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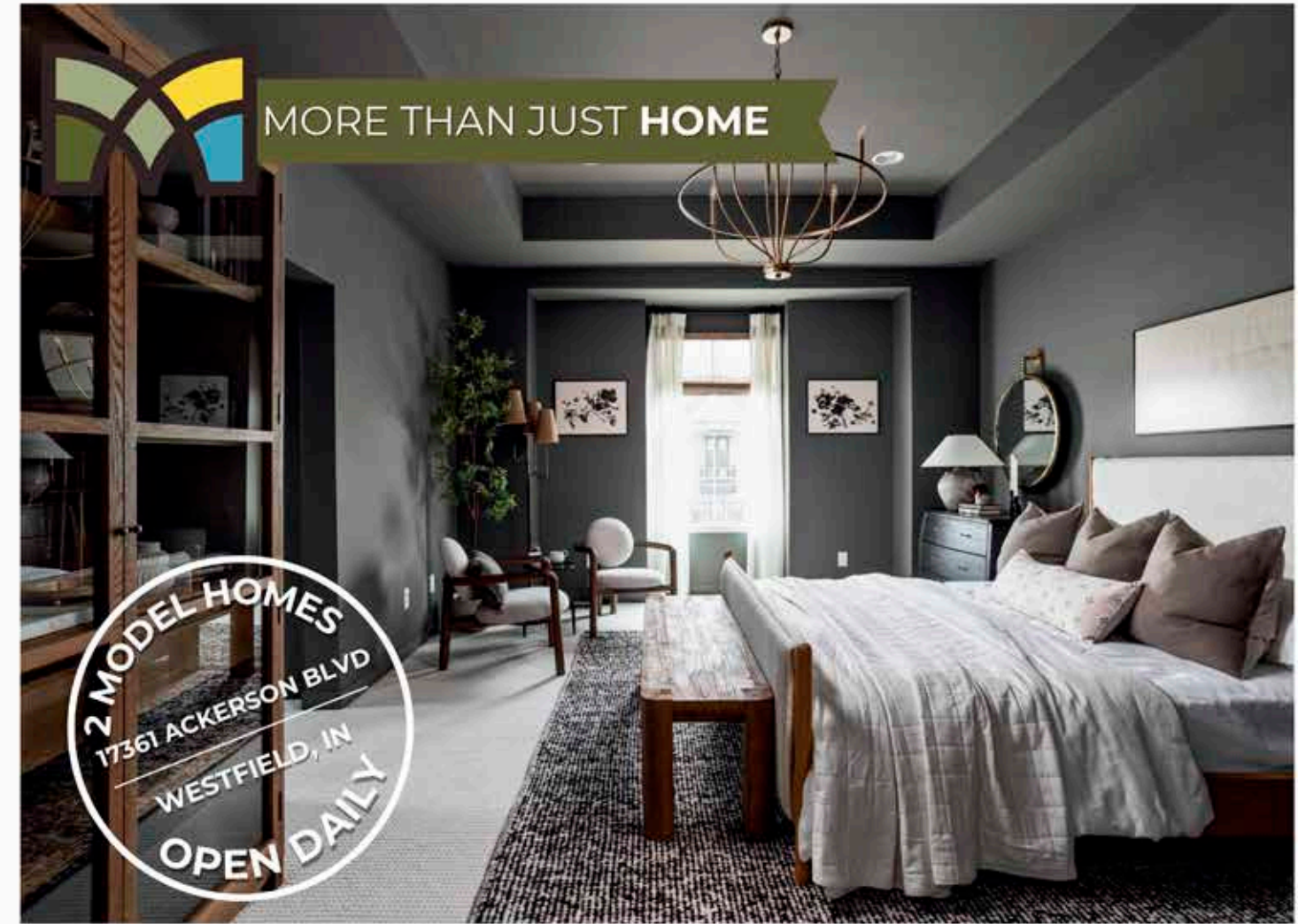


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GABRYELLE
ESTAMPA

What is the most interesting thing about Remington or Real Producers: I think what's most interesting about Remington is how he turns his ideas into reality. That's how Real Producers came to be in the first place -- it just started from an idea. Yeah, maybe people have thought of that before, but they weren't able to work hard enough to make it a real thing like Remington did. And he didn't just "do" it, he made it grow. He made this entire community out of it, and seeing how he was able to strengthen relationships between people would never not amaze me. It takes a certain type of person to do what he did, and that's the kind of person I want to look up to.

What do you like to do when you aren't working: When I'm not working, I love to play video games. I'm 24 [by the time this comes out], and growing up I never had that luxury. It's a great way to unwind and satisfy that inner child in me. Everything I do now is for her... she deserves it.

What is your favorite food: My favorite food is sinigang na hipon. That's basically a popular Filipino tamarind soup dish, but instead of pork, we have shrimp in it. I love the pork version too, but I just think that the latter is better even after I developed allergies [lol]. That paired with barbeque is the perfect combo for me, especially on a rainy day. I also love spaghetti!

What is your biggest pet peeve: I have two. One is when people chew loudly, and the other one is when people who know me don't get my name right. I have three given names [which is a trend with



Filipino families], but I go by Gab since it's easier for everyone including me.

What is something we don't know about you: I want to open a bakery someday. Some of my fondest memories when I

was a kid were baking with my mom and dad, we used to sell cakes to people we knew back when we had our own house and an oven. Other than the fact that I love to drink coffee and eat, I also want to relive those moments with them.



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▶ publisher's note

Remington Ramsey

The Window

The hit movie franchise, *Croods*, is a family favorite in the Ramsey household.

In *Croods 2*, the young teenage cave boy is hosted by the more sophisticated and luxurious jungle people in a comical scene that I cannot stop thinking about. When shown the room he will be staying in, he wanders over to a big rectangular opening in the middle of the room. In amazement he exclaims “What is this?!”

“We call that a window” answers the host. “A window...” The boy mumbles as his brain is mesmerized. He then proceeds to get addicted to the window as if it were the caveman version of a television. I must admit, it is quite funny until you realize just how far we have come as a culture of addicts.

Too much screen time is the buzzword of modern-day parenting. Stop watching screens! Let's limit screen time. You are going to ruin your eyes and your brain. We focus on the screen and sometimes forget the dangers of obsessing over observing instead of doing.

Adults are not much better. In fact, a more damaging version of this would be scrolling through social media and again obsessing over what everyone else is doing in their lives. The addiction turns from entertainment to greed,

coveting, drama, vicarious living, and we are quickly dissatisfied with our own lives.

This does not have to be limited to screens. I love books, but too much reading can also yield the same results. When I started my reading challenge, I really glorified people who would post how many books they would read in a year. That number has a price tag, and I think there should be balance. Escape is not a bad thing until it becomes your reality.

For me, the number became 24 books a year, or 2 books a month. I feel like I can still thrive in all the other areas of my life and still read a healthy amount. Too much more and I would be taking away from my family and/or business.

Do not get addicted to watching others live their lives. Life is too short and too precious to merely watch others and not experience it for yourself. It is possible that many of those people are sitting on their phones living vicariously through your limited posts. We might as well live by example by ‘doing’ instead of ‘scrolling.’

What if someone had a live feed of watching you for an entire day -scary thought. What percentage of that live feed would be you scrolling and simply watching others?

