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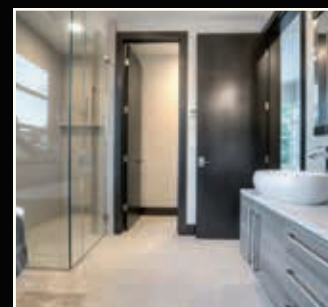
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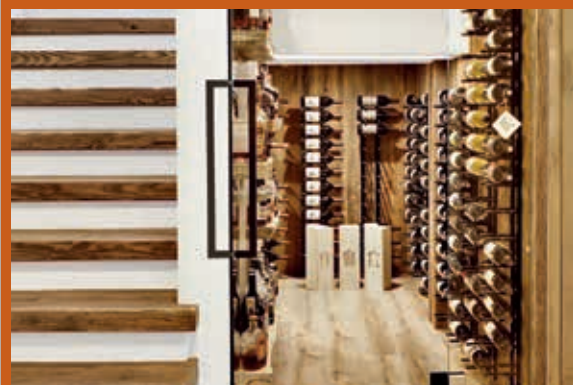
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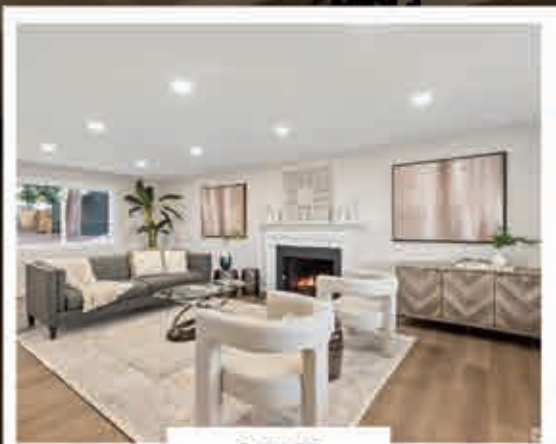


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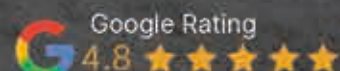
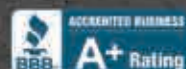
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Contents



Matt Miner and
Ryan Palardy **52**
COVER STORY

PROFILES



40 Stephen Ku



46 Sam Burke



Cindy Fraioli

IN THIS ISSUE

- 12 Meet The Team
- 16 Publisher's Note
- 18 Preferred Partners
- 22 Notable Home
- 28 **Sponsor Spotlight:** Cindy Fraioli of Cross Country Mortgage
- 34 **Nonprofit:** Kenzie & Dot
- 40 **Rising Star:** Stephen Ku
- 46 **Agent Spotlight:** Sam Burke
- 52 **Cover Story:** Matt Miner and Ryan Palardy

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Welcome to the *August issue* of *Seattle Real Producers!*

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As we move into August, it's hard not to appreciate what an incredible summer we've been blessed with here in the Pacific Northwest. Long sunny days, evenings on the water, backyard barbecues, hiking trails, golf courses, and time spent with family and friends remind us why this region is such a special place to call home.

We have some amazing features this month. The one thing that continues to inspire me is hearing stories of hard work that leads to success. We all have room to grow, but appreciating the journey is a huge part of business and life.

At our June Mastermind, we gathered with some of the top professionals in our community to discuss a topic that is on everyone's mind: how to navigate today's market and come out on top. While strategies, systems, and market knowledge are all critical, one theme stood out above the rest—those who remain adaptable,

consistent, and focused on serving their clients will continue to thrive regardless of market conditions.

As real estate professionals, we work incredibly hard throughout the year. We invest long hours, solve complex problems, and constantly look for ways to better serve our clients and communities. But it's important to remember why we do it. Success is not just measured in transactions closed or goals achieved. The real payoff is creating a life that allows us to enjoy meaningful moments with the people who matter most.

As summer begins to wind down, I encourage you to finish strong, stay focused, and make time to enjoy everything this amazing season has to offer.

Shea Robinson
Seattle Real Producers



Seattle's HB 1345 Is Changing What Homeowners Can Do With Their Property

REAL ESTATE PROFESSIONALS WHO UNDERSTAND WHERE HOUSING LAWS ARE HEADED WILL HAVE A STRONGER EDGE IN THE CONVERSATIONS AHEAD



