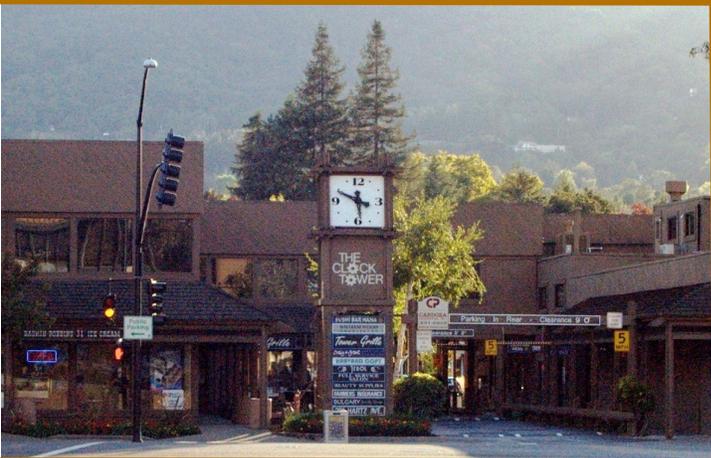


# KW DANVILLE

KELLERWILLIAMS®  
REALTY

## The KW Difference



# Our Leadership Team



*Beverly*  
STEINER

~ KW Multiple Market Center  
Operating Partner

~ KWU Master Faculty

~ Regional Partner Northern  
CA and Hawaii

CalBRE #00627511

Beverly Steiner has been in the Real Estate Business for over 40 years. She has built

several businesses, and is now the President of Keller Williams Realty in Danville, Walnut Creek, and El Dorado Hills, is on the Master Faculty for Keller Williams University for which she teaches and speaks in the both the U.S. and Canada about leadership, business building, and recruiting. Beverly has served on the non-profit KW Cares board of Directors for the past 12 years. She has received numerous awards for high sales production, and business building achievements. She enjoys her work coaching and teaching people to succeed in their careers, developing solid business skills, and helping them find wealth building opportunities.

## Kristin White

**Team Leader for  
Keller Williams  
Danville**

CalBre #00936297

Kristin White has been a Realtor for 32 years, and has run the KW Danville office for 15 of those

years. The Danville office

is the number one office in the Northern California and Hawaii Region for the 3rd straight year, and also number one in the entire State of California. She has always been very committed to her agents by helping them to achieve their goals and creating an environment they can grow and thrive in. Kristin was inducted into the very exclusive Team Leader Hall of Fame in 2017 for her continued achievement in the KW Danville office. She has been married to Scott for almost 34 years and raised two children who are now young adults. Kristin is an avid Golden State Warriors fan. She enjoys going to Warriors games with her husband and kids. If not working or at a game, she is taking long hikes in the many gorgeous areas of the Bay Area.



## Joanne Madlung

**Director of Operations /  
Broker Associate**

CalDRE #01331870

As a licensed Real Estate Broker in California, Joanne Madlung (“JoJo”) has been affiliated with Keller Williams Realty since 2002. She joins Beverly Steiner’s Keller Williams Realty Market Centers (El Dorado Hills, Danville and Walnut Creek) as Director of Operations. In this role JoJo will be supporting Market Center staff and agent partners in various ways including enhancing systems, staying abreast of current real estate laws and trends, assisting agent partners with contract and business strategy and questions, and assisting Beverly and the staff in special projects. JoJo has excellent analytical abilities that allow her to be a problem solver with a focus on results and brings a wealth of knowledge about the real estate industry and Keller Williams Realty to the already powerful leadership team. JoJo is thrilled to be back home at Keller Williams Realty, and excited to be a part of this incredible team.

# Danville Leadership Team



**Geoffrey Schierbaum**  
**Agent Services Coordinator**

CalBre #01816971

Geoffrey is a native to the Tri-Valley area. Growing up in San Ramon, he attended San Ramon Valley High, Diablo Valley College and Cal State Eastbay, majoring in Business. Licensed CA Realtor since 2007, he has a track record of successful sales and happy clients. Geoffrey is an expert in Real Estate Technology, bringing agents innovative real estate applications.