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Brad's journey into the world of mortgages is as diverse as his interests. From laying bricks to owning a landscaping company to working in a medical firm, he found his true calling when a previous business partner Peter Broscoe encouraged him to get back into the mortgage industry. Brad's motivation goes beyond monetary gains; he thrives on helping

people buy their first homes and move up the property ladder. "Helping others get what they want is what fulfills me," he declares, a sentiment that resonates in every chord he strikes in the mortgage business.

He likes to educate his clients about the whole process before they even dive in. "If you walk into a dark room, that can be really scary. I like to turn the light on for people to make them feel more confident through the process," Brad shares. Nest Mortgage Group's unique advantage lies in controlling the entire process, ensuring not just pre-qualification but pre-approval from the start. Brad's team is proud of their impeccable record – closing all 205 loans on time without a single late closing last year.



““”

If you walk into a dark room, that can be really scary.

I like to turn the light on for people to make them feel more confident through the process.

Away from the mortgage notes, Brad's life is a symphony of family, horses, and home bars. His wife Tonie is his high school sweetheart and full-time prom date. They have been married for 34 years and she has been by his side helping everything happen for all those years. "She's awesome and she's the reason I work so hard." He is proud of his daughter, Brittany, who excels as a Ph.D. microbiologist, son, Blake, foreman at CCAT in the fiber optic industry, and youngest son Logan, who manages part of Dollywood. The family shares a love for pet dogs, especially their Newfoundland, Lucy.

Their home bar, making Parks Place Pub look tiny, has witnessed countless gatherings, including a recent Casino Night fundraiser. Brad and Tonie have a love for horses that takes them to the Kentucky Derby yearly, where they not only own a share in a racehorse but get to walk the track and revel in the excitement of the race.



Brad, an avid guitar player, knows how to strike the right chords not just on the strings but in the real estate world. A team player, he focuses on making the mortgage process seamless for realtors and clients alike. His goal is simple – be a reliable partner in the real estate journey, not just a numbers guy. "If you need a mortgage, pick me," he says, a pitch that's as catchy as his guitar tunes.

Brad's appreciation for Real Producers magazine is akin to treating it as his Bible. He delves into the pages every month, counting relationships in the top 200 and scouting for new connections. For Brad, it's not just about mortgages; it's about building relationships.

Strumming his guitar or closing a deal, Brad's melody resonates, leaving everyone with a chorus of satisfaction and success.

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New Year's Resolutions FOR A SECURE FUTURE

As the calendar turns its page and we step into a new year, it's a perfect time to reflect on our habits and make resolutions that prioritize safety. While many people focus on health and personal growth goals, it's equally important to consider safety-related New Year's resolutions. By dedicating ourselves to creating a safer environment for us and those around us, we can truly make a difference. Here are some thoughtful safety-related resolutions to consider in the coming year.

1. Prioritize Cybersecurity:

In today's digital age, protecting ourselves online is paramount. Resolve to update passwords regularly, enable two-factor authentication, and be cautious about sharing personal information on social media. Educate yourself and your loved ones about the risks of phishing emails and scams to ensure a secure online presence.

2. Practice Responsible Driving:

Road safety is a shared responsibility. Make a resolution to be a more responsible driver by avoiding distractions, obeying speed limits, and never driving under the influence of alcohol or drugs. Encourage others to follow suit, and together, we can reduce the number of accidents on our roads.

3. Home Safety Checks:

Regularly inspect your home for potential hazards. Check smoke alarms, carbon monoxide detectors, and fire extinguishers to ensure they are in working order. Create a family emergency plan and establish a meeting point in case of evacuation. Small measures like these can make a significant difference in times of crisis.

4. Stay Active and Maintain Physical Well-being:

Regular exercise not only keeps us physically fit but also enhances our balance and coordination, reducing the risk of accidents and injuries. Incorporate a fitness routine into your daily life and encourage your family and friends to do the same. A healthy body is better equipped to handle unexpected situations.

5. Learn First Aid and CPR:

Having basic first aid and CPR knowledge can be a lifesaver in emergencies. Consider taking a course to



By Patty Thornberry

learn these skills and encourage others in your community to do the same. By being prepared to provide immediate assistance, you can make a significant impact during accidents or medical crises.

6. Create a Safe Environment for Children:

If you have children, focus on childproofing your home. Secure furniture and appliances to prevent accidents, keep hazardous substances out of reach and educate your children about the importance of safety. Teach them how to contact emergency services and what to do in case of fire or other emergencies.

7. Protect your home and property:

A security system with smart sensors will provide your home with protection against

intruders and other dangers. Incorporating a video surveillance system will give you security as well as advance warning of potential dangers, giving you valuable time to react. In addition to safety, these systems often bring welcome smart home features that provide additional convenience.

Here at Castlewall Security and Video, we think the start of a new year offers a valuable opportunity to focus on safety and well-being. By incorporating these safety-related resolutions into our lives, we can create a secure environment for ourselves, our families, and our communities. Together, let's embrace a safer tomorrow, where everyone can thrive without the fear of harm or accidents.

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Q. How early did you know that you wanted to be a real estate agent?

A. I grew up in the Real Estate world since my mom was the corporate trainer for a well-established builder back in the early 2000s. I never thought I would want to join real estate and after graduating with a business degree from Anderson University, I went on my own to be a corporate meeting planner. But... after a few years of making clients very happy, I was feeling restless and was ready to be an entrepreneur. So at the end of 2019, I was either going to open my own event planning business OR become a Realtor. With encouragement from my mom, I decided to become a Realtor. I passed the exam on my first attempt which I saw as a huge sign to keep pushing forward. It was one of the best decisions I have ever made....especially given that there were no physical events for almost 2 years following that decision so an event business might have been difficult!

Q. Have you discovered anything from that time that helps you in real estate?

A. Absolutely. I was very involved on campus when I was Anderson University. I served in multiple roles in my sorority, including captain of the AU Dance team, Gospel Choir, and

the Fall School of Business leadership team. Business school taught me how to persevere through seemingly insurmountable challenges. Vulnerability, Compassion, Perseverance and Courage are characteristics I can honestly say that I use every single day with real estate. Given my niche market, and



how we operate to serve their needs, these values are put into practice with every single client.

Q. What has contributed to your quicker success?

A. My sales coach, Tiffany Dearman. 100% hands down. My broker is

my sales coach, not just my boss. Her national sales training program X-Factor goes in depth on how to earn the right to ask for a sale from our clients. We learn to sell the way buyers want to buy! It is about SERVICE to others and not selfish sales tactics. She is also very connected in the industry so that helps if we need to lean on a relationship to help our client's best interest. I would also say that my loyal clients are a huge contribution to my success! They are incredible and refer me to their friends and family on a consistent basis. Finally, my client coordinator and my social media partners are just as much a part of the team as I am, and without their support, I would not be successful so quickly.

Q. What other interests do you have?

A. Well, I absolutely love tennis. I started playing two years ago and wish I would have started playing earlier in life. It's an incredible way to manage stress, work out and have fun at the same time. I also love traveling and have been to Mexico, Africa, and Israel. My most recent exotic trip was to Catalina Island, California for my best friend's wedding and I highly recommend a visit. The island was breathtaking!

Q. What makes your business different from others?

A. We aim to demonstrate exceptional levels of character, competency and commitment to each and every client. Each client we work with starts with a complimentary consultation and we go in-depth on their desires for a home, their current financial situation, and an idea of what a lender will say. I do not shy away from the financial qualification, and will answer the question every client wants to know "Can I really do this?". A step further, we offer services with my client coordinator to help the client apply with a lender and communicate throughout the mortgage approval process.

