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CURTIS CROTTY
SCOTT FISHMAN

ON THE RISE:

NISO ULMASOVA

PARTNER SPOTLIGHTS:

MCMASTER
PAINTING AND
DECORATING, INC.

PRESTIGE REAL
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SPRING EVENT:
FOUNTAIN BLUE
TUESDAY, MAY 21ST
1PM - 4PM
DETAILS ON PAGE 52

MAY 2024



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Andy Burton
Publisher



Emily Burton
Director of Partner Success and Editorial Content



Melissa Lopez
Operations and Content Specialist



Antonio Delao
Account Executive of Relationships



Christine Thom
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Tanya Runyan
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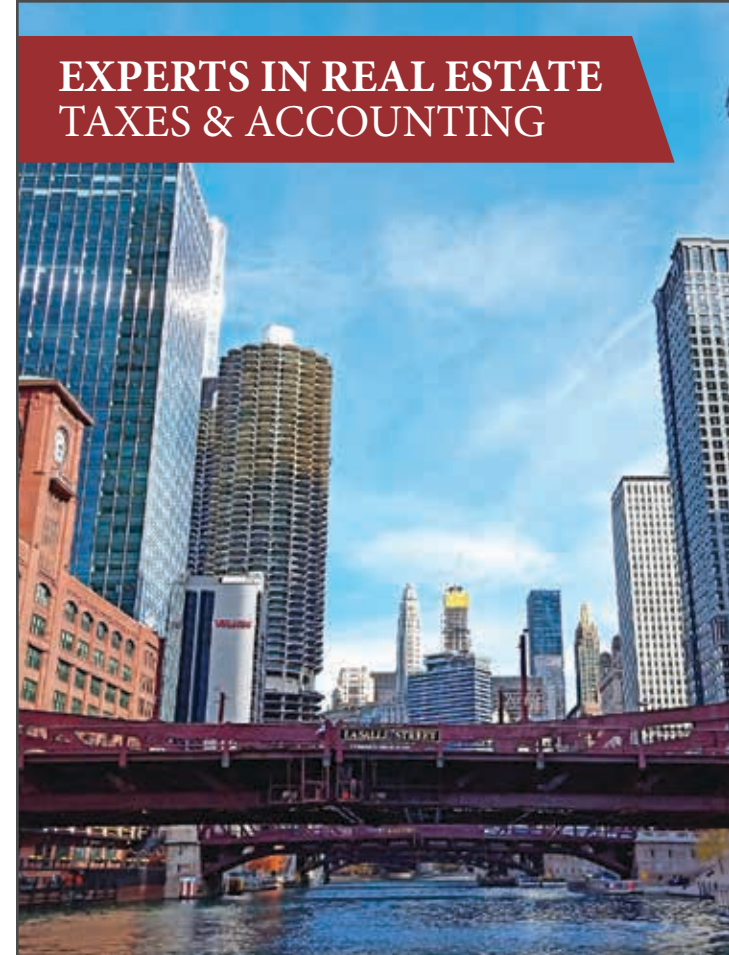
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PUBLISHER'S note

It's no secret that our industry has slightly shifted over the past couple of months with the NAR settlement in March. What I find intriguing about the whole situation is that commissions have always been negotiable. There is simply a spotlight on the entire process and the way business is conducted. The REALTORS® who provide value to the people they work with have nothing to worry about. There will be a nominal learning curve, but in my opinion, the REALTORS® who communicate their value proposition the most effectively are the ones who will thrive even more during this transition. Most of you reading this have probably already implemented systems in your client and prospect communications to support my previous statement.

Imagine if REALTORS® were so valuable to the public that a 10 percent commission was the status quo. Let's not get ahead of ourselves, but I feel that in the long run, this is a great opportunity for the people who live, breathe, and eat real estate. At our *DuPage Real Producers* winter event in February, one of our panelists, Dawn McKenna, said, "I am not worried about commission at all. I do not discount, in fact, it may go up!"

This mindset prompted me to reflect and think about how our platform could assist in moving the needle in this direction. Our spring event will bring all three of our RP territories together to learn how to become irreplaceable with author and speaker, John Isreal (AKA Mr. Thank You). This event will take place on Tuesday, May 21st at Fountain Blue with a value-packed message about helping you create

unreasonable loyalty by discovering the natural innate needs that move customers to take action. As always, the speaking will be followed by food, drinks, and networking with like-minded people. Scan the QR code below to register and find more details on page 52. See you there!



Andy Burton
Publisher
andy.burton@n2co.com

Scan for spring event details



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SCOTT

FISHMAN



Feeling the Rhythm of Real Estate

It's never too late to reinvent yourself. Real estate is Scott Fishman's third career. And even now, he continues to reinvent his business, at least its bandwidth, as he plans to double his team of three in the Fishman Group over the coming year.

While Scott is always looking to take things to the next level, he takes his time to establish a consistent beat and waits for the right moment to take things up a notch. As a lifelong drummer and musician, he understands the importance of consistency and timing.

Scott started playing the drums in fourth grade. His band in the early '90s was very close to being discovered by Pearl Jam. "Our keyboard player went to grade school and high school with Eddie Vedder," Scott shares. "He got Vedder a copy of our demo tape and they were listening to it on their tour bus. Unfortunately, about three months later our lead guitarist moved to Ohio, so that was the end of that band."

In addition to learning to harmonize with people and make music, Scott, who grew up in the south suburbs of Chicago, looked up to his dad who

worked in retail. "I learned so much about working with and serving people from all walks of life," Scott recalls.

Scott's plan going into college was to become a teacher. After minoring in music and majoring in history at DePaul University, he taught high school social studies for a few years. Wanting to reinvent himself, however, he decided to return to school and earn a master's in public administration, which won him a job working in public relations and advertising.

Scott worked in marketing and advertising with various media companies for twenty years.

He even started his own marketing/branding company before realizing he wanted to reinvent himself again. In fact, running his own business is what led him to real estate.

"I was looking for a new job that would utilize all my skills along with my love of Chicago and Chicago history," explains Scott. "I wanted to find a position that would let me help people and be of service to my community."

Scott had been doing a lot of networking to promote his branding company, and that's how he met Jayne Alofs. Jayne was a real estate agent in a networking group he frequented, and the two became very good friends over the years. When Scott began looking for a change in careers, she suggested he get his license and come work with her.

Starting his real estate career in 2012, Scott joined Berkshire Hathaway (then Koenig and Strey) under Jayne's tutelage. "She was a great mentor and north star on how to be a successful agent while putting your clients' needs first," expresses Scott.

While Scott had solid mentorship, starting in real estate at an age when all his contemporaries had been agents for years was a challenge. This was also at the time when much of the industry was transitioning into the digital world. As an early adopter of technology, Scott overcame his lack of real estate experience with his willingness to embrace new ways to serve his clients at a higher level.

Scott built his business on providing excellent service to his clients. While he works with a variety of buyers and sellers, he especially enjoys working with first-time home buyers, as he recalls what it was like for him back then:





Scott playing music with his band, Judsonmain.



We are a fun and dedicated group of people who really love real estate.

“I was thirty years old and didn’t know anything about real estate. I could have used so much help and guidance from my agent, lender, and attorney, but I didn’t get that from any of them. So, I keep that in mind with every buyer I work with, never wanting them to have that experience.”

Scott founded the Fishman Group five years ago on those same principles: to get to know their clients, learn their “why,” and keep them on track and focused on their goals so that when they do achieve their goals, they are happy and excited about the outcome.

The Fishman Group currently consists of agents Heidi Drennan and David Anthony Marshall, both of whom have a background in acting and music.

While Scott is extremely pleased with his current team, he feels the time is right to take things up a notch. “We are a fun and dedicated group of people who really love real estate, and we are looking for more people like us to grow our team and make our team stronger. If you feel you are on an island with your business, feel you are not getting mentorship, or want to be part of something bigger, you should come and join us,” Scott emphasizes.



Scott also hopes to make a bigger impact in under-served communities. He supports and was on the board for Housing Opportunities for Women (HOW), and he serves on the City of Evanston’s Citizen Police Review Committee.

Outside of real estate and his community initiatives, you can often find Scott playing music with his band, Judsonmain. They perform throughout the Chicagoland area. He is also a huge baseball fan with a deep love for the Chicago White Sox. Scott and his wife, Jenny, are celebrating twenty-four years of marriage this year and have three grown children: Patrick, Eve, and Nate.

