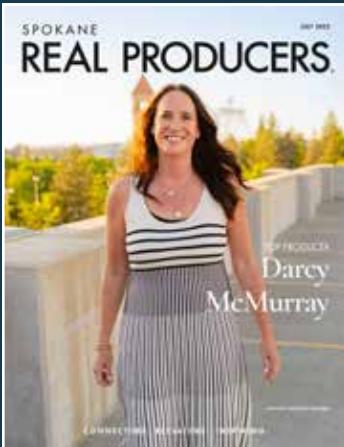
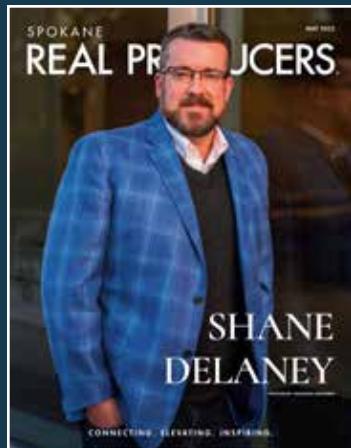
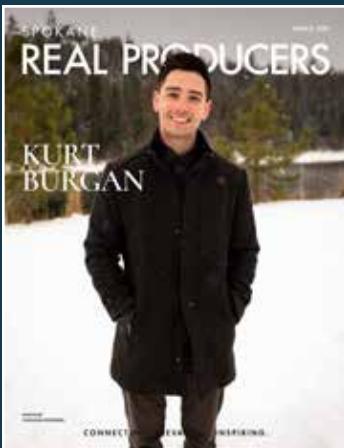
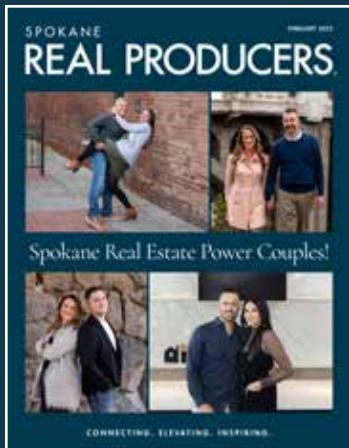


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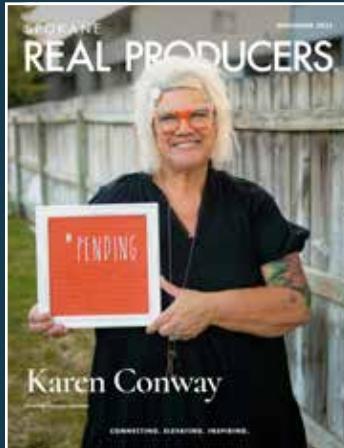
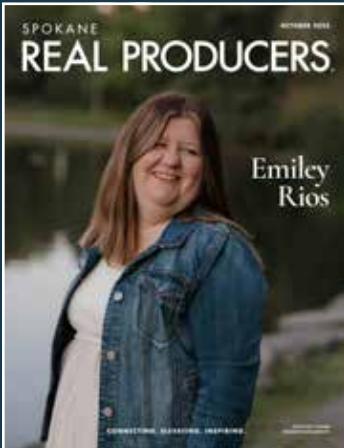
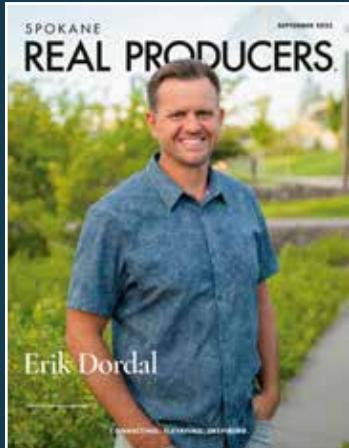
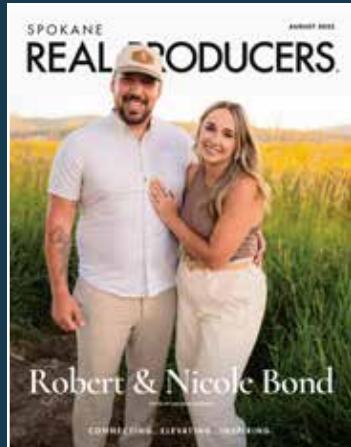
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Our founder, Nick Allard, has been captivated by storytelling since childhood—so much so that he blames Star Wars for setting him on this path. With a Bachelor's Degree in Film and years of experience crafting impactful videos for businesses, he built Theta State Studios to help companies like yours turn ideas into compelling content that engages, educates, and converts.

