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MEET THE EAST VALLEY REAL PRODUCERS TEAM



**Mike Maletich**  
Owner  
412-606-9954  
mike.maletich@n2co.com



**Erika Soto**  
Publisher  
602-769-3039  
Erika.Soto@n2co.com



**Kendra Woodward**  
Writer



**Mitzie Maletich**  
Photo Shoot &  
Promo Coordinator



**Michele Jerrell**  
Editor



**Roger Nelson**  
Guest Writer



**John Lohr, Jr.**  
Guest Writer



**Gilead Hernandez**  
Photographer



**Devin Nicole**  
Photographer



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# Suzy Steinmann

» cover agent

Photography by Gilead Hernandez, Grafobox Media  
Written by Kendra Woodward

*As a licensed real estate agent since 1992, Suzy Steinmann of the Redeemed Team at Realty ONE Group has made it her mission to uplift her clients and community through service, compassion, ethics, and strong Christ-centered values.*

Originally from Fond du Lac, Wisconsin, Suzy became pregnant at 18 and “had to get married” — which delayed her college education. Her husband’s military career relocated them to Arizona. As a young wife and mother who also had to work, Suzy started as a server and grocery store cashier, which laid the foundation for her exceptional people skills.

She was only able to attend a couple night classes per semester but was determined to get her degree. In 1997, after 17 years of schooling, Suzy graduated from Grand Canyon University with a Business degree.

Suzy eventually settled into a real estate career, which became a means to support herself and her

family as a single mother once her relationship ended. She later remarried her husband, Scott, a minor league manager for the Seattle Mariners at the time. She appreciated the flexibility her career provided so she could visit Scott during his season.

After the market crashed in 2008, Suzy and Scott decided to flip homes to supplement their income in his off season. Suzy would combine her real estate sales experience with their home renovations to become Redeemed LLC, their flipping business.

With over three decades of experience in the real estate industry, Suzy has honed in on her specialties — selling real estate and flipping homes in Sun Lakes, a vibrant retirement community that has become her niche. As part of her dedication to the







Alex Pollard, Marketing Coordinator (Suzy's daughter): Shirlee Hussey, Transaction Coordinator: Suzy Steinmann, REALTOR®/Team Lead: Ben Pollard, REALTOR® (Suzy's son): Mary Kay Hobby, REALTOR®: Jodi Berge, REALTOR®: Joelle Green, REALTOR®



*I know it sounds  
so cliché, but I just  
like helping people.*





6-square mile development that includes nearly 10,000 homes, Suzy created “Stay Off the Ladder” & “Tote Your Trash,” which are free community service projects. She and her team provide weekly services to assist elderly residents with activities they can no longer manage. She also created “Music In The Park”, held 2 times per year at the Sun Lakes Field of Dreams Softball Park, where the community can enjoy live, outdoor entertainment, and food trucks at no cost.

Since the day she started in real estate, Suzy fell in love with the connections she made and the daily joy she gets from helping ease her client’s moving stresses. Admittedly she says, “I know it sounds so cliché, but I just like helping people.”

After finding her mentor, Steve Chader, who was instrumental in transforming her business practices, Suzy became his Productivity Coach, training over 30 agents. The confidence and experience she garnered from her time under Steve’s mentorship inspired her to start her own team in 2018. Today, there are 7 team members who make up the Redeemed Team.

Also laying the path for Suzy’s work ethic was her Aunt Diane, a woman who went against the grain at a time when women were expected to stay at home. She got her degree while taking care of her home and family. She became the Director of Social Services in Suzy’s hometown, and continues to be active in her community today. “She was and is such a good role model,” Suzy beams. “And she has a strong faith also.”

As a devoted Christian, Suzy’s approach to real estate is deeply intertwined with her faith. She sees her role not just as a REALTOR®, but as a conduit for God’s work. Suzy’s commitment to community service

extends even further through her previous involvement with Foster Arizona, an organization dedicated to helping children in need of finding stable homes.