**Bob Winegarner**  
**Compliance Manager**

CalBre #01164446

Bob Winegarner has been a full-time, successful real estate agent since 1993. Prior to real estate, Bob spent over 25 years as a sales & marketing consultant, designing many successful strategic marketing campaigns. He is well known for innovation, detail, organization and overall business savvy. A steady achiever from the start of his career, Bob has received numerous awards for high level production. Bob holds the prestigious GRI designation, an honor only few achieve, and became a member of the national chapter of the Residential Sales Council in 1998.



**Phil Deutscher**  
**Contract & Transaction  
Support Manager**

CalBre #00464157

Real Estate Broker serving Contra Costa County for 38 years specializing in residential real estate and investment properties. Phil was the 1997 REALTOR of the Year and past President of the Contra Costa Association in both 1990 and 1999.



**Christy Moore**  
**Assistant MCA**



**Michelle Chilson**  
**Front Desk Concierge**



**Danielle Rube**  
**Front Desk Concierge**

# Danville Leadership Team



**Terry Tucker**  
**Productivity Coach**

Terry grew up in a real estate family with appraisers, developers and brokers which gave him the opportunity to work in all phases of construction. This led to college jobs with a roofing company and a custom-home builder in the first phase of Blackhawk. Terry spent his early career years in the world of banking as a branch lending representative, doing both residential and commercial lending at Bank of America. He then went to work at Old Republic Title as a marketing representative. Terry's real estate experience began in 1997. Since the beginning, he has received numerous awards including became one of the top ten associates (out of over 120), The #1 individual agent in gross commissions, Top Selling Agent-Units Sold, Top Selling Agent-Volume, Top Listing Agent – Volume, President's Circle award and Presidential Elite (Top 3% nationwide). Terry joined Keller Williams in 2007 as a full-time realtor®, but recently accepted the position as the Danville Market Center's Assistant Team Leader where his duties include assisting agents with contract questions, teaching various classes and coaching new and experienced agents in growing their businesses. He is thrilled to be with Keller Williams and is amazed at the learning opportunities and educational tools available there. "The support and learning have opened my eyes to what first class service can really be". "Keller Williams has an amazing business model for growing a real estate business that allows a team to service my clients to the highest level". "I am truly excited to be here!" Originally a native of San Jose, Terry has lived in and around the Danville area since 1981. He graduated from Monte Vista High School in 1982 and holds a Bachelor of Arts degree from San Diego State. He currently resides in Danville with his wife Kimberly, daughter Erica, and sons Jackson, Troy and Jet. When he's not working hard for his clients, spending time with his family is Terry's priority.



**Claire Sheperdson**  
**Productivity Coach**

Claire has been serving the Danville- Alamo- San Ramon community for eight years. She has risen to the top quickly due to her past sales experience. Claire is a continuously a top listing and selling agent not only for her company Keller Williams but also for the East Bay Association of Realtors. Her passion for Real Estate comes from her own experiences in moving all over the country. She started out in South Florida. Grew up in Plantation Florida, attended University of Florida, in Gainesville. Met and married her Husband of twenty three years in South Florida. Since then has lived in Melbourne, FL, Jacksonville ,FL, Chicago, IL, Flanders, NJ, The Woodlands, TX before relocating here to Danville. As a Certified Luxury Marketing Specialist, Claire can differentiate herself and the homes that she is selling in the Luxury Market through the Member only websites like ICREA, Wall Street Journal and Keller Williams Luxury. As a member of the Institute she is up on all the cutting edge marketing ideas and up to the minute news on the Luxury Market, and the ability to network with other members. These are the people who will be bringing the buyers to view homes in your price point. Claire stays involved in the local community through participation in many volunteer and service organizations such as: National Charity League Contra Costa Food Bank Keller Williams Cares (our 501c3) National Red Day San Ramon Valley School District Claire currently lives in Danville with Husband John, daughter Alex (student at University of Texas, Austin), son John Ryan (student at University of California, Berkeley) and two labradoodles Tucker and Cali! Currently an ALC member.

# Our TC Team



**Christy Bounds**  
**TC HUB Manager**



**Kimberly Alvarez**



**Jenny Baxter**



**Kristin Staat**



**Dierdre Reen**



**Zinat Herovi**



**Andrea Peterson**



**Lisa Nelson**



**Toni LoForte**

# Our Belief System

## Mission

To build **CAREERS** worth having, **BUSINESSES** worth owning, **LIVES** worth living, **EXPERIENCES** worth giving, and **LEGACIES** worth leaving.