You're already great at what you do. We help you showcase what makes you different. Let's create a video strategy that makes your business stand out.

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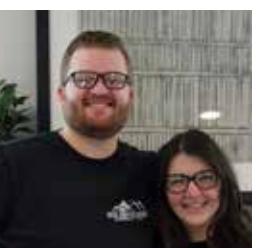
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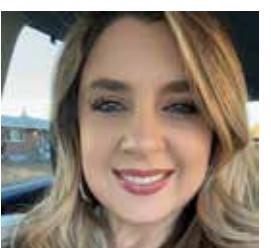
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TOP PRODUCERS OF 2025



Kyle Burgan

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“One of the biggest influences on my real estate career wasn’t real estate related, it was Brazilian Jiu-Jitsu. The journey through the ranks taught me discipline, persistence, and resilience, all of which are just as essential in this industry. Starting out, both Jiu-Jitsu and real estate can feel overwhelming, like being a white belt, where every lesson is new, everything is scary and progress comes from determination. Just keep showing up. Over time, as you develop skills and build confidence, you start to find your rhythm. Pretty soon you understand the world you find yourself in, hone your craft, and make it your own.”

Lauren Rasmussen

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“I built my business on four core principles that remain my guide today: authenticity, transparency, contribution, and grit. In an industry sometimes criticized for superficial marketing and high-pressure tactics, I deliberately chose a different approach. My clients know they’ll always receive the unvarnished truth from me, even when it’s not what they want to hear, but what they need to hear. That level of honesty might cost me in the immediate term, but it builds the foundational trust that sustains lasting relationships.”



Shane Delaney

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“After all these years in the business, I’ve earned the nickname “human Rolodex” (I might be dating myself with that one!). My clients often share with others that I have a trusted connection for just about everything. I’ve always believed that as an agent, it’s not enough to just sell a house, you need to add value.”

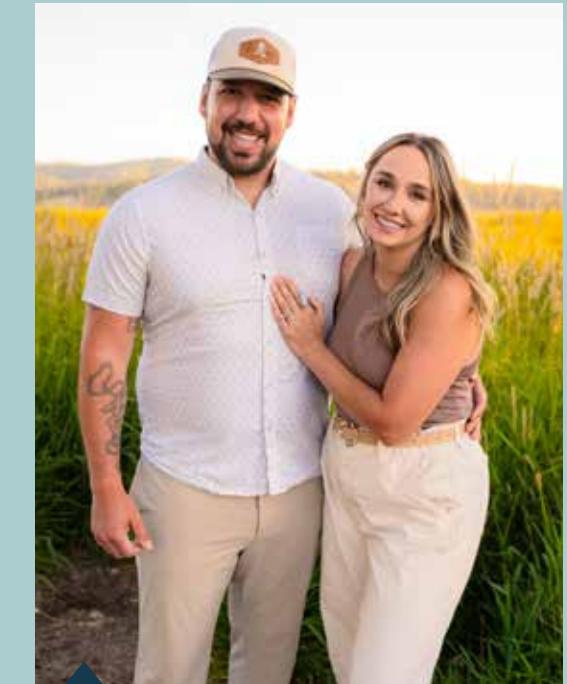


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Darcy McMurray

“Relationships First: Real estate can be one of the most emotional and high-stakes moments in someone’s life. My job is to offer both heart and expertise, and to walk through it beside them. Grit and Drive: Like coaching, this business requires resilience. It’s a constant interview, and you have to keep showing up prepared, confident, and steady. Creative Problem Solving: No two transactions are the same. My background in education trained me to think creatively, communicate clearly, and solve challenges with empathy and precision.”



Robert & Nicole Bond

Photo by Cascadia Designed

“Together, our combined experiences gave us a strong foundation. What’s made the biggest difference is how we operate as a team. We’ve learned to identify each other’s strengths and lean into them. We’re honest about our weaknesses and support one another so we can always show up strong for our clients. Our goal isn’t just to close deals; it’s to make the process feel smooth, supported, and human.”