Additionally, Suzy started “Sun Lakes REALTORS® Who Care” (SLRWC) a group of local Sun Lakes agents that hosts social events for the elderly community. SLRWC is also a means for the local agents to come together, network, plan future events, and make connections with each other.

In her personal life, Suzy finds joy in spending time with her husband, Scott, their three children, Jake, Alex, and Ben, and their two cats, Charlie and Millie. Jake and his wife, Elissa have blessed the family with three grandkids, Jonas, Andre and Magee, who Suzy enjoys spoiling. In her free time Suzy likes to garden, frequent the beach, and play softball. Also a professional singer, Suzy can often be found blessing audiences with her voice when she performs at the local country club in Sun Lakes.

As an active participant for her local WESERV REALTOR® board, Suzy has been a Hearing Panel Chair and Mediator for over 10 years. She enjoys serving her real estate community as well.

Suzy and Scott enjoy providing the community with lovely, renovated homes through their flipping venture, Redeemed LLC. Each house they work on is blessed and prayed over by them both, and scripture is embedded onto the walls of each home during the renovation process to further protect and watch over its soon-to-be owners.

Through her numerous community initiatives, Suzy Steinmann continues to embody the values of service, compassion, and faith in all aspects of her life.





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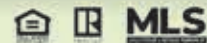
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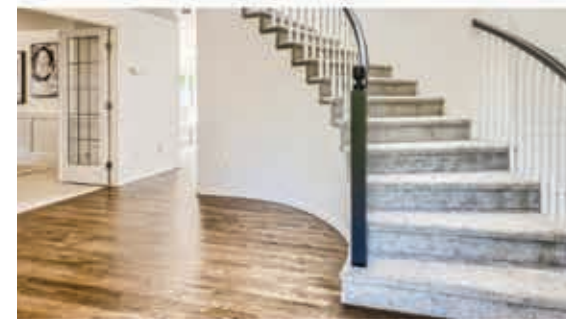


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# Making Rental Property Investing More Attainable

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The national short-term vacation rental property management company, iTrip aims to make the process of renting and investing in rental properties hassle free. For Megan Rodriguez, Owner of iTrip Mesa, and Peter South, Owner of iTrip Tempe/Phoenix, taking care of the day-to-day operations, listing and marketing properties, managing guest services, and dealing with maintenance and repairs are all part of why they have been so successful. As Megan explains, “Our service allows homeowners to invest in real estate locally without the headache and hassle of managing it as a short-term rental on their own.”

## » meet our partner

Written by Kendra Woodward  
Photography by Devin Nicole Photography



### Megan Rodriguez

Originally from Manchester, New Hampshire, Megan relocated to Tucson, Arizona with her family at age eight. Initially having a difficult time feeling like Arizona was home, it wasn’t until she started working for the local Phoenix Police Department that she truly felt connected to the area. “I fell in love with Phoenix while working for the police department, and now, I never want to leave,” she prides.

With a Bachelor of Science in Chemistry with an emphasis in Pre-forensics and Criminalistics from Northern Arizona University, Megan began her first career as a Forensic Scientist completing drug analysis for drug possession and sale cases. Over her decade-long career she testified as an expert witness over 40 times, but later went back to school to obtain her MBA from the University of Arizona.

Fate had other plans for Megan however and shortly after obtaining her MBA, while working full time, she was presented the opportunity to open her own business and pursue a lifelong passion for property management through iTrip. Explaining how her skillset and MBA has benefitted her new

venture, Megan says, “My attention to detail, problem solving skills, and creative thinking have assisted me in providing the best service to guests and homeowners.”

### Peter South

Having lived in Arizona his entire life, including attending Arizona State University, Peter gleaned a lot about rental property management and home maintenance from a neighbor that he used to do odd jobs for growing up. “He gave me strong fundamentals in plumbing, electrical, and other aspects of property care,” Peter explains. He also gave Peter the courage to venture out on his own after initially working in container shipping logistics for nearly two decades with the Port of Los Angeles.