As Scott looks to double the ensemble of the Fishman Group, it’s clear that he’s composing a future not just for his business, but also for the communities and individuals he serves. His journey from the classroom, to the corporate world, to the heart of Chicago’s real estate scene is a reminder that it’s never too late to chase a new dream or to rewrite your score.



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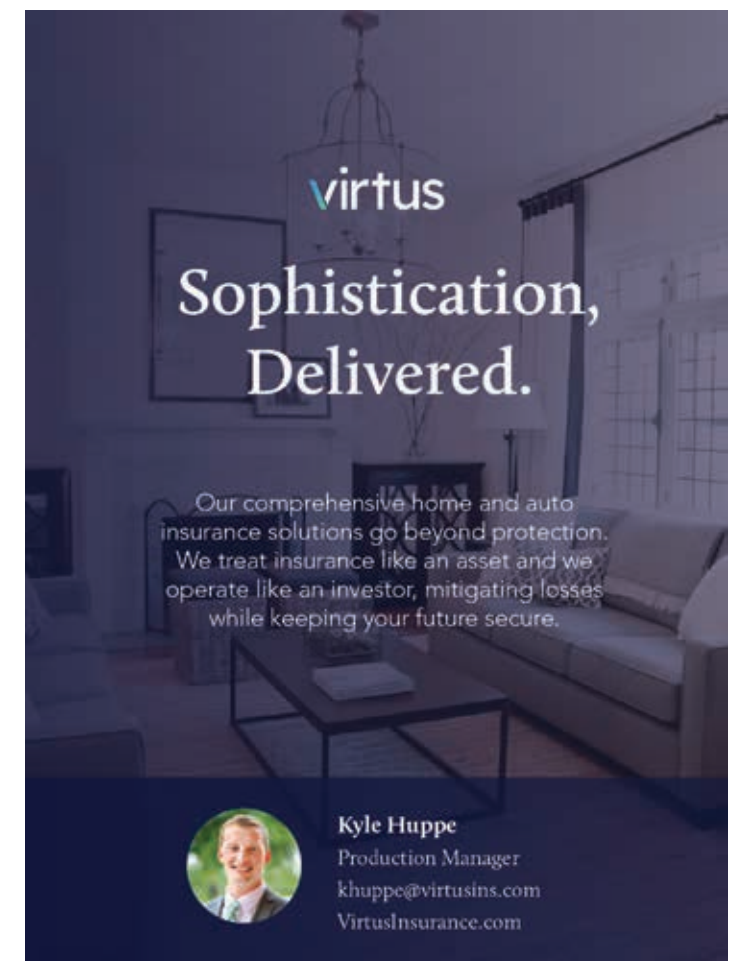
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JOCCELYN Ortiz

and Prestige Real Estate Images

It's amazing what can happen in just two years. For Joccelyn Ortiz and Prestige Real Estate Images, it can mean a whole new kind of life. The last time we caught up with Richard Camacho and Manuel Valdovinos about their real estate photography business, Joccelyn was mostly involved with administrative tasks, and all three of them were working from a small desk in the basement of a real estate office.

Today, Joccelyn is the COO at Prestige, overseeing a team of eleven: the six photographers/videographers are out in the field, while the remaining five—the booking coordinator, photo editor, video editor, CFO, and bookkeeper—and Joccelyn herself, work in-house at the company's brand-new studio located in Garfield Ridge.

“Becoming a part of the Garfield Ridge community has allowed us to get so much more involved with the community and our clients,” Joccelyn notes. “This change has made such a positive impact on our team. We now have a space to call our own, where we can work more efficiently and even host photoshoots for our clients.”

Prestige Real Estate Images has not just changed in quantity, with more photographers and in-house team members, as Joccelyn notes, but in quality as well, in every aspect of the company—from the management to the staff, to the systems, and even their environment. This commitment to quality comes from the passion that first started with Richard and has now been instilled into each person on the team, as Joccelyn explains:

“Most of our photographers came to us without having any real estate photography experience, but they all came in with a passion for photography, a drive to better their craft, and a hunger to get out there and become the best version of themselves.”

Joccelyn recalls her own entrance into the company and how the culture that Richard set inspired her to take greater ownership of her work and strive to continually improve. She started in 2019, just two years after the company was founded. At the time, her work wasn't particularly challenging. She was just answering phone calls and scheduling shoots here and there.

“Richard made it a mission of his to teach and involve me in as much as he could,” she explains. “He would always tell me, ‘One day you will be doing all this [what he was doing] yourself.’ I didn't really believe it, but the next thing I knew, I was in charge of scheduling shoots, routing out schedules to photographers, learning Photoshop, and delivering the final photos to our clients. I even do client headshot sessions now too.”


Joccelyn credits Prestige with getting her back into a leadership role, having stepped away from the workforce after her daughter

was born, and for getting her back into what she truly loves doing: helping people. The passion with which she approaches her work today comes directly from the company's culture and core values—something each team member imbues—whether she's working directly with a client or with a referral partner.

“Our goal is to make sure our REALTOR® partners are proud to show off their listings to potential buyers, and that each one looks perfect in all marketing materials,” Joccelyn emphasizes.

“We believe beautiful pictures, worth a thousand words, can truly help showcase properties to their fullest potential. We employ cutting-edge technology and techniques to capture stunning images that showcase every property in the best possible light.”



partner spotlight 

By Chris Menezes
Photos by Prestige Real Estate Images Inc.

We not only want to become the best in real estate photography, but to also become greater individuals..”

- Jocelyn



Jocelyn with her daughter.

through coming up with a new, innovative idea or restructuring, as well as keep up with the media and new trends—to do all they can to provide the best service and experience for their clients.

“We not only want to become the best in real estate photography, but to also become greater individuals,” Jocelyn notes. “My vision is to see each team member become the very best version of themselves. Our work culture promotes and supports that level of personal growth, and we know that when our people get to be their best selves, it means all that flows from Prestige will only be better and better. We are a very family-oriented company and want our team members to be and feel great, not just at work but in their personal lives as well.”

Jocelyn nourishes her personal life in many ways. She loves spending time with her daughter and going to Chicago White Sox and Blackhawks games. A huge coffee lover, she enjoys discovering new coffee shops in the city and taking her dog for a walk to Dunkin’ Donuts for an iced coffee. Jocelyn also loves to sing, and she led worship at her church at a young age, was a youth leader for a few years, and was even a regional worship leader.

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Given the asset that Jocelyn’s passion and like-minded, empowerment-focused leadership style is to Prestige Real Estate Images’s already notable growth and success, we cannot wait to see what they will accomplish in the next two years.

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A behind-the-scenes glimpse of Julie's hardworking team – Susan, Mike, Maggie, and Jane – in action during a typical day at the office.



IT TAKES A VILLAGE

“When things get rocky, I am always looking one step ahead as I’ve had many twists and turns in my twenty-plus-year career,” says Julie Busby, founder of Busby Group with Compass. “I sold through 9/11, the financial crisis, the pandemic, and now the uncharted territory with the NAR lawsuit settlement. I’ve reacted the same way to each of these difficult times and that is by meeting people where they are.”

In her career, Julie has made a name for herself in two major markets as a high-performing real estate professional. After graduating from Baylor University in Texas, Julie moved to San Diego, where she quickly became a top-producing REALTOR®. After a decade, Julie moved to Chicago, her husband’s hometown, and expanded her real estate expertise in her new community—first with a residential real estate team, and then with the major developer, Belgravia Group, where she managed the resale team.

“That was a pivotal time in my career. It helped me enhance my pricing skillset, opened my eyes to the importance of sales training in real estate, and increased my knowledge of construction,” Julie says. “It’s also when I realized that when you have the right team in place, you can create synergy and a level of service you can’t provide alone.”

“In the beginning of my career, I believed I would always be a solo REALTOR® because I have high expectations about service level, and I was nervous about delegating,” she adds. “But I started to change my mind after working with a high-functioning team at Belgravia.”

Inspired by her newfound insights and passion for teamwork, Julie founded Busby Group in 2018. Her vision was borrowed from the many entrepreneurs and motivational leaders who value the unique contributions of individuals within a team setting. Based on her foundational three c’s of community, client service, and collaboration, Julie’s dynamic group has developed a reputation for creative solutions and concierge-level attention to customer care.

Photo credit: Magen Scarboro

JULIE BUSBY

» cover story
By Lauren Young
Photos by Caleb Pickman

“The pandemic is a great example of why we have to continue to innovate in this industry to serve clients,” Julie says. “My team and I ended up launching complimentary online events for the community that included workout classes, music classes, a behind-the-scenes tour of Lincoln Park Zoo, a cooking class, and more.”

