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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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Making Big Moves... **TOGETHER!**

Lacey Lehman, a proud Phoenix native, started her career climbing the corporate ladder at Bank of America and became the youngest Banking Center Manager in her district. After the birth of her first child in 2004, Lacey started searching for a career that would allow her a better work-life balance. It didn't take long for close family friend, Lori Wegner, to step in and introduce Lacey to the world of real estate, which ultimately changed her life!

At the young age of 22 with almost zero knowledge about real estate, Lacey obtained her license in 2005 with Lori's help and encouragement, and set off to learn everything she could. After 3 months in the business, Lacey was overwhelmed, frustrated, and almost threw in the towel. Thankfully,

a positive mindset and a change of brokerages showed her the beauty of the industry, and Lacey was reinvigorated once more. A few years later, when she started working for Pulte Homes, she and Drew met for the first time.

Hailing from Denver, Colorado, Drew joined the military right out of high school, which gave him the opportunity to travel the world while serving his country. His diverse experiences and military discipline have contributed significantly to his career path, and gave Drew the necessary tools needed to succeed.

After working as a Director of Finance in the automotive industry, Drew decided it was time for a change, and obtained his real estate license in 2000. Drew worked as an

Associate Broker in Denver until the cold winters became too much for him. Seeking warmer weather and clear blue skies, Drew brought his passion for real estate to the Arizona market in 2003. While working as a Sales Manager for Pulte Homes, that's where he first met Lacey.

Having the opportunity to work together as sales partners, Drew and Lacey quickly learned their selling styles were completely different, yet they complimented each other well. After a successful partnership together in the new home sales arena, both Lacey and Drew were laid off in 2009 when the market crashed, and found themselves going in different directions.

In 2012, Lacey spotted Drew driving on the freeway and waved him down,

and their paths converged once more. After reconnecting and catching up on life, Drew proposed the idea of getting back into the resale world and forming a real estate team. Despite initial hesitation, Lacey gave him three months to prove it could work. Not only did their gamble pay off, they eventually started dating, have since become inseparable, and expanded their team to include a full-time licensed assistant/transaction coordinator and four additional agents.

Lacey and Drew's teamwork and mutual respect are evident to their clients who benefit from their combined expertise and synchronized efforts. Emphasizing the importance of treating real estate as a serious business, Lacey advises newcomers of this, "There are a lot of people that get into the business that think it's an easy career and they're going to be overnight millionaires, but you have to be

prepared to go all in. It's people's biggest investment... Treat it seriously!"

It's evident in speaking with Lacey and Drew that real estate is a true passion for them. Whether servicing their clientele, or navigating a buyer/seller market, the duo places their highest efforts and regards on having happy clients. To do this, they stay committed to continued education so their clients can have full faith that they are receiving the best from Lacey and Drew. As well, their meticulous attention to detail and communication sets them apart from the competition.

"Whether personally or professionally, communication can make or break any relationship," Lacey advises. "We have systems in place for each and everything we do. Our Transaction Manager, who has been with us for over eight years,

“

Whether personally or professionally, communication can make or break any relationship. We have systems in place for each and everything we do.



has our processes dialed in so everyone knows what’s going on at all times.”

Lacey and Drew are truly a unique pair in real estate. “The ability to be able to help people achieve what they want with their home buying and/or selling goals and assist them in the process is the most fulfilling part about being a REALTOR®. This is big stuff and an emotional process... some clients cry, but you have to be there to support them,” Drew beams, “and we are always happy to do so!”

Married since 2017, Lacey and Drew have a blended family of six children — Josh, Tannir, Avery, Quinten, Cyanne, and Bronson — and two dogs, Kya and Blue. They cherish family time, enjoying activities like hiking, off-roading, and exploring new places, and recently started remodeling their cabin in Pinetop which has expanded their business to the White Mountains.

Despite working together every day, they never tire of each other’s company. “We literally sit side by side while working together,” Lacey beams. “We’re best friends and our clients see and feel that. We’re just very in tune with what’s going on.” With a strong team and unwavering support for each other, they continue to make big moves together, one successful real estate transaction at a time.



