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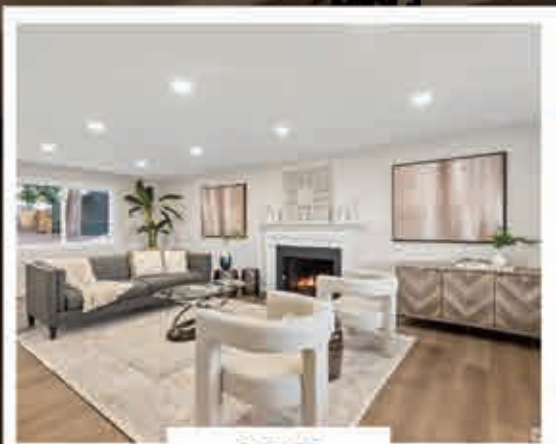


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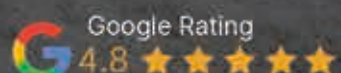
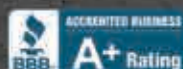
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Welcome to the May issue of *Seattle Real Producers!*

As we step into May, the Seattle real estate market is beginning to show the familiar energy that spring tends to bring. Activity is picking up, buyers are re-engaging, and listings are starting to hit the market with more consistency. I'm excited to see brokers start to catch fire.

In March, we had the opportunity to host our New Construction Event, and the turnout exceeded expectations. It was great to see so many of you show up, connect, and walk away with valuable insights. Events like these are something we truly enjoy putting together and creating spaces where agents can learn, grow, and build meaningful relationships, which is at the core of what we do.

This month's issue highlights some awesome brokers who each bring a unique background and perspective to the industry. Their paths into real estate are all different, but what they share is the work ethic, resilience, and commitment it takes to succeed at a high level. We're proud to feature individuals who have earned the right to tell their story, and we're excited to help shine a light on their journeys.

As always, thank you for being a part of this community. We're looking forward to what the rest of the spring market has in store.

Warm Regards,

Shea Robinson
Seattle Real Producers



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Q: Who receives *Seattle Real Producers* magazine?

A: The top 500 agents in King and Snohomish counties. The list will reset at the end of every year and will continue to update annually.

Q: What is the process for being featured in this magazine?

A: It's really simple — every feature you see has first been nominated. You

can nominate other agents, affiliates, brokers, owners or even yourself! Office leaders can also nominate agents. We will consider anyone brought to our attention who is in the top 500 because we don't know everyone's story, so we need your help to learn about them. It could be they have an amazing story that needs to be told — perhaps they've overcome extreme obstacles, they are an exceptional leader, have the best customer service, they give back to the community in a big way, etc. The next step is an interview with us to ensure it's

a good fit. If it all works out, then we put the wheels in motion for our writer to conduct an interview to write the article and for our photographers to schedule a photo shoot.

Q: What does it cost to be featured?

A: Zero, zilch, zippo, nada, nil. It costs nothing, my friends, so nominate away! We are not a pay-to-play model. We share real stories of Real Producers. Our goal is to showcase the best and brightest and to collaborate. Elevate. Inspire.

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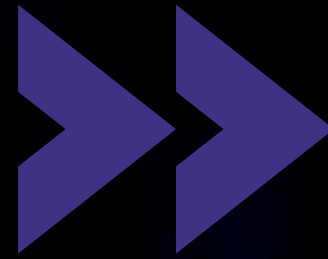
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THE BACKSTAGE FOUNDATION

Empowering The Next Generation Through Dance, Community, and Opportunity



The Backstage Foundation was established by Founder and Executive Director, Kari Hovde, in October 2021. This unique non-profit channels its resources into youth development and core value training through dance education, self-expression, and community involvement. The foundation's distinct approach sets it apart in the field of arts-related organizations.