Q. If you could change one thing in your industry right now, what would it be?

A. You may think I would say Interest Rates, but I absolutely will not. Why? Because we have bigger problems. There are ways to get your rate down to 4% with certain builders, and buydown programs with various lenders. I do it EVERY single day. Rates are not our problem. The cost of living, inflation, and lack of disposable income is the biggest problem we have. Home prices have increased drastically in the past three years. It takes almost \$65,000 in annual income to buy a median-priced home in Hendricks County, but the average income per person is only \$42,000.00.

We actually held an event this year to try and provide a solution to the income vs. cost of living problem called ELEVATE 2023. We also taught a Homeownership, Business Success, and Interview/Resume prep classes. We had an incredible turnout and we plan to continue to host these events each year to provide resources for growth to the community.

Q. What advice would you give to those considering real estate?

A. Become self-aware. I truly believe those who are most successful in real estate know themselves, what their strengths and weaknesses are, and who they can relate with. Secondly, I say find an incredible mentor, coach and training. Most agents are considering the money but we have a saying in the office... 100% of \$0 is \$0. You need world-class training and coaching on how to close deals, not on theory. Closing deals is what allows you to pay bills. And that keeps you in the game. Finally, don't be afraid to go where you have never been to build your database. I am

successful because of my loyal niche of buyers and sellers and many of them are foreign nationals. I would have never guessed this would be my base, but I have learned and changed in the best possible ways by being open-minded.

Q. Anything else you want to say with this platform?

A. I cannot express my gratitude in words for my "Momaging" Broker. My mom is my broker, and I am a very lucky woman to have her guiding me in the business. I can honestly say, she is the best boss I have ever had and I am blessed that she gave me two of the most important parts of my life - my faith in Jesus and my real estate business! I work very hard and I am grateful for our success, but I stand on the shoulders of giants

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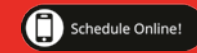
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MAXIMIZE YOUR MARKETING

A collage of marketing-related images including a man with glasses, a camera, a microphone, and various social media icons (YouTube, Facebook, Instagram, TikTok). It also features text overlays for "SHORT-FORM VIDEOS", "LONG-FORM VIDEOS", "WEBSITES", "SALES FUNNELS", and "FREE RESOURCES AT: AJKALLAS.COM/INDY". There are also small video thumbnails with titles like "I WENT TO A COFFEE SHOP", "AS A PART OF THIS COMMUNITY", "FOR EVERY INSPECTION THERE ARE LIMITATIONS", "SO WHEN SHOULD YOU BUY A HOME?", and "IT WAS NOT WHAT I EXPECTED". A diagram of a sales funnel is also visible.

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By Gabie Benson, Editor,
and Ben Carter, Writer

The REALTOR® Foundation Update NOVEMBER 2023



Did you know you can contribute to the REALTOR® Foundation right at your closings? Many real estate offices in central Indiana are currently participating in transactional giving, and yours could be one of them! Signing up is often as simple as checking a box on your closing paperwork or filling out a form at the beginning of the year. The best part? It's tax-deductible! This form of giving is not only an expression of your commitment to the real

estate industry but also to your local community. A small donation, even as little as the cost of a cup of coffee, can collectively make a significant impact for those experiencing homelessness in central Indiana.

If you contribute \$250 or more in a calendar year through transactional giving, your name earns a place on the prestigious Heroes of Hope wall, prominently displayed in the MIBOR

lobby, as a lasting legacy of your generosity. Additionally, you have the opportunity to dedicate your closing gifts in honor or memory of someone special. The REALTOR® Foundation will then send them an official letter on your behalf, creating a meaningful connection with your clients.

Your closing donations directly support the REALTOR® Foundation's annual fund, from which grants are awarded

to local nonprofit organizations solving homelessness. Every dollar from transactional giving goes towards supporting housing solutions, employment services, safe havens, and more for our neighbors experiencing homelessness. Our vision is a community where everyone has a safe place to call home, and your contributions play a crucial role in making that vision a reality. Join us in the fight to prevent and end homelessness in central Indiana by engaging in transactional giving – the easiest and

most effective way for a REALTOR® to support our mission!

If you're interested in getting your office involved in transactional giving, we'd be delighted to assist you in working with your managing broker to set up the process. Don't worry if transactional giving isn't the right fit for you; there are plenty of other convenient ways to contribute. You can have a monthly contribution deducted automatically from your bank account

at an amount and date of your choosing. Setting up is simple – just contact the Foundation office at (317) 956-5228. Alternatively, you can make an individual donation or set up recurring donations online at realtorfoundation.org/donate.html.

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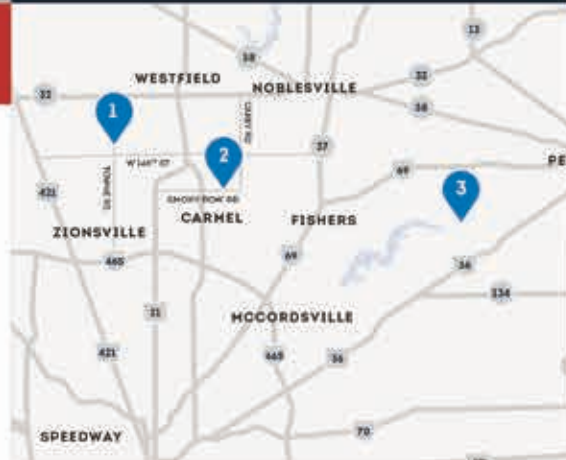
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TIFFANY

DEARMAN

▶ leader story from tiffany dearman, real results inc.

Beyond Transactions

By Kelsey Ramsey

“Success is not just about the destination; it’s about the journey, the passion, and the people you inspire along the way.”

In the ever-fluctuating world of real estate, where resilience is key and innovation is paramount, Tiffany stands out as a beacon of inspiration and leadership. Her journey began in 1998, stepping into the world of new construction. Little did she know that this would be the foundation of a career that would weather market storms and blossom into a thriving venture.

Her move to Camby and collaboration with CP Morgan marked the beginning of her deep dive into new construction. Her 13-year tenure, culminating in becoming the corporate trainer, solidified her bond with the Morgan family, owners of CP Morgan.

Tiffany’s commitment to her craft weathered the storm when the market tanked in 2009. “In the worst of times, I found my best self.” Armed with determination, she took matters into her own hands, crafting fliers and distributing them in her communities. Despite the challenging times, Tiffany not only sold model and spec homes but also laid the foundation for her own brokerage, Real Results.

“Dynamic Duo”

Tiffany’s immersion into real estate wasn’t just a career move; it was a family affair. Her daughter, Karr, practically grew up in model homes and open houses with her mom. As fate would have it, Karr, shifted gears from event planning to real estate in 2020. Joining forces, Tiffany found not just an assistant but a dynamic partner who breathed life into her dreams. With Karr’s love for details and people, she became an integral part of Tiffany’s team, helping shape the online/hybrid courses and adding vibrancy to the business.



“Never underestimate what God has given you and how you can use that to help others.”



Tiffany’s unexpected journey into building a brokerage unfolded when she saw the potential in Karr. Now, she is determined to expand her team to six members this year. With the heart of a teacher, Tiffany’s coaching business is the X factor, setting her apart. She shares her wisdom not only with her team but extends her reach to coach new home sales teams locally, proving that the most effective way to engage clients is to ask for the sale.