“

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Written by Kendra Woodward
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Making Moving Simple

With a team helmed by General Manager, Kenny Archibald, along with Bill Watson overseeing the West Valley and Scottsdale areas and Antonio Fabrizi managing the East Valley, Berger Allied Movers exemplifies dedication and personalized service. The boutique moving company's commitment to excellence is mirrored by their parent company, Allied Van Lines.

Bill Watson: A Legacy of Dedication

Bill's introduction to the moving industry is rooted in family. Growing up in a household of nine children, he watched his father, one of the hardest working men he has ever known, navigate the demands of the moving business while raising a family. "My father was one of the hardest working men I've ever known," Bill prides about his father who has since retired. This prime example of relentless work ethic, combined with a competitive family spirit cultivated through sports, is what laid the foundation for Bill's career.

Starting under his father's guidance as a teenager, Bill worked his way up from driving trucks to handling operations and accounting while in college. His extensive experience, spanning nearly three decades, has made him a seasoned salesman and estimator. Six years ago, Bill

brought his expertise to Berger Allied, where he continues to ensure they receive the highest level of care, boasting, "We're movers who care."

Antonio Fabrizi: From East to West

Hailing from northern New York, Antonio's go-getter attitude was initially molded by his parents and twin brother. While obtaining an undergraduate degree in Economics and Politics and a Master's in Business in Washington D.C., Antonio slowly carved out a career as an account manager for a beverage distributor. Sparked by a professor's case study on corporate relocation, Antonio's interest in the subject led him to explore the moving industry.

After working for an independent firm along the East Coast, Antonio decided that he needed to align with the



support and structure of a national Van line because of their service standards and reach. He moved to Phoenix and joined Berger Allied. His academic background and experience across various industries has given him a unique perspective on the moving industry, allowing him to navigate each client's unique challenges while making the process seamless and stress-free.

A Personal Touch in Every Move

While the Berger Allied Movers' name has been around for 114 years, it wasn't long thereafter that Allied Van Lines came onto the scene in 1928, and when the two companies merged, Berger became one of the largest moving agents with Allied! "Anyone can start out as a mover, but you have to get certified to become Allied," Antonio prides.

One of the defining characteristics of Berger Allied Movers is their commitment to personalized service. Despite the national standards they adhere to under the Allied brand, Bill and Antonio's hands-on approach sets them apart as industry leaders, and their ability to calm clients and provide reassurance is a cornerstone of their service. "We're as professional as they come," Bill asserts. "We guarantee all of our moves."

Taking pride in creating a rapport with every client and working directly with REALTORS® to provide unparalleled service

is key for Berger Allied. This dedication ensures that whether a move is local, national, or international, the clients' needs are met with the utmost care and professionalism. With trucks in all 50 states and the ability to perform virtual appointments and estimates, Bill and Antonio are making moving as easy as making a phone call. "Every customer is different, every move is different," they note.

The variety of homes and designs the team encounters is what keeps the job exciting and fresh for Bill, and Antonio echoes this sentiment, highlighting the recession-proof nature of the industry, "Statistically, the same amount of people are moving every year and it's attractive from an industry standpoint."

Between their climate-controlled facilities and simple estimates Berger clientele are able to customize their services more easily, to fit their lives and their budgets. Additionally, services like their declutter program, estate cleanouts, and bill splitting options are all designed to ease the burden on their clients, which is especially helpful for siblings dealing with the loss of a parent. Beyond the attention and care they place on their clientele, they also offer discounts to agents providing repeat business.

Outside of work...

Bill and Antonio lead fulfilling personal lives. Bill and his wife, Ginger, enjoy in-state road trips, canoeing, and hiking with their two Aussie Shepherd mixes, Rex and Winnie. An active individual, Bill indulges in slow-pitch softball, biking, jogging, hitting the gym, and he's also a movie buff and enjoys watching sports.

Antonio has a passion for working on mostly older cars, that he occasionally flips to resell, and makes wine in his spare time. Despite being new to the area, Antonio has embraced the change of pace and enjoys helping people buy vacation homes in Italy, leveraging his connections as a liaison.