Kari has been teaching dance for over 28 years, and during this time she's had the opportunity to meet all types of dance artists varying in age and creativity levels. The story behind The Backstage Foundation developed from her years of coaching a high school dance team in an underserved community. The young dancers had drive, passion, courage, and incredible talent, full of creativity, but a lack of funding to take professional lessons or take their dance education to the next level. She worked together with the team to create a safe space for them to make positive life decisions, encourage each other, express emotions, enhance their natural talent, and embrace their creativity. Together, they created a family; it was more than a team, and Kari wants all



youth to feel included while being part of a community that is theirs to call home. She believes all youth should have access to the same opportunities. This team connection and atmosphere is how The Backstage Foundation values were born: Experience, Community, and Opportunity. From her experiences, dance brings so much more than talent and technique to the lives of young

dancers. Dance provides confidence, builds confidence, teaches leadership skills, and instills meaningful core values to last a lifetime. and nationally, with a total of 1,467 scholarship recipients, class attendees, and performers. The fact that many of these youth have received multiple scholarships or participation opportunities throughout the years is a testament to the lasting positive impact of The Backstage Foundation's mission.

Through the work of a mostly volunteer organization, they are creating a safe community for youth to feel included while instilling core values, such as work ethic, confidence, teamwork, and problem-solving. The Backstage Foundation is deeply committed to creating excellence in youth and making opportunities more accessible. They believe that everyone, regardless of their financial situation or access to resources, should have the chance to develop their potential through the arts.

Kari created the organization with the vision to assist youth (ages six to 19) who are underserved by arts enrichment programs focused on dance and performing arts.

The Backstage Foundation has made a significant impact. From 2022 to 2025, they reached over 975 youth locally

Since their inception in 2021, they have been committed to offering essential arts enrichment programs that inspire personal growth, boost confidence, improve mental health, and foster community engagement. The Backstage Foundation's impactful initiatives, such as the Individual Scholarship Program, Community Center Dance



Class Program, and Adaptive Dance Program, are designed to break down barriers for youth facing financial or other challenges, empowering them with invaluable life skills and fostering their creativity.

The Backstage Foundation is committed to encouraging and providing opportunities for youth to learn about giving back to their communities. Through their Backstage Pass Youth Volunteer Program, youth learn the value of loving and serving others through an Annual Community Service Project, volunteer opportunities within the local communities, speaking and performance engagements, and partnering with Backstage to build their programs and events. These young leaders are eligible for the Annual Community Service Scholarship Awards to recognize their hearts of service. ❏

FEEL THE ENERGY EXPERIENCE THE ART!

The Backstage Foundation Annual Showcase, In The Spotlight, happening on May 2, 2026, at the Kirkland Performance Center, is an evening to support youth in the arts. Join us for an exciting showcase featuring talented pre-professional dancers from the Pacific Northwest as they perform breathtaking choreography by renowned artists. Prepare to be inspired by their vibrant energy and passion!

Enjoy heartfelt positive impact stories from scholarship recipients and program participants.

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MATT HART

Building More Than A Brokerage

PHOTOS BY JACKIE PHAIROW PHOTOGRAPHY

For Matt Hart, launching a brokerage was never about simply opening doors and putting his name on a sign. It was about building something meaningful. Something local. Something lasting.

After more than 20 years in the real estate industry, Hart had seen a lot. He had worked at multiple firms, learned from different leadership styles, and built a strong career of his own. But the vision to create something from the ground up had always been there, quietly waiting for the right moment.

That moment came in the wake of personal loss.

Hart grew up in an entrepreneurial family, where building something of your own was part of the culture. His father, who worked in auto repair, left a particularly lasting mark on him. Though he came from humble beginnings, Matt remembers him as a gifted businessman and, more importantly, a true people person. Even as a child, Hart saw firsthand the impact his dad had on others. Whether it was being stopped in the grocery store by someone grateful for his help or being recognized unexpectedly while traveling, that kind of community connection stayed with him.

So did the entrepreneurial instinct.

Still, Hart did not rush into ownership. In fact, he almost made the jump years earlier but was wisely talked out of it by a mentor who knew he was not quite ready. Looking back, Hart gives a great deal of credit to that season of restraint. Time spent at Sotheby's International



Realty expanded his understanding of marketing, luxury real estate, and leadership. Running one of their offices gave him a clearer view of what it truly takes to lead at a higher level. A later stop at Compass only added to that education.

Then, after his father passed away, the hesitation disappeared.