## Vision

To be the real estate **COMPANY OF CHOICE** for **AGENTS** and their **CUSTOMERS**.

## Perspective

A technology company that provides the real estate platform that our agents' buyers and sellers prefer. Keller Williams thinks like a top producer, acts like a trainer-consultant, and focuses all its activities on **SERVICE**, **PRODUCTIVITY**, and **PROFITABILITY**.

# Belief System

WI4C2TS

**Win-Win:** or no deal

**Integrity:** do the right thing

**Customers:** always come first

**Commitment:** in all things

**Communication:** seek first to understand

**Creativity:** ideas before results

**Teamwork:** together everyone achieves more

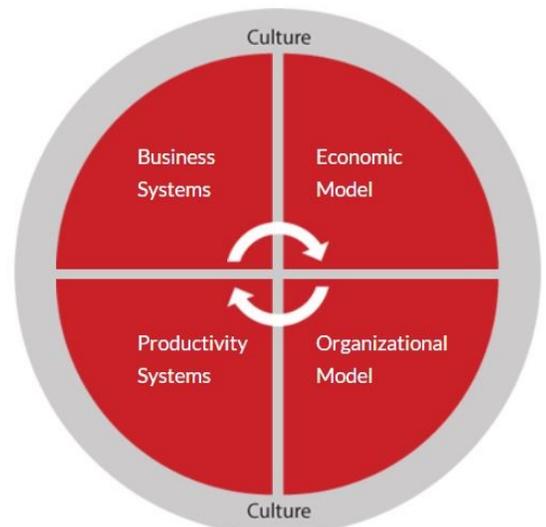
**Trust:** starts with honesty

**Success:** results through people

## Proven Concept

Keller Williams has established and proven models and systems that set a framework for profitability in any market. More than just a "brand in a box" approach, we are staying true to who we are - a training and coaching company that offers the most successful models in the industry and the very best training and tools to our agents and offices across the globe. The Keller Williams Realty systems and models were a new way to do business in the United States and Canada, and they will be a new way of doing business in your region.

- **Business Systems:** How business is conducted.
- **Economic Model:** Specific strategies to produce profitable businesses.
- **Organizational Model:** Specialized positions and their responsibilities as the business grows.
- **Productivity Systems:** Training, coaching, marketing, and technology tools to amplify business results.
- **Culture:** The foundation of profitable, successful Keller Williams businesses.



# Training and Coaching

Named the **#1 Training Organization** in the world by Training Magazine in 2015, we're often described as a training and coaching company cleverly disguised as a real estate franchise.

## Find and Fund

## Your Big Why

Keller Williams University provides an industry-leading curriculum addressing every aspect of success in real estate. These courses are available in local real estate offices across North America and on-demand via KWConnect.



## Build Expertise

Keller Williams University provides the most advanced and comprehensive learning opportunities in real estate and empowers you to become the expert in your local market.

[KW University](#)

## KWU

Keller Williams University provides an industry-leading curriculum addressing every aspect of success in real estate. Multimedia training is offered online via KWUConnect, so the skill-building tools you need are always ON.

At the Keller Williams University, you will find:

- Over 50 online courses - Find the perfect course for you
- Ignite - Skills to spark a great career in Real Estate
- Leverage Series - Identify, develop and lead your talent bench
- Agent Curriculum Path - Skills for the successful Agent
- Leadership Curriculum Path - Skills you need to learn to lead
- And much more...



## MAPS Coaching

MAPS Coaching, led by Dianna Kokoszka, offers a breadth of skill-building, discipline-focused, high-accountability programs that keep you on the right track. MAPS Coaches are experts on industry best practices, the models of MREA and Keller Williams systems, putting them in a unique position to guide you to the next level.

**Mastery Coaching - Go from where you are to where you want to be.**

**BOLD - A 7 week journey to unbelievable production.**

**MEGA Agent Expansion - Build a bigger, better business from where you are today.**

**MasterMinds- Collaboration is the answer. A collective mind is better than one.**

**MEGA Camp - A 4 day training /networking event to help you finish the year strong.**

**Group Coaching - Teleseminars and webinars, led by Mega Agents.**

## Crowdsource Your Success

Keller Williams University provides an industry-leading curriculum addressing every aspect of success in real estate. These courses are available in local real estate offices across North America and on-demand via KWConnect.