In the tapestry of her success, Tiffany finds the most joy in giving back. Pouring her experience and knowledge into others, especially her team and fellow realtors, energizes her. "Success is not just about personal achievements; it's about how many lives you touch along the way." She aims to revolutionize the real estate industry by impacting one agent at a time through her coaching business

X Factor, and one client at a time through the Real Results brokerage. Tiffany's first piece of advice to her fellow realtors in the top 500 is to never stop learning. In a dynamic industry, staying ahead means staying informed. Attend workshops, embrace new technologies, and always be on the lookout for opportunities to expand your knowledge. She encourages top

realtors to reach back and pour into new agents, emphasizing that this act of mentorship determines the level of professionalism in the industry. Revolutionizing the real estate world one agent at a time is not just a vision but a mission for Tiffany.

"Passion fuels everything I do. If I'm not passionate about it, I won't be involved." Tiffany's vibrant spirit extends beyond her career and into her personal life. A former dance team member at Oklahoma University and cheer coach at Depaw, she brings the same enthusiasm she had in cheering to every aspect of her life.

Tiffany's faith is not just a personal belief; it's the bedrock of her resilience. Her journey through a challenging "2-year desert" of divorce coincided with entering the real estate market during a collapse. This period tested her faith, leading her to ask if God was enough. It was a transformative experience that shaped her perspective on success, teaching her to let God be everything. She believes that "His plan is good, even if you can't see it yet." Tiffany leads a brokerage that aspires to Christian values. For many, this commitment provides comfort, even if they don't share the same faith. Putting others first, doing the right thing, respecting people, and pursuing excellence define her brokerage.

Now a blended family of seven years, Tiffany and her husband, John Dearman, have created a loving and supportive home. Karr, the oldest at 31, is an Anderson University graduate. Her son Kennedy, 30, holds a degree from Taylor and serves as the Director of Strength and Conditioning at Marion Conditioning. Kaia, 23, a graduate of Ball State, is considering pursuing a master's degree. She has three more children with John: Nicholas and Noah, junior and freshman at Heritage Christian School, and Jayla, a Sophomore at Purdue Studying Nursing.

In the dynamic world of real estate, Tiffany stands tall as a leader, a mentor, and a cheerleader for all those chasing their dreams. Her story is not just about selling houses; it's about building a legacy of passion, resilience, and inspiration. "Never underestimate what God has given you and how you can use that to help others."

“Passion fuels everything I do. If I'm not passionate about it, I won't be involved.”



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WATER CONTAMINANTS

By Phil Thornberry



Water is of course a necessity for bathing, cleaning, irrigation, cooking and drinking. This article is about the last two. They are the ones that can affect our health. There are some things we can do to reduce the risk posed by some contaminants that may be present. Typically wells have a higher risk of unwanted contaminants, however, community and public systems are not risk-free. Americans are lucky in the fact that most of us have access to ample volumes of clean water. The only restriction I can remember in my life has been limitations on watering our lawn.

Lead is at the top of most people's list of contaminants we don't want in water. First, how does it get there? It can leach into the water from well pump components, soldered pipe joints, faucets, and lead piping in the house or in the city water system. Lead components and solder were banned in 1986. There were some fixtures manufactured offshore after that that still had lead content. Tests are easy and inexpensive. Just make sure and use a state-approved lab.

Arsenic is naturally occurring and typically comes from rock formations as the groundwater emanates through it. Mostly found in wells, there are multiple treatments available for this issue.

Nitrates and Nitrites are found in some wells. These are caused by groundwater contamination from animal waste, excessive use of fertilizers or seepage from septic tanks. Finding the source and correcting is always preferred, however, reverse osmosis systems do remove them.

Bacteria can enter a water supply in several ways. It can even breed in components like cartridge filters and unused conditioners. Wells themselves can have bacteria growing in them. Usually shocking the well with a chlorine product will take care of this. Always do a follow-up test after the well has been chlorinated. In some cases, constant chlorination is needed. There is equipment that can be installed.

PFAS are Perfluoroalkyl and Polyfluoroalkyl synthetic chemicals in water. It is estimated that 45% of tap water in the United States contains some of this contaminant. It comes from a variety of sources including fast food containers, non-stick cookware, and firefighting foam to mention a few.

Not all types are detectable. Health effects range from increased cholesterol, decreased odds of pregnancy, hormone disruption and increased risk of thyroid disease. Reverse osmosis and activated charcoal filters have been shown to remove PFAS.

Anyone can have their water tested. Just make sure and use a state-approved lab. Ask the lab for recommendations and instructions for any test you want. Some tests require bottles prepared for the purpose and are usually available at the lab.

All community water suppliers must issue an annual report called a Consumer Confidence Report that gives the levels of contaminants, water source and other information. Most are available online.

The fact is, we only need to be concerned about what we ingest. Installing a reverse osmosis system that supplies the ice maker and the water you drink and cook with is a good start.

If you are involved in a real estate transaction, call the mortgage company to see which tests are required. This can vary widely and can hold up a closing if you don't have the proper documents.

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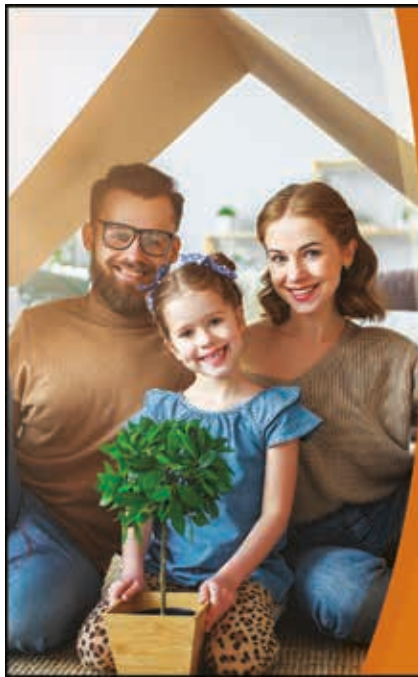
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Staci Woods

Clarity is Kindness

Staci absolutely loves working in real estate. For over a decade, she has enjoyed the "gift" of journeying with clients who are building family memories in places that she gets to help find.

Staci's mantra comes from her accountability partner, who taught her the clarity of kindness. It gives her a sense of mission and vision, and she pairs those thoughts with the idea of generosity. She likes to apply Dave Ramsey's admonition to, live like no one else now, so that you can live like no one later, or give like no one else now, so that you can give like no one else later. She says that she holds God's plan for her life with open hands – something that life experience has taught her.

Some describe Staci as dutiful, caring and relational. Staci is engaging no matter where she is, and she hopes to impact those with whom she comes into contact. Staci Woods has many more professional laps, and she is extremely grateful for the gift she has received: her team. She loves to collaborate with them, and they are able to leverage each other's gifts, share knowledge and experience, and in general, care for each other. Her pathway continues to lead forward and upward, and there is always the opportunity for clarity and balance.

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Nick & Sonnie LAVIOLETTE

“Talent wins games, but teamwork and intelligence win championships.”
- Michael Jordan

The Laviolette Group is comprised of Nick and Sonnie Laviolette and five other team members. Nick and Sonnie are a son/mother team that can be described as a dynamic duo, but their strategic concept of how teams should function and the stellar culture that they build are the secret sauce to their success – along with a lot of old-fashioned hard work, of course.

Nick moved here from Chicago in 2007 and joined his mother, who was a successful agent at the time. She had been in business for five years with Tucker and was doing well. He was formerly a Future’s Trader, but he discovered that the work was not his cup of tea. Years before that, Sonnie was the second person hired in a “new-fangled” concept called a marketing team for Melvin Simon and Associates. She worked as an “in-house” advertiser, and their work, she said, “set the industry on fire.” Leveraging their past skills, the two embarked upon teamwork to make the dream work.