“That was kind of the big moment,” Hart shared. “You start to realize life is short, and you are just not promised tomorrow.”

Instead of standing still in grief, he went to work. Within a matter of months, the business was in motion. Not long after that, First And Main officially opened, and Hart has been full speed ahead ever since.

From the beginning, First And Main was designed to be different. Hart wanted the name to carry weight and meaning, and it does. For him, Main represents Main Street, the local community, the people, the heart of where life happens. First reflects priority. In a business landscape where large corporate brands can sometimes feel removed from the communities they serve, Hart wanted his firm's first priority to be the people right in front of them.

There is also a deeper personal connection in the branding. Once the team realized the acronym for First And Main was FAM, the decision was made.

It fit.

“YOU START
TO REALIZE
LIFE IS
SHORT, AND
YOU ARE
JUST NOT
PROMISED
TOMORROW.”





Because for Hart, that is exactly what he is trying to build. That philosophy has shaped every part of the brokerage, from recruiting to culture to community involvement. Hart is not interested in building the biggest firm in the room. He is focused on building the right one. His vision is boutique by design, lean, connected, and intentional. As First And Main expands, including the upcoming Woodinville office, his goal is to keep each location around 25 brokers. Enough to grow while still protecting the closeness and collaborative spirit that makes the firm what it is.

And that culture is not accidental.

Hart describes the brokerage as a team more than a traditional office. He wants top producers, but he also wants people who elevate those around them. He often talks about wanting to be surrounded by stars, not so he can stand in front of them, but so they can sharpen one another. That mentality has helped create an environment where brokers collaborate, celebrate each other's wins, and genuinely feel connected to the larger mission.

At First And Main, every closing is celebrated. Internal group chats are active with encouragement. Smaller groups within the brokerage, including a thriving women's group, have created strong bonds of their own. Hart's goal has never been to make himself the center of everything. In fact, he believes the business becomes stronger when the relationships within it no longer depend on him alone.

That mindset has also required personal growth.

Hart openly admits that delegating has not come naturally to him. As a longtime producer, coach, and self-described grinder, he has always been the kind of person to jump in and do it himself. But brokerage ownership has stretched him. With the support of a strong operations team and a willingness to evolve, he has learned to trust others, empower leaders, and let people thrive in their roles.



That growth is helping fuel the next chapter.

The Woodinville office represents more than just a second location. For Hart, it

is a meaningful step into a market he knows well and cares deeply about. He sees it as a gateway to the Eastside and an opportunity to bring First & Main's community-driven model into another strong local market.



At the heart of all of it is legacy.

Hart is clear that this business is not just about transactions or expansion. It is about his daughters, whom he calls his why. He wants them to be part of the journey, to see what is being built, and to understand what it means to create something with purpose. He wants the firm to stand for excellence, but also for family, generosity, and impact.

In the end, that is what leadership looks like for Matt Hart. Not simply growing a company, but building a place where great people can grow together and where success is measured not just by production, but by the strength of the community being built along the way. ▀





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NAVIGATING NEW CONSTRUCTION

PHOTOS BY JACKIE PHAIROW PHOTOGRAPHY

On March 24th, *Seattle Real Producers* brought together some of the market's top agents for an evening focused on new construction. Agents gathered to connect, collaborate, and learn from a powerhouse panel featuring Max Rombakh, Randy Ginn, Ryan Gillis, Tom Skepetaris, and Rebecca Mitsui, each sharing their unique experience and perspective.

From builder relationships to evolving buyer expectations, the conversation offered valuable insight into what it takes to succeed in this space. As always, the goal was to create meaningful value for the agent community, and this panel delivered both inspiration

and practical takeaways for agents at every stage of their business.

A big thank you to Max Rombakh, Randy Ginn, Ryan Gillis, Tom Skepetaris, and Rebecca Mitsui for sharing your knowledge and experience. Your insight and willingness to give back to the community made this event incredibly impactful.

Thank you to our presenting sponsor, Casey Oiness of Guild Mortgage, and to our event sponsors, Thomas James Homes and Adrian Webb Mortgage Advisors. Your continued support allows us to bring valuable events like this to our community.





