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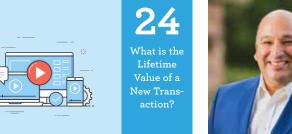


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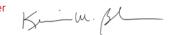
Dedicated to YOUR Success

Hello, Everyone!

I just wanted to take a moment and thank everyone at the Greater San Diego Association of REALTORS ® for making this our best year ever! Our REALTOR ® members, and staff, continue to build with the roll-out of our own San Diego proprietary MLS, our new member portal SAN DIEGO | ONE, as well as the ongoing accomplishments of our Education Committee.

Keen on the heels of all of our great accomplishments, we have also just wrapped up our first live contracts college webinar series that articulated the art of the Residential Purchase Agreement (RPA) and both statutory and contractual disclosures. These were held every Wednesday live as we presented excerpts from the most frequently used forms in our industry! This entire series can now be found on our YouTube channel. So, join us in our quest to have the most PROFESSIONAL REALTOR ® membership in the USA!

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Ryan Lipsey is the Sales Team Leader. When you talk with him, it's clear his passion for serving the needs of others sets a tone that extends throughout the organization and beyond.

"I derive tremendous pride from positively affecting people that we work with, and seeing a net gain in their outreach and in their passion and their income, from the campaigns and outreach that we've put into their business side by side with them," Ryan explains.

"When I see positive changes that come directly from those efforts, it is hugely satisfying. And that goes for my team as well, including our junior representatives and administrative staff that work for me, seeing their lives getting better, and bolstering their situations. It's a huge satisfaction for me. Bringing that positivity is the mission."

HT BITTER



Dynamic Dream Team

Ryan's team includes Haylie Collier, who holds the Junior Sales role on the team, working in an outreach capacity with sales and prospecting, Katie Methey who is affectionately referred to as the mothership, because she handles all scheduling and messaging, including the 800 to 1,000 messages that arrive each day, and Shelby Connelly, who navigates the team's technology and data opportunities as Data Manager.

Like the name suggests, the Ryan Lipsey Team is a dynamic team in all senses of the word.

As he says, "During our team huddles, everybody has equal weight. We talk about any personal and professional challenges, and try to grow together. Focusing on that within our team allows that light to travel outside our team to our dealings with our clients."

• • •

Shelby Connelly, Ryan Lipsey,



• • • As a result, those who work with the Ryan Lipsey Team experience tangible results.

We're here to deliver real value in the sense of tactics, data, or tools that will enhance our partners' ability to put deals on the scoreboard, plain and simple," he explains. "If we can impact the revenue that is brought into a team or a single operating agent or a brokerage, then we're delivering real value."



A big measure of success for Ryan and his team are the comments they receive from those they serve.

"It's a great feeling to get that feedback like, 'Ryan believed in me when no one else did,' or 'The tactics, tools and data that he helped us with have really moved the needle in our business and made us money as a team,"

Ryan says.

"We strive to be more than just a provider. We want to be a partner that really gets down to the nitty-gritty and quickly moves from theory to implementation that makes a difference."

Those efforts have definitely been rewarded with signs of success. In fact, the Ryan Lipsey Team finds itself among the nation's top-producing title insurance teams.

Beyond the numbers, Ryan and his team deliver insights and service that goes beyond what's expected to assist their partners with other aspects and goals. And that resourcefulness comes from experience.

"I think it's the fact that we do a lot of what we teach. For example, we're huge advocates of video marketing on social media to attract with authentic personal stories. We make upwards of 40 to 50 outreach calls, we do personal consultations, and we do leverage events where it's a couple hours in a row with 50 different agents," he says. "We use a mix of tried-and-true, old-school techniques, as well as taking advantage of the latest, cutting-edge digital strategies that make sense. So we execute what we tell and preach to our clients as we practice what we preach."

Beyond the Need

Those in the real estate industry can count on Ryan and his team to walk in their shoes and offer value beyond the need at hand. In a world filled with steam-rolling disruption efforts and technology that promises turnkey processes, Ryan emphasizes — and delivers on — the value that comes from working with a true partner.

"Battling big tech is going to be an ongoing fight for the REALTOR®. So that's why we place even more emphasis on assisting our partners, even with advice we offer on personal branding tactics they have in place," Ryan emphasizes. "The personal brand, whether it be a single operating agent, or brokerage, or mega team is very important."

Ryan and his team work in ways that go well beyond the need in hand as a resourceful partner. That doesn't mean that Ryan thinks he and his team have all the answers. Instead, they begin with discovery ... with questions.

As Ryan explains, "Humility is a hugely important foundational tenet for us, and how we approach the business, because it forces us to remove our own filters and lenses to see how our clients perceive things. We know that we can only get the most efficient and effective answers, if we consider their stance. We put the client in the spotlight. It's critically important. We do whatever moves the needle at the highest level for the customer."

For more information about the Ryan Lipsey Team:

Website: www.RyanLipsey.com **Email:** Ryan.Lipsey@TicorTitle.com

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THE NOTABLE
EXCEPTION
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LEGISLATION
TO CODIFY THE
DYNAMEX DECISION

There has been significant concern and confusion over the classification of workers rather than independent contractors, following the unanimous California Supreme Court decision in Dynamex Operations West Inc. v. The Superior Court of Los Angeles, 4 Cal. 5th 903 (2018).

Additionally, the decision from the recent 9th Circuit Court of Appeals case Vazquez v. Jan-Pro Franchising International, Inc., further complicated things because it was ruled that the three-prong "ABC" test the Dynamex case established should be applied retroactively.

Through Assembly Bill ("AB-5"), The California Legislature wants to pass legislation to amend the California Labor Code to codify the Dynamex case and clarify its application.