Erik Dordal

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“You have to really put yourself out there and kind of go for it. You are an entrepreneur, running your own business with no guarantee of income. It’s an adventure, so you might as well enjoy it. Your attitude will have the most impact on your success. If you’re optimistic, you will find the opportunity in any real estate market, whether it’s “hot” or not. It doesn’t mean it’s good or bad, it just means there are different types of opportunities. The market should never dictate your success; it is simply the environment you are in, and your job is a REALTOR® is to help clients navigate through it so they can capitalize on the opportunity at hand.”

**Emiley Rios**

Photo by Sienna Woods Photography

“Real estate took off quickly for me, faster than I ever expected. I went in hoping for a little extra income and a flexible schedule so I wouldn’t miss my kids’ school events. What I found was a calling. I poured myself into the work, even though I had no systems or processes in place. It was chaos, smooth sailing, and growing pains all wrapped into one.”

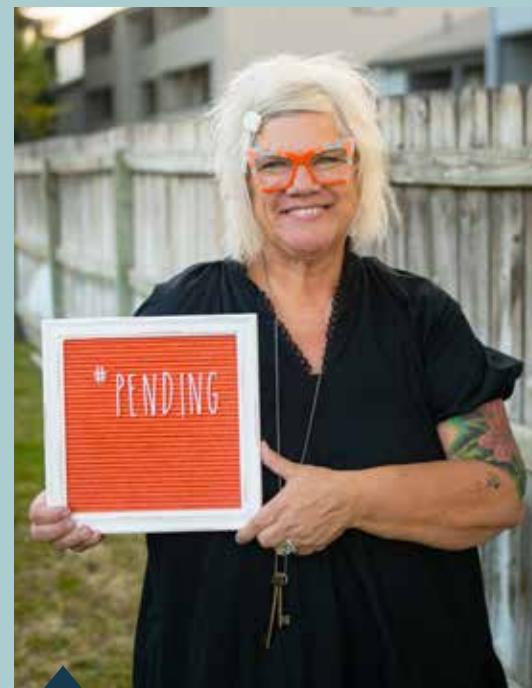
**Karen Conway**

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“Real estate wasn’t part of my plan... until it was. And when I stepped into this world, something inside me clicked. I realized that, just like teaching, real estate is about people. It’s about guiding, supporting, and walking alongside someone as they step into the next chapter of their lives. Every key I hand over, every door I unlock is a reminder that I’ve found a new classroom, a new way to make an impact.”

**John Guarisco**

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“You don’t find success in real estate overnight. It’s the 30 years you spend getting to know people in your community. I’m a 30-year overnight success...It’s not about the money; it’s about serving the client the best you can. Whether it’s a \$60,000 land deal or a \$10 million estate, everyone deserves the same level of care.”

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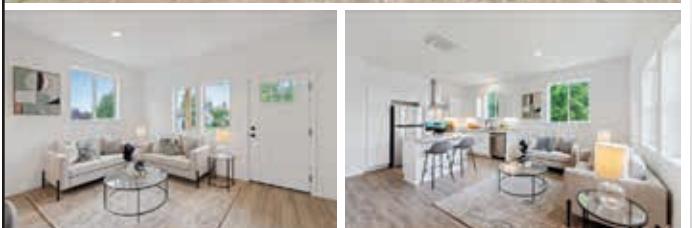
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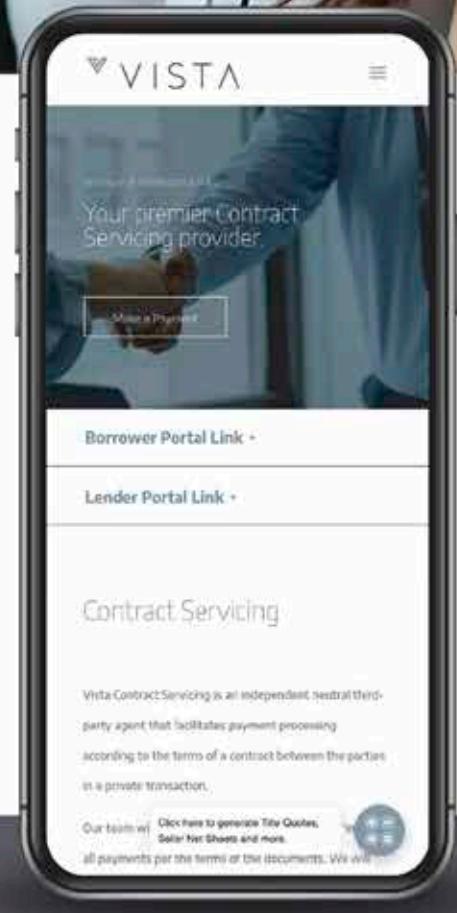