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Miles Lamb

Building His Own Name

PHOTOS BY FOCUSED MEDIA COLLECTIVE

For Miles Lamb, real estate was not always the plan.

Growing up in Snohomish County, his early interests pointed him in a completely different direction. During his junior and senior years of high school, Miles was enrolled in a diesel mechanic program, spending two years learning how to work on heavy equipment, construction machinery, and large trucks.

“At the time, I thought that’s what I was going to do,” he says. “I loved working with my hands, and I thought I’d end up in that industry.”

But halfway through his senior year, something shifted. Conversations with his parents, mentors, and close friends sparked a new idea. People had often told him that he had the personality, work ethic, and drive for real estate. The more he thought about it, the more the path began to make sense.

Miles made a deal with himself.

“When I graduated high school, I decided I would get my real estate license and give it four years,” he says. “My friends were going to college for four years, so I figured I’d give real estate the same commitment.”

Just a few years after graduating high school, that decision has proven to be the right one.

Miles has quickly found that what he enjoys most about real estate is not just the homes themselves, but the relationships behind every transaction.

“I genuinely love working with people,” he says. “I almost feel like I’m more passionate about helping people and building relationships than I am about the houses themselves.”

While he stepped into a family business with Lamb & Co., Miles has been intentional about carving out his own path and building a reputation separate from the family name. Growing up around the real estate industry gave him early exposure to the skills and mindset it takes to succeed, something he doesn’t take for granted.

His first year in the industry was a learning curve, as he worked closely with mentors, his managing broker, and family members who helped guide him through the early stages of the business.

CONTINUED ►

That support provided a strong foundation, but it was only the beginning.

“My first year was a lot of learning,” he says. “My mom would come with me to some listing appointments, and there was a lot of coaching and guidance. But that’s what helped me understand the business.”

By the end of that first year, Miles had completed around 16 transactions. In his second year, he began stepping further into his own business, bringing in new clients and expanding his network. That momentum quickly accelerated.

Last year, Miles completed 44 transactions, a significant jump that confirmed he was building something sustainable.

“That was a big moment for me,” he says. “It was kind of the shift where I realized I wasn’t just learning anymore. I was running my own business.”



Even with strong family connections in the industry, Miles has always understood that long-term success depends on more than just a recognizable name.

“I can’t rely on the Lamb name forever,” he says. “I want people to know Miles Lamb Real Estate. I want my clients to refer me to their friends, coworkers, and family because of the work I’ve done for them.”



That focus on relationships shapes the way Miles approaches marketing and lead generation. While social media plays a role, he prefers a more personal and relational approach.

“I don’t want my personality to be real estate,” he says. “I want people to know me first. Eventually, they find out I’m in real estate, and if they trust me, they’ll decide to work with me.”

Community involvement has also become a major priority. Miles is passionate about being present in the Snohomish area, supporting local events, and building authentic connections with the people who live there.

“I want to be part of the community,” he says. “That’s important to me.”

Another driving force behind his early success is something deeply rooted in his personality: competition.

Miles was a wrestler in high school, a sport that demands discipline, resilience, and a constant focus on performance. That competitive mindset still fuels his approach to real estate today. “I’m a super competitive person,” he says. “There’s something motivating about seeing the numbers and wanting to improve.”

That drive has already led to impressive results. In 2025, Miles ranked as the number two agent in the city of Snohomish, a milestone that further reinforced his commitment to pushing forward.

“It definitely motivates me,” he says. “I want to keep improving.”

At the same time, Miles is intentional about staying grounded in his long-term goals. While some young professionals might spend their early success on flashy purchases, he has taken a more measured approach.

“I’m focused on building something stable,” he says. “I don’t want to blow money on things that don’t matter.”

Instead, his focus remains on financial responsibility, growing his business, and preparing for the future he envisions with his wife. The couple purchased their first home in Marysville two years ago, and they are already looking ahead to the next chapter.

“Our goal is to move to Snohomish in the next couple of years,” he says. “We want some acreage, a place where we can build the kind of life we grew up around.”

That life includes the outdoor lifestyle both he and his wife love—riding dirt bikes, camping, fishing, and spending time with family.