Their candid response about the early days was encouraging. “We wanted it to work, badly, but we struggled to learn how to do it at first. It took three years to find the groove, but once we did, it was a game-changer,” she notes. They both agree that when you get one of them, you get them both. Individually, they each have their own way of creating solutions and implementing the solving of problems, but together, clients truly appreciate what they bring to their journey. They talk about every deal represented in the company, and they keep the team rowing in the right direction with their constant focus on “what is next?” and mostly, how they can provide value – both to their work and their clients.

For the Laviolette Group, success is about the quality of life that they all want to enjoy. They know that their ROI will be impacted by what they put into their work, and they want each team member to benefit from the collective work of the group. They seek to labor intensely in their lanes and then surround themselves with others who are talented but can fit into the Laviolette culture. A unique thing they do for their group is to pick a few investment projects each year and invite the team to participate – whatever they feel comfortable with. Whether it is a small contribution or a large one, all learn more about investments and are committed to the success of the overall project.

Nick and Sonnie love working in real estate. They care about their clients, and they both note that the work is a creative outlet for them. They enjoy their team and love to make things happen. Each deal has a unique feature and offers a different perspective on life, which makes the work interesting. Sonnie says, “I love the art of the deal, and I have worked with interesting people that I never would have met somewhere else.” Nick chimes in that though he leans to the vision side and Sonnie leans to the implementation side, the combined effort and philosophy create a healthy tension or collaborative energy that makes them truly better together.

THE WE
IN TEAM

“

It took three years to find the groove, but once we did, it was a game-changer.

”



“

I love the art of the deal, and I have worked with interesting people that I never would have met somewhere else.

”

Nick loves to enjoy the outdoors, and he often takes time for hunting and fishing. He also enjoys the speculation and investment aspects of real estate as a hobby. Sonnie loves to spend time on the dock at her lake home, and those who know her love to see her artwork. Check out her work as an avid painter at SonnieLavolette.com. She says that there will always be another house to sell, but it is important to remove yourself and refresh sometimes.

Looking to the future, the Lavolettes know that the market swings will play in the favor of those agents who operate with consistency and business acumen – avoiding the roller coaster

ride of the changing market. They will only grow their team with those that fit the culture, regardless of talent. They are using this recent change in the industry to reset and prepare for growth patterns that will help them adapt and succeed. They work on what makes sense and what does not. “It is important to understand the “how” and “why” of our work, and our primary goal is for everyone to enjoy what they do,” says Nick.

While many say that there is no “I” in team and that there is no room for “me” in team, the Lavolette Group continues to hone their skills so that they invest in the most important things – like their work and personal families!

5 STEPS TO Getting Started With Chat-GPT

1

Sign Up and Access Chat-GPT:

Go to the [Chat.openai.com](https://chat.openai.com) and sign up for an account.



2

Familiarize Yourself with the API:

Start asking chat-GPT anything. Play with the tool. Start writing your prompts and see how it works. Write the same responses but change the wording.

3

Write an effective prompt:

- A prompt is a message or instruction that you send to the model to get a response.
- Craft prompts that are clear, specific, and contextually relevant to get the desired information.
- Experiment with different phrasings to see what works best.

4

Edit Your Response:

You received a response but it doesn't match your language. Edit accordingly. You don't have to only copy-and-paste the responses.

5

Use Your Responses From Chat-GPT

- Use cases:
 - Your personal AI assistant
 - Property descriptions
 - SEO & YouTube SEO
 - Video Scripts
 - Social Media Captions
 - Email Marketing
 - Event Descriptions
 - Etc...

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MASTERCLASS RECAP —

NOVEMBER 2023

By Jeremy Miller

NEXT LEVEL MARKETING



November Masterclass was a resounding hit. The focus was next-level marketing but in reality, it was about next-level producing. We had Matt King of Matt King Realty talk about how he doesn't do any marketing. He has built systems for himself to relentlessly communicate with his prospects and friends in different ways. One most

notable being events. He hosts private parties with friends to build deeper relationships. He prolifically organizes and hosts open houses. He remains committed to what works for him.

We were also joined by Derek Evelo and his CEO Hannah Perkey. They shared all the different marketing strategies they employ, including social media. The

keynote from listening to Derek Evelo is to create an intentional marketing strategy and then delegate the commitment to that marketing strategy to a team member. Derek made it a clear point for a Realtor to diversify with trending marketing channels like social media but never forget the value of actually picking up the phone and calling people.



Jason Humrichous of Heritage Custom Painting wrapped up the event with a message of hope in marketing, branding, and storytelling. He most noticeably talked about the power of gifts and he shared the "Bible for Gifting" "*Giftology*" by John Ruhlin.

Many stayed for more conversation over lunch at Parks Place Pub.

Please plan to attend each MasterClass which meets at the same place every month on the second Thursday at 10:00 AM. As they say at Parks Place Pub – your friends are already here! Do not miss it, and do not forget to sign up for a ticket; they go fast!



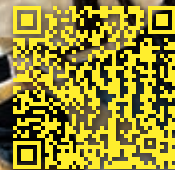
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TOP 200 STANDINGS

Teams and Individuals January 1, 2023, to November 31, 2023

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
1	Mike Deck	Berkshire Hathaway HomeServices Indiana	113	28	169	\$173,822,778.00
2	Matt McLaughlin	F C Tucker Company	113	8	129	\$122,245,494.00
3	Allen Williams	Berkshire Hathaway HomeServices Indiana	192	13	218	\$114,085,632.00
4	Cassie Newman	M/I Homes of Indiana, L.P.	255	0	255	\$101,303,163.00
5	Mike Scheetz	Century 21 Scheetz	191	0	191	\$92,254,652.00
6	Bif Ward	F C Tucker Company	70	10	90	\$85,882,877.00
7	Carrie Holle	Compass	96	10	116	\$85,672,689.00
8	Christopher Schrader	Drees Home	79	7	93	\$62,785,633.00
9	Eric Forney	Keller Williams Indy Metro Northeast	163	2	167	\$60,841,987.00
10	Stephanie Evelo	Keller Williams Indy Metro Northeast	139	13	165	\$57,116,831.00
11	Justin Steill	Berkshire Hathaway HomeServices Indiana	86	2	90	\$57,020,943.00
12	Michelle Chandler	Berkshire Hathaway HomeServices Indiana	101	25	151	\$56,233,393.00
13	Scott Hackman	Century 21 Scheetz	63	3	69	\$54,728,663.00
14	Eric Wolfe	Prime Real Estate Group	108	60	228	\$54,220,532.00
15	Steve Lew	Steve Lew Real Estate Group LLC	160	15	190	\$52,160,923.00
16	Alex Montagano	eXp Realty	143	2	147	\$51,094,976.00
17	Steve Metarelis	Offerpad Brokerage, LLC	171	0	171	\$50,338,105.00
18	Lindsey Smalling	F C Tucker Company	150	8	166	\$50,187,858.00
19	Stephen Clark	Compass	102	2	106	\$50,154,136.00
20	Erika Frantz	Berkshire Hathaway HomeServices Indiana	110	0	110	\$47,102,648.00
21	Jamie Boer	Compass	101	3	107	\$42,548,450.00
22	Laura Turner	F.C. Tucker Company	88	4	96	\$42,242,607.00
23	Matt King	F.C. Tucker Company	41	5	51	\$40,197,959.00
24	Kelly Dather	Keller Williams Indy Metro NE	92	5	102	\$39,109,142.00
25	Shannon Gilbert	Highgarden Real Estate	90	1	92	\$37,672,137.00
26	Mary Wernke	Encore Sotheby's International	35	2	39	\$36,577,500.00
27	Patrick Watkins	Mike Watkins Real Estate Group	86	6	98	\$35,722,900.00
28	Rodney Heard	eXp Realty	87	8	103	\$35,525,197.00
29	Kristie Smith	Indy Homes	41	4	49	\$34,447,387.00
30	Angela Huser	Weekley Homes Realty Company	42	11	64	\$34,211,042.00
31	Robbin Edwards	Encore Sotheby's International Realty	63	2	67	\$33,098,519.00
32	Larry Rasmussen	Century 21 Rasmussen Company	70	0	70	\$32,411,311.00
33	Tina Smith	Century 21 Scheetz	37	1	39	\$31,673,585.00