“Last year, when tech companies were experiencing major layoffs, we hosted a complimentary résumé writing class to help our clients and community through that obstacle, too,” she adds. “When there is a challenging time, I look to help those in need. We stay ‘in the thick of it’ with our community, and we shape our business to their needs.”

This community-focused team has grown to include several brokers and a full-time staff, each with their own expertise. When Julie describes her team members, her enthusiasm is evident:

“Jane Lintelmann, our director of operations, is hands-down, one of the best in the business at managing a transaction; Emily Steiger,

our director of concierge, is one of the bubbliest and sweetest people you will ever meet; and Michael Opalinski, director of marketing, has nearly two decades of real estate marketing and branding experience. Our dynamic group of professional brokers includes Pamela Moran, listings director; Maggie Yandel, training and professional athlete relocation expert; Susan Panozzo, investor portfolio expert; Barb Steinhauser, director of our luxury group (Busby Group Luxury Advisors); Michaela Cavanagh, first-time homebuyer expert; Celeste Chicas, an expert with landlords and tenants; Liza Balistreri Cahill, our northern suburbs expert; and Adriana Bahena, our south/westside expert,” says Julie.

As part of serving clients and the local Chicagoland community, the team regularly partners with local charitable organizations. “Feeding Chicago one home at a time,” is the team’s tagline and it applies not only to their work in real estate transactions, but also to their partnership with the greater Chicago Food Depository. Busby Group donates

a portion of every sale to the food bank, hosts an ongoing food drive, and sponsors bi-annual pantry pickup events. To date, they have contributed over 100,000 meals to those in need.

Looking forward, in addition to finding new ways to support her community, Julie is expanding Busby Group to other marketplaces and hopes to continue expanding the team to include other like-minded experts in the industry yet maintain their tight-knit feel. Frameworks like their weekly “dedicated collaboration brainstorms,” open communication between staff, and opportunities to grow and give back will remain a focus in the future.

Another ongoing focus for Julie and the whole Busby Group team is, and always has been, family and work-life balance. “I try to live my life as an example to my daughters of how to create a life you love that involves working hard, and playing hard with family,” Julie says. “Creating the team has not only meant accomplishing more, but also the ability, for all of us, to enjoy a more balanced lifestyle,” claims Julie. “Because every client is a Busby Group client, not just one broker’s client, when a team member goes out of town, the remaining veterans are able to easily step in.”

Now more than ever, Julie couldn’t be happier that she made the shift from being a solo broker to establishing and being a part of a dynamic team. “They say you are only as strong as your weakest link and we just don’t have a weakest link, which means we are challenged by each other to be the best we can be every day,” claims Julie.



Julie providing expert advice during a design consultation for their design and building services. Photo credit: Magen Scarboro

“““

**BEING COMFORTABLE
WITH EVOLUTION IS
THE ONLY WAY TO
FEEL STABLE.**



Photo credit: Magen Scarboro



Some of Julie's dedicated team, including Susan and Pamela, collecting donations during a pantry pickup at a client's home as part of their bi-annual give back initiative with GCFD.

"With real estate, we have to get used to change because the market is always shifting and there is always room for growth," she adds. "Being comfortable with evolution is the only way to feel stable."

"When I was a solo broker, I wasn't challenged every day by a teammate and it could feel like I was on an island," she adds. "The best thing I ever did was join a team mid-career and grow from there. I always think of this line from a quote by Steve Jobs: "Great things in business are never done by one person. They're done by a team of people."¹

¹ From interview on 60 Minutes, 2003, as noted in I, Steve: Steve Jobs in His Own Words, edited by George Beahm, <https://www.amazon.com/Steve-Jobs-His-Words-Their/dp/1932841660>. See also: Brandon Griggs, "10 Great Quotes from Steve Jobs" CNN Digital, CNN Business, updated January 4, 2016, <https://www.cnn.com/2012/10/04/tech/innovation/steve-jobs-quotes/index.html>.



Julie collecting donations during a pantry pickup at a client's residence.

Photo credit: Magen Scarboro



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▶ partner spotlight

By Lauren Young
Photos by Will Byington Photography

More Than a Name

“About twenty years ago, I decided to take a leap of faith and open my own business with little more than a bucket, a brush, a rusty old van, and two great role models,” says Kevin McVicker, owner and director of operations at McMaster Painting and Decorating, Inc.

Growing up in Chicago’s south suburbs, Kevin’s two great role models were his parents: his mom, an interior designer, and his stepdad, a union paint contractor. After earning his bachelor’s in environmental biology from Eastern Illinois University, Kevin worked as a research scientist at Abbott Labs for five years. But ultimately, he felt the pull to go back into the real estate industry he had experienced so much as a kid.

“It wasn’t until I was well-into my science career that I realized my true calling was to work for myself in an industry I not only felt comfortable in, but one I also had a passion for,” says Kevin.

Over the past two decades, Kevin has built McMaster Painting into a full-service home improvement company with specialties in many facets of painting, refinishing, and other aesthetic improvements.

“While ‘painting’ is in our name, our firm offers so much more than that,” he affirms. “We have spent years perfecting the variety of other services we provide.”

Along with expert interior and exterior painting, McMaster Painting can handle everything from wall-paper removal and installation to drywall and plaster repairs; deck and fence refinishing; brick and block sealing; wrought iron prep and painting, power washing, staining, varnishing; and even light carpentry. Over the years, they’ve also become experts in cabinet and vanity refinishing, which has earned them a reputation from REALTORS® as a go-to resource for helping revitalize homes.

“We help clean up properties so they sell faster and for top dollar,” Kevin says. “Specifically with our cabinet refinishing solutions, we have been able to help brokers and homeowners create that ‘wow’ effect and help their property stand apart from other listings. We also assist buyers by giving their new property and investment the facelift and ambiance they envision.”



Kevin with his two daughters.



“Our tagline is ‘Vision Becomes Reality’ because we are able to take our customers’ aspirations and bring them to life,” adds Kevin. “We pride ourselves on our superior customer service, unparalleled quality craftsmanship, and 100 percent customer satisfaction—from first call to finished product.” Clients can also rest assure that McMaster Painting is fully insured (general liability and workers’ compensation).

Since opening his business in the early 2000s, Kevin has seen many changes in his processes and techniques. The biggest shift was the adoption of more environmentally friendly products and practices. It’s a change that was difficult to adjust to for many in his line of work; however, Kevin, thanks to his training in biology, embraced the challenge head-on and has now integrated these practices into his everyday jobs with better results.

“Illinois was one of the first states to embrace green practices, and for a few years, figuring out what environmentally safe products would perform as well as others proved to be very difficult,” he says. “This is where my science background and my passion for a greener earth made me experiment with different processes and products until I felt comfortable using them on projects. We now know, regarding all substrates and



Kevin and the McMaster Painting and Decorating, Inc. team.

“
OUR TAGLINE IS ‘VISION BECOMES REALITY’ BECAUSE WE ARE ABLE TO TAKE OUR CUSTOMERS’ ASPIRATIONS AND BRING THEM TO LIFE.
”

circumstances, which processes and paint systems will deliver on our standards of exceptional craftsmanship.”

Like many other sectors of real estate, Kevin continues to adapt to the evolving needs of the market and the expectations of customers. The company’s biggest evolution came when Kevin grew from an entrepreneur to a thriving business owner. He now realizes that the rewards of leading a team are exponential compared to succeeding by himself.

“When I was younger I thought success was earning a good income.” says Kevin. “I now define success by the number of people I can positively affect and empower. As a parent and a boss, it gives me tremendous satisfaction to watch my children and staff grow mentally and spiritually.”

“It’s very rewarding to see all the people we have created beautiful spaces for and to see how thankful they are toward our crews and staff,” he adds. “After twenty years of being in this business, what now fulfills me most is building and empowering our staff to become the best versions of themselves. Watching them blossom and knowing that helps their families, too, gives me great satisfaction. I always wanted to be a coach, and owning, growing, and operating this business has allowed me to feel fulfilled in that way.”

To reach Kevin and to learn more about the services McMaster Painting and Decorating, Inc. provides its clients, visit their website www.mcmasterpainting.com or call 773-268-2050.