## Remove Limits

Your business grows to the extent that you do! Award-winning KW MAPS Coaching offers a breadth of high-accountability programs designed to turn your biggest goals into reality. Our coaches are experts on industry best practices, the models of MREA and Keller Williams systems, putting them in a unique position to guide you to the next level.

### Signature Events

These sell-out events provide you with knowledge and tools that you can put directly into practice to boost the productivity of your business.

#### MEGA CAMP

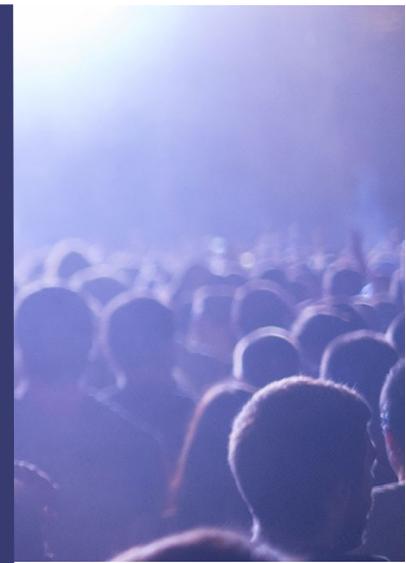
Over 7,000 associates gather to hear the latest insights, trends and skills needed to succeed from company leadership, special guests and each other!

#### FAMILY REUNION

This annual 4-day companywide event is the most highly attended private real estate franchise event in the industry with more than 15,000 attendees. Family Reunion prepares you for mastering the current market with more than 150 breakout sessions taught by the best in the business.

#### MASTERMINDS

Collaborate and learn practical wisdom from top-producing agents and leaders in an all-day brainstorming session.





In 2017 and 2015, Keller Williams was ranked as the number one training and coaching organization across all industries in the world. In 2016 and 2014, KW held the number two spot on the Training Top 125.

"For 35 years, Gary Keller has been saying we're a training and coaching organization disguised as a real estate company," Keller Williams President and CEO John Davis said. "Thanks to his vision and commitment to investing in our people, we've been able to help our associates grow their businesses and create opportunities to fund their lives."

Created in 2008, the global Training Top 10 Hall of Fame recognizes organizations that demonstrate outstanding, effective, long-term employer-sponsored workforce training and human capital development.

"It's difficult enough to attain a Top 10 ranking for four consecutive years; achieving the No. 1 or 2 spot for all four years is a stellar achievement that has only been accomplished four times in the last decade," said Lorri Freifeld, editor-in-chief, *Training* magazine.

By placing training at its core, Keller Williams is providing new agents and

top producers alike with the resources and tools they need to succeed. The company's learning-based culture starts at the top, with the models and systems that Co-founder and Chairman Gary Keller developed and has shared through his bestselling books. President and CEO John Davis continued the legacy by introducing agent growth and production tools.

## Dedication to World-Class Training

Keller Williams invests heavily in its training programs and initiatives.

**Keller Williams University** provides an industry-leading curriculum addressing every aspect of success in real estate. Each learning track is built on proven KW models and systems, fortified by the wisdom of innovative visionaries and delivered by a master faculty consisting of market leaders and emerging trendsetters. Through the [KWU portal](#) on KWConnect, agents can access multimedia training and register for facilitator-led workshops or sign up for international training and coaching events.

**KW MAPS Coaching**, an [in-house coaching program](#), has had a proven track record of success recognized by the PRISM Award for Excellence and the Stevie Awards. In 2017, enrollment in KW MAPS programs increased 55 percent to 66,503 people. Due to demand, the number of highly skilled coaches leading the MAPS programs has increased 53 percent this year to 328.

"Our proven coaching programs focus intently on enhancing both the skills and mindset of our associates," says KW MAPS CEO Dianna Kokoszka. "We believe the coach/client relationship is one of partnership."

**Business Objective: a Life by Design (BOLD)** is a lynchpin of KW training and a key driver of profitability for all who enroll. BOLD graduates average over 14 contracts during the seven-week class, a stellar figure compared to the industry average of 9 transactions per year. Since its inception in 2009, 131,220 agents have completed BOLD, and its popularity continues to soar, with 27,782 attendants in 2017 alone.

**KW Labs** is a [transformative program](#) that enables real estate agents to build, test and define technology that will run and grow their businesses.