Once becoming a business owner, Peter took pride in being able to help those who were struggling, and therefore makes a point to understand his employee’s lives outside of work, so he can better help them with work/life balance and therefore have an impact on their daily lives, and potentially their family’s life for generations to come. Peter prides, “We believe that by lifting others up we can not only change their family’s life, but in the end our business will be even more successful.”

### Business Minded

Transparency and honesty form the cornerstone of iTrip’s



business philosophy — by setting clear expectations and fostering trust, Megan cultivates strong partnerships with homeowners and ensures exceptional service delivery. iTrip franchisees focus on providing a more local, on-the-ground, management style that is backed by the benefits of a large national company. As Megan explains, “Our service allows homeowners to invest in real estate locally without the headache and hassle of managing it as a short-term rental on their own.”

For Megan and fellow iTrip owners, success isn’t just about the business — it’s about growth, knowledge, in-field experience, providing guests with a memorable experience, and taking on new challenges that push them outside their comfort zones all while maintaining their work/life balance, as well as that of their employees. Megan pours her heart and soul into her work, emphasizing integrity, quality, and the value of relationships built through business and personal connections. “I take true pride in my work and give it my all to do the absolute best,” she beams. “I have a high level of integrity that I won’t sacrifice for personal gain.”

**Locally Resourceful**

At iTrip Tempe, due to its extreme growth over the last three years, building relationships with local businesses is a necessity to ensure there is always the right man on the job to upkeep their properties properly. Peter also developed several businesses to support the ongoing growth — Go Bright (residential cleaning), Sunflower Property Services (maintenance and repair services for short term rentals), and Courage Recovery (a sober-living home for those recovering from drug and alcohol addiction). “All of these businesses complement each other,” Peter says.

Megan explains how iTrip Mesa is also locally resourceful— “We work closely with other service-related businesses and are always looking to build relationships with ones that share our values of providing quality and honest service for reasonable prices. Our goal is to have reliable contacts for any type of service our homes may need to keep them in tip top shape for our guests.”

We want to do our part in being good neighbors, so we are constantly exploring ways to accomplish that goal.

**Home Life**

Outside of work, Megan cherishes time with her daughter, Xiomara, and their beloved Jack Russell/Fox Terrier mix named Jack Jack. She enjoys line dance lessons, socializing with friends, taking her daughter on playdates, and experiencing life through her daughter’s eyes.

Peter and his wife, Meagan, have been married for 23 years. Their daughter, Samantha, just graduated from Desert Vista High School and son, Cole, will be a junior at Desert Vista. They enjoy hosting annual family reunions in Florida, and Peter’s favorite hobby is cooking elaborate meals that take time and focus.

**Adaptability**

For Megan, Peter, and all iTrip franchisees, adaptability is key. Due to short term rental regulations changing over the past couple years, Megan has focused on building stronger relationships with the neighbors that surround her client’s properties. “We want to do our part in being good neighbors, so we are constantly exploring ways to accomplish that goal.” Their aim is not only to provide exceptional service for their investors, but also to be responsible members of the community. “I love to help others, and I will do what I can to lift them up.”

Through iTrip, Megan and Peter are helping create generational wealth and cherished memories for guests, homeowners, employees, and their communities. “I greatly value all the relationships I’ve built through my business and in my personal life, and continue to seek new opportunities to network and build more relationships,” Megan prides. “I pour all my heart and soul into everything I do.”







