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If you are interested in contributing or nominating a REALTOR® for certain stories, please email us at Mitch.Felix@RealProducersMag.com.

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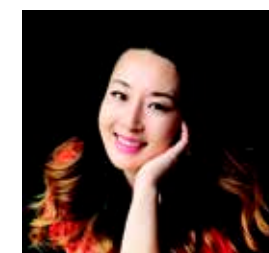
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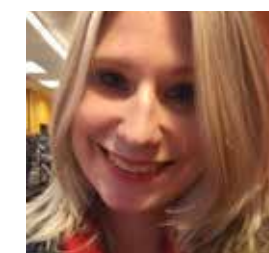
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By Mitch Felix

Did you know that every year, in February, we determine the year's "Real Producers." This publication is a "certificate of merit" that is mailed to just the top 300 real estate agents from the previous year. It is not the entire Bay Area – it's just San Mateo County. We determine who is on that list by using the total transaction sales volumes per the MLS.

There are about 200 new top real estate agents who are receiving this publication for the first time. And that means that 200 agents are no longer receiving this publication. They'll still be invited to our events and welcome to participate in the classes and social media, but they didn't hit the top 500 so ... no magazine.

Congratulations are in order.

You are being recognized as a part of the most successful group of real estate agents in San Mateo County.

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Per the MLS there was over \$18 billion in sales from you all and over 12,000 transactions.

Welcome to this community of reciprocity.

This month we will review an updated FAQ of some of the most common questions I receive about what we do and why we do it. By the way – thank you so much for continuing to work with our partners. I am receiving a ton of hot-news updates from successful vendor/business relationships that have begun due to our events and magazines.



Q: Why should I care? What's in it for me?

A: Who you work with matters. Recognition. Relationships. Deals. The bar is so low for entry in the industry... Statistically, most of the licensed agents treat this as a hobby and not a career – they will do under one deal a year. Knowing the top agents who have achieved a level of success and the integrity that comes with high performance will impact your bottom line. When it comes down to choosing the best offer or the best referral partner or the best vendor, having a relationship with the person on the other side of the table helps immensely.

Q: If this is a magazine, why do you have events too?

A: Have you ever noticed that you're the best agent in the room? We observe that most top agents like yourself don't attend events. That's because they stink. In my previous career, I attended over 1,500 events, and I can verify that they are mostly awful wastes of time. At our events, you will be surrounded by only the top agents in this market. There is music, food, games, adult beverages, giveaways and more. That allows for a higher level of instruction and communication. Having an abundance of success only matters (in my humble opinion) if you share it. So, we bring the best agents together to communicate with each other – both about personal and professional topics.

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

A: It's a nomination process. We do not know everyone's stories, so we need your help to learn about them. Go to SanMateoCountyRealProducers.com and select "Nominate" from the top left navigation menu. Just follow the prompts.

The next step is I pre-interview them to make sure it's a good fit. Once we get an overview of the story, one of our staff writers conducts a phone interview and writes the article. We don't print anything without the interviewee's permission.

Q: What does it cost a real estate agent or leader to be in the magazine?

A: It costs nothing! This is not a pay-to-play model whatsoever.

Q: Who are the Preferred Partners?

A: Anyone listed as a "Preferred Partner" in the front of the magazine is part of this community. They will have an ad in every issue of the magazine, and they are allowed to attend our events and participate in our online community. We do not just find these businesses off the street, nor do we work with all compa-

nies that approach us. One or many of you have nominated every single Preferred Partner you see in here. They know how to work well with the best agents already. Our goal is to create a powerhouse network not only of the best real estate agents in the area but the best businesses as well.

Q: How can I nominate a Preferred Partner?

A: If you want to recommend a local business to become a member of our platform, please go to SanMateoCountyRealProducers.com and select "Nominate" from the top left navigation. Just follow the prompts.

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Written by **Dave Danielson**
Photos by **Anita Barcsa**

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A Tradition of Trust

Bill is the head of the company, and he represents the third generation in his family to work in the industry.