The **KellerINK** publishing group [produces books](#) that inspire and instruct. *The Millionaire Real Estate Agent*, which has sold over a million copies to date, was the first to lay out organizational, economic and lead generation principles for real estate agents. Since its release, KellerINK has published five additional bestselling books; each based on exhaustive research and proven results.

In addition, KW's annual training conventions attract tens of thousands of attendees who voluntarily take themselves out of their businesses for days at a time so they can connect with peers and learn from top producers. Indeed, Keller Williams' success owes much to its deeply rooted culture of collaborative learning and sharing. Leaders at every level are learning from the best of the best, and then passing along those insights to all of the company's associates so they can prosper.

## A Bright Future

With the addition of Keller Williams, *Training* magazine's Hall of Fame consists of 16 companies: Blue Cross Blue Shield of Michigan; Booz Allen Hamilton; Capital BlueCross; CHG Healthcare; Deloitte LLP; Ernst & Young; Farmers Insurance; IBM; Jiffy Lube International; Keller Williams; KLA-Tencor; KPMG LLP; McCarthy Building Companies; PwC; SCC Soft Computer; and Verizon.

"We are delighted to join the great companies who are in the Training 125 Hall of Fame and are honored by the recognition. It celebrates the success of our associates and proves that together we can achieve more," said KWU Director Stacia Thompson.

"At Keller Williams, our mission statement isn't just something we say. It's an action plan. Every day, we are taking steps to bring innovative, world-class training that further ignites our associates' businesses."

## Marketing & Technology

Your clients choose YOU, not your firm. In fact, only 3% of sellers and 4% buyers cited an agent's affiliation with a particular firm as the most important factor in choosing their agent.



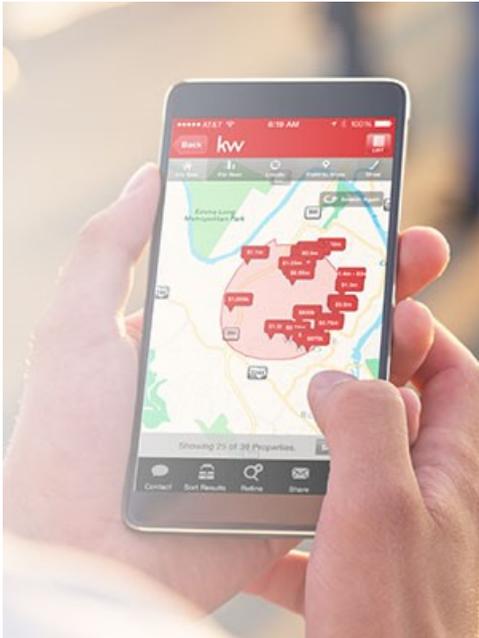
## Leads

The KW Lead Generation Network gives you presence and power in online searches. Combined, there are well over 200,000 sites in our lead generation network.

## Listings

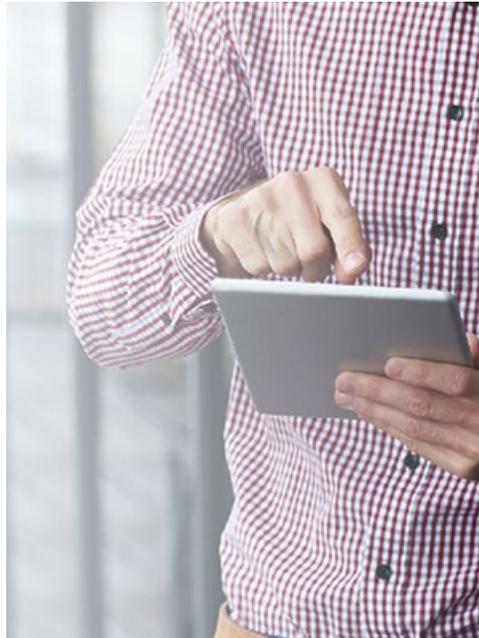
The Keller Williams Listing System (KWLS) protects you when you decide to syndicate your listings. It guarantees that our associates maintain ownership and control of their listing data and gain maximum exposure for their listings online. The “My Listings, My Leads” Promise - You work hard to get your listings and deserve every lead that comes from them. Our entire online lead generation system is built around this philosophy. Whenever listings are marketed on the KW network and listing syndicates, all the leads go directly to the listing agent.