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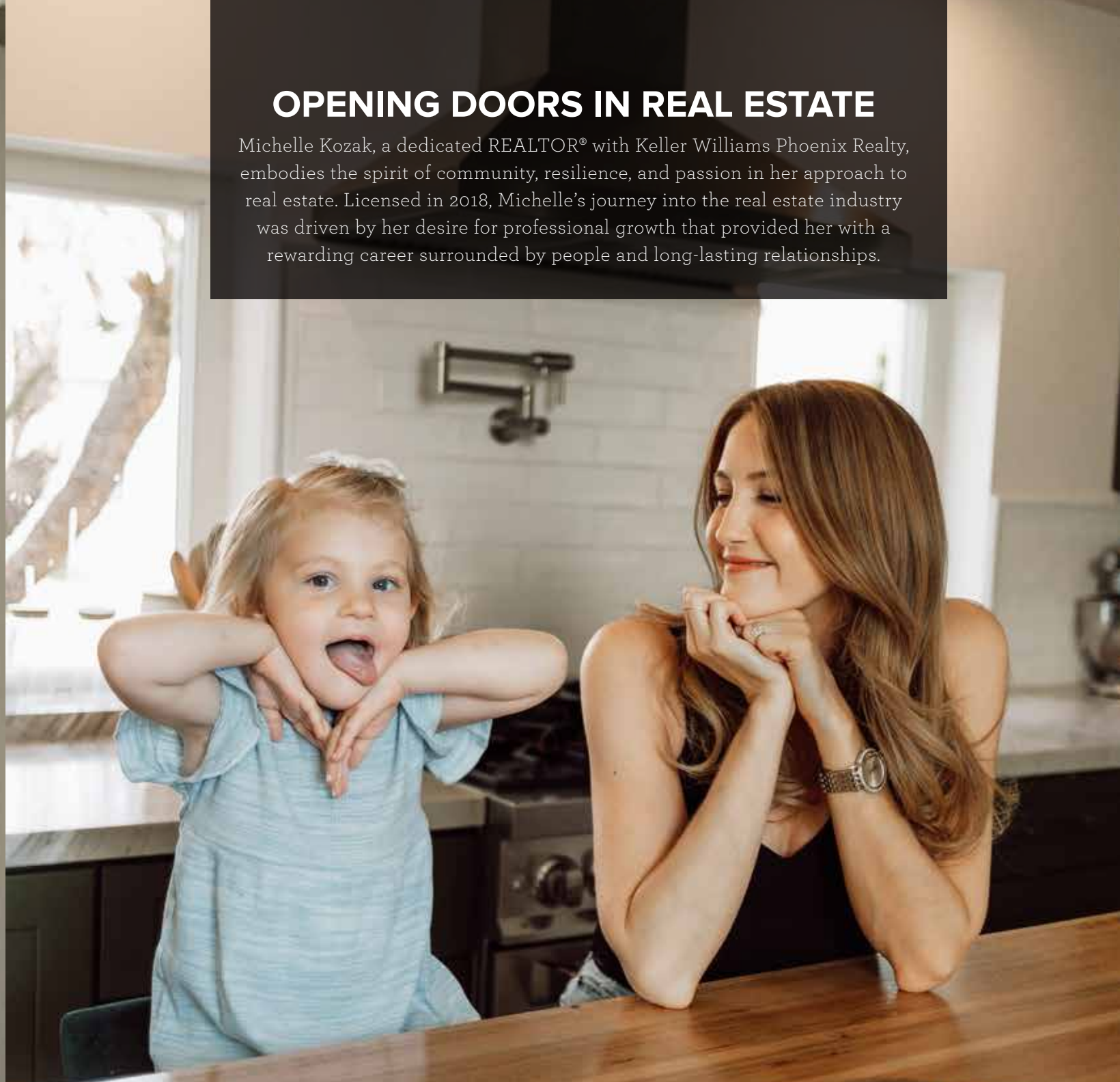
REALTOR® to watch ◀◀

Written by Kendra Woodward  
Photography by Devin Nicole Photography

# MICHELLE Kozak

## OPENING DOORS IN REAL ESTATE

Michelle Kozak, a dedicated REALTOR® with Keller Williams Phoenix Realty, embodies the spirit of community, resilience, and passion in her approach to real estate. Licensed in 2018, Michelle's journey into the real estate industry was driven by her desire for professional growth that provided her with a rewarding career surrounded by people and long-lasting relationships.