A Future of Growth and Excellence

With a team that combines decades of experience, a commitment to personal service, and a dedication to innovation, Berger Allied Movers are redefining what it means to use a moving company. Their unique infrastructure and unwavering commitment to client satisfaction ensure that they will continue to stand out in the industry. "Movers who care" is more than just a tagline for this team; it's their philosophy.



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By John L. Lohr, Jr. - Hymson Goldstein Pantiliat & Lohr, PLLC

THE DANGERS OF THE FEDERAL CORPORATE TRANSPARENCY ACT

Last year, Congress passed The Federal Corporate Transparency Act (“CTA”), which is a federal law designed to prevent smaller companies from being used as vehicles to hide the spoils of illegal activities, launder money, evade taxes, fund terrorism, undermine the US democracy and influence its elections. The CTA became effective January 1, 2024.

Many REALTORS®, just like many of our clients, operate their businesses through small, closely held entities in the forms of corporations or limited liability companies. The CTA calls these businesses Domestic Reporting Companies. In all likelihood, if you have an LLC, the CTA applies to your company.

Under the CTA, companies formed by registering with a government agency like the Arizona Corporation Commission or the secretaries of state of states other than Arizona, with certain exceptions, are “Reporting Companies” that are required to supply information about their owners, controlling persons and the persons or entities that participated in the formation of those companies, to a federal agency, the Financial Crimes Enforcement Network (FinCEN) that will operate a secure electronic database (the Beneficial Ownership Secure System or “BOSS”) accessible only by federal and state law-enforcement agencies.

Unfortunately, violations for not complying with the CTA are very harsh. These violations include a failure to file the

required report or knowingly including false or fraudulent information in it. A civil penalty of \$500 per day may be imposed for each day that a person continues a violation until it is remedied. A criminal fine of up to \$10,000 and/or imprisonment of up to two years may also be imposed.

Your limited liability company is most likely required to file under the CTA. Domestic Reporting Companies formed after December 31, 2023 must register and supply beneficial ownership information (“BOI”) to FinCEN within 30 days after it or the public receives notice that it has been created or registered from the government agency with which it filed the document that created it like articles of incorporation or articles of organization. Domestic Reporting Companies formed before January 1, 2024 must supply that information to FinCEN before January 1, 2025. But “Large Operating Companies” that have a physical, operating presence in the US, at least 20 full-time employees, and \$5,000,000 in gross revenue as shown by its prior year’s tax return, non-profits described in Section 501(a) of the Internal Revenue Code, certain public accounting firms, publicly traded companies, FDIC-insured banks and other entities that already are required to disclose information to the federal government are exempt from the disclosure requirements of the CTA.

Owners who must disclose include persons who exercise substantial control over a Reporting Company regardless of actual ownership or who own 25% or more of the ownership interest of the company. Senior officers of

a company, such as the Chief Executive Officer, Chief Operating Officer, Chief Financial Officer or President, are deemed to have substantial control over the Reporting Company. Any individual with power to remove any of those officers or a majority of a company’s board of directors or has substantial influence over important decisions is also subject to the disclosure requirements of the CTA.

A “Company Applicant” is also subject to the CTA’s disclosure requirements but only with respect to companies formed after December 31, 2023. Company Applicants include any individual who files the document creating the company with an Applicable Agency like the Arizona Corporation Commission or a Secretary of State. Thus, an “organizer” of a limited liability company or an attorney who acts as an authorized agent or incorporator of a corporation and prepares and submits its articles of incorporation are Company Applicants.

What must be reported?

Regarding the Reporting Company:

- The full legal name of the Reporting Company and any dba or tradename.
- The street address of its principal place of business.
- The state, territory, or tribal jurisdiction of its registration (formation or organization).
- Its tax or employee identification number.

Regarding the beneficial owners including controlling persons and “Company Applicants”:

- Full legal name and date of birth.
- Residential street address.
- If the Company Applicant is an entity that regularly forms business entities in the ordinary course of its business, its business street address.
- For an individual an official identifying number from a non-expired US Passport, driver’s license issued by a state, or identification card issued by a state, local government, or Indian tribe.
- An image of the identifying document from which the identifying number was taken.

Individuals may also obtain a unique FinCEN identification number to be used in future disclosures in place of the above information.