Specifically, the proposed legislation will provide exceptions to the application of the Dynamex decision. This includes licensed insurance agents, health care providers, investment advisors and real estate licensees.

The real estate licensee exception in AB-5 refers to relevant California code sections and clarifies that existing law supports the independent contractor model for real estate licensed professionals.

The "ABC" test from the Dynamex case is in direct conflict with California real estate license laws because, absent the hiring party demonstrating that all of the "ABC" factors are established, the "ABC" test considers all workers to be employees.

"ABC" FACTORS:

- That the worker is free from the control and direction of the hirer in connection with the performance of the work, both under the contract for the performance of the work in and in fact.
- 2. That the worker performs work that is outside the usual course of the hiring entity's business.
- That the worker is customarily engaged in an independently established trade, occupation, or business of the same nature as that involved in the work performed.

The "ABC" test applied to real estate licensed professionals could lead to a classification of licensed real estate agents as employees rather than the longtime preferred status as of independent contractor relationships.

However, the 2019 amendments to the California real estate licensing law specifically reiterate the validity of an independent contractor option between a broker and a salesperson.

Before the Dynamex case, the test for determining the status of an independent contractor versus employee status in California was the one adopted in S.G. Borello & Sons. v. Department of Industrial Relations (1989) 48 Cal. 3d 341. The Borello court considered the important question of whether the "person to whom service is rendered has the right to control the manner and means of accomplishing

the result desired." Then, nine additional factors were considered in determining whether an individual was an independent contractor or an employee:

- (1) right to discharge at will, without cause;
- (2) whether the one performing the services is engaged in a distinct occupation or business;
- (3) the kind of occupation, with reference to whether, in the locality, the work is usually done under the direction of the principal or by a specialist without supervision;
- (4) the skill required in the particular occupation;
- (5) whether the principal or the worker supplies the instrumentalities, tools, and the place of work for the person doing the work;
- (6) the length of time for which the services are to be performed;
- (7) the method of payment, whether by the time or by the job;
- (8) whether or not the work is part of the regular business of the principal; and
- (9) whether or not the parties believe they are creating a relationship of employer-employee. Borello, 48 Cal. 3d at 351.

However, not all of the factors had to be met under the Borello decision.

AB-5 would codify the Dynamex decision and clarify its application. It provides for the application of the "ABC" test from the Dynamex case to determine the status of a worker as an employee or an independent contractor for all provisions of the Labor Code and the Unemployment Insurance Code, unless another definition of "employee" applies.

AB-5 broadens the "ABC" test from the Dynamex case beyond the wage and hour context, where it was decided to apply to additional employee labor protections and benefits. Fortunately, the Bill excludes certain occupations from application of the "ABC" test. Instead, it provides, for those excluded occupations only, that the test adopted by the Borello case would apply, if certain conditions were met.

California Association of REALTORS® ("CAR") was one of the many industry groups who lobbied for exclusion from the Dynamex test. CAR did not support the original language of AB-5 addressing real estate licensees because they felt it did not adequately express the law governing the relationship between real estate licensees. However, after amendment, CAR supports AB-5 because it provides real estate licensees an exemption from the Dynamex test and recognizes the numerous laws and regulations where a licensed real estate brokerage operates.

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"My approach to the business is honesty. Trust is the most important factor, so I am honest with my clients, whether it's what they want to hear or not."

After graduating with a degree in physical therapy in 2010, Alli Urguby looked ahead to her next step: graduate school. She took a year off to take the GRE exam and apply to school, but then, plans changed.

"At that time, I was very driven but didn't know where to focus it," Alli reflects. "I reassessed everything I had done, much of which included sales, and wanted to do something that would make a positive impact."

During her year off, Alli worked in higher education admissions, enrolling students in college programs online, and coaching them through their first course. The problem was, she didn't find fulfillment in her work. Even worse, she questioned the integrity of the role she was filling. "It was for an online program at a for-profit university. I didn't feel good about it," Alli explains.

A conversation with her older sister, who had her real estate license at the time but wasn't using it, gave Alli a wild idea. "I thought I'd give real estate a shot," she smiles. That was 2014.

"I realized selling real estate was something I could feel good about. I was inspired to help people make one of the most important financial decisions of their lives and build genera-



tional wealth for their families. So I took that first step. Real estate allows me to feel good about what I do. "I'm not an agent that's going to push someone towards buying a home... I'm an advisor helping them navigate the process."

As Alli began her real estate career, she drew on the lessons she learned growing up. Her parents owned several businesses, from restaurants and hair salons to car lots and sign businesses.

Lea and daughter Nav

• • •

You can do anything you want to do. Just go for it.



"I learned everything I know about hard work from my parents," All shares. "My dad taught me the importance of hard work and constantly encouraged me to be a go-getter, while at the same time being extremely generous. He would always say, 'You can do anything you want to do. Just go for it.' That has really stayed with me," Alli explains. "I think what he

The persistent nature that Alli developed helped propel her to success in real estate. As for so many agents, those first few years were hard.

"It was a struggle, but I was relentless. I had no idea where to start and had very little guidance once I did. I was parttime while working at the restaurant. I didn't sell anything that [first] year."

Alli studied the industry and began to build confidence -and a business. She sold six homes her second year, and at the end of that year, decided to quit her part-time job and dive into real estate fully. "I wish I had done it sooner,' she says. The following year, Alli kept her head down, worked hard, and sold 28 homes. In 2018, she closed over \$15



million in business and was recognized for 40 under 40 (2018), Winner's Circle (Top 5% at Big Block 2018), Circle of Excellence (Gold Award, 2018), and PorchLight Agent of the Year.