"I was born and raised here, and my grandfather moved here in the 1930s," Bill explains. "He was a plumber. In fact, he did a lot of the original plumbing in the region."

The company was under a different name at the time. That's when Bill's dad took over operation of the company.

"In the mid-1990s, dad got into testifying as an expert witness in legal proceedings that involved plumbing and electrical systems in homes," Bill says. "When I came up in the business, I really enjoyed working with my hands and doing the projects myself. I like working with homeowners and seeing when they're happy. In 2005, we were doing a lot of litigation and were starting to move away from the construction side of the business because of that legal volume."

So Bill talked with his father about taking the reins of the construction side of the company to build it up again. His father agreed.

Bill quickly created a reputation for results, and in 2015, he bought out his dad and started the company under its current name.

Full-Service Quality

As business has grown, so has Bill's team.

"I have an office administrator and a production manager, along with a team of guys in the field that do the work that I manage," he says. "We're small enough that I can keep in touch with all of the projects we have going, and yet large enough to take on more complex projects." Bill and his team enjoy the challenge of larger, more involved projects.

"We primarily do high-end residential construction, whether it involves simple repairs or system design and replacement. We also work with general contractors and designers who are working with clients who want to do an entire redesign to make the systems work efficiently for the house," he points out. "Because of my background, I know how to design difficult setups. We had one client who had three grand pianos that were valued at approximately \$1,000,000. So the conditioning in the house had to be very precise. So we put a system in place that was able to handle that. Those projects are fun."

There are no shortcuts to lasting quality.

In one case, a homeowner had worked with six separate HVAC companies to provide better cooling throughout his house — without success. He called Bill.

"We went in and looked at everything and came up with the solution and the price," Bill says. "It was a little expensive. And I said, 'I know it's a little drastic, but here's how we can get your home cool.'"



...

I've talked with the customer several times since, and the cooling is working better than they had hoped for. It's a really rewarding feeling."

The point is paying for a quality solution translates to lasting results.

"Our team works hard to put products in place that I don't worry about when I go home at night," Bill explains. "When I work with a client, I approach that project in the same way as I would for my grandparents and parents. We know it's done right. Because of the consulting and litigation work that I've done, and being able to say I know what it's going to take to do things right. We're going to make sure it's done right. And it's going to last."

The Priceless Value of Local Resources

Bill cautions against paying for projects that seem to be priced at a too-good-to-be-true level.

"Here in the region, the cost of living is high. As a result, depending on how a company is paying its people, it can be hard to find guys who can afford to live in the area," Bill points out. "We get competition from guys who drive in from further out to do the work. But they're here for a short time, they do the work, and then they're gone. Then, when the customer calls for work on a warranty item, the guys who did the original work are nowhere to be found. We've seen that numerous times. We pay our team a living wage, so they are here and on hand to take care of issues."

When you go to the doctor for a physical exam, an annual review can reveal issues that can be addressed before they become advanced. The same holds true here.

"With our annual inspections, we don't just look at the equipment," Bill emphasizes. "We look at the whole house, including faucets, toilets, pipes, the furnace, sprinklers — everything plumbing and mechanical. A lot of times a water leak starts as a drip. Left undetected, it can become large and expensive. Because we're getting into the house and providing a more comprehensive inspection, we can fix issues while they're small."



We take care of our clients. We're not here to get in and get out. We take the time to it right.

With his team's experience, Bill invites real estate agents to contact them to take advantage of their perspective during the selling process.

"When a buyer's agent looks at long-term issues in a home, we can provide a document that outlines a

fair price for what it would take to replace the systems, including the duct system, the water heater or the furnace — along with the process of getting it done."

After three generations, Bill and his team know a thing or two about lasting quality.

"We stand by the work we do," he says. "We take care of our clients. We're not here to get in and get out. We take the time to it right."