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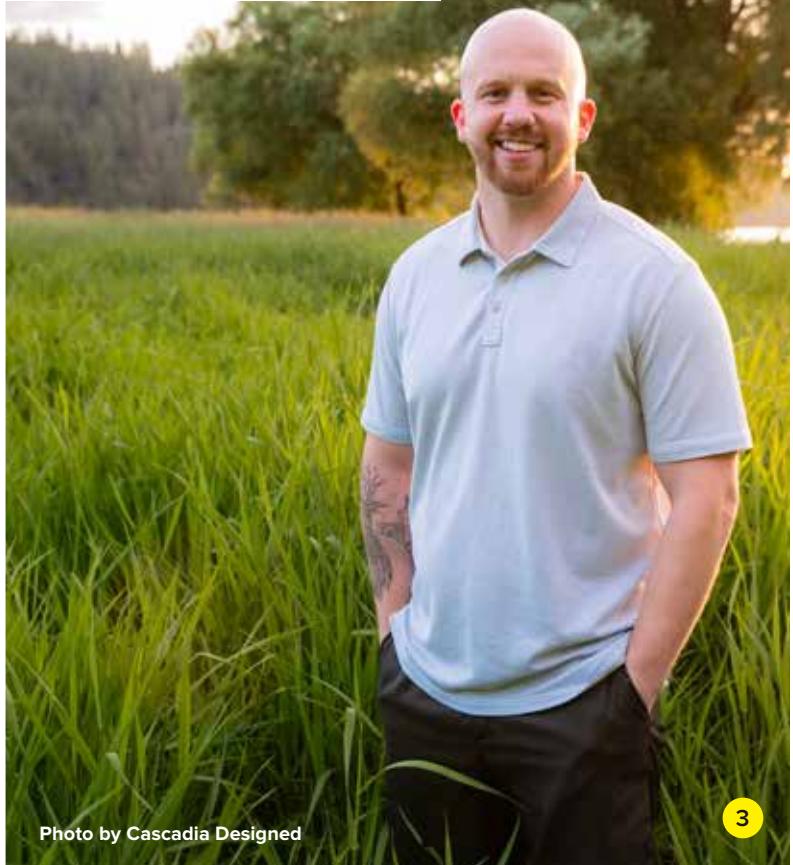
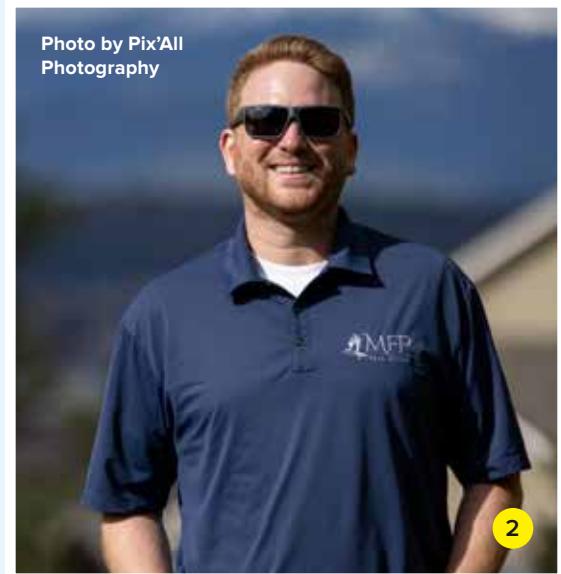
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RISING STARS OF 2025



1. Nik Michel

“While I am in the early stages of my career, I eat, dream, and sleep all things real estate. I know that eventually, when I have paid the price and created some strong business foundations by making sure people come first and that the experience is unforgettable, I will have a bit more flexibility. But for now, it is grind time. I always looked at real estate as Monopoly for adults. The more properties that people acquire, the more financial freedom and flexibility they can have. But aside from that and more importantly, I am a team player and want to be able to share my knowledge with others. I want to ensure that I can eventually have a great balance.”