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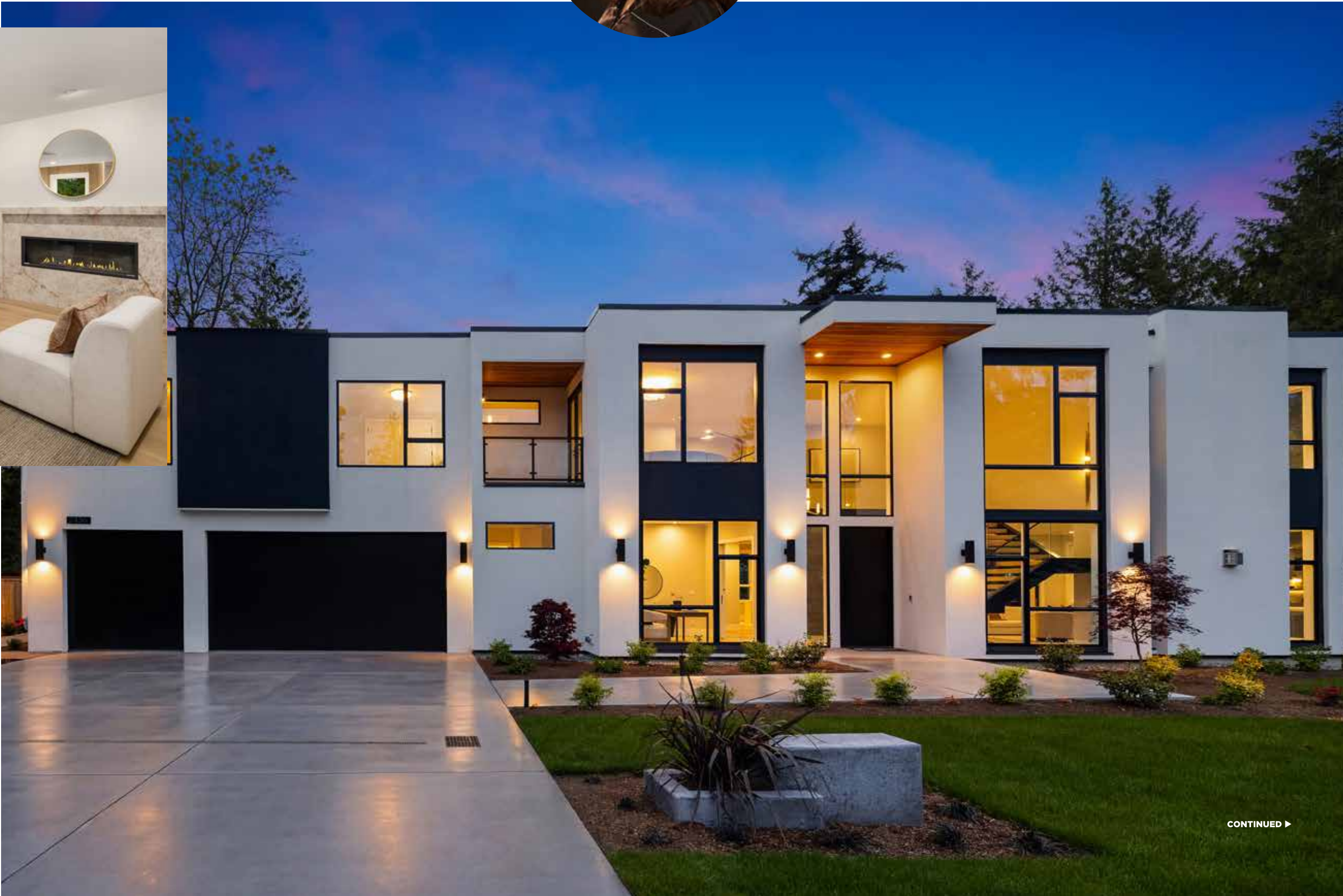
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An exceptional expression of Northwest Modern design, this architecturally significant true two-story residence spans 6,354 square feet and was masterfully designed by McCullough Architects and Six Walls and meticulously built by Coastline Homes. Perfectly positioned on a rare private cul-de-sac in one of Medina's most sought-after neighborhoods, the home is defined by clean contemporary lines, premium stucco finishes, and exceptional craftsmanship throughout.

A dramatic 20-foot entry and striking custom floating staircase set the tone for interiors that offer a refined balance of sophisticated design and modern functionality. Five en-suite bedrooms, including a main-level suite with a separate exterior entrance, provide flexibility and privacy, while walls of glass

CONTINUED ►



fill the home with natural light and create a seamless connection to the surrounding outdoor spaces.

At the center of the residence, the chef's kitchen features premium Miele appliances, custom Winterwood cabinetry, three dishwashers, and five ovens thoughtfully integrated throughout the main and scullery kitchens. Designer finishes from Ann Sacks and Visual Comfort elevate the home's contemporary aesthetic, while the oversized statement island anchors spaces designed for both everyday living and exceptional entertaining.

The upper-level primary suite serves as a private retreat, highlighted by a spa-inspired bath and an approximately 500-square-foot boutique-style wardrobe with direct access to the laundry room.

Additional amenities include a private office, bonus room, temperature-controlled wine cellar, and a dedicated wellness wing featuring a fitness studio and sauna. A covered outdoor pavilion with built-in kitchen amenities and heating creates an inviting setting for year-round indoor-outdoor living.

Combining timeless modern architecture, curated designer finishes, and thoughtfully integrated luxury, this extraordinary residence presents a rare opportunity to experience elevated living in one of Medina's most desirable settings.