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
34	Scott Smith	Keller Williams Indpls Metro S	112	10	132	\$31,592,027.00
35	Nicholas Laviolette	Compass	40	2	44	\$31,385,760.00
36	Jennil Salazar	Compass	33	1	35	\$31,173,755.00
37	Chandra Sekhar Alokam	Forthright Real Estate	76	1	78	\$30,821,709.00
38	Samuel Hawkins	F C Tucker Company	26	0	26	\$30,749,997.00
39	Staci Woods	Keller Williams Indy Metro Northeast	71	2	75	\$29,799,840.00
40	Jeffrey Paxson	Jeff Paxson Team	72	5	82	\$29,687,024.00
41	Denise Fiore	Century 21 Scheetz	58	1	60	\$29,668,788.00
42	James Embry	Keller Williams Indpls Metro N	46	4	54	\$29,445,557.00
43	David Brenton	David Brenton's Team	90	11	112	\$28,826,951.00
44	Jeffrey Cummings	Re/Max Complete	80	8	96	\$28,783,365.00
45	Rodney Forrest	eXp Realty	20	5	30	\$28,732,100.00
46	Tim O'Connor	Berkshire Hathaway HomeServices Indiana	65	2	69	\$28,392,378.00
47	Chris Harcourt	RE/MAX Cornerstone	91	14	119	\$28,357,818.00
48	Stevee Clifton	Compass	42	4	50	\$28,295,584.00
49	Chad Renbarger	Mossy Oak Properties	4	22	48	\$27,968,618.00
50	Mike Feldman	Compass	57	2	61	\$27,808,950.00

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Teams and Individuals January 1, 2023, to November 31, 2023

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
51	Shelby Farrar	Opendoor Brokerage LLC	91	0	91	\$27,576,700.00
52	Stacy Barry	Century 21 Scheetz	44	3	50	\$27,567,558.00
53	Jennifer Shopp	Berkshire Hathaway Homeservices	64	2	68	\$27,468,795.00
54	Heather Upton	Keller Williams Indy Metro Northeast	76	13	102	\$26,345,610.00
55	Drew Wyant	Berkshire Hathaway Homeservices	78	2	82	\$25,921,013.00
56	Laura Heigl	Century 21 Scheetz	51	1	53	\$25,854,612.00
57	Chris Schulhof	Re/Max Realty Services	33	5	43	\$25,759,050.00
58	Steve Silver	Re/Max Professionals	82	11	104	\$25,651,278.00
59	Kelly Todd	Compass	35	2	39	\$25,505,774.00
60	Sean Daniels	Daniels Real Estate	72	3	78	\$25,321,768.00
61	Luis Coronel	Coronel Realty Group	146	6	158	\$25,158,962.00
62	Denis O'Brien	Keller Williams Indy Metro South	91	4	99	\$24,601,600.00
63	Benjamin Jones	Compass	45	1	47	\$24,577,756.00
64	Jennifer Goodspeed	Keller Williams Indy Metro N	49	0	49	\$23,998,602.00
65	Bina Ahluwalia	Bina Real Estate	36	10	56	\$23,511,470.00
66	Lora Reynolds	Indy Homes Realty Group LLC	79	5	89	\$23,492,483.00
67	Jenny Lauck	Lauck Real Estate Services, LLC	50	17	84	\$23,403,695.00

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
68	Julie Schnepf	Re/Max Legacy	67	10	87	\$23,333,495.00
69	Derek Gutting	Keller Williams Indpls Metro N	52	4	60	\$23,152,279.00
70	Renee Peek	F.C. Tucker Company	44	3	50	\$22,963,417.00
71	Brian Sanders	Century 21 Scheetz	33	1	35	\$22,921,503.00
72	Scott Chain	RE/MAX Advanced Realty	58	6	70	\$22,403,820.00
73	Amy Spillman	Century 21 Scheetz	46	1	48	\$22,192,701.00
74	Thomas Endicott	Keller Williams Indy Metro NE	58	4	66	\$21,989,639.00
75	Mark Dudley	Re/Max Realty Group	53	16	85	\$21,627,218.00
76	Laura Waters	Highgarden Real Estate	46	8	62	\$21,426,550.00
77	Andy Deemer	F.C. Tucker Company	48	1	50	\$20,931,950.00
78	Mark Studebaker	Trueblood Real Estate	40	8	56	\$20,919,756.00
79	Matthew Reffeitt	Keller Williams Indy Metro S	71	3	77	\$20,837,045.00
80	Stacey Willis	Old Town Design Group	15	6	27	\$20,771,204.00
81	Whitney Strange	Keller Williams Indy Metro N	52	2	56	\$20,766,419.00
82	Christopher Fahy	Berkshire Hathaway HomeServices Indiana	54	0	54	\$20,675,489.00
83	Manzil Kohli	Vylla Home	58	1	60	\$20,333,785.00
84	Jordan Moody	Keller Williams Indianapolis Metro North	59	9	77	\$20,087,310.00
85	Mark Linder	Century 21 Scheetz	38	4	46	\$19,998,099.00
86	James Robinson	Exp Realty LLC	40	1	42	\$19,982,342.00
87	Eli Skinner	Fathom Realty	77	1	79	\$19,904,852.00
88	Will Lonnemann	F C Tucker Company	54	1	56	\$19,784,765.00
89	Summer Hudson	eXp Realty, LLC	68	1	70	\$19,644,929.00
90	Lisa Stokes	Century 21 Scheetz	41	6	53	\$19,569,800.00
91	Mamadou Gueye	Trueblood Real Estate	53	3	59	\$19,417,113.00
92	Lisa Kercheval Aerne	F C Tucker Company	35	3	41	\$19,307,410.00
93	Derek Manis	F.C. Tucker Company	41	3	47	\$19,287,668.00
94	Gita Kapur	Berkshire Hathaway Homeservices Indiana Realty - Indianapolis	31	1	33	\$19,214,984.00
95	Michael Lyons	Keller Williams Indpls Metro N	43	1	45	\$19,118,807.00
96	Jared Cowan	Exp Realty	42	3	48	\$18,831,090.00
97	Jennifer Blandford	Carpenter Realtors	34	1	36	\$18,658,542.00
98	Jenni Bliss McMillion	@properties	39	6	51	\$18,529,300.00
99	Steve Sergi	RE/MAX At The Crossing	46	0	46	\$18,453,090.00
100	Jeneene West	Jeneene West Realty, LLC	60	7	74	\$18,378,945.00

