Coldwell Banker Realty	\$14,425,995	23.5
68	Dawn M Forkenbrock	Real Broker AZ	\$14,359,345	24
69	Cindy Flowers	Keller Williams Integrity First	\$14,249,949	26
70	Angela Tauscher	Rover Realty	\$14,175,917	26
71	Jacquelyn E Shoffner	eXp Realty	\$14,013,381	19
72	Chris Allen	Hague Partners	\$13,969,550	25
73	Michaelann Haffner	Michaelann Homes	\$13,961,300	25
74	Joshua Will Hogan	eXp Realty	\$13,866,713	19
75	W. Russell Shaw	Realty ONE Group	\$13,812,900	30
76	Susan Goodrich	Cachet Development	\$13,735,411	8
77	Mikaela N Clark	Limitless Real Estate	\$13,645,681	12
78	Heather Werner	Ravenswood Realty	\$13,405,975	22.5
79	Sergio Santizo	Hague Partners	\$13,197,210	25.5
80	Kathleen Scott	Redfin Corporation	\$13,092,149	28.5
81	Scott Cook	RE/MAX Solutions	\$12,833,150	21
82	Stacia Ehlen	RE/MAX Signature	\$12,702,550	19
83	Todd Stengel	Morgan Taylor Realty	\$12,687,325	11
84	Cristen Corupe	Keller Williams Realty Phoenix	\$12,681,450	10

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
85	Brent Heiden	Iannelli and Associates	\$12,660,999	27
86	Justin Cook	RE/MAX Solutions	\$12,650,332	22
87	Jason Crittenden	Realty ONE Group	\$12,580,465	24
88	Alisha B Anderson	Real Broker AZ	\$12,552,800	24
89	Suzy Steinmann	Realty ONE Group	\$12,494,150	26
90	Elizabeth Rolfe	HomeSmart	\$12,480,215	15.5
91	Eve Bragg	Opendoor Brokerage	\$12,450,875	28.5
92	Chris Anthony Castillo	CPA Advantage Realty	\$12,325,000	8
93	Elizabeth A Stern	Farnsworth Realty & Management	\$12,323,500	26
94	Kelly Khalil	Redfin Corporation	\$12,322,600	20
95	Frank Gerola	Venture REI	\$12,307,040	20
96	Kelly Saggione	eXp Realty	\$12,303,075	19
97	Angela Larson	Keller Williams Realty Phoenix	\$12,199,650	33
98	Kathy Camamo	Amazing AZ Homes	\$12,148,186	28
99	Karen C. Jordan	Thomas Popa & Associates	\$12,134,675	10.5
100	Pushpit Tandon	Real Broker AZ	\$12,062,000	7

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1 - Sept 30, 2023

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
101	Kirk Erickson	Schreiner Realty	\$12,047,800	22.5
102	Jardin Ratzken	Two Brothers Realty & Co	\$12,021,250	13.5
103	John Evenson	eXp Realty	\$12,006,420	30
104	Mary Almaguer	Apache Gold Realty	\$12,001,500	26.5
105	Daniel Callahan	RE/MAX Classic	\$11,984,050	32
106	Danielle Janssen	eXp Realty	\$11,965,500	8.5
107	Denise Hanna	Gehan Homes	\$11,837,883	20.5
108	Steve Hueter	eXp Realty	\$11,810,405	28
109	Tara Hayden	Redfin Corporation	\$11,734,897	22
110	Pamm Seago-Peterlin	Century 21 Seago	\$11,711,700	22
111	Connie Murphy	Keller Williams Integrity First	\$11,697,201	17
112	Nicholas Giles	Keller Williams Realty East Valley	\$11,679,100	14.5
113	Nicholas R Kibby	Keller Williams Realty Phoenix	\$11,603,050	21
114	Taryn Toby Ware	Launch Powered By Compass	\$11,590,000	4.5
115	John Biddle	Redfin Corporation	\$11,586,900	22
116	Brandi Samples	Long Realty Partners	\$11,571,495	22
117	Scott Heywood	HomeSmart	\$11,538,238	13
118	Amanda Pinkerton	HomeSmart Lifestyles	\$11,525,000	17.5
119	Annette E. Holmes	Good Oak Real Estate	\$11,382,700	20
120	Laura Kulakowski	Realty ONE Group	\$11,373,300	7.5
121	Leslie K. Stark	Realty ONE Group	\$11,342,000	10
122	Bryant William Alass	Gentry Real Estate	\$11,324,000	9
123	Lisa M Harris	Hague Partners	\$11,301,777	21
124	Michael D Smith	Barrett Real Estate	\$11,286,620	19.5
125	Curtis Johnson	eXp Realty	\$11,232,700	23.5
126	Tiffany Gobster	My Home Group Real Estate	\$11,225,000	7.5
127	Shannon Nicole Duke	Hawkins & Associates Realty	\$11,218,200	20
128	Erik Geisler	West USA Realty	\$11,172,900	13
129	Braden Johnson	Limitless Real Estate	\$11,171,755	19
130	Suzanne M Daniels	Opendoor Brokerage	\$11,159,750	26
131	Michael Ratzken	Two Brothers Realty & Co	\$11,097,450	16
132	Jaime L Blikre	Home Group Real Estate	\$11,063,315	21.5
133	Jesse Wintersteen	ProSmart Realty	\$10,916,400	22