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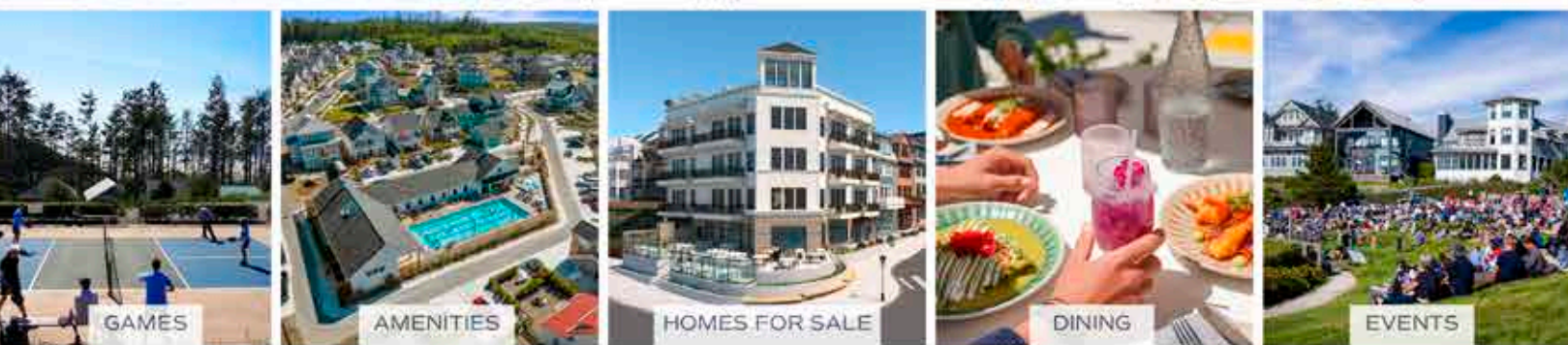


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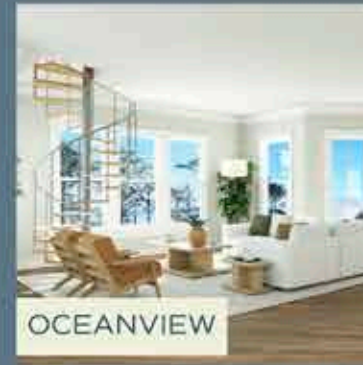
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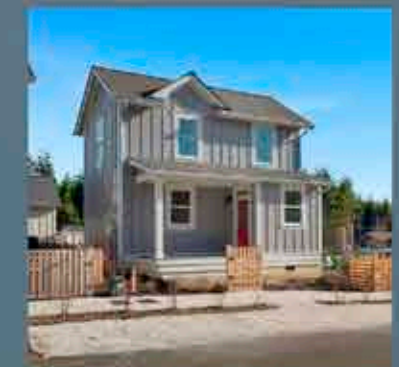


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3 BR | 2.75 BA | 2,811 SF
\$1,379,000