Originally from Atlanta but raised in Yuma, Arizona ("Go Criminals!" she exclaims), Michelle's decision to move to Phoenix with her husband was strategic, aiming for a location that offered both personal and professional opportunities. With a background in Hotel and Restaurant Management, Michelle's transition to real estate was fueled by a desire for

financial independence and a deeper connection with her clients.

For Michelle, the most fulfilling aspect of her work is the people — the relationships she builds, the connections she fosters, and the impact she makes on her clients' lives. She sees real estate as a gateway to wealth-building and personal growth

for her clientele, and an opportunity to educate and empower them through homeownership. "I love getting to know them, becoming friends with my clients, and becoming closer to people who are already friends that then become clients," she beams.

Having started out in a somewhat old school team environment, Michelle





learned the hard way how to prospect for clients. Her mentor, who had been in the industry for over 20 years, was a huge proponent of the “I will teach you how to fish, but won’t be providing the fish for you” mindset. While his methods worked and Michelle learned how to embrace rejection and discomfort, she realized that wasn’t how she wanted to do business long term.

“Being in a competitive environment and around other agents who were having success really helped me to learn best practices and what I did and didn’t like for myself.” Michelle continues, “I think it’s important to paint an honest picture of how difficult it can be for new agents when you start out and how much rejection that you face, but I wish people were more optimistic and shared more holistically of how amazing and WORTH IT it can truly be once you really hit your groove.”

Boasting the benefits of owning a home and growing personal wealth, the other side of the industry involves another favorite aspect for Michelle — education. “It’s really fun to watch doors open up for my past clients, because of the wise investments that they have made through real estate,” she explains. But efficiency has become the name of the game for Michelle as of late — maximizing her time while balancing her role as an agent and a mother to her young daughter, Nina. Feeling like she’s stuck just outside of a growth phase in her business,



“**I do my best for my clients and try not to compare myself to other REALTORS® who are in different stages.**”

because she’s raising a toddler, Michelle realizes that this portion of her story is dedicated to taking notes that she can implement later on. “I do my best for my clients and try not to compare myself to other REALTORS® who are in different stages.”

Beyond real estate, family stands at the center of Michelle’s life, with her husband of eight years, Stephen; their daughter Nina; and their two furry companions, Bruce and Daphne — Michelle joking that the two wrestle all day and night. The family cherishes outdoor activities,

walks, and moments spent together in the Arizona sunshine. Mornings

are often filled with mother-daughter trips to the zoo and gymnastics classes, but a perfect day would start off with a latte, followed by a couple showings, a book by the pool, a margarita in hand, and having friends over for pizza while the kids all play together outside.

The future for the Kozak family is setting out into uncharted territory as they embark on their adoption journey. This endeavor underscores Michelle’s dedication to personal and financial goals, reflecting her holistic approach to life and work.

As Michelle continues to navigate her journey, she remains committed to her clients, her family, and the pursuit of growth, both personally and professionally.





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# Debra Kwiat

## Working Towards the Future, Part of the Solution

Originally licensed in Washington in 2016 and later in Arizona when her family moved in 2020, Debra Kwiat is seamlessly serving both states and branding her efforts with the hashtag #SnowbirdsforAZtoWA.

Born and raised in Aberdeen, Washington, Debra's life has been marked by her unwavering determination. After navigating the challenges of caring for her husband following an aneurysm, Debra ventured into real estate as a means of regaining control over her life. Despite setbacks, Debra persevered, taking on multiple jobs to support her family.

In 2005 when she met her husband, Chet, who was working for a fitness company called Thrive Community Fitness, the two set off on a venture into Thrive franchises. Unfortunately, the economic downturn following opening day only two weeks later, was the downfall of their venture along with Chet's catastrophic brain aneurysm in 2012, they had to basically start over — they lost everything...their home, their business, and filed for bankruptcy.