## KW Mobile Search App

Agents receive a unique URL and text code to share. Consumers can easily search and compare properties and connect directly with their agent of choice about the listing they want to see. Individually branded app with the associate contact information Fully integrated with Keller Williams Realty's proprietary listing database, as well as IDX Listings appear to homebuyers searching in the area.



## eEdge

eEdge is the real estate industry's first and only complete lead-to-close agent business solution including full lead management system, contact management system, customizable and marketing library Exclusively for KW associates.



## Michael Lewis Marketing

The Michael Lewis Marketing Suite provides luxurious, high end, customizable marketing materials designed to reflect the level of service you provide! In addition to a wide array of print pieces, virtual touches are also offered to round out a strategic marketing plan, leverage your business and build YOUR brand!



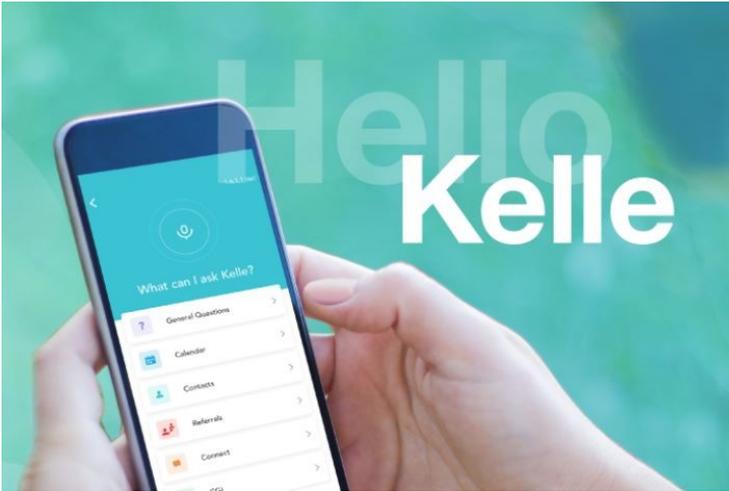
## KW Team Leads

KW Team Leads improves a team's accountability and efficiency by integrating actions such as tracking, monitoring and communicating with leads with little effort and immediate results.

## KW Video

Create customized listing videos, consumer facing videos as well as in a matter of minutes on their iPhone. The scripts and video presentation contents are already provided for you. Simply choose a video template that you want to make and read the karaoke script into your device. Personalize the videos by adding your own photos, video clips, and text to the intro and outro sections, record an appropriate voice over via our karaoke script, and let the KW Video app do the rest! From there, you can share the videos directly to your social media accounts or send via email and SMS text.



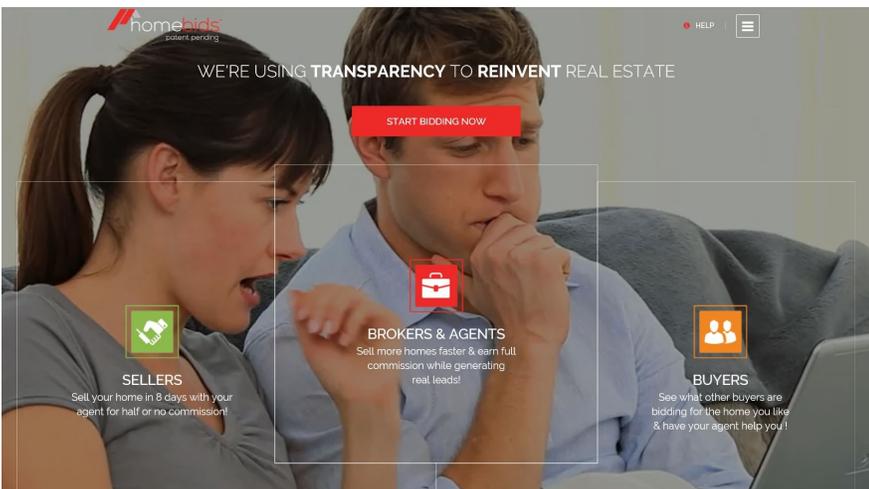


## Kelle

What if you could spend less time buried in technology but reap even more benefits from it? Meet Kelle. Available now in app stores for Apple and Android users, Kelle is an AI-powered personal assistant that can help KW associates do just that.

## Trendgraphix

Accurate, up-to-date data, directly from your MLS. Easy-to-use online reporting system access from anywhere you have an internet connection. 100% web based. Graphs and charts that visually depict market trends make it easy to share with buyers and sellers. Print, email, and save graphs all with one click and directly from your reports screen. Post charts on your website making you a true local expert and source of market information.