OCEANVIEW

216 Front St.
4 BR | 5 BA | 2,629 SF
\$2,350,000

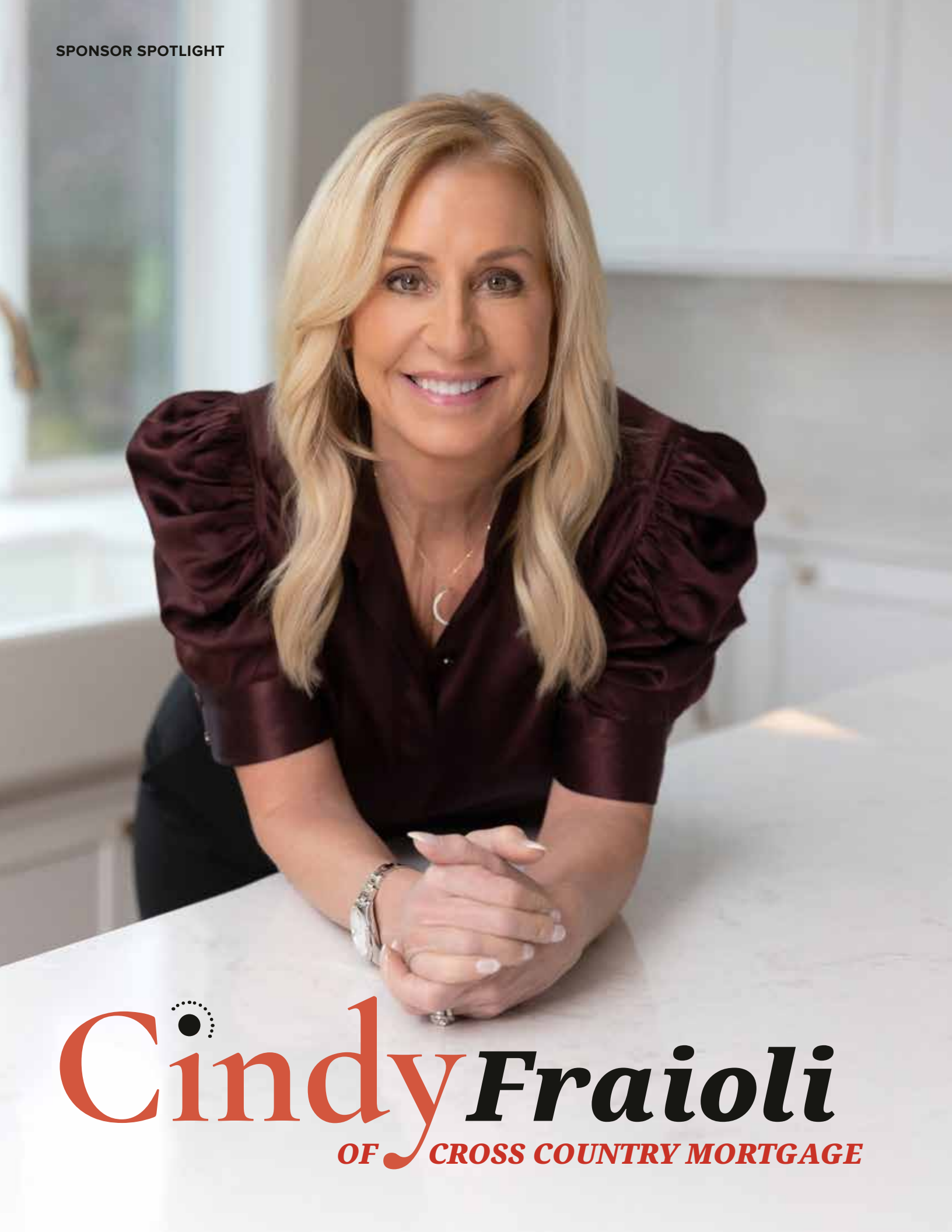


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Cindy *Fraioli*
OF CROSS COUNTRY MORTGAGE

**Helping Seattle
Realtors Close
More Business**

PHOTOS BY FOCUSED MEDIA COLLECTIVE

When a mortgage professional has spent 30 years navigating every market cycle imaginable, from boom times to the darkest days of the housing recession, that depth of experience becomes a genuine asset for the real estate agents who partner with her. Cindy Fraioli, Senior Loan Officer at Cross Country Mortgage, brings exactly that kind of hard-won expertise to her work, and the top-producing REALTOR® professionals who collaborate with her feel the difference every time a complex deal lands on her desk.

Cindy's path to mortgage lending was anything but linear. Originally from Madras, Oregon, she built her early career in high-tech, selling hardware and software for Cisco Systems and logging significant travel miles across the country. As a single parent at the time, the constant travel became unsustainable. A chance encounter changed everything: while selling software to a real estate company, she connected with their mortgage division, and they invited her to join their team. "I love helping people," she reflects, "so the mortgage industry has been a natural fit." That pivot, made three decades ago, set the course for a career defined by relationship-building and genuine client advocacy.

Cross Country Mortgage itself carries considerable weight in





client business, reflects a practice built on something far more durable than a single closing.

Outside the office, Cindy's life is rich with the things that feed her sense of purpose. She and her husband, Eric, are currently exploring a new chapter with Harley-Davidson motorcycles, a fun complement to her lifelong passion for reining horses. Her four grandchildren, ranging in age from three to nine, keep life lively and grounded. Rooney, the eldest, shares Grammy's love of horses; Elliot is all energy and sports; Westy, at five, is already showing signs of remarkable capability; and Dimple, the youngest, is a spirited three-year-old full of personality. Family, faith, and living by example are central to who Cindy is, and those values carry directly into the way she runs her business.

The 2008 housing recession was the defining professional challenge of her career. With two daughters in college and a family depending on her, Cindy weathered a period when the lending pendulum swung hard toward restriction, making approvals painfully difficult. She not only survived that era but also adapted and grew. Today, portfolio lending accounts for roughly 40 percent of her loan volume, a reflection of how she has stayed ahead of market shifts by embracing tools and approaches that expand what is possible for her clients.

Looking ahead, Cindy is committed to deepening the value she provides to her agent partners. She is actively coached by leading real estate and lending coaches in the country, consistently pushing herself to grow so she can better serve the agents she mentors. Her goal is straightforward: help more REALTOR® professionals close

lending options give Cindy the tools she needs to serve clients who might not fit conventional financing boxes. Her specialties span first-time homebuyers, jumbo loans, purchase transactions, and refinances, serving communities across the greater Seattle area, including Redmond, Woodinville, and Snohomish.