Debra took it on her shoulders to bear the financial burden of the family by picking up four jobs, one of which was real estate in a part-time capacity. But when Chet developed a blood clot in his leg, then they discovered he had Stage 4 cancer, Debra decided it was time to focus on real estate full-time. Now with her husband living with Metastatic Cancer and Bladder Cancer, Debra doesn't know what the future holds and has since gone heads down to put in as much work now while she has his support by her side, which drives her to do more and be better every day.

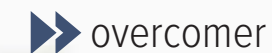
When Chet was invited to become a pastor at the Arizona City Church, a calling that Chet has felt his entire life, Debra was more than willing to place their faith in God once again and start anew in Arizona and build

her real estate sphere from scratch. Due to the pandemic however, it took her an entire year to obtain her license while working three jobs, but Debra was excited for the new opportunity and couldn't wait to service the local real estate market. She admits, her faith has led her to these amazing experiences, citing, "I just feel like I am part of a solution." She continues, "This is God's business, I'm just the ambassador."

For Debra, real estate is a calling to be a solution for her clients, to take care of them in their time of need and to become a part of their lives. She enjoys focusing on her sphere and ensures that she goes above and beyond for her clients — whether it's pressure washing, organizing garage sales, or simply being a friend. "The more you give out, the more it comes back."

Debra's motivation to excel in real estate is not only rooted in her faith, but it also stems from her mother's indomitable spirit who epitomized resilience and resourcefulness. Debra learned the value of hard work and giving back to the community while watching her mom raise five kids. They lived off their land, hunting and growing their own food, always focused on what nature could provide. "There was never a dull moment," Debra recalls. And through it all, her mom always gave towards the church donations, and her kindness was always repaid in the form of groceries randomly being left on their doorstep and money in their mailbox.

Despite the demands of her career, Debra finds solace and joy in staying active within her Active Adult Community — being a part of her community means building relationships with her neighbors that reach well