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cover story

Written by Nick Ingrisani
Photos by Anita Barcsa

A Relationship
Woven in Real Estate



TRAVIS & SOULA CONTE

Building A Life Of Their Own

"The most important thing for us is that we're genuine, and I think that's helped us immensely."

In an industry that's inundated by fast-paced competition and pushy sales tactics, Travis Conte and his wife, Soula, have found a way to carve out their own unique style of business. Their main focus is to enjoy life and run their business in the spirit of giving, so whether they're selling a \$400,000 home or a \$4,000,000 home, each client is given exactly the same respect, enthusiasm, and care in order to meet their personal needs.

...

The couple met at a hypnotist show at their university back in 2010 and have been together ever since. They officially tied the knot in 2018, and now, operating under the umbrella of Berkshire Hathway, the duo manages a team of real estate agents under Travis' brand, Travis Conte & Associates. As their relationship continues to unfold and evolve, so does their real estate business. It's resulted in a beautiful tango between the two realms.

Travis' history in real estate dates well back to his teenage years, when he worked in construction building houses. He always held a fascination with the industry and got his license early on with the intention of quickly soaring to success. However, this notion was quickly dispelled when he realized that working hard isn't the only prerequisite for success in the industry.

"I came into real estate, really, knowing nothing. So I was just grinding it out every day, but grinding in the wrong way. I didn't have any accountability, partners, coaches, or anything like that. But soon I started to understand that to be successful you need to be well-rounded, and to be well-rounded you need to have different coaches in your life, whether it's health, personal, business, finance, etc. So working with coaches and mentors in different areas of my life helped me to go from working 40-60 hours per week year-round, to 25-30 hours per week and taking 2-3 months off every year."



Now, they've struck an ideal work-life balance that fuels them with purpose and satisfaction. Travis makes a point to keep his phone on silent outside of work and they rarely talk about real estate when they're spending time together at home. As Soula says, "You can stay up late checking your phone, but is it really going to change anything if you wait until the morning?"

The Importance of Faith and Giving Back

Travis and Soula are devout Christians. Their real estate business rests on a foundation of Christian principles and values, which all circle back to a spirit of giving. Following in the footsteps of Jesus, Travis wants to be sure that their business is always focused -- first and foremost -- on serving others. Since they know that they are loved, their ideology is centered around giving love to everyone. To Travis and Soula, creating love in this world is far more important than generating a profit.

But before you can give it to the best of your ability, it's important to look in the mirror and start with the self.

"If I can't be right with myself, then I can't be right with my wife, or my family, or my business, or my clients. It comes from me stepping back and saying, 'Who am I when I'm with myself?' Am I the same person when I'm alone as I am when I'm with others? If not, that's something I need to address immediately."

Stepping back from the mirror, Travis and Soula have found interesting ways to give back to people. From building affordable houses in Mexico to serving food to the homeless, they're always keen to find ways to engage with the spirit of giving. Travis also runs a men's group which brings guys together to discuss any issues they're struggling with in a safe, welcoming setting.

For Travis and Soula's real estate business, a key focus is ensuring that their clients are informed at every step of the buying or selling process. They don't engage in typical sales tactics that try to persuade people into closing on a deal just to make a profit. The client always comes first, and every client that they work with is treated as if they are family.

"As a Christian, something I always ask when thinking about a thought or action is, 'Can you put your name to it?' Because I think names hold so much value. When I text people, I never use lower case because I respect that person. There's a level of respect that you have to give to people if you want to get respect back."

Carving a Unique Approach to Success

Whether at home or at work, Travis and Soula always strive to use their time in the most impactful way that they can. That means cutting out unnecessary fluff and distraction that tends to inundate people in the industry. If they sense that a client isn't a perfect fit for their business values and approach, then they simply don't work with them. Clear and simple.



As a Christian, something I always ask when thinking about a thought or action is, 'Can you put your name to it?'



Another aspect of their work philosophy is to only focus on one objective at a time.

"If you're focusing on more than one thing at once, then you're not doing anything to the best of your ability."