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101	Mary Petruzzi	RE/MAX At The Crossing	23	5	33	\$18,349,245.00
102	Julie Preston	F C Tucker Company	41	1	43	\$18,323,722.00
103	Patrick Ploughe	Keller Williams Indy Metro W	36	1	38	\$18,211,610.00
104	Gary Angstadt	Century 21 Scheetz	25	3	31	\$18,161,895.00
105	Chris Price	Keller Williams Indy Metro W	84	15	114	\$18,088,230.00
106	Joseph Wootan	Listwithfreedom.com LLC	52	11	74	\$18,068,600.00
107	Jake Stiles	Coldwell Banker Stiles	50	5	60	\$18,043,249.00
108	Ronda Bailey-Cooper	WEICHERT, REALTORS	45	0	45	\$18,018,554.00
109	Jamie Suchotzky	Red Hot Realtors LLC	56	4	64	\$17,996,942.00
110	Carl Vargas	F C Tucker Company	47	1	49	\$17,827,876.00
111	Arjun Dhital	BluPrint Real Estate Group	58	1	60	\$17,774,545.00
112	Chad Hess	F.C. Tucker Company	45	9	63	\$17,735,930.00
113	Brian Wignall	F.C. Tucker Company	41	2	45	\$17,303,000.00
114	Jen Richardson	Berkshire Hathaway Homeservices Indiana Realty - Seymour	58	7	72	\$17,299,000.00
115	Todd Ferris	Ferris Property Group	27	3	33	\$17,228,156.00
116	Andrew Liechty	F C Tucker Company	37	1	39	\$17,123,964.00
117	Joshua Carpenter	Trueblood Real Estate	44	0	44	\$17,010,125.00

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
118	Rochelle Perkins	Garnet Group	65	0	65	\$16,978,391.00
119	Mark Branch	Highgarden Real Estate	43	0	43	\$16,960,625.00
120	Ryan Radecki	Highgarden Real Estate	45	1	47	\$16,909,075.00
121	Dante Fiore	Ridgeline Realty LLC	38	4	46	\$16,908,538.00
122	Diane Brooks	F C Tucker Company	41	3	47	\$16,739,520.00
123	Ryan Orr	Re/Max Real Estate Groups	77	13	103	\$16,667,356.00
124	Kate Tuttle	@properties	37	2	41	\$16,547,001.00
125	Greg Morrison	Keller Williams-Morrison	30	4	38	\$16,497,374.00
126	Morris Lucas	Exp Realty LLC	49	4	57	\$16,394,739.00
127	Kristen Cambridge	@properties	29	4	37	\$16,387,156.00
128	Tracy Ridings	F.C. Tucker Company	32	1	34	\$16,328,458.00
129	Patrick Tumbarello	F C Tucker Company	43	0	43	\$16,294,808.00
130	Garrett Brooks	United Real Estate Indpls	56	0	56	\$16,247,557.00
131	Steven Rupp	Keller Williams Indianapolis Metro North	40	2	44	\$16,200,121.00
132	Tony Janko	Janko Realty Group	43	1	45	\$16,153,237.00
133	Brandon Lawson	Lawson & Co.	13	19	51	\$16,009,646.00
134	Chanda Johnson	Maywright Property Co.	31	2	35	\$15,774,410.00
135	Natalie Clayton	Maywright Property Co.	43	0	43	\$15,757,200.00
136	Keri Schuster	F C Tucker Company	30	1	32	\$15,748,760.00
137	Mary Boustani	Keller Williams Indy Metro Northeast	31	1	33	\$15,741,993.00
138	Jeremy Sandlin	F C Tucker Company	65	1	67	\$15,710,838.00
139	Heather Schaller	eXp Realty	42	2	46	\$15,644,620.00
140	Bernard Goodman	Compass	29	0	29	\$15,624,637.00
141	Corina Jones	Your Home Team	42	7	56	\$15,519,524.00
142	Molly Hadley	F C Tucker Company	49	2	53	\$15,506,310.00
143	Ron Rose	Indiana Realty Pros Inc	33	4	41	\$15,492,340.00
144	Christi Coffey	F.C. Tucker Company	44	0	44	\$15,489,300.00
145	Jacob Duke	Duke Collective, Inc.	22	5	32	\$15,483,765.00
146	Elizabeth Marks-Strauss	F C Tucker Company	43	1	45	\$15,480,427.00
147	Timeko Whitaker	F.C. Tucker Company	44	6	56	\$15,271,341.00
148	Michael Price	Re/Max Centerstone	54	1	56	\$15,026,445.00
149	Emily Huskey	Keller Williams Indy Metro West	34	10	54	\$14,814,420.00
150	Harnarender Kaur	Century 21 Scheetz	24	5	34	\$14,754,268.00

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Happy New Year!

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TOP 200 STANDINGS

Teams and Individuals January 1, 2023, to November 31, 2023

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
151	Mark Lopez	F C Tucker Company	43	0	43	\$14,714,780.00
152	Christy Cutsinger	F.C. Tucker Company	34	0	34	\$14,621,350.00
153	Alicia Buckley	Century 21 Scheetz	24	2	28	\$14,475,832.00
154	Frederick Catron	F C Tucker Company	52	0	52	\$14,372,895.00
155	Jamie Hall	Carpenter Realtors	35	0	35	\$14,344,201.00
156	Stacey Sobczak	Compass	26	1	28	\$14,309,800.00
157	Kelly Huff	F.C. Tucker Company	40	0	40	\$14,272,062.00
158	Jerry Gemmecke	F.C. Tucker Company	35	1	37	\$14,223,679.00
159	Andrea Ratcliff	Redfin Corporation	30	0	30	\$14,212,250.00
160	Kyle Williams	Compass	32	0	32	\$14,186,095.00
161	Steve Slavin	Coldwell Banker Lunsford	37	11	59	\$14,173,400.00
162	Jonathan Bell	@properties	33	0	33	\$14,172,070.00
163	Michael Botkin	Century 21 Scheetz	34	2	38	\$14,104,402.00
164	John Pacilio	eXp Realty	25	1	27	\$14,078,701.00
165	Peggy Kieper	F.C. Tucker Company	34	1	36	\$13,987,930.00
166	Craig McLaurin	Redfin Corporation	35	0	35	\$13,966,090.00
167	Jamie Johann	Sweetwater Realty LLC	25	2	29	\$13,961,395.00