Even with a demanding career, Miles still finds time to unplug and recharge.

“A perfect day is pretty simple,” he says. “Sleeping in a little, grabbing coffee, going to church, walking the dog through downtown Snohomish, making dinner together, and just spending time with the people I care about.”

Looking ahead, Miles’ goals remain clear. At this stage in his career, the focus is simple: growth.

“My goal this year is 50 transactions,” he says. “But it’s also about building relationships and setting up the business for the future.”

Because for Miles Lamb, real estate is not just about closing deals.

It is about building something that lasts.

And just a few years into his career, he is already well on his way. ▀



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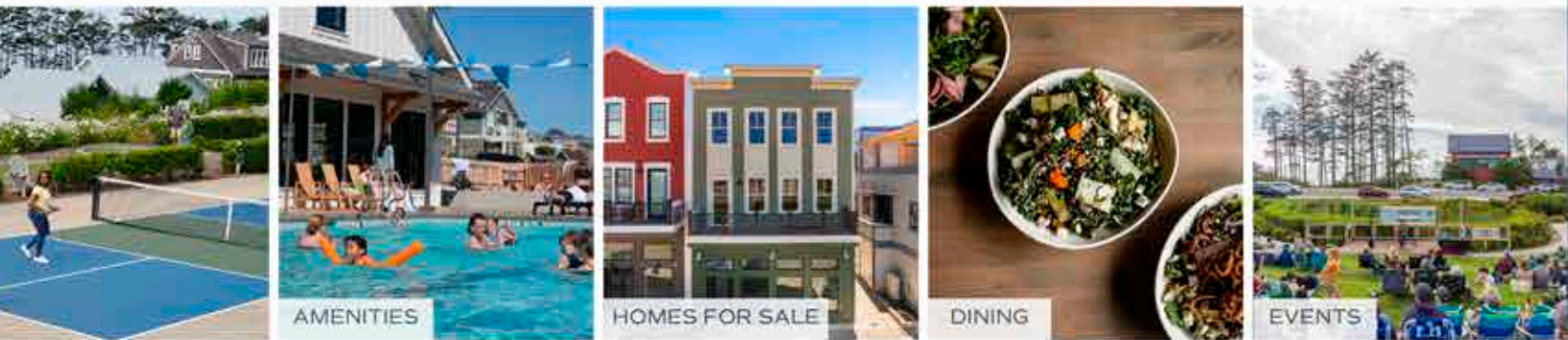
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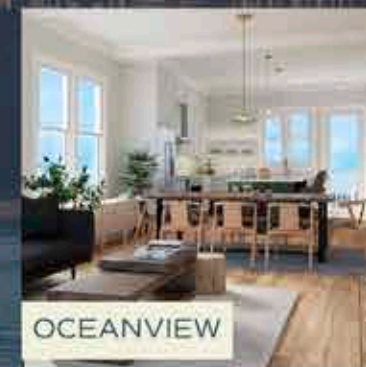
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PENNG

BUILDING A BUSINESS
WITH INTENTION

TEA

PHOTOS BY JACKIE PHAIROW PHOTOGRAPHY

COMPASS

For Peng Tea, real estate was never about chasing a title, climbing a ladder, or building the biggest business in the room. From the beginning, it was about something far more meaningful: freedom, relationships, and the ability to build a life on his own terms.

Before real estate, Peng spent nearly 11 years at Amazon building his career from the ground up, starting as a software development engineer and eventually leading three engineering teams as a software development manager. Over time, his role evolved from hands on system development to guiding engineering strategy, mentoring talent, and leading teams responsible for technology operating at a massive scale. By most standards, it was a successful career. But as the years went on, he realized something important: while he was good at the work, he

wasn't passionate about continuing to climb the corporate ladder. At the same time, another path had already begun to take shape.

Throughout his years at Amazon, Peng was quietly building experience in real estate through personal investments. He used his RSUs to purchase rental properties, complete house flips, and steadily learn the business from the ownership side. What began somewhat accidentally with one property he chose to keep and rent rather than sell soon evolved into a much bigger mindset.

That was the moment a different long term vision began to form.