Their selectiveness and laser-focus allow them to provide top-tier service to the clients that they choose to work with, leading them to achieve a healthy dose of success in the industry.

Of the 45,000 agents working for Berkshire Hathway, Travis and Soula are currently ranked 78th. They're ranked #1 at their office and are even in the running to be featured on a show on HGTV. But even though the accolades are racking up, Travis and Soula don't pay much attention to them.

"Yes, the awards are great because they're a marker of what people would think of as success, but at the end of the day, they don't really change anything."

At the end of the day, Travis and Soula work hard to ensure that they can live their best lives and be a positive influence in the lives of those around them.



DAUNIELLE DOUGHTY

Big-Picture Perspective

Written by **Dave Danielson**
Photos by **Anita Barcsa**

As a leading real estate agent with Coldwell Banker in San Jose, Daunielle Doughty has a big-picture perspective on the balance she needs in her life to give her best — to both her work and the rest of her life.

As she admits, it hasn't always been that easy.

“As a student at UC Santa Barbara, I was totally driven,” she smiles. “I had two jobs and was doing school. A lot of my friends were on the five-year path; I did the four-year path. I look back and part of me wishes I had done the five-year path. I could have had longer to enjoy the beach.”

...



Daunielle was 26 when she got her license, and she started with Prudential.

“I was with Prudential for about nine months when my lender at the time told me about this up-and-coming company called Intero,” Daunielle recalls.

She met with the firm, and the decision was easy. She made the move over and started in the Meridian Intero office. As time passed, Daunielle has continued to grow and succeed through her tireless brand of service for her clients.

TEAMWORK AND INDIVIDUAL EFFORT

“The last couple of years have been great and very active. I had worked on the Boyenga Team and really enjoyed working with Janelle and Eric Boyenga,”

she says. “They’d go on vacation, and I’d cover for them. And I’d go on vacation, and they would cover for me. Their business exploded. Eric is a true marketing extraordinaire.”

In the process, Daunielle balanced her teamwork with building her own brand in the business.

“I was working with them the last couple years, and over the years started to do a little more separately just because I had so much business on my end,” Daunielle says. Daunielle’s business continued to grow as a result of her strong relationships with past clients, consistency in staying in touch with them, and client appreciation parties.”

Last year, Janelle and Eric moved to Compass, and Daunielle made the move to Coldwell Banker. Since then, Daunielle has worked on a new business focus.

“Since last year, I’ve been kind of focusing on branding myself. It was a blast the first time my name came out for sales, since my name had always been under Janelle and Eric,” she smiles.

“It’s funny. When I left the team, I was actually hoping for a little free time,” she explains. “But I was surprised that it has just kept going. So I feel a little more empowered.”

While she has found fast success working independently, Daunielle is a big believer in the team model.

“I think teams are the wave of the future. If you’re looking to grow, you need partners to help each other out. I like opportunities to partner with other agents. Clients have both of us, and we can work together. While we work for a paycheck, I’m about collaboration. I want to make sure that the clients are happy.”

BALANCED APPROACH

While she balances independence and teamwork, Daunielle also has learned to take more time for herself, her partner, Mike, his two children, and their pets — the balance she needs so she can be at her best.

“For years, I worked 24/7, seven days a week. I was driven to be successful, driven to make my clients happy. Now I’m focusing on being there for my clients making them happy, but also working smarter and taking more personal time,” Daunielle emphasizes. “Working out is key because you do need to release your stress somehow. I do heavy weight lifting, running, spinning and hiking. And I also enjoy some alone time with a science fiction book to get out of this world.”

As she says, balance isn’t just healthy. It leads to success.

“What you give you get,” Daunielle points out. “With balance comes focus. I’ve been more present with the clients. And I think that’s the way to build a really strong business.”

“...balance isn’t just healthy. It leads to success.”



...

A RUNNING START

Upon leaving college, Daunielle entered the banking industry. It seemed to be a natural fit — especially the opportunities she took to get out and about in the community.