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CURTIS CROTTY

CHALLENGES ACCEPTED

“When I got my broker’s license in 2018, it was a decision that seemed crazy at the time to many that knew me,” says Curtis Crotty, principal agent at the Crotty Group with Keller Williams. “I had a successful career going with a solid paycheck coming in. But real estate presented the perfect mix of my passions and strengths, allowing me to be not just an advisor, but also a steadfast advocate for my clients.”

Before becoming a REALTOR®, Curtis spent more than eight years in financial services and consulting, as well as serving in the role of chief of staff, at Discover Financial Services and KPMG, helping a variety of clients solve some of their biggest challenges. In his downtime, however, Curtis found himself constantly looking on Zillow for his next home. When a real estate agent living in his building suggested he turn his pastime into a career, Curtis was intrigued, especially as he knew his enthusiasm for his current industry was waning.

“I was becoming drained by the demands of consulting, which involved extensive travel Monday through Thursday every week,” Curtis explains. “The schedule and my lack of passion for the industry began to weigh heavily on my personal life and relationships, leading me to question the sustainability of my career path.

But one aspect of my work consistently stood out to me: the joy and fulfillment I found in building relationships and collaborating across various teams to achieve common goals.”

While he enjoyed the analytical problem-solving of consulting, Curtis found in real estate the ideal avenue for exercising his interpersonal skills and desire for meaningful, people-oriented work.

“In this role, I have the privilege of guiding, educating, and supporting individuals and families through their real estate journeys, ensuring they make informed decisions that are right for

them,” he says. “It’s this opportunity to make a tangible difference in people’s lives that truly motivated me to become a REALTOR®.”

Curtis has also found that his contributions as a broker feed his natural competitiveness. A historic high-achiever, he had previously earned both his bachelor’s and master’s degrees at Robert Morris University in only three-and-a-half years. The opportunity to forge his own path and build his own business was an added bonus.

“I’ve always been driven by the idea of building something significant,



Curtis with his husband, Josh, and their newborn son, Theodore.

▶▶ agent feature

By Lauren Young
Photos by Sonya Martin



“The heart of our strategy lies in remaining deliberately small yet exceptionally connected...”

something I could look back on with a real sense of pride," says Curtis. "I guess you could say I'm naturally competitive; I've got this urge to excel in whatever I tackle. It's this blend of ambition and competitiveness that has steered my path and pushes me to continually aim higher and carve out a career that's not just successful on paper, but also meaningful to me and those around me."

As team leader of the Crotty Group, Curtis has embraced the challenge of forming and mentoring a high-functioning organization. Initially, his team was just fellow REALTOR® Joe Deardurff and himself. After two years, though, they began adding other agents including resident hype man and past corporate consultant Christian Castro; former fashion and design pro Omi Trevizo, who brings a unique artistic approach to the table; former grade-school teacher Jeremy Crowe, whose natural and cultivated patience and understanding is especially appreciated by first-time homebuyers; and Bailey Hughes, their director of operations, who supports the team through every transaction. Their combined, unique experiences make them a dynamic group of client advocates.

Building such a complex team of people hasn't been easy, but Curtis has relished unlocking their collective potential.

"One of the most significant challenges our team has faced as we've grown is ensuring that we maintain the right dynamic and atmosphere within our group," says Curtis. "Given the variety of personalities, strengths, and weaknesses among us, finding the perfect balance has been crucial to our success."

"The heart of our strategy lies in remaining deliberately small yet exceptionally connected," he adds. "We cherish our tight-knit dynamic because it enables us to operate with a shared vision of excellence and an unwavering commitment to our clients' needs."

Recently, Curtis added yet another title to his business card: dad. Curtis and his husband, Josh, welcomed their son, Theodore, on February 14th of this year via surrogacy. Theo has brought a new kind of adventure to their lives, transforming not just their daily routines, but enriching their days in ways they never imagined. Naturally, becoming a father has given Curtis even more motivation to succeed in his life and business.

"Through my career, I get to demonstrate every day that with a little grit and a lot of passion, you can build something lasting and meaningful," he says. "I'm all-in on this path, not only because I love it, but also because it allows me to give my family the security and opportunities I dream of for them."



"And, you bet, I plan to stick around in this game for the long haul," he adds. "Hopefully, I'll be passing down a thing or two about what it means to chase your dreams with hard work in your heart."



Curtis and the Crotty Group.

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What does the
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▶▶ making a difference

By Dawn Melchiorre



At Cradles to Crayons Chicago, we provide a critical lifeline. Through engaging communities and working directly with a network of over seventy service partners—including human and social service agencies, community-based organizations, schools, hospitals, health systems, and religious organizations—we place these essential items directly in the hands of families and children who need them most, *free of charge*.

Eighty-five percent of our service partners say they could not provide the essentials children need without Cradles to Crayons. Not only are we providing a critical lifeline by supplying these essentials, but we are also helping to provide children and families with a sense of hope—the hope that they can start living beyond just survival, just surviving, and find enrichment.

Cradles to Crayons

MAKING A DIFFERENCE IN CHICAGOLAND COMMUNITIES, ONE PIECE OF CLOTHING AT A TIME



Clothing is a basic human right. Without access to adequate and appropriate clothing, children face unfair barriers in life and participate on an unequal playing field. At Cradles to Crayons, we use the term *clothing insecurity* to define this hidden crisis that one in every two Chicago children living in low-income and homeless situations face.

We serve and provide these children with the essentials—clothing, shoes, hygiene items, and school supplies—they need to thrive at home, at school, and at play, so as to help them navigate the world with confidence and self-respect.

Cradles to Crayons, founded in 2002 by Lynn Margherio, is a national nonprofit with operations in Boston, Philadelphia, and Chicago. We are the only large-scale nonprofit dedicated to focusing on this resource gap, and we are driven by our vision: to provide children living in poverty and homelessness with the same opportunities as their peers.

Last year alone, our Chicago chapter of Cradles to Crayons distributed more than 300,000 packages of essential supplies to children, but there is still work to do to address the rise of this hidden crisis across the Chicagoland area: the kids we help don't have shoes that fit, or a coat warm enough to fend off the frigid Chicago winter winds and temperatures, or a backpack to carry their schoolbooks and supplies in. Without these basics, they fear being judged and not valued: They don't want to go to school. They have a hard time learning in school. They don't go outside to play. They don't feel valued.



Our success in filling the gaps families struggle to cover is rooted in community connection and engagement. We rely heavily on our network of thousands of annual volunteers to help collect items, ensure they're of high quality, and donate by size and type at our Giving Factory warehouse in North Center. We believe every child deserves high-quality clothing that's free of any rips, tears, holes, and stains.

We can see that the year-over-year increase in the need for essential items will continue to rise, and our journey thus far hasn't been without challenges. Limited resources pose obstacles, but we remain determined to overcome them through fundraising efforts, forming partnerships with like-minded organizations, and rallying support from our incredible community year-round.

If our mission inspires you, here are three ways you can help make a difference:

- **Volunteer at our Giving Factory** located at 2500 W. Bradley Place in the North Center neighborhood. This is where the magic happens. We invite individuals, families with volunteers as young as age five, and corporate groups to help us process, quality sort, and package donated items to ensure they are ready for distribution.
- **Donate clothing and essential items at any of our 40+ participating drop-off sites across Chicagoland** (see: <https://www.cradlestocrayons.org/chicago/take-action/donate-goods/find-local-drop-off/>). We accept new and gently used clothing, shoes, coats, and diapers. We've also formed a partnership with New Life Centers to provide essential items to Chicago's unhoused community, which includes new arrivals from all over the world. Items can be dropped off at any of our locations. Items can also be purchased through our Amazon wish list (see: https://www.amazon.com/hz/wishlist/ls/2DFBZ0MI523T0/ref=hz_ls_biz_ex?).
- **Consider making a monetary donation** (see: <https://www.cradlestocrayons.org/chicago/donate-now/>) to help sustain the daily operations of our year-round mission. When you give to Cradles to Crayons Chicago, you enable us to provide Chicagoland kids a better opportunity to thrive.

We encourage you to learn more and join our fight to #EndClothingInsecurity by connecting with us on social media!

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All of us at Cradles to Crayons Chicago are inspired daily by our supporters' impact on our communities. Together, we can make a significant difference and create a brighter future for every child in the Chicagoland area.