For Peng, real estate represented more than income. It represented the possibility of passive income, independence, and choice. If he could build enough of that over time, work would no longer be something dictated by circumstance. It would become something chosen.

With the support of his wife, Peng made the leap.

He left Amazon and went all in on real estate.

Like many career transitions, it took faith. But Peng was fortunate to find early momentum. Because of his professional background, many of his first clients already knew and trusted him. They understood his character, his work ethic, and the way he approached problems. That trust opened the door to his early transactions, and from there, his business began to snowball through referrals.

His first year in the business was extraordinary by any measure.

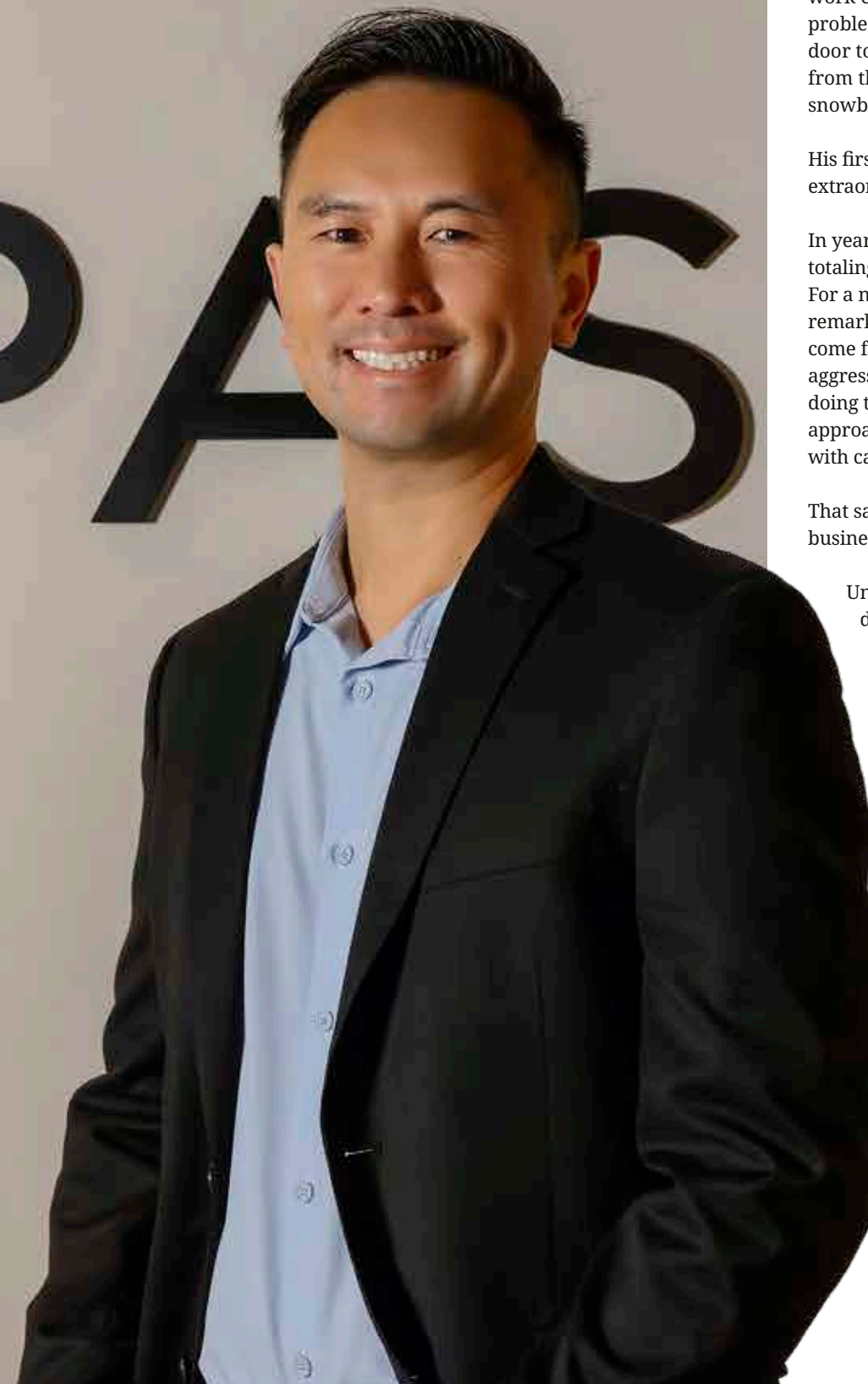
In year one, Peng closed 34 sales, totaling roughly \$18 million in volume. For a new agent, those numbers are remarkable. But his success did not come from flashy self promotion or aggressive sales tactics. It came from doing the work well, earning trust, and approaching each client relationship with care and intentionality.