She's on a team that facilitates growth, as her teammates hold each other accountable for their goals and implement strategies to succeed together. As Alli is rounding out her fourth year in the business, she has already reached her goal of 40 sales for over \$20 million in volume, and her team is on pace to close over \$100 million. "The energy on our team is infectious and I'm excited about working alongside agents that I admire and respect," she says.

At home, Alli and her wife, Lea, just welcomed their first child, Nava, to the world. "It's exciting and has been a whole new 'why' for me. She lights up my whole world, and while having an infant is totally consuming, it is the most gratifying type of exhaustion," Alli smiles.

"I'm most grateful for the support of my community, my team, and my friends that have helped me push my business forward. I have a lot of gratitude for the people I work alongside that motivate me, hold me accountable, and encourage me to push further."

True to her nature, Alli is looking ahead and seeing the opportunity to continue to grow her business and help even more people achieve their goals with real estate.

"I'm proud of what I have been able to accomplish so far, and I'm excited to build on this momentum."

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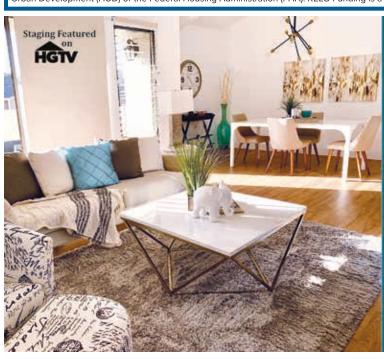
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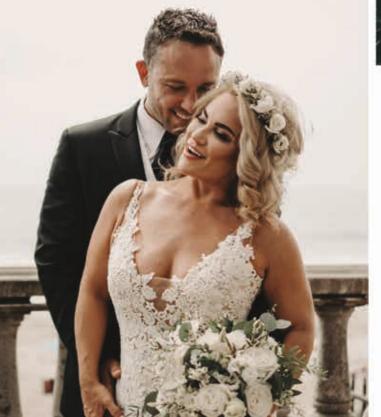
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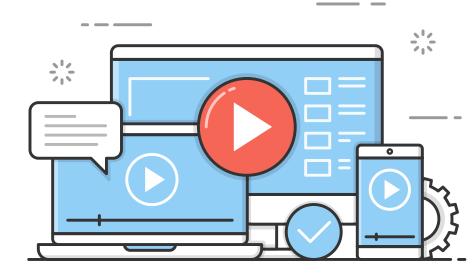
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What is the LIFETIME VALUE of a New Transaction?



By: Steezy Digital | **Jeff Brogger**

What is the Lifetime Value of a New Transaction?

99% of Realtors don't know what the lifetime value (LTV) of a new customer is for their business. When most Realtors think about marketing, they think "I have \$X amount in the budget to go knock doors, send postcards, run a radio ad, boost some Facebook ads, etc."

But as a San Diego Real Producing Realtor, you are NOT the 99% of Realtors. You

are the top 1% of one of the finest real estate markets on the planet. So let me ask you this: prior to running a new marketing campaign, do you consider what the LTV of a new client is before launching that new campaign? If not,

then you are leaving money on the table.

What I mean is this: it's not just the first commission of the first sale that is the total value of a new customer.

Lifetime value considers the probability of repeat business from this same client, average client age, average life expectancy, average years in the home, and how many referrals this new person gives you once you close them.

Want to know the lifetime value of a new real estate client in San Diego? If we use this formula, the lifetime value of a client in San Diego is \$99,535.50 of income to you. With San Diego's average

price point around \$600,000, you can see that is NOT equal to the commission from the first sale. Round up and that means every single transaction is worth \$100,000 to you over the life of the client relationship.

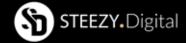
Plus, if you have a younger demographic, luxury demographic, your repeat business game is really strong, or you can increase one of those factors by even 10%, then the lifetime value will be even higher.

This is how sophisticated marketers look at advertising.

Once you know the lifetime value of your customer you can now

gauge how much you can pay in order to close them. This is not to say that you need to go spend \$100,000 on every single LEAD because as we know not every lead becomes a customer; however, LTV tells you exactly how much you can afford to pain order to gain a new client. This number is typically far more than almost any other Realtor is willing to pay upfront because they are only focusing on the short term results. This is how you beat everyone else with paid advertising and win in any market condition.

Interested in learning how we can help generate and nurture leads automatically for your real estate business using this formula?



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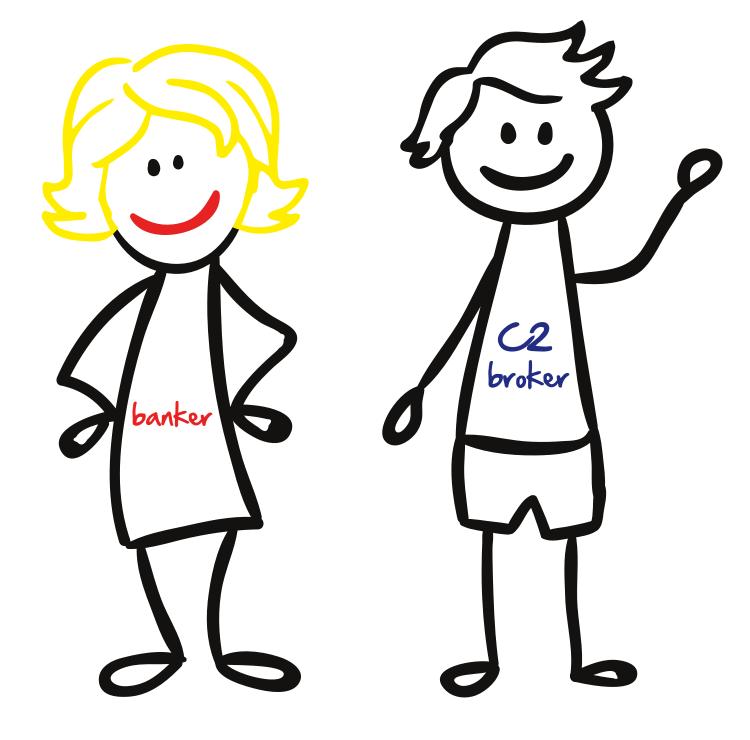


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MARK Marquez

It's been said that
life begins at the
end of your comfort
zone, by letting
yourself go beyond
your past, and
expanding your view
of what's possible.