As she says, “On my free hours during the day, I would walk out and visit businesses, trying to open business accounts. We got bonuses for that. And so I started putting myself in the sales category.”

After a couple of years, Daunielle moved to Davis for a year. Soon, she moved back to the Bay Area and a spot in a new industry.

“When I moved back, I got into office furniture through my dad’s friends. It was during the dot-com boom,” she remembers. “I would go out and sell cubicle systems to companies that had three people. And then six months later, they had a couple hundred people.”

Again, sales seemed to be a common denominator for Daunielle. Then the dot-com bust hit and Daunielle took a new path.

“I went back to school and studied hospitality management because I like throwing parties, and I thought maybe I wanted to get into the hotel industry and possibly work as an event planner,” she says.

Again, the unexpected happened with September 11, 2001.

“At that point, the whole hotel industry just shut down,” Daunielle says. “I had a two-week ticket to go to Australia to visit some friends who I had met while I had been backpacking in Europe in the past. I turned that into like a six-month visa.”

CAREER PATH HOME

After enjoying a memorable time down under, Daunielle returned to the States.

“I came home had no clue what to do. And one of my cousins was in real estate,” she remembers.

If you think Daunielle’s cousin recruited her to join the industry, think again.

“She kept trying to persuade me against going into real estate. And I kind of know why now,” she smiles. “When people tell me they think a career in real estate is easy, it’s part-time, and you make a ton of money, I lay it out for them and say it’s a great job. But if you’re truly a successful full-time agent, you’re really working 24/7.”



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Julie ZUBIATE

A PASSION FOR HOMES

star on the rise ◀◀

Written by **Kasey Schefflin-Emrich**
Photos by **Anita Barcsa**

Julie Zubiata remembers buying her first house for \$137,000 in Alameda back in the late 1990s.

“It was a little one bedroom, one bathroom cottage. 798 square feet,” Julie recalls. “It was a beautiful place to live. That’s where I started learning the East Bay.”

Over the next 15 years, she bought and sold six different properties in California, Indiana, and New Jersey.

“It was fun,” she said. “I bought a historic registry home, a condo, and the normal resale homes. I built two new houses. It gave me a lot of experience.”





“I have a team of agents at Redfin, licensed agents, whose job is to never write a deal but to get people in the door,” she said. “I have transaction coordinators, my listing specialists have listing coordinators for the paperwork and listing concierges for the house prep. I always want to show my clients houses myself, but I want to work on their time, not my time.”

The focus on customers is something Julie loves about the Redfin model.

“It’s all about the customer, meeting them on their terms at their convenience,” she said. “I don’t make you wait for me. If I’m presenting an offer at 2:00 and you want to see a house at 2:00, I won’t say ‘Oh no, just go to open,’ like a lot of agents when they get busy. I’ll say ‘I will get someone to show you that house at 2:00! They’re going to send me texts and put notes in our CRM about if you liked it, if you didn’t, if you need disclosures, and I will immediately be following up.”

Julie has learned a lot in her short time working in real estate. And now, in addition to continuing to represent customers, she is also the Team Manager for Redfin agents on the Peninsula and Upper Silicon Valley. One piece of advice she has for new agents is to get into a brokerage that doesn’t focus on the competition of who is the top agent for a given period, but rather a brokerage in which colleagues share knowledge and encourage with each other.

“It’s really important to have that giving,” Julie said. “I had that environment in KW, and it was a really sharing, caring environment. I have it again at Redfin. There’s enough business for everybody. It’s up to us to earn the trust of our customers.”



...

With experience in the field and a passion for homes, Julie decided to leave her role in the corporate world as a software trainer and product manager and enter the realm of real estate in May 2015.

“There were a lot of different people along the way who were trying to make me join one of the insurance pyramids...because I loved people,” she said. “But I loved houses and that’s what I stuck with.”

Julie began her real estate journey at Keller Williams in Burlingame.