About the Author

Dawn Melchiorre, C2C Chicago Executive Director, is a seasoned entrepreneur and nonprofit executive passionate about driving social change in her local community, serving children in crisis, and uplifting families in need. She has over 20 years of experience in building and managing teams, fundraising, strategic planning, and public policy work, with success in creating, building, and sustaining collaborations and partnerships at every level in service of a mission. Her nonprofit career began at Voices for Illinois Children where she organized advocacy campaigns raising awareness for issues related to early childhood education, mental health, and nutrition. Her success led her to the Greater Chicago Food Depository as Senior Director of Programs where she helped build the Illinois No Kid Hungry Campaign and the Illinois Commission to End Hunger.

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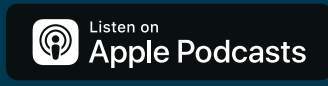
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▶▶ on the rise

By Lauren Young
Photos by Caleb Pickman

NISO ULMASOVA

LEANING INTO FEAR

“My biggest advice to new agents would be ‘Do it scared,’” says REALTOR® Niso Ulmasova. “There are a lot of intimidating factors in our industry. Especially as a young agent, it can be tough going through deals and having to prove yourself in the midst of seasoned agents. But ‘doing it scared,’ making mistakes and, of course, learning from them is key.”

Over the course of her life and career, Niso has had to do many things while feeling unsure of herself. She moved to the US from Tajikistan with her mother and brother at age nine. The family knew nothing of their new home except for what they had seen in movies and from popular culture, and they did not speak English. Niso and her younger brother leaned on their mother for support.

“My mom has survived unthinkable challenges in life and was able to come out of every adversity gracefully,” says Niso. “As a single parent, she paved the way for us to have a wonderful life, and through it all, she taught me what it means to push through and never give up. Her work ethic is truly unmatched.”

Niso pursued a degree in business administration from the University of Colorado Boulder with an emphasis in real estate and entrepreneurship. With the itch to get out of the classroom and into the real world, Niso completed her degree in just three years thanks to putting in extra work during breaks and downtime. That extra work included internships in various roles in



commercial, residential, and even luxury vacation home real estate. Throughout, the role of a REALTOR® called to her.

“I knew that with my personality, I could not be stuck in an office eight hours a day,” says Niso. “Building my own business and brand was another driving factor, as was the ability to run it how I saw fit. I also like the human touch: to see my clients and work with friends and family.”

During her last semester of college, Niso was connected with her future mentor who just happened to be located in the Chicago suburbs. Once again facing her fears, Niso took a big leap of faith and moved to a new place with no connections and no local knowledge. Adding to the degree of difficulty, this move came in June 2020, during the thick of the market disruptions caused by the pandemic.

“Starting my real estate journey in the heat of the pandemic was not the glamorous career launch I’d imagined,” she says. “But I was able to learn the ins and outs of the business and industry in a highly unusual, constantly changing and yet-to-be ‘normal,’ very competitive market.”

“At first, it seemed impossible to make friends or grow my book of clients,” Niso explains. “How could anyone trust a twenty-two-year-old who doesn’t know a thing about Chicago? But after about a year as an apprentice, I had over fifty deals under my belt and was able to grow my expertise. I learned how to manage deals and navigate challenging, emotional client outbursts (and even some agents’ outbursts), all with the help of my mentor.”

Next, Niso moved to Chicago where she tried to meet as many people as possible to grow her network. She’s been working with the DG Advisors Group at Fulton Grace



Niso with her mother exploring Chicago.



Niso with her brother.

“I appreciate being their one-stop-shop. It brings me joy to be their guide and comfort with a life-changing decision.”

Realty for over two years now, and each year, she hosts four to five major events, giving herself the opportunity to make new connections and educate them on real estate. As a kid, Niso was constantly organizing gatherings and hosting get-togethers, and now, she leverages that natural skill to help others navigate their daunting real estate situations.

“To me, the most rewarding part of this business is the blessing of being able to work with friends and friends of friends,” says Niso. “I appreciate being



Niso with her mentor, Jessica DeVries.



their one-stop-shop. It brings me joy to be their guide and comfort with a life-changing decision. But I especially appreciate, once our deal is completed, hearing their stories about their journey, and how I made the process simple and was a drama-free shoulder to lean on.”

Looking forward, Niso sees limitless possibilities for her career and future reach. She hopes to expand into real estate investments both in the Chicagoland area and across the world. Her plans are big, but she’s never shied away from a potentially scary proposition.

“Ever since college, I’ve had plans for developing properties that integrate vertical farming,” she says. “Especially in areas where food deserts are more prominent, I dream of [helping to develop] future communities where we

share with our neighbors and create a more sustainable style of living.”

Reflecting back on her brief career so far, Niso is glad she “did it scared” and took that initial leap of faith into real estate. She sees it as her path toward a successful and fulfilling life and career. Her source for inspiration and motivation, through all the scary moments, continues to be her strong connections with her family and community.

“My ‘why’ has always been my family and being able to support them in every way,” says Niso. And now, more than ever, the chance to also positively impact the people around me who are in need.” I understand growing my business will be an uphill battle given that I started at zero, but I’ve been blessed thus far. I genuinely believe my career in real estate is a gateway to success.”



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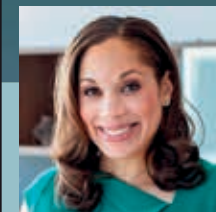


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Quick Guide to Short Form Content

By Travis Heberling



The 2 things
you need to
do in 2024
to shine.

01.

Entertain



After a long day, your possible viewers don't want to be sold to, they want to zone out and laugh. When you post, you should be adding value to that viewers life. One of the ways to do this is by entertaining the viewer. A funny TikTok Dance is fine, but what is even better is if you can find ways to promote your service while still entertaining. It's a WIN-WIN.

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02. Educate

Not everyone logs into social media for a laugh. Sometimes they want to learn something. Be a thought leader in your industry by providing knowledge that your potential client is looking for. Provide them with anywhere-anytime learning.



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TOP 250 STANDINGS

Teams and individuals from January 1, 2024 to March 31, 2024

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
1	Carrie	McCormick	19	\$29,720,000	7	\$15,678,000	26	\$45,398,000
2	Matt	Laricy	34	\$14,982,500	51.5	\$27,642,520	85.5	\$42,625,020
3	Emily	Sachs Wong	15.5	\$20,984,249	9.5	\$15,750,000	25	\$36,734,249
4	Jeffrey	Lowe	22.5	\$23,049,650	11	\$13,270,750	33.5	\$36,320,400
5	Mark	Icuss	8.5	\$19,887,474	4	\$15,357,945	12.5	\$35,245,419
6	Grigory	Pekarsky	5.5	\$3,155,000	55	\$26,742,500	60.5	\$29,897,500
7	Timothy	Sheahan	8.5	\$20,096,524	5	\$7,150,657	13.5	\$27,247,181
8	Leigh	Marcus	25.5	\$17,531,675	14	\$8,794,750	39.5	\$26,326,425
9	Alexandre	Stoykov	3	\$2,604,100	48	\$20,563,584	51	\$23,167,684
10	Chezi	Rafaelli	7	\$11,285,500	5	\$8,816,000	12	\$20,101,500
11	Benyamin	Lalez	8	\$4,433,194	25	\$12,623,400	33	\$17,056,594
12	Michael	Rosenblum	7	\$9,671,000	3	\$6,525,000	10	\$16,196,000
13	Jennifer	Mills	3.5	\$10,949,400	2	\$4,800,000	5.5	\$15,749,400
14	Philip	Skowron	4	\$8,335,000	2	\$7,325,428	6	\$15,660,428
15	Jason	O'Beirne	16	\$13,417,850	2	\$851,000	18	\$14,268,850
16	Michael	Horwitz	3.5	\$3,494,500	17	\$10,417,250	20.5	\$13,911,750
17	Joanne	Nemerovski	6	\$8,425,000	3	\$4,730,000	9	\$13,155,000
18	Darrell	Scott	5.5	\$3,739,500	14	\$9,030,000	19.5	\$12,769,500
19	Jill	Silverstein	9.5	\$7,559,500	5	\$5,170,000	14.5	\$12,729,500
20	Brad	Lippitz	9.5	\$8,352,500	5	\$4,240,000	14.5	\$12,592,500
21	Mike	Larson	2	\$4,290,000	3	\$7,996,668	5	\$12,286,668
22	Ryan	Preuett	2.5	\$4,892,500	4	\$6,974,000	6.5	\$11,866,500
23	Julie	Busby	8	\$5,500,400	10	\$5,619,300	18	\$11,119,700
24	Mario	Greco	15	\$8,081,100	5	\$2,649,750	20	\$10,730,850
25	William	Goldberg	8.5	\$6,757,500	4	\$3,607,100	12.5	\$10,364,600
26	Stacey	Dombar	12.5	\$5,809,750	3	\$4,415,000	15.5	\$10,224,750
27	Sam	Shaffer	2	\$1,083,422	15	\$9,052,988	17	\$10,136,410
28	Azeem	Khan	2	\$6,992,000	1	\$3,062,000	3	\$10,054,000
29	Boris	Lehtman	8	\$7,727,000	3.5	\$2,226,450	11.5	\$9,953,450
30	Millie	Rosenbloom	7	\$9,280,500	1	\$378,000	8	\$9,658,500
31	Katharine	Waddell	4.5	\$3,028,300	7.5	\$6,441,000	12	\$9,469,300
32	Sophia	Klopa	4	\$2,788,250	9.5	\$6,550,300	13.5	\$9,338,550
33	Owen	Duffy	13.5	\$7,810,500	2	\$1,493,000	15.5	\$9,303,500
34	Danielle	Dowell	5	\$4,371,200	6.5	\$4,827,000	11.5	\$9,198,200