BEYOND THE LIMITS

As Managing Partner and Broker Associate with Pacific Sotheby's International Realty, Mark Marquez credits that way of thinking for much of his success as both an individually producing REALTOR® and as an organizational leader.

"A lot of that came from my wife, Susana, reminding me that we don't have boundaries when it comes to accomplishments," Mark says. "Sometimes, I think we set limits for ourselves in our minds. But when you just go to work and focus on what you're trying to accomplish, magically, you receive the results of your work. I believe in the law of attraction."

Susana is also a licensed REALTOR® with Pacific Sotheby's International Realty. The teamwork Mark enjoys with Susana, and the rest of the team has been a driving force in Mark's achievements.

"One of the main reasons why I'm with this organization is I wanted to be challenged by the other successful colleagues in the room. And that's what we do. We push each other to new heights and production thresholds. It helps to be in an environment that has such high standards and in the ranks of top tier professionals in the industry," Mark emphasizes. "That's the same advice I give to new people entering the business ... to work around a team that's very productive, even if you have to intern. Because until you know what it looks like to be really busy and execute, it's very difficult to create that from scratch by yourself."

EARLY RETURNS

Mark's plans in real estate started as he was coming of age as a teenager.

"My father and I bought and sold rental properties, and when I was younger, he used to take me to visit homes for sale while he was assisting his siblings and parents by consulting them on their own personal home purchases. He was just being a responsible older brother and resource not participating as a broker," Mark recalls. "I was listening while they negotiated and viewed properties. I remember the old MLS books that said 'Confidential.' I always wondered what was top secret about a home for sale."

During the recession of the 1990s and the exodus of many defense contractors from the area, Mark attended college and started work in the restaurant industry. After graduating with his degree in Information Systems, l Mark became the youngest General Manager in the chain of restaurants at 24 years old, breaking sales records within the industry.

By 1997, Mark took the license exam to start Real Estate as a career. In his first month, he recorded a \$2 million transaction with Century 21. By the end of his first year, Mark had closed over \$5 million in sales volume.



"My staff is tremendous, including our Closing Manager, Kim Callahan, and Transaction Coordinator, Bonnie Gale," he says. "A lot of the credit for these results is due to them. I couldn't have done it by myself."

LIFE'S PRIORITIES

When he's away from real estate, you can find Mark and Susana enjoying a trip together, playing a round of golf, and enjoying time with their three English bulldogs.

"Susana has been at my side for 15 years. She started as a loan officer in 2003, and ever since, we've watched our business grow. Our collective expertise has helped us to improve in our efficiencies and sales results. I didn't intend for us to work together, but it naturally gravitated that way. She is my secret weapon," he smiles. "It's always fun when we get to work on a transaction together and back each other up."

Mark's father, Victor, retired from his career in insurance and has worked with Mark, as well.

As Mark says, "As my father settles into full retirement, we've had the chance to work together as father and son for over 10 years. That has been very rewarding given the way our experience in real estate has come full circle."

Mark also places a lot of importance on giving back to the industry he has such a passion for. Mark served as 2010 Board President for the San Diego Association of REALTORS®, and also sat on the Board of Directors for the National Association of REALTORS® and the California Association of REALTORS® for over 14 years, as well as serving as a Director for the San Diego MLS, serving over 14,000 subscribers.



"I've always been very collaborative and have tried to mentor those around me. My ability to mentor and coach is rewarding, because I get to see other people win. I enjoy helping others with transactional questions and dilemmas," he says. "We have an amazing group of agents in my personal office, as well as in the company. That really fosters growth and collaboration for those that have the skill sets to move to the next level."

BUILDING BONDS

•••

One of the parts of his career Mark treasures the most is the number of long-term relationships he has created and maintained through 20 years in real estate.

As he looks to continued future success for himself and his team, he is optimistic and encouraging for the next generation of professionals as they prepare to go beyond the limits themselves. "Real estate isn't an instant gratification business. It's very long-term, and so the relationships you're incubating today will create benefits tomorrow. It's not going to happen in 24 hours. It's months or years sometimes," he says. "The challenge for any agent is finding balance and realizing that our markets are cyclical ... our business requires us to be strategically minded in all aspects, so whether it's understanding income taxes, balancing business or personal time along with relationships, that's always the daily challenge before us.

Success is mastering those items so you are ahead of the curve, while hoping to maintain a healthy lifestyle."



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These hypothetical examples are for illustrative purposes only.
*National Retirement Risk Index, Center for Retirement
Research at Boston College, 2013