The filing will can be done online by going to <https://www.fincen.gov/boi>

Law firms, as well as individuals who regularly form companies, should obtain that FinCEN Identifier as soon as possible. Also be mindful that

fraudsters may pose as companies that will assist in filing the required report when their actual purpose is to obtain personal information to facilitate identity theft. As is often the case, vigilance and healthy skepticism can be the best defense.

There have been some legal challenges in court to the CTA as unconstitutional. There were at least six pending in the federal court system challenging the constitutionality of the CTA as of June 2024 including one filed by the National Small Business Association (NSBA). These lawsuits have been filed in the United States District Court for the Northern District of Alabama, the United States District Court for the Northern District of Ohio, the United States District Court of Massachusetts, *United States District Court, Western District of Michigan, United States District Court for the Eastern District of Texas and United States District Court and District of Massachusetts*. They argue that the CTA violates the Fourth Amendment’s protections against unreasonable searches and seizures, among other things. However, as of the date of this article, the CTA is still in force.

This article is intended only as a summary of, and only touches the surface of, the CTA and regulations under it. The statute’s and regulations’ requirements and exemptions are highly technical, and there is no substitute for sound legal advice and fulfilling the requirements of the statute and regulations with all deliberate speed. We at Hymson Goldstein Pantiliat & Lohr are happy to help.

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Together Everyone Achieves More

Brandon Robben and his business partner, Russel Diehl, are making significant strides with their boutique brokerage, AZ Network Realty. With a team of nine dedicated agents, for now, they are not only focused on growing their business, but also transforming the lives of their clients and agents alike.

Brandon's journey to real estate began far from the sun-soaked streets of Arizona. Born and raised in small town Victoria, Kansas, he earned a degree in Kinesiology, initially setting his sights on a career in fitness and health. "I just love talking to people," he shares. His passion for helping others led him to a career in fitness, where he spent nine years assisting clients with various health goals from losing weight to recovering from injuries. However, he yearned for more control over his career and the ability to make a broader impact.

Growing up in a small town, Brandon knew he was ready for a different challenge. And after years of the daily grind — work, church, and more work — Brandon's competitive nature had him yearning for more. So, in 2013, Brandon obtained his real estate license and soon realized that his knack for connecting with people translated well in real estate.

Throughout his eight years practicing in Nebraska, he gleaned as much as he could from those around him. Two mentors in his early years helped him to start off on the right foot: Rick Kanne and Ralph Marasco. Rick Kanne, who was like a dad to Brandon, had been through many real estate cycles and taught him from his many experiences. Ralph Marasco helped Brandon understand what it meant to be a successful agent and how he could get there. Brandon contributes his continued successes to not only Rick and Ralph but to also the many other agents in his life who have helped him along the way.

In 2022 Brandon moved to Arizona without knowing anyone aside from a few distant relatives, and immediately joined forces with Russel. Together,

they embarked on a mission to build a close-knit team of successful agents by leveraging Russel's website, arizonarealestate.com, to generate and convert leads — which has provided a solid foundation for their business, allowing them to translate opportunities into tangible success. "I couldn't have done it without the website and Russel," Brandon admits.

Operating as a boutique brokerage, where every agent is integral to their success, their tagline quickly became "Have No Fear." Brandon explains, "If you don't take chances in life, you'll miss opportunities." This philosophy of embracing discomfort and taking risks has been a major cornerstone in their growth.

At the heart of Brandon's work though is a genuine passion for helping people. Whether it's guiding clients through the complexities of buying and selling a home, or mentoring new agents, he finds fulfillment in making a difference. "The more lives you can change, the better," he beams, explaining his approach to real estate as holistic, where he focuses on building relationships and growing from each transaction.