“A lot of agents, when they’re new, don’t realize they’re building their own business -- every aspect,” Julie said. “One of the reasons I joined [KW] was because I saw they were a big training business.”

The company had training on a variety of aspects of the real estate business, such as how to host open houses, prospect for clients, etc. Over time, as Julie helped top producers at her brokerage with open houses (she hosted over 100 a year), an opportunity came across her path to become a buyer’s agent for some solo agents who hadn’t yet expanded out.

“I love people,” Julie said. “I have a passion for the business. I just did not want to be the ring leader. I didn’t have that desire. I didn’t want my personal life so entrenched in my business life.”

Julie started researching other options, including becoming a part of Redfin. She finalized her decision after experiencing a pivotal moment in 2016.

“I had a heart attack in December [of that year],” she said. “There were two transactions earlier in the year, and then there was a five-month dry period. I’d come up with a year of living off of cashing out some retirement funds. Then I had three transactions come through right in November and December. There was the stress of being broke, plus all of a sudden becoming busy, plus having to keep up my lead generation and the holidays coming. I had already been thinking about Redfin in my different options, but it was starting to come home to me. I needed to take care of myself physically.”

One of the reasons Julie choose Redfin was because they provide clients to their agents.

“I don’t need to worry about lead generation again in my life,” she said. “If I do bring clients to Redfin, because they haven’t had to bring them to me, I receive a higher cut.”

The team offered by Redfin was another factor in Julie’s choice of what real estate company to join.

“

**...GET INTO A
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WHICH COLLEAGUES
SHARE KNOWLEDGE
AND ENCOURAGE
WITH EACH OTHER.**



One of Julie's first Redfin escrow was to represent the buyer of the Flintstones House.



profile ◀◀ Photos by **Anita Barcsa**
Written by **Nick Ingrisani**

Vivienne KELVIN

IN PURSUIT OF OPPORTUNITY



Making a Bold Move Across the World

It's hard to imagine what it's like to tug along two kids in diapers on a flight across the world, but that's exactly what Vivienne Kelvin and her husband did back in 2001. Vivienne's husband had landed a great job in the Bay Area and they decided to jump on the opportunity. They sold everything they owned and emigrated to the United States from the United Kingdom to reinvent themselves.

Vivienne's life trajectory has taken quite a few unexpected turns over the years. She grew up in a small Welsh village called Wenvoe with a population of just 1,854. The village was so isolated that it used to get cut off from the outside world in harsh winters thanks to the snow.

In 1989, she graduated from the University of Warwick with a bachelor's degree in biological sciences, with an emphasis in medical microbiology and bacterial genetics. But her graduation only brought about a strong disillusionment and confusion when the reality hit home: she wasn't actually passionate about biology.

That disillusionment led her to a job managing a factory production line in Grimsby, a small fishing town in the UK. Fresh out of college, Vivienne was managing a team of people her mother's age in the factory. The experience helped her get street smart fast and tune into the realities of the working world. She then worked a number of different jobs before deciding to move across the world with her long-time partner, Myles. At that point, she became "the black sheep that left and found the big world."

Real Estate Career Bloom

"I like to be 100% ethical in my business because at the end of the day, I want people to have a wonderful experience working with me. And on top of that, I want them to be my clients for life. Most real estate agents don't realize that 80% of future business comes from past transactions."

After arriving in the US, Vivienne decided to go back to college and get an associate's degree in interior design. She subsequently opened up her own staging business and stored everything in her





•••

own garage to keep costs down. It was broker Tom Thompson who encouraged her to get into real estate.

Most people take years to build up their real estate business, but Vivienne hit the ground running. After getting her real estate license in March 2012, she managed to close her first deal in May. Her lead broker had gone on a trip to China and she was left to figure everything out on her own. Although incredibly stressful, it allowed Vivienne to dive into deep waters from the get-go and get acquainted with the process. But she was carving out her own path in the industry right from the start.