Written by Kendra Woodward  
Photography by Gilead Hernandez, Grafobox Media

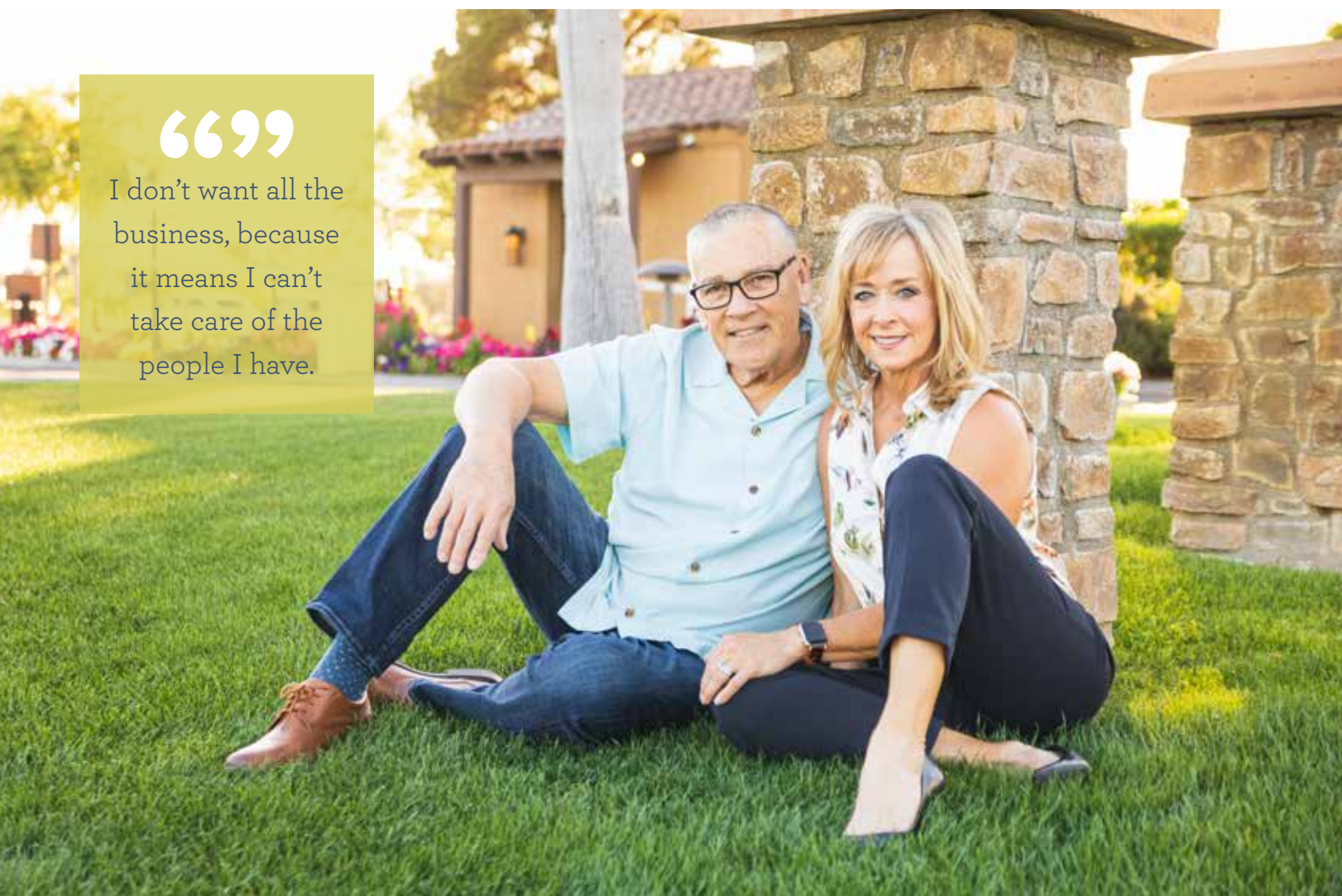






“““

I don't want all the business, because it means I can't take care of the people I have.



outside of real estate. She continues that reach through marketing efforts with banners at the local softball team field, using the partnerships she makes from those to give back percentages of closing costs to her client's preferred charity instead of building more clientele. "I don't want all the business, because it means I can't take care of the people I have."

Debra's personal challenges have instilled in her a sense of humility and pragmatism, joking that real estate is about understanding your client and how they each have their quirks and virtues. Yet, Debra's genuine intentions and unwavering positivity shine through in her approach.

At the heart of it all is Debra's devotion to her family. Married for 19 years to her husband Chet, with a blended family of five and eight grandchildren, Debra finds joy in shared activities and treasured moments. From pickleball, hiking, floating on the river, and softball...to snow skiing, Bible study, and completing puzzles, Debra embodies resilience and a zest for life.

For Debra, real estate is the perfect match. Her story is a testament to the transformative power of faith and a desire to make a difference — one client, one community, one puzzle piece at a time.







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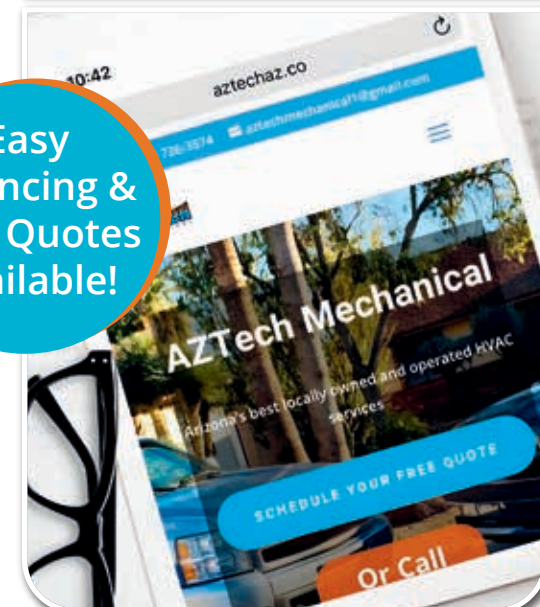
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