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
134	Jesse Wintersteen	ProSmart Realty	\$10,916,400	22
135	Krzysztof Okolita	My Home Group Real Estate	\$10,879,999	21
136	Allison T Johnson	Good Oak Real Estate	\$10,875,501	10
137	Shanna Day	Keller Williams Realty East Valley	\$10,751,050	15.5
138	Trisha A. Carroll	Wedgewood Homes Realty	\$10,706,151	19
139	Stephanie Strobel	Hague Partners	\$10,656,250	20.5
140	Daniel T Birk	Realty Executives	\$10,654,000	18
141	Kirk A DeSpain	Call Realty	\$10,626,990	13
142	Adam B Coe	DeLex Realty	\$10,586,700	19
143	Michael W Cunningham	West USA Realty	\$10,551,409	15
144	Heather Taylor	ProSmart Realty	\$10,496,749	12
145	LaLena Christopherson	West USA Realty	\$10,463,500	12
146	Jason Arnett	Arnett Properties	\$10,392,700	17
147	Lori J Peterson	American Realty Brokers	\$10,374,000	25
148	Adriana L. Spragg	RHouse Realty	\$10,343,799	20
149	Kelly Michael	KOR Properties	\$10,227,990	6
150	Cynthia Worley	Keller Williams Realty East Valley	\$10,209,761	12.5
151	Beau K Tanner	Perkinson Properties	\$10,204,000	7
152	Shawn Rogers	West USA Realty	\$10,169,900	20
153	Andrea D Garcia	Keller Williams Realty Sonoran Living	\$10,162,500	20.5
154	Cynthia Ann Dewine	Russ Lyon Sotheby's International Realty	\$10,130,900	15.5
155	Lorri Blankenship	Carriage Manor Realty	\$10,108,350	58.5
156	Stacie Neumann	Russ Lyon Sotheby's International Realty	\$10,086,890	13
157	Caitlin Bronsky	eXp Realty	\$10,074,000	12
158	Nicholas L. Carlson	Launch Powered By Compass	\$10,040,500	3.5
159	Beth Rebenstorf	Realty ONE Group	\$10,023,813	15
160	Kimberly Lotz	Redfin Corporation	\$10,023,071	20.5
161	James Thompson	Keller Williams Realty East Valley	\$9,938,550	21
162	Kristen Hekekie	HomeSmart Lifestyles	\$9,931,152	10
163	Atif Musharbash	Keller Williams Realty Sonoran Living	\$9,914,390	10
164	S.J. Pampinella	Redfin Corporation	\$9,871,500	16.5

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Teams and Individuals Closing Dates From Jan 1 - Sept 30, 2023

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
198	Ben Swanson	Keller Williams Integrity First	\$9,048,240	22
199	Daniel A Baker	Russ Lyon Sotheby's International Realty	\$9,043,970	14
200	Bret Johnson	Realty Executives	\$9,025,250	20
201	Kelly R. Jensen	KJ Elite Realty	\$9,014,507	20.5
202	Mike Schude	Keller Williams Integrity First	\$8,993,125	15
203	Kyle J. N. Bates	Keller Williams, Professional Partners	\$8,991,690	17.5
204	Doug Bonham	Balboa Realty	\$8,978,200	16
205	Katrina L McCarthy	Hague Partners	\$8,963,930	14.5
206	Brett Worsencroft	Keller Williams Integrity First	\$8,963,779	19