## Homebids

Homebids is a Hybrid between real estate auctions and traditional real estate. We took the best features from real estate auction and traditional real estate and created a process that works better than any other selling method in any market condition. The homebids method of selling real estate gives buyers and sellers more options when buying or selling real estate.

## Homekeeper

Providing a past client with easy access to an agent's favorite local electricians, home inspectors, handymen and landscapers, HomeKeeper's stand-alone app comes labeled with an agent's headshot and contact information, and lets agents send maintenance tips and updates about local events. The app also can send home upkeep alerts to users.



## Skyslope with Digisign

SkySlope is the industry-leading digital transaction management software provider offering superior support and technology. Full suite of solutions in the form of mobile accessibility, secure cloud storage, and paperless transaction processing. Applying signatures to any contract or disclosure is as simple as dragging and dropping signature blocks. professionals find using a digital signature makes signing easier for their clients.



Moxi Present™

The more than a CMA interactive presentation tool.

## Moxi Present

Presentations always have up-to-the-minute MLS data. Agents can interactively show clients market conditions. Every MLS listing can be shown with the actual driving commute time to any location. Clients love it. Moxi Present allows agents to include video & other rich media right into their presentation. Create listing flyers in a snap.



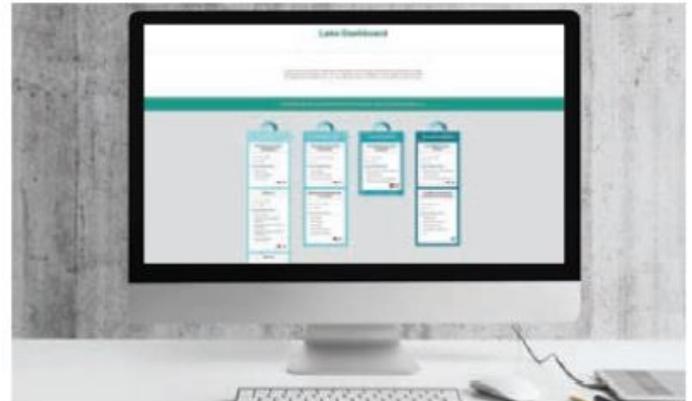
## Profit Dash

Manage your expenses and deduct them for maximum profit Syncs with your Keller Williams account and shows your true profit and loss (P&L), broken down by buyer and seller listings Agents, auto-categorized for you (where possible). Tag expenses to specific listings and track deductions. Maximize your tax deductions by tracking the miles you drive for your clients.



## KELLER CLOUD

KWConnect - KWCommand  
Kelle - KWCommand Facebook Ad Accelerator



## LABS DASHBOARD

A collaborative approach to technology development.



## KW TECHNOLOGY SETUP

Online Q&A or leverage support via  
[www.MLMSassistant.com](http://www.MLMSassistant.com)



## TECHNOLOGY ADVICE

Have the RIGHT technology - at the RIGHT time - for YOUR business.



## KW WEBSITES

Modern. Responsive. Intuitive.



## SECURITY

Resources to keep your information safe.



## CGI CALCULATOR

Designed for funding a BIG Life.

## The Culture

**“Whether its serving each other, serving our communities or serving our planet, a culture of doing more than just selling real estate defines us as a company.”**

### RED Day

Introduced in 2009, RED Day, which stands for Renew, Energize and Donate, is Keller Williams Realty's annual day of service. Each year on the second Thursday of May, associates celebrate Mo Anderson's birthday by spending the day away from their businesses serving worthy organizations and causes in their communities. RED Day is just another example of our commitment to each other and to the cities and towns where we live and work.



### KW Kids Can (KWKC)

KW Kids Can is an educational nonprofit founded to engage the next generation of entrepreneurs and world leaders in conversations that matter. Our learning program teaches young adults how to gain their edge in an increasingly competitive world. Students walk away with concrete tools that help them pursue the life they desire.



## KW Cares

KW Cares is a 501(c)(3) public charity created to support Keller Williams associates and their families with hardship as a result of a sudden emergency. Hardship is defined as a difficult circumstance that a person or family cannot handle without outside help. The charity is the heart of Keller Williams culture in action - finding and serving the higher purpose of business through charitable giving in the market centers and communities where Keller Williams associates live and work.