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TOP 200 STANDINGS

Individual Agents and Teams Close Date January 1, 2019 - October 31, 2019

Based on MLS data in San Diego County. Sorted by Volume

Rank	Agent Name	List #	List \$	Buy#	Buy \$	Total #	Total \$
1	Laura Barry	28	\$150,664,818	16	\$59,914,166	44	\$210,578,984
2	Jason Barry	22	\$84,972,535	18	\$111,072,000	40	\$196,044,535
3	John Reeves	117	\$70,356,336	190	\$105,671,393	307	\$176,027,729
4	Daniel Beer	125	\$98,795,900	81	\$61,620,600	206	\$160,416,500
5	Mark Marquez	30	\$78,593,610	12	\$61,242,720	42	\$139,836,330
6	Alan Shafran	66	\$69,741,264	54	\$52,937,002	120	\$122,678,266
7	Rande Turner	11	\$50,770,000	7	\$45,605,000	18	\$96,375,000
8	Greg Noonan	26	\$67,042,250	12	\$29,217,054	38	\$96,259,304
9	Mark Schultz	101	\$71,266,159	38	\$23,894,634	139	\$95,160,793
10	Scott Aurich	27	\$61,767,750	13	\$28,694,749	40	\$90,462,499
11	Christie Gray	133	\$69,711,695	42	\$18,750,900	175	\$88,462,595
12	Maxine Gellens	33	\$60,523,935	16	\$25,762,500	49	\$86,286,435
13	Lisa Sanshey-Beaudin	63	\$56,077,266	24	\$24,623,664	87	\$80,700,930
14	Gregg Phillipson	83	\$50,099,388	43	\$30,291,000	126	\$80,390,388
15	Steven Cairncross	29	\$60,017,000	10	\$19,128,250	39	\$79,145,250
16	Brett Combs	15	\$60,505,000	8	\$18,336,000	23	\$78,841,000
17	Gregg Neuman	71	\$48,020,400	41	\$29,339,507	112	\$77,359,907
18	Melissa Goldstein Tucci	84	\$49,520,650	43	\$27,595,000	127	\$77,115,650
19	Patti McKelvey	72	\$44,439,900	49	\$29,545,900	121	\$73,985,800
20	Eric lantorno	10	\$45,560,135	7	\$24,557,585	17	\$70,117,720
21	Emma Lefkowitz	38	\$27,744,001	54	\$41,567,458	92	\$69,311,459
22	K. Ann Brizolis	16	\$45,247,000	9	\$22,684,676	25	\$67,931,676
23	Garrett Lund	58	\$51,421,681	22	\$15,979,000	80	\$67,400,681
24	Nicolas Jonville	75	\$62,578,701	4	\$3,528,126	79	\$66,106,827
25	Neda Nourani	22	\$36,330,942	12	\$27,841,200	34	\$64,172,142
26	Janice Clements	16	\$28,022,000	19	\$32,292,500	35	\$60,314,500
27	Lyle Caddell	50	\$38,202,400	26	\$20,374,400	76	\$58,576,800
28	Patrick Marelly	60	\$50,951,200	9	\$6,671,144	69	\$57,622,344
29	Raymond Mayhugh	63	\$33,427,641	47	\$24,052,123	110	\$57,479,764
30	Richard Stone	32	\$39,506,336	15	\$17,691,400	47	\$57,197,736
31	Dan Conway	46	\$47,988,415	7	\$8,256,000	53	\$56,244,415
32	Drew Nelson	16	\$42,712,000	7	\$12,879,000	23	\$55,591,000
33	Susana Corrigan	18	\$40,126,194	6	\$14,880,000	24	\$55,006,194
34	Michael Sabourin	54	\$30,018,011	42	\$22,902,870	96	\$52,920,881

Rank	Agent Name	List #	List \$	Buy #	Buy \$	Total #	Total \$
						•	
35	Serri Rowell	37	\$23,209,000	53	\$29,371,300	90	\$52,580,300
36	Robert Antoniadis	19	\$31,582,750	11	\$19,900,000	30	\$51,482,750
37	Sam Rasoul	32	\$24,949,700	32	\$23,707,400	64	\$48,657,100
38	Talechia Plumlee-Baker	28	\$31,678,126	14	\$16,856,500	42	\$48,534,626
39	Farryl Moore	24	\$34,980,049	10	\$12,596,000	34	\$47,576,049
40	Linda Daniels	9	\$22,749,787	9	\$22,863,050	18	\$45,612,837
41	Chad Dannecker	28	\$19,050,100	34	\$25,883,591	62	\$44,933,691
42	Eric Matz	31	\$28,542,350	12	\$16,205,000	43	\$44,747,350
43	Dane Soderberg	16	\$31,429,000	8	\$12,058,582	24	\$43,487,582
44	Min Sun	23	\$19,173,000	28	\$24,303,457	51	\$43,476,457
45	David Rudd	43	\$30,415,362	21	\$12,982,500	64	\$43,397,862
46	Amber Anderson	12	\$24,356,000	7	\$18,680,000	19	\$43,036,000
47	Gregg Whitney	13	\$21,283,000	10	\$21,323,000	23	\$42,606,000
48	Kellie Martinez	68	\$42,240,113	0	\$-	68	\$42,240,113
49	Jim Bottrell	29	\$14,168,500	60	\$27,916,490	89	\$42,084,990
50	Carolyn Yarbrough	23	\$23,071,000	15	\$18,695,665	38	\$41,766,665

Disclaimer: Information is pulled directly from SDMLS & CRMLS. New construction, commercial or numbers not reported to MLS within the date range listed are not included. MLS is not responsible for submitting this data. Transactional reporting is not static, as numbers vary based on the way they are reported by the Realtor. Some teams may report each agent individually. San Diego Real Producers does not alter or compile this data, nor claim responsibility for the stats reported to/by MLS. Data is based on San Diego County only, and may not match the agent's exact total volume for 2019.

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Warmest wishes this season and throughout the new year.

Our 24/7 industry makes this time of year all the more rewarding when we allow ourselves to stop for a moment and reflect on what we've achieved together. Thank you to everyone that made 2019 a great year.

Enjoy time with family, reflect on the good this year brought, and get ready to make next year even more successful.

Have a happy holidays and an even happier new year.