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1 - Sept 30, 2023

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
207	David Larsen	West USA Realty	\$8,919,490	16
208	Robert Reece	Good Oak Real Estate	\$8,917,000	17
209	Michelle Mazzola	Berkshire Hathaway HomeServices Arizona Properties	\$8,865,368	13
210	Laura Michaud	Orchard Brokerage	\$8,860,650	17
211	Marshall Hancock	DeLex Realty	\$8,858,197	11
212	Natascha Ovando-Karadsheh	KOR Properties	\$8,833,250	9.5
213	Bart Haiduk	Haiduk Realty Experience	\$8,815,675	16
214	Steven Coons	Farnsworth Realty and Management	\$8,808,799	22
215	Chris Baker	Hague Partners	\$8,767,789	16
216	Jed A Gray	HomeSmart	\$8,762,300	11.5
217	Kimberley Stoegbauer	TomKat Real Estate	\$8,730,950	8.5
218	Kiara I Cadillo	Opendoor Brokerage	\$8,702,538	20.5
219	Austin Denham	DenMar Realty	\$8,683,000	22
220	Danny Kallay	Launch Powered By Compass	\$8,670,050	11
221	Kimberly Sanders	Realty ONE Group	\$8,669,500	15
222	Dianna Wood	Opendoor Brokerage	\$8,639,617	20
223	Eric R Middlebrook	Your Home Sold Guaranteed Realty	\$8,627,500	13
224	Melanie Nemetz	Keller Williams Integrity First	\$8,625,510	14.5
225	Royal Henry	Cactus Mountain Properties	\$8,611,500	26
226	Brandon Gavins	Hague Partners	\$8,604,850	16.5
227	Brian Rhode	Barrett Real Estate	\$8,604,000	11.5
228	Kaushik Sirkar	Real Broker AZ	\$8,595,940	13.5
229	Brian Christopher C McKernan	ProSmart Realty	\$8,581,900	23
230	Adam Dahlberg	Hague Partners	\$8,518,650	19
231	Heidi S Spielman	Platinum Living Realty	\$8,507,211	33
232	Christian Lemmer	Engel & Volkers Gilbert	\$8,502,500	3
233	Warren Petersen	Network Realty	\$8,494,016	5
234	Julie Chamberlain	eXp Realty	\$8,489,909	6
235	Kevin McKiernan	Venture REI	\$8,468,250	15
236	Trevor Bradley	Real Broker AZ	\$8,455,400	15.5
237	Michele Keith	HomeSmart	\$8,439,391	9.5
238	Diane Bearse	Realty Executives	\$8,411,364	12
239	Radojka Lala Smith	eXp Realty	\$8,390,250	13.5
240	Ryan Meeks	eXp Realty	\$8,368,310	13

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
241	Lisa Fonseca	Lori Blank & Associates	\$8,329,500	17
242	Kandi Andresen	Keller Williams Integrity First	\$8,323,890	14
243	Annette Nelson	HomeSmart	\$8,317,490	17
244	Jean Grimes	Russ Lyon Sotheby's International Realty	\$8,284,750	15.5
245	Lynnanne M Phillips	Keller Williams Realty Sonoran Living	\$8,274,000	11
246	Stacy Ladin	Berkshire Hathaway HomeServices Arizona Properties	\$8,270,000	1
247	Matthew Kochis	Keller Williams Realty East Valley	\$8,260,960	16
248	Julie R.B. Quesada	Keller Williams Integrity First	\$8,255,739	13
249	Christy Rios	Keller Williams Integrity First	\$8,180,250	11.5
250	Peggie Jean Herron-Simmons	Realty Marketing Group	\$8,177,051	7
251	Benjamin Graham	Keller Williams Realty East Valley	\$8,173,000	16
252	Chris Benson	NextHome Alliance	\$8,172,000	12.5
253	Ashley McKee	Realty Executives	\$8,129,600	17.5
254	Leila A. Woodard	My Home Group Real Estate	\$8,120,179	17
255	Eleazar Medrano	HomeSmart	\$8,110,030	14
256	Keith M George	Coldwell Banker Realty	\$8,094,250	22.5