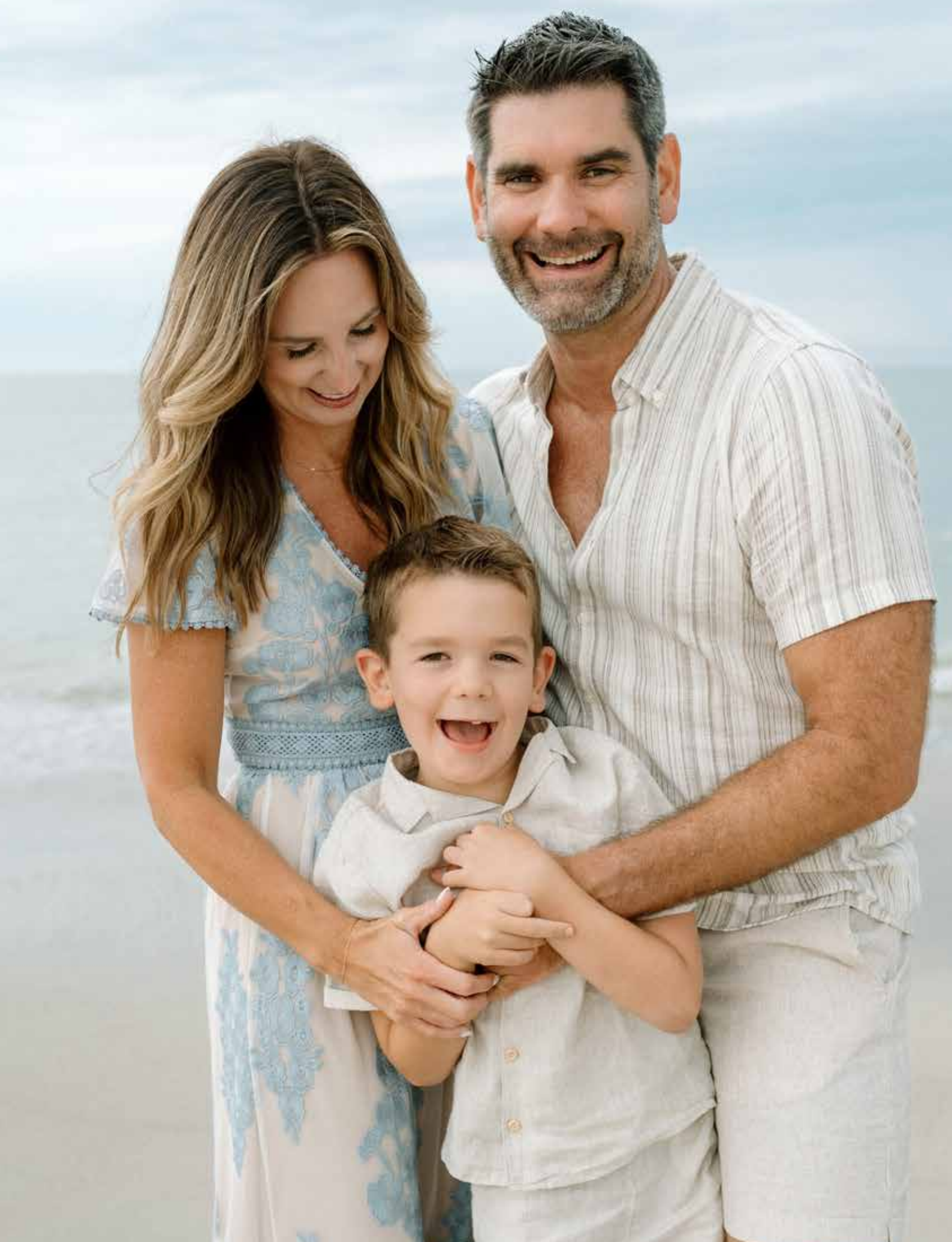
A firm believer in continuous learning and adaptability, Brandon assets, "I'm never just sitting on the sidelines." By staying actively involved in transactions and market trends, he ensures that both his clients and agents benefit from the latest insights and strategies.

Outside of his professional endeavors, Brandon and his wife, Michale, have one son named Franklin. The family enjoys traveling, golfing, and spending quality time together. As well, Brandon's involvement with their



» REALTOR® life

Written by Kendra Woodward
Photography by Gilead
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parish, St. Thomas More in Glendale, reflects his commitment to molding his son into a good human being, and where he also dedicates time to participating in charitable events.

Their recent one-month trip to North Carolina and stay at a family lake house in Iowa highlight Brandon’s ability to balance work and family life seamlessly. Always equipped with his computer, Brandon finds ways to integrate work into their travels, ensuring he remains productive while creating unforgettable experiences for his family.