2. Jake Browne

“I am deeply passionate about providing exceptional care to my sphere of influence. At the start of 2024, I made a conscious decision to shift my focus toward areas where I excel and genuinely enjoy. In real estate, there are countless paths to success, but for me, embracing what I’m most skilled at and passionate about has truly unlocked new opportunities. This shift has not only improved my personal fulfillment but has also enhanced the service I’m able to provide to my clients.”

3. Zach Wimberly

“I strongly believe in building generational wealth through real estate and love helping people explore that path. Real estate investing looks different for everyone and that’s what makes it so exciting...Surround yourself with people who believe in you! There’s so much to learn in this business, and having trustworthy, supportive people in your corner makes all the difference.”

4. Oscar Hernandez

“Real estate is full of opportunity. I love that this industry constantly evolves and requires agents to adapt. I currently serve as a member of Spokane REALTORS® and on the WA Agent Advisory Council with eXp Realty. These roles help me stay updated on laws, regulations, and best practices, which allows me to better serve my clients.”

5. Richard Stokes

“Purely on semantics of the question, I value our industry standards and professional commitment, and I appreciate being able to call myself a REALTOR®. As for becoming an agent, it’s all about helping real people through BIG life changes and sharing my love for home. When it comes to how I approach my business, I look to being a trusted advisor in the passenger seat with the map open, with the goal of turning a complicated journey into clear next steps. You steer with decisions, I chart the course, flag the detours, and keep everyone calm when the road gets bumpy.”

6. Jade Adair

“My favorite part of being a realtor is that no two days are the same. I remember being so bored in my nine-to-five day in and day out. Same cubicle, same desk, same thing to see when you look out of the same window. With real estate you interact with different people every day in fresh locations. You get to see things in homes you’ve maybe never seen before and every experience you have is never like the one before it.”

7. Angela Navejas

“Real estate allows me to turn hard work into real results. There’s no substitute for effort and determination. The more I give, the more I achieve, and that success gives me the freedom to be fully present as a mom, wife, and grandma. It’s a career that fuels both my ambition and my heart, and I wouldn’t trade that balance for anything...And on a personal level, this career has given me the gift of time with my kids and my family, time I didn’t always have before. Balancing both has made this journey feel even more meaningful, and it’s a reminder every day of why I love what I do.”



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Partner Spotlights OF 2025



(Left to right) Jake Schroeder, Ronda Nash, Anthony Carollo, Heather Schelling, and Ryan Highland.
Photo by Cascadia Designed

WFG National Title

“As the real estate industry evolves, WFG continues to lead through proactive innovation. The company’s Spokane team has been quick to adopt tools like MyHome®, a digital platform improving transparency and communication across the transaction process, and MyHome® Prompts, WFG’s award-winning AI marketing assistant.”



Photo by Real Focused Media

Vista Title, Anthony Carollo

“When we formed Vista in 2017, we picked the name, in part because of Vista House on Mount Spokane. It’s a classic - that CCC era architecture of using local materials for building this mountain top, lookout hideaway. It’s an absolutely super cool piece of our Spokane history. We were named with Vista House in mind. Then the name also suggests upward momentum, climbing, improvement, and growth. It’s an upward mindset. We’re always climbing upward at Vista.”



Spencer Ladd with Home Warranty of America

“What excites me about HWA is that they are still in a growth stage, focused on making REALTORS® and homeowners happy. I have seen what happens when companies become too established and shift their priorities toward profit over people. HWA is different. Their commitment is to service, and that is where I thrive!”



Tara Michielli with Cutco Gifts with an Edge

“Tara lights up when she talks about kitchen knives, because it’s not just about the product, it’s about helping families with the everyday joy of cooking. The service she provides behind every sale is just as important as the blade itself. “Kitchen knives and the service behind them matter to me,” she says. “I love knowing I can take care of people in their homes just as much as I do in their businesses.”

Credit Fix JOE™

“Joshua’s background is full of twists and turns, from growing up in poverty, to overcoming serious life obstacles, to eventually building a thriving business focused on helping others navigate similar hurdles. “We know what it’s like to be on the other side of this. And we built Credit Fix JOE™ to be the guide we wish we had.”



RP AWARDS GALA AT SPOKANE TRIBE RESORT & CASINO



RP Events of 2025



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JEN ROBERTS - PHOTOGRAPHER

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