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TOP 200 STANDINGS

Individual Agents and Teams Close Date January 1, 2019 - October 31, 2019

Based on MLS data in San Diego County. Sorted by Volume

Rank	Agent Name	List #	List \$	Buy #	Buy \$	Total #	Total \$
51	Jennifer Anderson	13	\$18,395,200	15	\$23,277,127	28	\$41,672,327
52	Kathy Koop	7	\$22,136,500	7	\$19,475,000	14	\$41,611,500
53	Joshua Altman	1	\$20,800,000	1	\$20,800,000	2	\$41,600,000
54	Daniel Graff	119	\$33,132,625	13	\$8,391,000	132	\$41,523,625
55	Linda Moore	18	\$21,118,000	15	\$19,424,500	33	\$40,542,500
56	Francine Finn	18	\$18,514,900	19	\$21,655,500	37	\$40,170,400
57	Jenny Yin	9	\$5,701,100	38	\$34,459,900	47	\$40,161,000
58	David Butler	30	\$27,311,288	11	\$12,532,688	41	\$39,843,976
59	Brett Dickinson	8	\$27,845,538	4	\$11,810,000	12	\$39,655,538
60	Max Folkers	35	\$25,082,800	19	\$14,491,500	54	\$39,574,300
61	Craig Lotzof	9	\$24,132,145	5	\$14,752,690	14	\$38,884,835
62	Miguel Molina	59	\$29,909,000	23	\$8,726,000	82	\$38,635,000
63	Ilana Huff	26	\$21,271,000	21	\$17,237,000	47	\$38,508,000
64	Mike Cady	10	\$23,035,000	7	\$15,240,000	17	\$38,275,000
65	Eric Chodorow	14	\$27,125,054	6	\$10,905,000	20	\$38,030,054
66	Anne Schreiber	37	\$37,867,999	0	\$-	37	\$37,867,999

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Rank	Agent Name	List #	List \$	Buy#	Buy \$	Total #	Total \$
67	Kurt Wannebo	25	\$20,446,900	17	\$17,315,900	42	\$37,762,800
68	Cheree Bray	45	\$34,184,735	4	\$3,518,900	49	\$37,703,635
69	Jonathan Minerick	52	\$37,529,800	0	\$-	52	\$37,529,800
70	Chris Heller	48	\$30,031,100	12	\$7,089,000	60	\$37,120,100
71	Ever Eternity	34	\$28,358,800	5	\$8,482,000	39	\$36,840,800
72	Jonathan Mann	50	\$34,508,330	2	\$1,902,500	52	\$36,410,830
73	Tamara Markey	56	\$32,405,050	5	\$3,984,000	61	\$36,389,050
74	Justin Roberts	23	\$12,740,600	42	\$23,635,000	65	\$36,375,600
75	James Jam	15	\$20,449,000	11	\$15,358,000	26	\$35,807,000
76	Mary Jo Morgan	12	\$22,763,000	5	\$12,482,500	17	\$35,245,500
77	Lindsay Dunlap	11	\$20,213,000	6	\$14,709,000	17	\$34,922,000
78	Jim McInerney	12	\$26,679,975	7	\$8,141,000	19	\$34,820,975
79	Ruth Ann Fisher	6	\$16,809,000	6	\$17,940,000	12	\$34,749,000
80	Jeff Grant	20	\$21,574,000	9	\$11,824,000	29	\$33,398,000
81	Zachary Sensenbach	53	\$30,391,750	5	\$2,940,000	58	\$33,331,750
82	Bobby Martins	20	\$17,359,428	24	\$15,856,201	44	\$33,215,629
83	Orva Harwood	13	\$21,588,850	4	\$11,520,000	17	\$33,108,850
84	Suzanne Kropf	20	\$20,171,589	9	\$12,686,500	29	\$32,858,089
85	Johnathan Ferreira	11	\$18,293,000	13	\$14,500,900	24	\$32,793,900
86	Sharon Quisenberry	43	\$22,817,000	19	\$9,957,100	62	\$32,774,100
87	Jeremy Beauvarlet	40	\$27,364,299	6	\$5,225,500	46	\$32,589,799
88	Catherine Gilchrist-Colmar	8	\$20,353,000	6	\$12,215,000	14	\$32,568,000
89	Jesse Manuel	41	\$28,386,000	5	\$3,665,000	46	\$32,051,000
90	Rachel Gardner	49	\$28,877,300	4	\$3,092,315	53	\$31,969,615
91	Susan Meyers-Pyke	6	\$14,236,000	10	\$17,620,000	16	\$31,856,000
92	Sean Zanganeh	26	\$17,829,488	22	\$14,020,500	48	\$31,849,988
93	Angelite Armento-McWhorter	4	\$3,119,000	27	\$28,117,385	31	\$31,236,385
94	Jenn Blake	23	\$22,911,000	7	\$7,617,500	30	\$30,528,500
95	Jesse Ibanez	17	\$11,761,000	30	\$18,636,250	47	\$30,397,250
96	Alexa Walker	1	\$737,000	35	\$29,516,136	36	\$30,253,136
97	Delorine Jackson	9	\$18,270,000	4	\$11,814,000	13	\$30,084,000
98	Jeremy Paul	41	\$24,529,450	7	\$5,462,500	48	\$29,991,950
99	Nick Chavez	36	\$22,956,823	11	\$6,995,442	47	\$29,952,265
100	Ivan Cazarez	26	\$14,222,500	28	\$15,325,000	54	\$29,547,500



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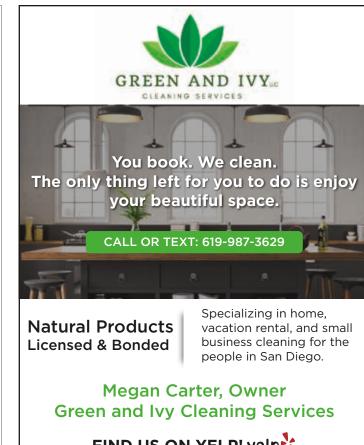
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TOP 200 STANDINGS