What truly sets Cindy apart is a philosophy that runs counter to the transactional nature of modern lending. "We don't ever want to be transactional," she says. "I believe even with all of the high-tech, clients want to work with someone they like and trust. Trust is huge, and my reputation is everything. We work with a high integrity mindset and always do what is best for the client, even if it means we don't benefit. I believe doing the right thing always comes back." That mindset, combined with a consistently high rate of repeat

the industry. Recognized as the largest retail mortgage lender in the country for three consecutive years, the company has also earned a spot on the Inc. 5,000 list of fastest-growing companies for 10 years running. Its expansive loan products and robust portfolio

"We don't ever want to be transactional."

more business by giving them the team support, education, and weekend availability that top producers genuinely need.

Her advice to real estate professionals is equally direct. If a client has been turned down for financing elsewhere, reach out. Cross Country Mortgage's portfolio lending options open doors that traditional lenders often cannot. And when agents are working weekends and clients are making offers, Cindy and her team are right there with them.

Consistently ranking in the top one percent of mortgage originators nationwide, Cindy Fraioli brings to every partnership the rare combination of three decades of lending knowledge, a genuine mentor's heart, and the resources of the country's largest retail mortgage lender. For Seattle-area REALTOR® professionals ready to close more business with a lender who treats every client like a long-term relationship, Cindy is ready to answer the call. ▀

CONTACT US!

Reach Cindy Fraioli at crosscountrymortgage.com/seattle-wa-5531/cindy-fraioli or (425) 785-8202.*



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KENZIE & DOT

BUILDING A

STRONGER COMMUNITY

W When we think about what makes a neighborhood a truly wonderful place to live, we often look at the quality of the schools, the beauty of the parks, and the vitality of the local businesses. But the real heartbeat of any vibrant real estate market—and the communities within it—is the spirit of the people who live there. A great community isn't just built from brick and mortar; it is forged through generosity, intentional connection, and a shared commitment to lifting one another up. In our local area, few organizations embody this spirit quite like the Kenzie & Dot Foundation.

A Mission Rooted in Community and Care

Established in 2023, the Kenzie & Dot Foundation was born out of a profound desire to champion individuals who want to make a tangible difference and help our local community thrive. The heart of their mission is simple yet deeply impactful: to empower and uplift local youth and their families by providing the resources, means, and opportunities they need to inspire confidence and achieve long-term success.

For real estate professionals and local residents alike, supporting foundations like Kenzie & Dot is exactly what turns a standard zip code into a true neighborhood. When our youth thrive, families stabilize, and our entire community grows stronger, more resilient, and ultimately more attractive to future homeowners.

Hitting the Greens for a Good Cause

To fund their incredible initiatives, the foundation relies on the generosity of local residents and powerful partnerships with beloved neighborhood establishments. One of the primary highlights on the summer calendar is the annual charity golf tournament, hosted in partnership with The Pizza Coop on July 19.

This signature event seamlessly blends community fun with an incredible cause. It has quickly become a premier local gathering where neighbors, business owners, and golf enthusiasts can connect on the green while making a lasting local impact. In 2025, the tournament successfully raised an astonishing \$25,000. Every single dollar raised goes directly back into the community, fueling vital programs that support local families when they need it most.

Bringing Holiday Magic: Shop With a Cop

The incredible success of the summer golf tournament directly paves the way for the foundation's signature winter event: Shop With a Cop.

Held each December at the Woodinville Target, this heartwarming community outreach transforms the holiday season for local children. By partnering closely with Eastside Fire & Rescue and the Woodinville Police Department, the Kenzie & Dot Foundation gives local youth the unique opportunity to shop for holiday gifts. In 2025, over 100 kids in need were able to shop.

This event does far more than just provide gifts and meals; it fosters deep, positive relationships between local youth, first responders, and the community at large—building bridges that





remain long after the decorations come down.

Looking Ahead: Mark Your Calendars for Bingo Night!

The foundation's efforts do not slow down when the winter holidays end. They are continually developing innovative, engaging ways to bring the neighborhood together while proactively addressing critical local needs. The next big opportunity to get involved is just around the corner!

The Kenzie & Dot Foundation is proud to host a lively Bingo Night on Tuesday, September 29. This evening promises fantastic entertainment for all ages with a dual layer of community giving:

Stocking the Shelves: The foundation will be actively collecting food donations at the door to directly support local food banks during a critical time of year.

Dressing for Success: All entry proceeds and financial donations

from the evening's event will go entirely toward the "Clothes For Kids" foundation, helping ensure local students have the quality clothing they need to attend school with pride and confidence.

Get Involved and Help Our Community Thrive

Whether you are looking to purchase a home in our beautiful region, are a long-time resident, or operate a local business, the Kenzie & Dot Foundation offers a beautiful reminder of what makes our community so distinctly special. Their vibrant, inclusive branding represents a true circle of support across the Eastside.