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
168	Kristian Gaynor	F.C. Tucker Company	25	1	27	\$13,926,400.00
169	John Wischmeier	Realty One Group Dream	26	8	42	\$13,913,670.00
170	Eric Jefferson	Onyx and East LLC	16	7	30	\$13,767,664.00
171	Kurt Spoerle	F C Tucker Company	27	1	29	\$13,756,401.00
172	Karen Tanner	Karen Tanner Real Estate Group	65	1	67	\$13,716,292.00
173	Bryan Compton	United Real Estate Indpls	26	0	26	\$13,625,218.00
174	Cameron Buening	Keller Williams Indianapolis Metro North	42	5	52	\$13,563,654.00
175	Hannah Knotts	Freije Real Estate	3	14	31	\$13,521,900.00
176	Daniel Moran	Jeff Paxson Real Estate Brownsburg	34	0	34	\$13,466,493.00
177	Jocelyn Deal	Exp Realty LLC	53	4	61	\$13,466,445.00
178	Matthew Meyers	Encore Sotheby's International	26	1	28	\$13,459,906.00
179	Sarah Fishburn	F.C. Tucker Company	37	4	45	\$13,446,366.00
180	Kristen Yazel	Century 21 Scheetz	49	2	53	\$13,385,885.00
181	Matthew Jones	The Modglin Group	44	6	56	\$13,378,795.00
182	Susan Falck-Neal	ERA Integrity	46	12	70	\$13,268,700.00
183	Jeffrey Hilycord	Re/Max Real Estate Professionals	39	7	53	\$13,256,517.00
184	Brenda Bowman	F C Tucker Company	31	0	31	\$13,221,138.00
185	Lindsey Salts	Dream Home Realty Group, LLC	31	12	55	\$13,212,380.00
186	Tom McNulty	McNulty Real Estate Services	26	2	30	\$13,195,523.00
187	Chiquita Watkins	Compass	52	7	66	\$13,193,454.00
188	Leigh Burchyett	Berkshire Hathaway Homeservices Indiana Realty - Columbus	32	3	38	\$13,135,500.00
189	Steven Custis	Re/Max Cornerstone	41	14	69	\$13,068,900.00
190	Jennifer Brown	Century 21 Scheetz	30	0	30	\$13,026,155.00
191	Pegg Kennedy	F C Tucker Company	29	1	31	\$12,975,346.00
192	Aaron Wheeler	AG Wheeler Realty LLC	32	0	32	\$12,927,502.00
193	Vickie Jordan	Front Porch Real Estate	29	1	31	\$12,883,100.00
194	Kathryn Keller	Keller & Corbett Real Estate	28	0	28	\$12,843,850.00
195	James Smock	F C Tucker Company	36	0	36	\$12,798,805.00
196	Jason Hess	Compass	41	0	41	\$12,762,850.00
197	Samuel Arce	F.C. Tucker Company	24	1	26	\$12,738,643.00
198	Phillip Shively	Carpenter Hills O'Brown	29	4	37	\$12,726,916.00
199	Lindsay Jones	The Stewart Home Group	48	3	54	\$12,677,495.00
200	Rick Elson	Century 21 Scheetz	24	2	28	\$12,654,000.00

Disclaimer: Information is pulled directly from MLS. New construction or numbers not reported to MLS within the date range listed are not included. MLS is not responsible for submitting this data. Some teams may report each agent individually. *Indy Real Producers* does not alter or compile this data, nor claim responsibility for the stats reported to/by MLS. Data is based off of Mibor counties.

I HEART REALTORS HOLIDAY PARTY

WOW! This party sleighed! Get it? Over 200 REALTORS and partners showed up to the beautiful clubhouse of Epcon Communities at the Courtyards of Carmel. The catering and bar was next level and our partners gave away over 50 prizes ranging from gift cards, gift baskets, bottles of spirits, vendor services, and a \$400 Apple gift card grand prize from Epcon!

their picture with the tree, especially when they figured out the tree was actually Kelsey. The ladies of Epcon went above and beyond making sure everything was set for perfection. Thanks for being excellent hosts, Epcon! Our photographers Kelly Klemmensen and Indy Sky Pics captured all the fun as you can see in the next few pages.

We love loving on our realtors and had so much fun with everyone who came. The I Heart REALTOR Christmas party was a success like always and now we plan and push forward to the REMMY'S! If you thought this one was a party, just wait. We hope to see you there!

“
Real Producers does
such a good job at
spoiling realtors!”
- Tiffany D.



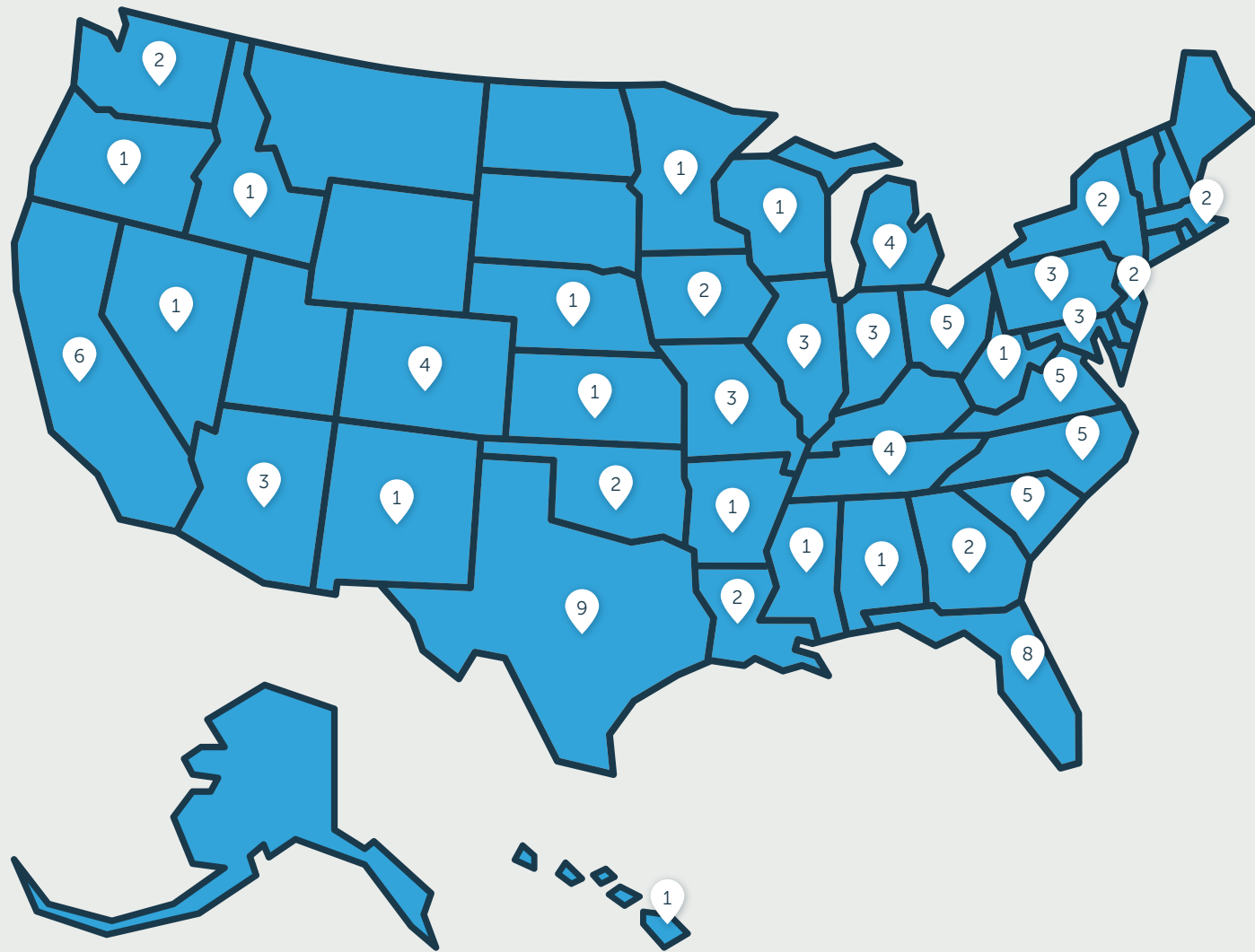


“
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you guys do it,
but you always
pack the house.”
- Dick R.



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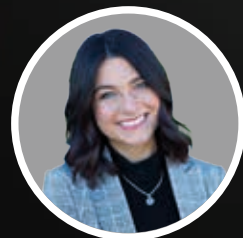


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