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
35	Stefanie	Lavelle	7	\$7,318,000	2	\$1,750,000	9	\$9,068,000
36	Nicholaos	Voutsinas	3	\$1,471,000	9	\$7,500,000	12	\$8,971,000
37	Kathleen	Malone	4.5	\$6,265,500	4	\$2,352,500	8.5	\$8,618,000
38	Daniel	Close	3	\$5,250,000	5	\$3,138,250	8	\$8,388,250
39	Alex	Wolking	4	\$3,246,000	3	\$5,100,000	7	\$8,346,000
40	Ivona	Kutermankiewicz	6	\$7,023,400	2	\$1,295,000	8	\$8,318,400
41	Steve	Dombar	2.5	\$1,290,500	7	\$6,880,500	9.5	\$8,171,000
42	Nicholas	Colagiovanni	2	\$2,025,000	4	\$5,811,325	6	\$7,836,325
43	Susan	Miner	2.5	\$2,200,000	2	\$5,449,000	4.5	\$7,649,000
44	Lauren	Mitrick Wood	3.5	\$2,090,000	10.5	\$5,476,050	14	\$7,566,050
45	Debra	Dobbs	4	\$2,660,000	4	\$4,903,800	8	\$7,563,800
46	Margaret	Baczkowski	4.5	\$4,036,250	2	\$3,460,000	6.5	\$7,496,250
47	Hayley	Westhoff	4.5	\$3,329,250	5.5	\$3,892,500	10	\$7,221,750
48	Rubina	Bokhari	2	\$2,877,000	2	\$4,326,350	4	\$7,203,350
49	Elias	Masud	8	\$3,639,000	7	\$3,527,000	15	\$7,166,000
50	Melanie	Giglio	2	\$3,898,000	6	\$3,179,500	8	\$7,077,500

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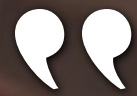


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TOP 250 STANDINGS

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#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
51	Ali	Bakir	0	\$0	4	\$7,057,500	4	\$7,057,500
52	Christine	Egley-Rashkow	1.5	\$3,280,000	1	\$3,625,000	2.5	\$6,905,000
53	Leslie	Glazier	5	\$4,910,000	3	\$1,942,500	8	\$6,852,500
54	Bari	Levine	6	\$2,983,518	4	\$3,731,400	10	\$6,714,918
55	Melissa	Edidin	3	\$1,982,380	4	\$4,699,000	7	\$6,681,380
56	Lance	Kirshner	3.5	\$1,798,750	7.5	\$4,799,750	11	\$6,598,500
57	Layching	Quek	2	\$978,500	6	\$5,513,700	8	\$6,492,200
58	Beata	Gaska	6	\$5,798,850	1	\$670,000	7	\$6,468,850
59	Linda	Levin	6	\$6,457,995	0	\$0	6	\$6,457,995
60	James	D'Astice	2	\$655,000	11	\$5,740,800	13	\$6,395,800
61	Dawn	McKenna	5	\$2,855,000	5	\$3,530,000	10	\$6,385,000
62	Eugene	Fu	1	\$740,000	8.5	\$5,536,250	9.5	\$6,276,250
63	Nadine	Ferrata	8	\$5,444,250	2	\$754,000	10	\$6,198,250
64	Roman	Patzner	1	\$1,075,000	4	\$5,102,000	5	\$6,177,000
65	Karen	Biazar	6.5	\$4,559,622	4.5	\$1,610,500	11	\$6,170,122
66	Bradley	Brondyke	4	\$6,157,500	0	\$0	4	\$6,157,500
67	Adam	Zenullahi	4	\$1,423,000	9	\$4,710,500	13	\$6,133,500
68	Nathan	Binkley	3.5	\$2,407,500	6	\$3,686,900	9.5	\$6,094,400
69	Pasquale	Recchia	5	\$2,719,000	4	\$3,330,707	9	\$6,049,707
70	Phyllis	Smith	5	\$3,482,500	4	\$2,367,500	9	\$5,850,000
71	Barbara	O'Connor	5	\$2,279,000	5.5	\$3,509,050	10.5	\$5,788,050
72	Molly	Sundby	6.5	\$5,782,500	0	\$0	6.5	\$5,782,500
73	Ioannis	Floros	3.5	\$1,838,750	8	\$3,922,000	11.5	\$5,760,750
74	Michael	Shenfeld	2	\$4,038,000	1	\$1,680,000	3	\$5,718,000
75	Meladee	Hughes	1	\$5,650,000	0	\$0	1	\$5,650,000
76	Rafay	Qamar	11.5	\$2,968,500	7	\$2,617,000	18.5	\$5,585,500
77	Timothy	Salm	2.5	\$5,535,000	0	\$0	2.5	\$5,535,000
78	Karen	Schwartz	4	\$2,202,500	5	\$3,215,000	9	\$5,417,500
79	Tony	Mattar	0	\$0	7	\$5,375,000	7	\$5,375,000
80	Jacob	Tasharski	1	\$600,000	3	\$4,592,500	4	\$5,192,500
81	Brian	Connolly	6.5	\$5,120,500	0	\$0	6.5	\$5,120,500
82	Patrick	Shino	3	\$1,274,500	9	\$3,843,500	12	\$5,118,000
83	Matthew	Shrake	1	\$320,000	4	\$4,785,000	5	\$5,105,000
84	Rafael	Murillo	3	\$3,960,000	3	\$1,117,500	6	\$5,077,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
85	Chris	Gomes	2	\$2,117,000	3	\$2,942,500	5	\$5,059,500
86	Michael	Olszewski	26	\$4,897,107	1	\$155,000	27	\$5,052,107
87	Kate	Gaffey	0	\$0	6	\$4,994,000	6	\$4,994,000
88	Greg	Whelan	0	\$0	10	\$4,993,500	10	\$4,993,500
89	Camille	Canales	1.5	\$735,000	10	\$4,223,900	11.5	\$4,958,900
90	Alishja	Ballard	2	\$875,000	6	\$4,018,000	8	\$4,893,000
91	Stephanie	Cutter	7	\$2,799,500	5	\$2,085,721	12	\$4,885,221
92	Juliana	Yeager	2.5	\$1,759,950	5	\$3,070,000	7.5	\$4,829,950
93	Dan	Nelson	0	\$0	8	\$4,810,400	8	\$4,810,400
94	Keith	Brand	5	\$3,228,000	5	\$1,520,000	10	\$4,748,000
95	Suzanne	Gignilliat	2.5	\$3,467,250	1	\$1,230,000	3.5	\$4,697,250
96	Brian	Moon	3	\$1,675,872	4.5	\$2,996,000	7.5	\$4,671,872
97	Sam	Jenkins	3	\$3,889,000	1	\$735,000	4	\$4,624,000
98	Nancy	Tassone	4	\$4,620,000	0	\$0	4	\$4,620,000
99	Leopoldo	Gutierrez	3	\$865,700	10	\$3,753,250	13	\$4,618,950
100	Dee	Thompson	1.5	\$2,517,950	0.5	\$2,092,500	2	\$4,610,450