To learn more about how you can sponsor an upcoming event, volunteer your time, or make a direct donation to their community initiatives, please visit their official website at kenziedotfoundation.org or email Kenziedotfoundation@gmail.com. Together, we can make sure that every family and child in our neighborhood has the opportunity to thrive. 🏡



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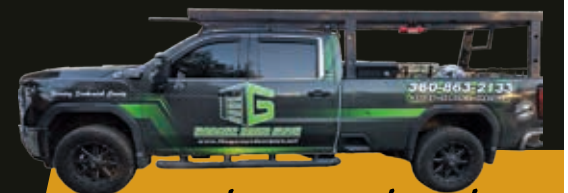
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BUILT FOR CONNECTION

PHOTOS BY JACKIE PHAIROW PHOTOGRAPHY

Growing up in Minnesota as the oldest of three children, Stephen Ku learned early about hard work, perseverance, and the sacrifices his parents made to create opportunities for their family. His parents immigrated to the United States from Taiwan, and like many children of immigrants, he felt the responsibility to pursue a financially stable career and make the most of every opportunity.

STEPHEN KU

That mindset led Stephen to business school, graduate school, and eventually to Microsoft. Seven years ago, he relocated from Minneapolis to Seattle to join the company through its leadership development program. It felt like the perfect fit at the time; he loved the culture, loved the work and the people, and envisioned spending the next thirty years building a legacy there. Most recently, he served as Chief of Staff to the Vice President of Recruiting, overseeing business operations for a global organization of nearly 500 employees.

But despite the success, Stephen eventually started to feel stuck and had an itch to do something different. “On paper, I had the dream job at a dream company. In reality, something was missing. I was waking up restless, going through the motions, and constantly dreaming about building my own business. Still, the fear of leaving the safety and steady paycheck of the corporate world made me hesitate.”

At the encouragement of his wife, Stephen stepped away for a month. Initially, he assumed he would simply transition into another role within Microsoft. Instead, the break gave him an opportunity to ask himself a different question.

“If money wasn’t driving the decision, what would I actually want to do?”

The answer surprised him.

Having purchased his first home several years earlier,

Stephen had developed a fascination with real estate. While on break from Microsoft, he decided to immerse himself in the industry and earn his license.

However, the more he learned, the more he realized this career sat right at the intersection of his truest passions: real estate, entrepreneurship, and deeply connecting with people. So, he took a leap of faith.

“I figured I could always go back into tech, but I wanted to see where this path could go,” he recalls.

Stephen eventually joined The McConnell Group, finding it to be the perfect



team and cultural fit to jumpstart his career.

Today, nearly a year into his real estate career, Stephen Ku has already surpassed his original goals with 28 transactions and over \$30million in sales volume.

he says. “Getting to know families, hearing their stories, and helping them through one of the biggest decisions of their lives is what gives me energy.”

His ability to connect with people stems from

But for him, success has never been about chasing numbers.

“What I love most is the people,”

experiences that long predate real estate. Growing up as one of the few Asian Americans in his community taught Stephen Ku to be observant and intentional. Later, a brief job in retail during graduate school at Lululemon helped him develop the skill of instantly building rapport with strangers.

“Everyone has something they’re passionate about,” he says. “Whether it’s sports, entertainment, food, or traveling, I love finding

“
THERE ARE NO
SHORTCUTS IN
THIS BUSINESS.

CARE ABOUT
PEOPLE, FOLLOW
THROUGH, & NEVER
STOP LEARNING.
EVERYTHING ELSE
WILL TAKE CARE
OF ITSELF.

”



common ground and building relationships from there.”

Outside of real estate, Stephen channels his competitive side into pickleball. A former tennis player, he picked up the sport during the pandemic and quickly rose to a competitive level, competing with some of the top local players in the area. While he enjoyed playing competitively in tournaments, he discovered something even more fulfilling: coaching.

What started with one lesson for a former coworker has grown organically into a thriving side business, with students who regularly seek

him out for instruction. For Stephen, teaching never feels like work.

“I love seeing that lightbulb moment when a small adjustment makes everything click,” he says. “Watching people improve is incredibly rewarding.”

As he enters year two in the business, Stephen Ku’s goals remain simple. Continue growing, continue learning, and continue serving people well.

“There are no shortcuts in this business,” he says. “Care about people, follow through, and never stop learning. Everything else will take care of itself.”





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**BUILDING
SOMETHING
BIGGER**

At 28 years old, Sam Burke has built a thriving real estate business, earned national recognition as a 2026 NAR 30 Under 30 honoree, and begun creating the investment portfolio he once dreamed about as a college student. Yet ask him what has fueled his success, and the answer isn't flashy marketing, shortcuts, or overnight wins.

It's consistency.

Since launching his career in 2020, Sam has approached his business with the same mindset he learned through sports and the example set by his parents: show up every day, do the work, and trust the process.

Real estate and entrepreneurship have always been part of Sam's story. Born in Everett, Washington, and raised there before moving to Lake Stevens in high school, he grew up in a family of business owners, where conversations about the community, local business, real estate, and construction were constant. But what stuck with Sam wasn't access or advantage. It was the work ethic behind it all, and the understanding that

nothing about building a business is given.