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Based on MLS data in San Diego County. Sorted by Volume

Rank	Agent Name	List #	List \$	Buy #	Buy \$	Total #	Total \$
101	Carrie Baker-Bailey	30	\$18,340,894	19	\$11,138,900	49	\$29,479,794
102	Gloria Silveyra-Shepard	10	\$21,410,666	4	\$8,066,666	14	\$29,477,332
103	Laura Sechrist Molenda	5	\$2,686,000	34	\$26,667,950	39	\$29,353,950
104	Polly Watts	55	\$29,267,600	0	\$-	55	\$29,267,600
105	Daniel Greer	13	\$21,461,400	4	\$7,805,000	17	\$29,266,400
106	Patrick Mercer	21	\$21,904,910	9	\$7,356,500	30	\$29,261,410
107	Adam Loew	8	\$12,939,888	8	\$16,230,000	16	\$29,169,888
108	Lucy Kelts	9	\$23,164,500	2	\$5,965,000	11	\$29,129,500
109	Caren Kelley	10	\$19,969,500	4	\$9,119,500	14	\$29,089,000
110	Yoyo Flores	42	\$25,186,239	6	\$3,829,489	48	\$29,015,728
111	Rebecca Austin	35	\$19,139,160	18	\$9,820,189	53	\$28,959,349
112	Marla Hovland	18	\$24,043,666	2	\$4,900,000	20	\$28,943,666
113	Jeffrey Nix	50	\$26,502,525	3	\$1,910,000	53	\$28,412,525
114	Mary Raser	3	\$10,945,000	3	\$17,435,000	6	\$28,380,000
115	Catrina Russell	19	\$13,549,465	14	\$14,694,935	33	\$28,244,400
116	Eileen Anderson	13	\$17,202,000	6	\$11,009,000	19	\$28,211,000
117	Rocky Tracy	28	\$18,006,261	16	\$10,199,130	44	\$28,205,391
118	Eugenia Garcia-Ovies	8	\$10,520,000	10	\$17,683,680	18	\$28,203,680
119	Krystal Lane	11	\$17,438,025	9	\$10,661,000	20	\$28,099,025
120	Tami Fuller	35	\$24,865,500	5	\$3,149,000	40	\$28,014,500
121	James Boyd	8	\$13,666,804	8	\$14,158,999	16	\$27,825,803
122	Zachary Weinger	2	\$24,900,000	1	\$2,900,000	3	\$27,800,000
123	Mike Aon	24	\$14,385,000	22	\$13,367,888	46	\$27,752,888
124	Peter Middleton	15	\$22,427,000	2	\$5,285,000	17	\$27,712,000
125	Susan Mullett	41	\$27,473,700	0	\$-	41	\$27,473,700
126	JoAnne Krause	29	\$18,816,700	11	\$8,496,900	40	\$27,313,600
127	Mukesh Jain	15	\$10,493,500	21	\$16,756,500	36	\$27,250,000
128	Mark Caspersen	15	\$16,727,500	8	\$10,473,500	23	\$27,201,000
129	Mike Aqrawi	9	\$3,670,000	45	\$23,514,700	54	\$27,184,700
130	Jeff Underdahl	27	\$20,349,107	12	\$6,834,900	39	\$27,184,007
131	Brian Cane	38	\$23,851,248	2	\$3,325,000	40	\$27,176,248
132	Olga Stevens	6	\$12,277,500	7	\$14,750,000	13	\$27,027,500
133	Jonathon Shea	23	\$16,749,000	13	\$10,198,520	36	\$26,947,520
134	Jeannine Savory	30	\$19,739,500	9	\$7,180,500	39	\$26,920,000

Rank	Agent Name	List #	List \$	Buy #	Buy \$	Total #	Total \$
135	Mark Hoiseth	19	\$20,229,133	6	\$6,615,865	25	\$26,844,998
136	LJ Woodard	44	\$25,064,499	2	\$1,734,000	46	\$26,798,499
137	Gary Kent	34	\$26,453,638	1	\$255,000	35	\$26,708,638
138	Tracie Kersten	4	\$5,168,640	15	\$21,489,000	19	\$26,657,640
139	Amy Jensen	12	\$14,065,525	10	\$12,519,775	22	\$26,585,300
140	Malena Suarez	5	\$13,045,000	8	\$13,523,006	13	\$26,568,006
141	lxie Weber	0	\$-	37	\$26,230,775	37	\$26,230,775
142	Julie Kang	2	\$1,701,500	26	\$24,341,500	28	\$26,043,000
143	Suzanne Sette	3	\$6,750,000	6	\$19,227,000	9	\$25,977,000
144	Kip Boatcher	8	\$15,006,000	5	\$10,780,000	13	\$25,786,000
145	Donna Medrea	5	\$11,638,300	2	\$14,000,538	7	\$25,638,838
146	Julie Houston	16	\$18,232,500	6	\$7,299,000	22	\$25,531,500
147	Dino Morabito	9	\$9,867,200	10	\$15,514,188	19	\$25,381,388
148	Lisa Padilla	38	\$22,828,700	2	\$2,445,000	40	\$25,273,700
149	Renee Wilson	12	\$21,207,000	3	\$3,685,000	15	\$24,892,000
150	Darin Triolo	21	\$15,813,180	8	\$8,998,500	29	\$24,811,680