That same intentionality still defines his business today.

Unlike many agents, Peng is not driven by rigid annual sales goals or highly structured business plans. In fact, he is candid about the fact that he does not operate that way at all. For him, success has never been about chasing a certain number of homes sold or hitting a specific income target. What matters most is balance.

That perspective is rare in an industry that often glorifies hustle above everything else. But for Peng, work life balance is not an afterthought. It was one of the main reasons he left corporate life in the first place.

He built this business to create more time wealth, not less.





That philosophy influences everything from how he structures his days to how he serves his clients. More than 90 percent of Peng's business comes from referrals, and that is no accident. He stays connected in ways that feel natural and genuine. He is not interested in forced scripts or check-in calls that feel transactional. Instead, he focuses on being thoughtful. If he reads an article that may be relevant to a client, he sends it. If something reminds him of a past conversation, he reaches out. His approach is personal, measured, and authentic.

That same mindset shows up in the way he advises buyers and sellers.

With a background in both tech and investing, Peng is deeply data driven. He believes in showing rather than telling, helping clients understand the numbers, the risks, and the bigger picture so they can make informed decisions with confidence. Whether he is analyzing comparable sales, pricing strategy, permit history, renovation risks, or long-term investment value, his goal is always the same: educate first, then guide.

He is especially thoughtful with sellers. Because of his investment background, Peng often finds himself walking clients through alternatives to selling altogether. In fact, he says he talks several sellers out of listing their homes each year after helping them



understand what the property could mean for their long-term financial portfolio as a rental.

That kind of honesty is not always the fastest route to a commission, but it is central to how Peng does business.

He would rather lose a deal than lead someone toward the wrong decision. Much of that perspective was shaped during his years at Amazon, where leadership principles like earning the trust of others, and making data driven decisions were deeply ingrained in the culture. Those lessons continue to influence how he operates today. Clients know that when Peng gives advice, it

is grounded in analysis, honesty, and a genuine desire to help them make the right move for their lives.

As his business has grown, Peng has been intentional about growing it in a way that protects the life he wants. He now has two agents on his team, Jayson Shieh and Tony Chung, who help him scale his time without sacrificing the personal involvement that matters so much to him. He is not trying to build a massive team or a mini brokerage. He simply wants enough support to

continue serving clients well while still making it to his son's soccer game, his daughter's gymnastics meet, or a mid-day pickleball session.

Because outside of business, family remains at the center.

Peng and his wife are raising two children, a 13 year old son and an 8 year old daughter, and some of his greatest joy comes from spending time with them and traveling together as a family. He especially loves involving his children in



planning vacations, encouraging them to research destinations and help shape the experience. To him, those moments represent the kind of wealth that matters most.

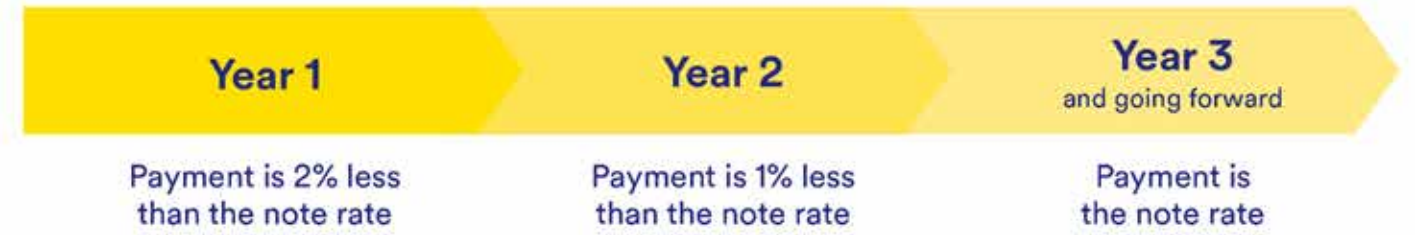
For Peng Tea, real estate is not just about buying and selling homes. It is about helping people navigate one of life's biggest milestones with clarity and trust. It is about building a business that supports a meaningful life. And it is about remembering that success is not only measured in numbers, but in how you spend your time and who you get to spend it with. 🏡