In one of his earliest college courses, Sam was tasked with creating a mock company and presenting a full business plan. Sparked by an early interest in development, he built a land development concept around a real parcel of raw land, analyzing zoning, density, and feasibility and penciling out the potential for 20 townhomes. He won the class competition, and his instructor, a respected local developer, told him his analysis had real-world merit. It was the first moment Sam believed this could be his future.

He originally went to Washington State University to study construction management. Then, partway through, his parents went through a difficult divorce, and Sam was reminded how quickly stability can change. At that point, his mindset shifted. He no longer wanted to manage someone else's projects; he wanted to create, lead, and own a business of his own. He changed his degree to business administration and earned his real estate license during the summer months.

When COVID-19 hit his senior year, students were sent home from school. In a world full of uncertainty, Sam was left with a passion and a real estate license. He decided to join John L. Scott in Snohomish, where he learned the fundamentals of real estate while finishing his college degree online. Between quizzes and lectures, he cold-called and

SAM *Burke*

PHOTOS BY FOCUSED MEDIA COLLECTIVE



“

MY GOAL HAS NEVER BEEN TO BE REMEMBERED FOR WHAT I SOLD.”



door-knocked, all while surrounding himself with any mentor who would take the time to help him grow. That year, he closed 13 transactions and graduated from college.

Fast forward six years, and that same work ethic still holds true. Just last year, Sam closed 39 transactions at over \$28 million in volume. Today, Sam’s business, while still rooted in the fundamentals, thrives off his involvement in the community. Between his close relationships in his CrossFit community, serving as president of the Everett Northend BNI chapter, staying actively involved in local institutions, including the Lake Stevens High School CTE Advisory Board, and working closely with builders and developers, he stays plugged into the market trends and local ordinances that impact building regulations.

That willingness to step forward earned national recognition in 2026, when Sam was named to the National Association of Realtors’ 30 Under 30 class. But ask him about the honor, and he’ll redirect the conversation quickly. The recognition was never the goal. Helping people accomplish their real estate goals, and giving them the best possible experience along the way, is

Sam’s vision is what sets him apart. He sees what a property could become, not just what it is today. A single-family home might carry real upside through new middle-housing ordinances, a well-planned renovation, or a sale as part of a larger assemblage. That perspective

shapes how he serves a client base that spans builders and investors, relocation buyers, and sellers who want high-level listing representation. Rather than push one outcome, Sam walks each client through every angle to land on the path that best fits their goals. He will talk someone out of a deal when the numbers or timing don’t serve them, even when it costs him a commission.

Once a direction is set, his execution takes over. On the listing side, that means coordinating vendors through repairs, improvements, and home preparation, then pairing the finished product with marketing built to perform. On the development side, it can mean working with several homeowners at once to assemble a land deal into a single opportunity for a builder. It’s detailed, behind-the-scenes work, and it’s what determines whether a deal closes.

That advisory approach is informed by his own active investing. He is developing two DADUs in Everett and recently completed a full renovation on a duplex in Lake Stevens, allowing him to advise from real experience, not theory.

His marketing reflects the same forward thinking. Sam pairs the timeless fundamentals of the business, such as direct outreach and handwritten notes, with modern tools that meet people where they are. His YouTube channel, Snohomish and King County Living, blends real estate education with local insight, and he is building



his brand around how people actually find an agent today, including optimizing his presence for AI-driven search. When he listed a mid-century modern home in North Seattle, his video marketing found exactly the right audience, drawing over 15,000 YouTube views. More than 100 buyers attended the open house, the home drew seven offers, and it sold for \$186,000 over list price in four days.

“At the end of the day, my job is simple,” he says. “Help people accomplish their real estate goals and give them the best possible experience while doing it. If I do that consistently, everything else takes care of itself.”

Outside of real estate, Sam enjoys spending time

with his fiancée, Kiera, whom he will marry in September 2026. Together, they share a love for travel and adventure, whether that’s skiing in Whistler, surfing in British Columbia, or exploring new places with friends. Kiera has been by his side since the very beginning, through every uncertainty and every milestone, and Sam is the first to say that none of it happens without her.

Much of who Sam is traces back to his parents, and he gives them enormous credit for it. From his mother, a local business owner with a rare ability to connect with anyone she met, he learned what it means to genuinely care for people,

to work fiercely hard, and to give his time freely to make his community better. His father’s path shaped him just as deeply. He climbed from carpenter to construction company owner to developer, and he fought his way through the 2008 financial crisis to come out the other side. From him, Sam learned resilience, vision, and what showing up really looks like: the practices, the games, the everyday moments his dad refused to miss. The two remain close, talking almost daily and counting each other among their best friends.

Together, those two examples, his mother’s heart for people and his father’s drive to build, form the foundation of who Sam has become. One day, he hopes to pass it on to a family of his own.