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TOP 250 STANDINGS

Teams and individuals from January 1, 2024 to March 31, 2024

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
101	Dione	Balingit	1.5	\$2,517,950	0.5	\$2,092,500	2	\$4,610,450
102	Sara	Zamora	1	\$342,500	1	\$4,250,000	2	\$4,592,500
103	Sherri	Hoke	3	\$4,580,000	0	\$0	3	\$4,580,000
104	Cynthia	Sodolski	4	\$3,097,000	3	\$1,423,000	7	\$4,520,000
105	Michael	McCallum	0.5	\$315,000	2	\$4,199,000	2.5	\$4,514,000
106	Victoria	Thomas	0	\$0	3	\$4,502,000	3	\$4,502,000
107	Janet	Owen	0	\$0	1	\$4,500,000	1	\$4,500,000
108	Mario	Barrios	0.5	\$399,500	8	\$4,094,500	8.5	\$4,494,000
109	Karolina	Suszynski	2	\$4,475,000	0	\$0	2	\$4,475,000
110	Martha	Lozano	4	\$1,905,000	7	\$2,569,000	11	\$4,474,000
111	Cory	Tanzer	4.5	\$1,950,500	5.5	\$2,457,450	10	\$4,407,950
112	India	Whiteside	0.5	\$277,500	4	\$4,123,150	4.5	\$4,400,650
113	Iryna	Dzhudzhuk	0	\$0	8	\$4,396,000	8	\$4,396,000
114	Linda	Sanchez	1	\$2,195,000	1	\$2,195,000	2	\$4,390,000
115	Bogdan	Popovych	5	\$3,588,000	1	\$769,000	6	\$4,357,000
116	Jesus	Rojas	2	\$685,000	11	\$3,655,000	13	\$4,340,000
117	Daniel	Glick	4	\$2,129,000	4	\$2,209,000	8	\$4,338,000
118	Jeffrey	Herbert	0	\$0	7	\$4,332,500	7	\$4,332,500
119	Colin	Hebson	3.5	\$3,207,500	2.5	\$1,116,352	6	\$4,323,852
120	Michael	McGuinness	3	\$1,479,000	6	\$2,844,000	9	\$4,323,000
121	Elizabeth	Lothamer	0	\$0	5	\$4,318,000	5	\$4,318,000
122	Michele	Gubser	3	\$2,037,000	3	\$2,275,500	6	\$4,312,500
123	Santiago	Valdez	4	\$1,207,900	7	\$3,102,000	11	\$4,309,900
124	Jennifer	Liu	6	\$4,304,600	0	\$0	6	\$4,304,600
125	Eugene	Biondi	1	\$1,673,088	1	\$2,630,000	2	\$4,303,088
126	Staci	Slattery	6	\$4,292,122	0	\$0	6	\$4,292,122
127	Jennifer	Romolo	0	\$0	6	\$4,282,000	6	\$4,282,000
128	Tiffany	Vondran	2	\$671,000	8	\$3,578,000	10	\$4,249,000
129	Daniel	Spitz	1.5	\$1,362,500	4	\$2,883,900	5.5	\$4,246,400
130	Scott	Curcio	9	\$3,484,500	2	\$760,000	11	\$4,244,500
131	Patrick	Teets	2	\$4,225,000	0	\$0	2	\$4,225,000
132	Meg	Daday	5	\$2,601,000	2	\$1,620,000	7	\$4,221,000
133	Melissa	Siegal	1.5	\$946,250	4.5	\$3,267,500	6	\$4,213,750
134	Lisa	Reznick	2.5	\$3,734,500	1	\$465,000	3.5	\$4,199,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
135	Vincent	Anzalone	4	\$3,975,250	1	\$203,000	5	\$4,178,250
136	Salvador	Gonzalez	3	\$1,120,000	12	\$3,053,500	15	\$4,173,500
137	Arianna	Esper	3.5	\$3,468,700	1	\$642,500	4.5	\$4,111,200
138	Nick	Kluding	1	\$975,000	4	\$3,099,500	5	\$4,074,500
139	Kathleen	Ullo	4.5	\$4,067,500	0	\$0	4.5	\$4,067,500
140	Davia	Lipscher	2	\$2,167,000	6	\$1,871,000	8	\$4,038,000
141	Iris	Kohl	3.5	\$2,737,500	2	\$1,295,000	5.5	\$4,032,500
142	Eamonn	Stafford	7	\$2,794,700	5	\$1,219,900	12	\$4,014,600
143	Pamela	Rueve	4	\$2,282,500	3	\$1,725,000	7	\$4,007,500
144	Kevin	Hinton	1.5	\$505,000	6	\$3,491,500	7.5	\$3,996,500
145	Tiffany	Meyers	2	\$870,000	10.5	\$3,105,600	12.5	\$3,975,600
146	Rachel	Krueger	2	\$2,819,000	2	\$1,150,000	4	\$3,969,000
147	Tommy	Choi	6	\$3,116,700	4	\$842,500	10	\$3,959,200
148	Marianne	Colon	0	\$0	1	\$3,930,000	1	\$3,930,000
149	Kathryn	Barry	2	\$1,435,000	4.5	\$2,462,000	6.5	\$3,897,000
150	Marzena	Frausto	1	\$505,000	6	\$3,390,799	7	\$3,895,799

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TOP 250 STANDINGS

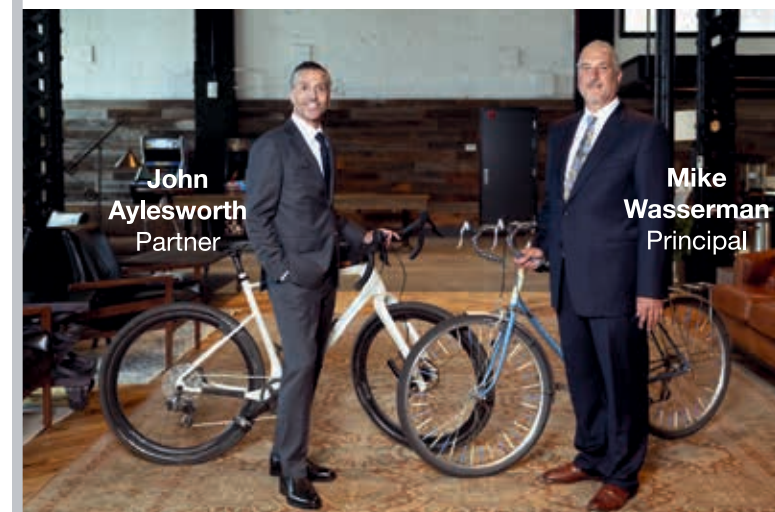
Teams and individuals from January 1, 2024 to March 31, 2024

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
151	Melanie	Everett	1	\$569,500	7	\$3,322,000	8	\$3,891,500
152	Robert	Yoshimura	4	\$1,620,000	3	\$2,264,000	7	\$3,884,000
153	Anthony	Disano	20.5	\$3,845,028	1	\$32,000	21.5	\$3,877,028
154	Pablo	Galarza	10	\$2,983,400	3	\$890,000	13	\$3,873,400
155	Michael	Saladino	5.5	\$1,332,500	6	\$2,509,000	11.5	\$3,841,500
156	Anthony	Zaskowski	5	\$2,380,000	4	\$1,451,000	9	\$3,831,000
157	Tim	Mullet	3	\$1,377,000	3	\$2,388,000	6	\$3,765,000
158	Justin	Lucas	1.5	\$1,895,000	3	\$1,862,500	4.5	\$3,757,500
159	Khadija	Laurens	2	\$2,250,000	1	\$1,500,000	3	\$3,750,000
160	James	Mooney	0.5	\$168,750	3	\$3,580,000	3.5	\$3,748,750
161	Brooke	Daitchman	2.5	\$2,308,500	3	\$1,440,000	5.5	\$3,748,500
162	Samuel	Kahn	1.5	\$1,965,000	2	\$1,780,000	3.5	\$3,745,000
163	Lisa	Miceli	0	\$0	2	\$3,700,000	2	\$3,700,000
164	Dan	Kieres	6	\$2,232,000	2	\$1,465,000	8	\$3,697,000
165	Kathryn	Hellmann	0	\$0	3	\$3,632,000	3	\$3,632,000
166	Jane	Domurot	1	\$3,625,000	0	\$0	1	\$3,625,000
167	Marlene	Rubenstein	1.5	\$740,500	4	\$2,884,000	5.5	\$3,624,500
168	Deborah	Hess	2	\$1,449,950	4	\$2,155,000	6	\$3,604,950
169	Amanda	Mcmillan	2	\$950,000	3	\$2,598,000	5	\$3,548,000
170	Susan	O'Connor	1	\$450,000	3	\$3,062,500	4	\$3,512,500
171	Ian	Schwartz	2	\$1,581,000	2	\$1,924,999	4	\$3,505,999
172	Ryan	Casper	3.5	\$2,346,000	1	\$1,144,500	4.5	\$3,490,500
173	Mark	Kowalik	3	\$2,203,000	2	\$1,255,000	5	\$3,458,000
174	Kathryn	Schrage	3	\$1,574,900	3	\$1,875,000	6	\$3,449,900
175	John	Federici	2	\$738,100	3	\$2,659,000	5	\$3,397,100
176	Adele	Lang	1.5	\$820,000	5	\$2,577,000	6.5	\$3,397,000
177	Casey	Declerk	1	\$785,000	2	\$2,580,000	3	\$3,365,000
178	Stephanie	Loverde	2	\$955,000	6	\$2,408,000	8	\$3,363,000
179	Grace	Sergio	2	\$3,037,350	0.5	\$312,500	2.5	\$3,349,850
180	Neil	Browne	2	\$2,008,000	4	\$1,318,900	6	\$3,326,900
181	Ken	Jungwirth	2	\$668,500	1	\$2,650,000	3	\$3,318,500
182	Ledio	Samarxhiu	3.5	\$3,307,000	0	\$0	3.5	\$3,307,000
183	Robert	Picciariello	10	\$3,290,700	0	\$0	10	\$3,290,700
184	Annie	Flanagan	0	\$0	1	\$3,250,000	1	\$3,250,000