Looking ahead Brandon and Russel have ambitious plans for AZ Network Realty within the next five years. They aim to expand their team to 50 agents and hope to have each one generating an

average of \$7.5 million in sales annually. They look for agents who are hungry, humble, and smart, as well as individuals that are dedicated to their craft and eager to learn.

“I’m one of those guys where if I’m going to do something, I’m all in,” Brandon boasts. The ability to wear multiple hats and help other agents through transactions is always a highlight of Brandon’s day. “I’m never just sitting on the sidelines. I always know what the market’s like and how to best position our marketing and negotiations to benefit my clients.” This unwavering commitment, combined with a supportive partnership and a growing team, positions AZ Network Realty for continued success and innovation in the Arizona real estate market.

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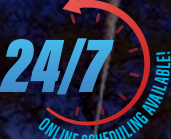
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SELLING THE AMERICAN DREAM

A powerhouse in the real estate world, Christy Le inspires resilience and dedication in all who meet her. Born in Vietnam, Christy was a single mom who carved a niche for herself in the competitive commercial real estate market of Southeast Asia. Today, she brings her passion and expertise to the Curtis Johnson Team in Arizona, where she continues to make a significant impact in the industry she loves so much.

Christy's journey into real estate began with commercial listings in Vietnam, where she led a highly successful team and was voted the Best Listing Team in Southeast Asia. Moving to Arizona in 2014 to be with her husband, she initially became part owner of a successful nail salon, however, her heart remained in real estate and helping her community, prompting her to obtain her real estate license in Arizona in 2018.

While Christy admits she's still getting a hold on the English language, it doesn't deter her passion for helping others obtain the American Dream of home ownership...especially those relocating from her home country of Vietnam. And despite her expertise being in commercial real estate, when Christy decided to get licensed in the States, she opted to focus her business more on residential real estate instead. Through this new venture, Christy has been able to meet more people, build longer lasting relationships, and her favorite part, viewing new houses every day. "It makes every day exciting," she beams.

With a good depth of knowledge and experience on both sides of the real estate industry, commercial and residential, Christy appreciates the differences and challenges each side presents in the American real estate market. She loves the variety and excitement that each new day brings, and enjoys the freedom and flexibility it provides for her and her family. Best of all, handing over the keys to a new home gives Christy a profound sense of accomplishment, knowing she helped her client take a step towards financial independence.

Understanding the importance of good leadership in real estate, Christy highlights the role her Team Leader, Curtis Johnson, has played in steering her course throughout the industry. His humbleness, success, and pride for his family are goals that Christy aspires to. "He's the one I always highlight," Christy says, referring to other mentors throughout her career, "and want to be like him one day."

Reflecting on her journey, Christy wishes she had started her real estate career in the U.S. sooner, but was stunted by a lack of support from friends who said it would be too difficult and that she wouldn't be successful. But their negativity became her positivity, and pushed Christy to work that much harder to achieve her dream and prove herself. Just like Christy tells her assistant, "You have to be consistent and prove yourself."

Focus — a word Christy often relies on — has taught her that consistency and knowledge will help you achieve any goal, so long as you are focused on the task at hand. "Everyone thinks you make money without doing anything, but you have to improve everyday." If you focus on your goal, and work to reach it, you will achieve it.

Always eager to learn, Christy spends her free time engaging in activities that enhance her well-being, such as yoga and meditation. "I am a weird person," she quips. "I'm always trying to learn." Meditation and yoga, specifically, help her navigate the roller-coaster ride of the real estate industry — while yoga calms her body, meditation calms her mind.

Married to her husband, Kenny, the couple has one adult son, Ethan, who has joined with Christy to help her full-time while he reviews for his real estate exam, as she ramps up her next goal of building a team. She loves cooking in her free time and finds joy in spending time with her family, despite her demanding work schedule. With last year's accomplishment of closing 55 deals, Christy aims to beat that goal in 2024 and has already closed on 30 deals by the middle of the year.

Determined to surpass last year's achievements and preparing for the next step in her real estate career, Christy wants to get another mentor or coach on her side to help ease her into the development of a team. With her son joining her in real estate, it seems the concept of a team is close within her reach.



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