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Teams and Individuals Closing Dates From Jan 1 - Sept 30, 2023

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
257	James L. Dornan, Jr.	Realty Executives	\$8,088,680	20
258	Vincent Clark	VCRE	\$8,072,500	3.5
259	Nicolle Karantinos	Realty Executives	\$8,054,044	10.5
260	Kimberly L. Schonhoff	KJ Elite Realty	\$8,052,651	17.5
261	Richard Alan Ashby	Ashby Realty Group	\$8,027,389	13
262	Cari Gililand	Keller Williams Integrity First	\$8,025,500	14
263	Gordon Hageman	Real Broker AZ	\$8,024,167	17
264	Marci Burgoyne	Crown Key Real Estate	\$8,022,500	10.5
265	Lauren Sato	West USA Realty	\$7,989,500	17
266	Melissa Carpenter	HomeSmart	\$7,956,490	14
267	Christine Schroedel	CMS Properties & Real Estate	\$7,951,990	10
268	Chris Lundberg	Redeemed Real Estate	\$7,903,000	13.5
269	Aaron Stradling	Weichert, Realtors-Home Pro Realty	\$7,883,400	11
270	Michael Hargarten	Jason Mitchell Real Estate	\$7,831,175	13
271	Francine Nolan	Cactus Mountain Properties	\$7,814,050	14
272	Kathleen McMullen	Exclusive Homes and Land	\$7,803,500	5
273	Julia Kinhead	HomeSmart	\$7,803,000	10
274	Jeffrey L. Franklin	Realty Executives	\$7,791,592	13
275	Jeffrey Paul Duncan	Hague Partners	\$7,781,900	17
276	Mike Mazzucco	My Home Group Real Estate	\$7,771,560	16.5
277	Matthew H Cody	Cachet Development, Inc.	\$7,763,150	5
278	Anastasia Gervasi	HomeSmart	\$7,760,499	16
279	Ronald Bussing	Realty ONE Group	\$7,755,933	14.5
280	Sharon Cochran	HomeSmart	\$7,750,000	2
281	John Karadsheh	KOR Properties	\$7,744,250	7.5
382	Kristi Jencks	eXp Realty	\$7,724,900	12.5
383	Jeffrey T Hubbell	Dana Hubbell Group	\$7,709,300	10
284	Dawn Carroll	Lori Blank & Associates	\$7,698,000	11
285	Pamela L Docekal	Realty ONE Group	\$7,648,300	10
286	Geoffrey Adams	Realty ONE Group	\$7,647,863	14
287	Heather Rodriguez	eXp Realty	\$7,639,740	13
288	Velma L Herzberg	The Agency	\$7,637,900	10

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TOP 300 STANDINGS

Teams and Individuals Closing Dates From Jan 1 - Sept 30, 2023

#	Name	Office	Total Volume Sales Jan 1 - Sept 30, 2023	Total Unit Sales Jan 1 - Sept 30, 2023
289	Jenna L. Marsh	Realty Executives	\$7,635,715	10
290	Koren Bergeron	Toll Brothers Real Estate	\$7,626,980	7.5
291	Timothy Ehlen	RE/MAX Signature	\$7,624,700	11
292	Jill Anne Hamilton	West USA Realty	\$7,611,890	8
293	Barbi King	Keller Williams Integrity First	\$7,610,000	6
294	Mark Captain	Keller Williams Realty Sonoran Living	\$7,604,595	12.5
295	Lawrence Bearse	Realty Executives	\$7,515,364	11
296	Bryce A. Henderson	Four Peaks Brokerage Company	\$7,511,800	15
297	Deanna Calkins	Home Centric Real Estate	\$7,494,935	14
298	Ceejay Cesiel	Berkshire Hathaway HomeServices Arizona Properties	\$7,486,500	12.5
299	Jason Serikaku	Realty ONE Group	\$7,469,485	13.5
300	Kristina L. Sabo	My Home Group Real Estate	\$7,458,500	14

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