How does a temporary buydown work?

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Let's talk details!



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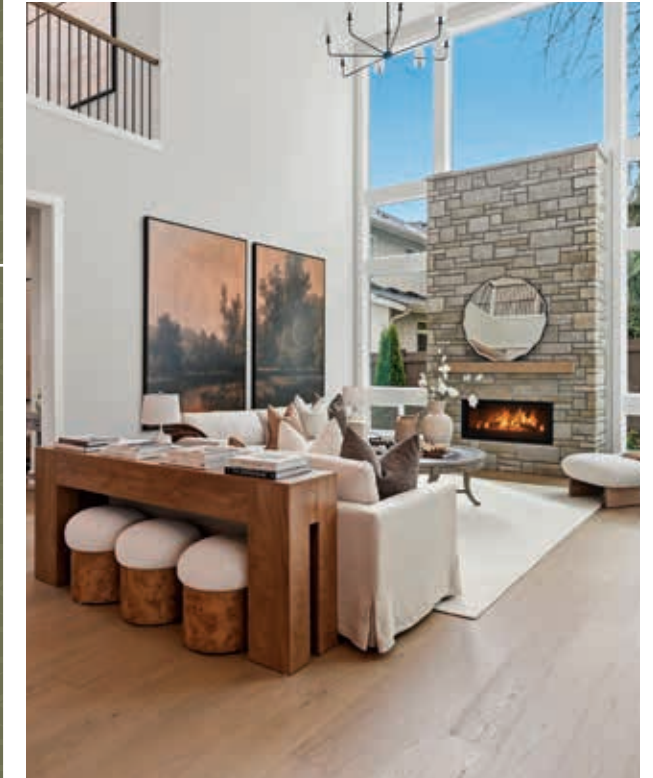
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Office Phone: (425) 903-3150
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DECORUS
HOME STAGING

DESIGN-LED STAGING. CUSTOM-CURATED
INSTALLATIONS FOR THE LUXURY MARKET

How your homes
are presented today
shapes how your brand is
remembered tomorrow.



Talk to me about this artwork. I'm obsessed. Do you sell your art? - Broker, Murray Franklyn New Floor Plan Reveal

Our Answer:

- Every piece of artwork is created in-house Curated specifically to the home's architecture
- Designed to control scale, emotion, and cohesion

All Art made and curated for the home is available for purchase—so the experience doesn't end at the showing!

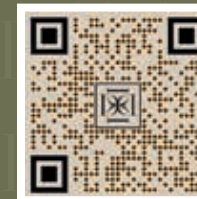
This isn't staging—it's how your brand is experienced, remembered, and built over time.

Through custom in-house art and design tailored to each home's architecture, we create a moment buyers feel instantly... and remember long after they leave.

We design for that lasting
reaction the moment you
walk in.

Worth more than 5 stars and highly recommended!...their pieces continue to wow and exceed expectations, and the customer service, from top to bottom, is elite..

- Thomas James Homes



No two installs alike, because no two homes are.

Scan to elevate
your next listing

For those who value what stands apart.

BANKER RATES *without the* BANKER HOURS



Tired of hearing, "I love your lender, but their rates are too high"? Frustrated by unanswered calls and weekend unavailability? Experience flexible products, streamlined processes, and 24/7 service with Adrian Webb, a 20+ year mortgage expert. Committed to service and expertise, Adrian Webb Mortgage Advisors delivers competitive solutions for your clients. We stand confidently behind our terms, experience, and reputation, surpassing any lender in the field.

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