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
185	Benjamin	Lissner	1.5	\$650,000	6	\$2,598,000	7.5	\$3,248,000
186	Michael	Hall	3	\$1,955,000	2	\$1,285,000	5	\$3,240,000
187	Kelly	Parker	0.5	\$290,000	6	\$2,942,575	6.5	\$3,232,575
188	Mariah	Dell	2.5	\$1,627,500	2	\$1,600,000	4.5	\$3,227,500
189	Norene	Chip	2.5	\$1,001,250	2	\$2,219,000	4.5	\$3,220,250
190	Cory	Green	0	\$0	1	\$3,220,000	1	\$3,220,000
191	Camie	Cirincione	2	\$549,000	4	\$2,670,000	6	\$3,219,000
192	Katie	Hutchens	3	\$3,212,500	0	\$0	3	\$3,212,500
193	Jessica	Macey	2	\$715,000	7	\$2,496,300	9	\$3,211,300
194	Vergis	Eiland	5	\$2,530,000	2	\$680,000	7	\$3,210,000
195	Nicole	Hajdu	4.5	\$2,311,500	2	\$864,900	6.5	\$3,176,400
196	Carol	Collins	4	\$2,285,000	1	\$890,000	5	\$3,175,000
197	Dennis	Huyck	2	\$1,443,000	2.5	\$1,724,000	4.5	\$3,167,000
198	Laura	Bibbo Katlin	3	\$3,163,800	0	\$0	3	\$3,163,800
199	Clare	Spartz	2	\$1,749,000	2	\$1,407,500	4	\$3,156,500
200	Whitney	Wang	0	\$0	6	\$3,152,600	6	\$3,152,600

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TOP 250 STANDINGS

Teams and individuals from January 1, 2024 to March 31, 2024

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
201	Rizwan	Gilani	3.5	\$1,216,250	3.5	\$1,909,000	7	\$3,125,250
202	Olin	Eargle	3	\$1,488,025	3	\$1,632,500	6	\$3,120,525
203	Danelle	Antipov	0	\$0	1	\$3,099,000	1	\$3,099,000
204	Joelle	Cachey Hayes	1.5	\$2,488,125	1	\$592,500	2.5	\$3,080,625
205	Stephen	Hnatow	0.5	\$975,000	2	\$2,090,000	2.5	\$3,065,000
206	Christina	Carmody	1	\$222,500	2	\$2,829,500	3	\$3,052,000
207	Meredith	Manni	1	\$3,050,000	0	\$0	1	\$3,050,000
208	David	Betancourt	0	\$0	6	\$3,047,500	6	\$3,047,500
209	Mark	Keppy	2.5	\$3,041,750	0	\$0	2.5	\$3,041,750
210	Tiffany	Moret	2	\$1,410,000	3	\$1,625,000	5	\$3,035,000
211	Kimber	Galvin	2	\$975,250	3.5	\$2,057,500	5.5	\$3,032,750
212	Anne	Rossley	4	\$1,314,500	2	\$1,715,000	6	\$3,029,500
213	Nurettin	Dasdelen	4.5	\$2,637,750	1	\$370,000	5.5	\$3,007,750
214	Brad	Zibung	5	\$3,005,000	0	\$0	5	\$3,005,000
215	Theodora	Jordan	1.5	\$897,500	3	\$2,098,800	4.5	\$2,996,300
216	Lyn	Harvie	4	\$1,174,000	2	\$1,820,000	6	\$2,994,000
217	Karl	Vogel	2	\$1,497,500	2	\$1,477,000	4	\$2,974,500
218	Gregory	Desmond	3	\$1,367,500	2	\$1,607,000	5	\$2,974,500
219	Spencer	Hauptman	1	\$822,500	2	\$2,151,500	3	\$2,974,000
220	Sharon	Gillman	1	\$845,000	1.5	\$2,122,500	2.5	\$2,967,500
221	Jennifer	Bustillo	1	\$300,000	5	\$2,662,000	6	\$2,962,000
222	Matthew	Haedicke	3	\$1,910,000	1	\$1,050,000	4	\$2,960,000
223	Chloe	Ifergan	4	\$2,391,000	1	\$569,000	5	\$2,960,000
224	Lucy	Antanovich	2	\$1,875,000	1	\$1,075,000	3	\$2,950,000
225	Alexa	Hara	0.5	\$315,000	5	\$2,627,500	5.5	\$2,942,500
226	George	Furla	0.5	\$163,500	1	\$2,775,000	1.5	\$2,938,500
227	Eric	Casper	2	\$500,000	3	\$2,437,000	5	\$2,937,000
228	Peter	Green	0	\$0	2	\$2,924,000	2	\$2,924,000
229	Prashanth	Mahakali	2	\$2,920,000	0	\$0	2	\$2,920,000
230	John	Burks	2	\$1,126,750	2	\$1,780,000	4	\$2,906,750
231	Mary	Mac Diarmid	1	\$1,962,000	1	\$925,000	2	\$2,887,000
232	Susan	Fichter	2	\$880,000	2	\$2,005,000	4	\$2,885,000
233	Mike	Checuga	2	\$965,000	6	\$1,901,000	8	\$2,866,000
234	Jacqueline	Alter	4	\$1,692,500	4	\$1,161,000	8	\$2,853,500

#	First Name	Last Name	List #	List \$	Sell #	Sell \$	Total #	Total \$
235	Jennifer	Ames	3	\$1,210,000	3	\$1,640,000	6	\$2,850,000
236	Naja	Morris	5.5	\$2,064,925	2	\$780,000	7.5	\$2,844,925
237	Madelaine	Gerbaulet-Vanasse	4	\$2,841,500	0	\$0	4	\$2,841,500
238	Brittany	Bussell	1	\$1,025,000	3	\$1,815,000	4	\$2,840,000
239	Erlend	Candea	3	\$2,139,000	1	\$695,000	4	\$2,834,000
240	Jacob	Reiner	3	\$1,814,500	4	\$1,019,000	7	\$2,833,500
241	Steve	McEwen	2	\$1,724,900	1	\$1,100,000	3	\$2,824,900
242	Lawrence	Dunning	3	\$1,960,000	1	\$855,000	4	\$2,815,000
243	Rebecca	Sexson	2	\$961,000	3	\$1,849,999	5	\$2,810,999
244	Monica	McCarthy	0	\$0	4	\$2,800,000	4	\$2,800,000
245	Alex	Entratter	1	\$475,000	3	\$2,324,900	4	\$2,799,900
246	Ryan	Gossett	0.5	\$337,500	3	\$2,457,500	3.5	\$2,795,000
247	Chris	McComas	3	\$2,170,000	1	\$625,000	4	\$2,795,000
248	Myroslava	Dysko	3	\$1,919,000	4	\$870,500	7	\$2,789,500
249	Anthony	Madonia	2	\$1,120,000	2	\$1,667,400	4	\$2,787,400
250	Brian	Pistorius	0	\$0	4.5	\$2,771,250	4.5	\$2,771,250

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