Vivienne is a huge proponent of using video marketing to attract clients to her listings. She uses these videos to both showcase the property itself AND sell people on the area where the house is located. According to Vivienne, these videos have been a great differentiator that sets her apart from other agents in the Bay Area. She's had many people watch her videos and request to work with her. To this day there aren't many agents out there using video effectively.

In addition, Vivienne draws on her interior design experience to improve the interior quality of her listings. This typically results in cosmetic upgrades, like a new vanity or freshly tiled floor, which can have a profound effect on how the listing is received by potential buyers. Now she's amassed a qualified team of contractors to take care of any work she needs to make her listings really pop.

Vivienne is now the broker/owner of Realty World Ascend and has seen continual growth year-over-year since the beginning. One aspect of real estate that she finds particularly intriguing is the legal side. She says that there's an interesting parallel between the structure of law and the science of biology. She'll typically disclose all of the nitty-gritty details with her clients even when her colleagues tell her that it's excessive and unnecessary.

The Importance of Goal Setting and Positivity

"Since I've been writing goals, I've been amazed by what I've achieved – not only in my business but also in my personal life."

Vivienne is a strict goal-setter. The goals she sets encompass all of the most important facets of life including personal, business, financial, family, and spiritual. Her goals are then broken down further by week, month, and year, and at the end of each year, Vivienne will reflect on everything that she's been able to accomplish. The practice helps her stay motivated and continue to reach toward new heights. Establishing this as a consistent routine has been instrumental to her real estate success.

But to Vivienne, it's her focus on health and positivity that's had the most profound effect on her business. "Health is extremely important and a healthy body is a healthy business." Her positivity has been fueled in part by a love of running that began in her 40's and now she makes it a point to get out and move in some capacity every day. And since Vivienne can "talk the hind legs off a donkey," she's been able to land a few referrals from people she met along her running route. This positivity then extends out into gratitude. She takes the time to send out personal notes every month and stop by her clients randomly to give them pop-by gifts for helping her grow her business.

"Any chance I have to get face-to-face contact with my clients, I take advantage of that. All of these things are additional layers that enhance my relationships with everyone that I work with."

It's clear that Vivienne's unique approach to real estate has helped her stand out in the crowded Bay Area market. She treats every client with the utmost respect, care, and passion, regardless of the price of the sale. Now she's looking to expand her team with other people who share a similar mindset and continue to develop her reach as an agent, and a person.

“HEALTH IS EXTREMELY IMPORTANT AND A HEALTHY BODY IS A HEALTHY BUSINESS.”





selfie time

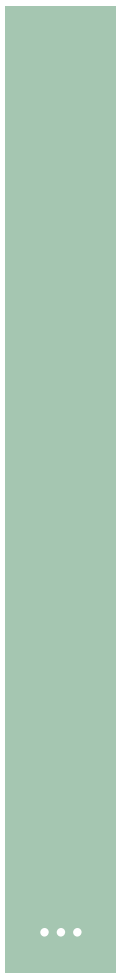
photos
Photos by Mitch Felix



SAY CHEESE

Here is a preview of the selfies from the past few interviews that we are working on. Make sure to look out for their stories this coming year.





2020

▶▶ event line up

EVENT LINEUP

Mark your calendars the 2020 Event Line Up is here.

FEBRUARY

Partner Appreciation Lunch -
Thursday, February 20, 2020
12:00 - 3:00 Partners Only

FEBRUARY

Share Your Story Boardroom
February 26, 2020
Invitation Only

MARCH

Powerhouse
Event Negotiation
Communications Panel -
Thursday March 26, 2020
1:00 - 3:00

COMING SOON

We are excited to bring the following events to 2020. We have in store

4 Powerhouse Events - High Level Learning Discussions for Top Agents Only

4 Social Events - Fabulous and Exclusive

Our 1st Real Producers 5K.

Our 1st Real Producers Booze and Bark Day at the Park.

2 (Partners only) Networking Events.

* Disclaimer certain restrictions apply for each event. More details to follow.

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