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TOP 200 STANDINGS

Individual Agents and Teams Close Date January 1, 2019 - October 31, 2019

Based on MLS data in San Diego County. Sorted by Volume

Rank	Agent Name	List#	List \$	Buy#	Buy \$	Total #	Total \$
151	Marilyn Comiskey	7	\$16,521,990	4	\$8,087,490	11	\$24,609,480
152	Mark Kniffing	26	\$13,705,100	21	\$10,823,100	47	\$24,528,200
153	Linda Sansone	10	\$21,014,365	2	\$3,375,000	12	\$24,389,365
154	Glen Henderson	33	\$21,032,275	5	\$3,116,150	38	\$24,148,425
155	Janna Hernholm	11	\$17,775,500	5	\$6,234,000	16	\$24,009,500
156	Shawn Rodger	3	\$3,373,500	6	\$20,625,000	9	\$23,998,500
157	Ken May	14	\$18,002,952	5	\$5,961,852	19	\$23,964,804
158	John Cabral	5	\$12,900,000	5	\$10,865,000	10	\$23,765,000
159	Gary Massa	12	\$14,487,875	6	\$9,227,225	18	\$23,715,100
160	Kevin Hall	15	\$13,699,999	9	\$9,824,000	24	\$23,523,999
161	Sean Caddell	8	\$17,589,037	4	\$5,818,000	12	\$23,407,037
162	Cindy Waasdorp	23	\$20,210,500	4	\$3,135,000	27	\$23,345,500
163	Cristian Crabb	34	\$22,516,550	1	\$695,000	35	\$23,211,550
164	Kyle Murphy	5	\$6,370,000	15	\$16,785,500	20	\$23,155,500
165	Karen Hickman	17	\$18,818,550	4	\$4,293,000	21	\$23,111,550
166	Debbie Carpenter	4	\$7,675,000	7	\$15,331,365	11	\$23,006,365
167	Carole Downing	14	\$12,355,000	13	\$10,404,866	27	\$22,759,866
168	Justin Brennan	14	\$16,535,010	5	\$6,153,485	19	\$22,688,495
169	Jay Becker	11	\$17,513,000	4	\$5,165,000	15	\$22,678,000
170	Melissa Hazlett	21	\$14,347,821	12	\$8,284,278	33	\$22,632,099
171	Mary Heon	10	\$13,967,000	6	\$8,622,000	16	\$22,589,000
172	Steve Caudill	25	\$16,479,000	10	\$6,046,500	35	\$22,525,500
173	Dalia Hirmez	12	\$6,802,000	26	\$15,662,177	38	\$22,464,177
174	Saied Mojabi	26	\$17,658,500	7	\$4,795,500	33	\$22,454,000
175	Jeanne Gleeson	11	\$15,954,000	7	\$6,436,000	18	\$22,390,000
176	Julie Feld	6	\$12,024,118	5	\$10,287,000	11	\$22,311,118
177	Marc Lipschitz	4	\$9,221,000	4	\$12,950,000	8	\$22,171,000
178	Samuel Mendoza	36	\$21,746,900	1	\$418,000	37	\$22,164,900
179	Erin Wade	15	\$10,442,500	13	\$11,711,000	28	\$22,153,500
180	Ken Pecus	17	\$14,601,500	8	\$7,528,000	25	\$22,129,500
181	Greg Goodell	21	\$11,935,400	14	\$10,137,500	35	\$22,072,900
182	Thor Sorensen	25	\$14,417,900	13	\$7,647,900	38	\$22,065,800
183	Shawn Bengtson	7	\$9,741,560	10	\$12,321,060	17	\$22,062,620
184	Barry Tashakorian	1	\$3,450,000	10	\$18,604,000	11	\$22,054,000

Rank	Agent Name	List #	List \$	Buy#	Buy \$	Total #	Total \$
185	Jana Greene	9	\$14,571,500	3	\$7,415,000	12	\$21,986,500
186	David Zvaifler	22	\$18,073,513	6	\$3,854,000	28	\$21,927,513
187	Jeff Rosa	21	\$13,050,500	12	\$8,852,500	33	\$21,903,000
188	Vincent Crudo	6	\$11,070,000	6	\$10,790,000	12	\$21,860,000
189	Scott Peck	13	\$17,921,000	3	\$3,805,000	16	\$21,726,000
190	Blake Evans	27	\$18,625,419	4	\$3,000,000	31	\$21,625,419
191	Donald Fontana	19	\$14,507,070	10	\$7,110,148	29	\$21,617,218
192	Robert Colello	15	\$9,378,500	15	\$12,148,500	30	\$21,527,000
193	Erik Gilmer	6	\$14,615,000	1	\$6,900,000	7	\$21,515,000
194	Meg Lebastchi	10	\$14,187,000	7	\$7,315,000	17	\$21,502,000
195	Kyle Whissel	24	\$15,909,900	7	\$5,589,000	31	\$21,498,900
196	Markee Lashley	39	\$21,437,600	0	\$-	39	\$21,437,600
197	April Halvarson	16	\$12,338,650	12	\$8,947,000	28	\$21,285,650
198	Seth OByrne	23	\$21,253,000	0	\$-	23	\$21,253,000
199	Sue De Legge	9	\$14,074,000	5	\$7,015,000	14	\$21,089,000
200	Tina Etue	31	\$14,935,229	11	\$6,117,500	42	\$21,052,729

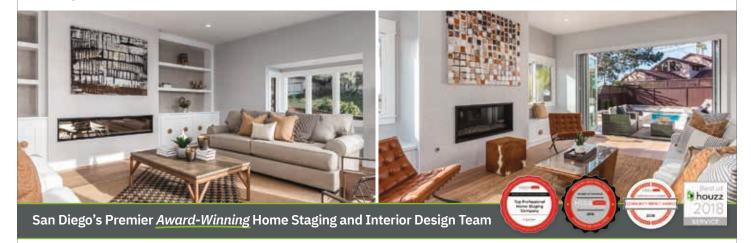
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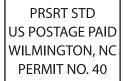
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