For Sam Burke, success was never going to be measured in transactions or awards.

“My goal has never been to be remembered for what I sold,” he says, “but for the trust I protected, the impact I made, and the legacy I leave behind.”

And if the first six years are any indication, he’s only getting started. ▾



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MATT MINER & RYAN PALARDY

SHARED

VISION

PHOTOS BY JACKIE
PHAIROW PHOTOGRAPHY

Great partnerships rarely happen overnight. They are built through trust, shaped by experience, and strengthened by a shared vision. For Matt Miner and Ryan Palardy, what began as a mentor relationship eventually evolved into a true business partnership, one grounded not in production numbers or personalities, but in a common belief that real estate should always put people first.

Today, the duo behind Get Happy at Home has created a business centered around strategy, integrity, and providing value above all else. While their backgrounds could not have been more different, both arrived in real estate for remarkably similar reasons. They were searching for careers that allowed them to help people rather than simply sell to them.

Matt entered the business in 2006 after a successful career in business-to-business sales. Although he excelled professionally, he found himself increasingly frustrated by an environment that prioritized products and quotas over solving problems. What he truly loved was consulting, strategy, and helping people find solutions. Real estate offered exactly that. “I loved the strategy side of things,” Matt says. “I wanted to help people, not sell them something just because it benefited me.”

Those values became even more important when the market collapsed in 2008. Rather than pushing transactions, Matt adapted his business and became one of Seattle’s leading short-sale agents. But he approached those difficult situations differently. While many agents focused simply on closing files, Matt developed systems that helped homeowners negotiate debt forgiveness and avoid bankruptcy whenever possible. Nearly twenty years later, that same philosophy still guides every client relationship. Focus on the process, do the right thing, and the results will follow.

Ryan’s path looked entirely different. After building a successful legal career, he realized that the reality of practicing law didn’t align with what

had drawn him to the profession in the first place. While he enjoyed the intellectual challenge, he found himself disconnected from clients and surrounded by conflict. “Everybody thinks you’re going to change the world,” Ryan says. “But so much of it is conflict, billable hours, and feeling disconnected from the people you’re trying to help. I knew there had to be something more fulfilling.”

During the uncertainty of 2021, Ryan made a leap of faith. Armed with a law degree, some savings, and a strong belief that happiness mattered more than titles, he transitioned into real estate. He spent months researching teams throughout the Seattle area and continually found himself drawn to Get Happy at Home. It wasn’t just the production numbers that caught his attention. It was the philosophy and the approach. “I knew if I ever felt like a salesperson, I’d quit immediately,” Ryan says. “I wanted to provide value. I don’t think people owe me anything. I believe business comes from helping people.”



Persistence paid off. After joining the team, Ryan quickly distinguished himself through his work ethic, curiosity, and willingness to learn. More importantly, Matt recognized something deeper. “We understand each other,” Matt says. “We have the same ethics. We both believe in using our powers for good.” Over time, the relationship evolved from mentorship into partnership.

Today, the two work seamlessly together, sharing clients, systems, and responsibilities while creating an experience where clients feel supported by the entire team. If one isn’t available, the other steps in. Communication remains constant, and collaboration drives everything they do. Although both enjoy working with buyers, they

approach every transaction with the same mindset. Their job is not to force deals. Their job is to help clients make good decisions.

“Our clients hire us for our opinions,” Matt says. “They want us to tell them what they don’t know. We can sell any house, but selling the right house is what really matters.”

Ryan agrees wholeheartedly. “There’s nothing that makes me sleep better at night than telling someone the truth, even if it means less money in the short term,” he says. “Long-term value always wins.”

That long-term mindset extends beyond clients and into the future of their

business. As they continue refining systems, embracing technology, and integrating AI into their operations, growth remains on the horizon. But expansion for the sake of expansion has never been the goal. Instead, they are focused on creating the infrastructure and culture necessary to support future agents without sacrificing the standards that have made them successful. “We have to get what’s in our heads onto paper,” Matt says. “Before we bring people in, we want to make sure we’re doing it right.”

For both men, success today looks different from what it did when they first started. After nearly twenty years in the business, Matt has learned the

importance of balance. He still loves the challenge and problem-solving that real estate provides, but he also appreciates time spent traveling, hiking, and simply unplugging. “You’ll love your job a lot more if you have balance,” he says.

Ryan, who is preparing to welcome his first child, shares a similar perspective. For him, building a meaningful life and building a successful business go hand in hand. “Life isn’t just about the big moments,” he says. “It’s about the random Tuesday nights and making the most of them.”

In an industry where partnerships often come and go, Matt Miner and Ryan Palardy have built something far more enduring. Different paths brought them together, but shared values have made them successful. More than business partners, they have become trusted advisors, collaborators, and believers in the idea that doing the right thing will always stand the test of time. ▼

“There’s nothing that makes me sleep better at night than telling someone the truth, even if it means less money in the short term”



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