- Fundraising
- Donations
- Grants



## The KW Wellness Program

### Wellness and Success Go Hand in Hand

The KW Wellness program encourages associates to live balanced and healthy lifestyles by ensuring that their physical and emotional well-being are supported. Our program is administered through Wellness Ambassadors, who drive initiatives in their market centers.



DISCOVER KW WELLNESS

- KW Benefits Marketplace
- Be Well Program
- Fitbit + KW: Special Pricing & Challenges
- Wellness Ambassador Roster
- KW Wellness Merchandise

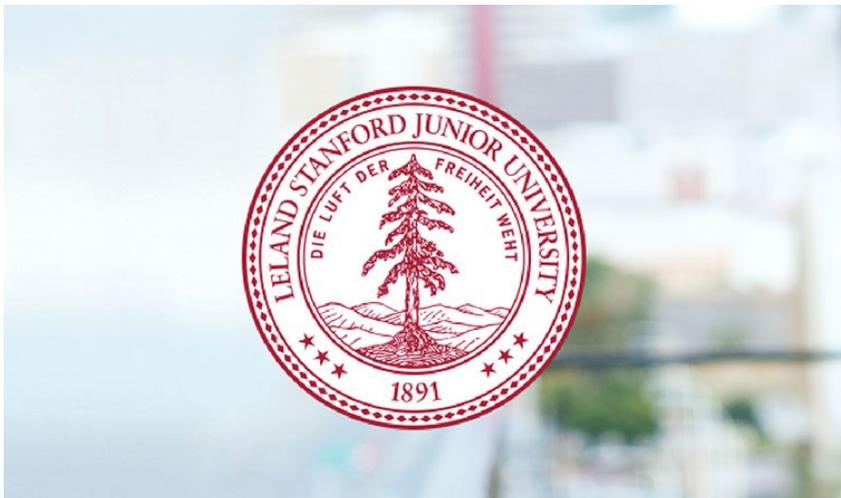


## WI4C2TS

The Keller Williams belief system the WI4C2TS, play an important role in bringing like-minded individuals to the company and influence the decisions made at all levels of the organization.

## An Open Book Policy

There are no secrets and Keller Williams Realty. Every associate has a stake in the financial success of Keller Williams so every associate has the right to see the numbers reflected in their market center's operations.



## Stanford University: A Cultural Case Study

“Keller Williams believes that agents are stakeholders in the success of the market center and therefore should share in decision making. Together, they [top agents and office leadership] jointly make office decisions relating to financial planning, recruiting and retention, marketing and advertising, training, technology, social events, and philanthropic giving.”

## Shared Decisions.

The Keller Williams model is built around the premise that associates should be treated like stakeholders, because together, everyone achieves more.



Profit share is one way in which Keller Williams Realty exemplifies the principle of success through others. Each month, market centers share roughly half of their profits with the agents who helped grow the market center and make it profitable. But in order for there to be profit share, there must first be success.

Since the inception of the profit share program, KW has distributed more than \$1 billion to associates who have helped the company grow!

And, thanks to the company's recent growth and agent production gains, it has distributed more profit share in the past four years than in the preceding 21 years combined.

"As a company, we're motivated by helping people fund their lives and create opportunities," CEO John Davis says. "Giving back is part of our culture. Profit share allows our people to earn passive income for life so they can pay for their kids' education, take care of their parents, and invest for the future."

*CONTINUED*

## Wealth Building

Spread the Word and Build a Stream of Income

Through our profit share (US & Canada) and the growth share (Worldwide) programs, Keller Williams recognizes and rewards associates for helping to grow the company.

Keller Williams owners have shared more than **\$703 MILLION** since 1997. In 2015, Keller Williams owners shared more than **\$129.8 MILLION in profits.**

**That's \$353,424 per DAY.**



John Davis

“As a company, we’re motivated by helping people fund their lives and create opportunities,” CEO John Davis says. “Giving back is part of our culture. Profit share allows our people to earn passive income for life so they can pay for their kids’ education, take care of their parents, and invest for the future.”

The historic achievement comes as Keller Williams is closing in on its most successful profit share year yet. Through the first 10 months of the year, KW has shared \$151.9 million with associates in the United States and Canada, an increase of 14.1 percent compared with the same period in 2016. (Keller Williams associates outside of the United States and Canada participate in a similar program called “growth share.”)

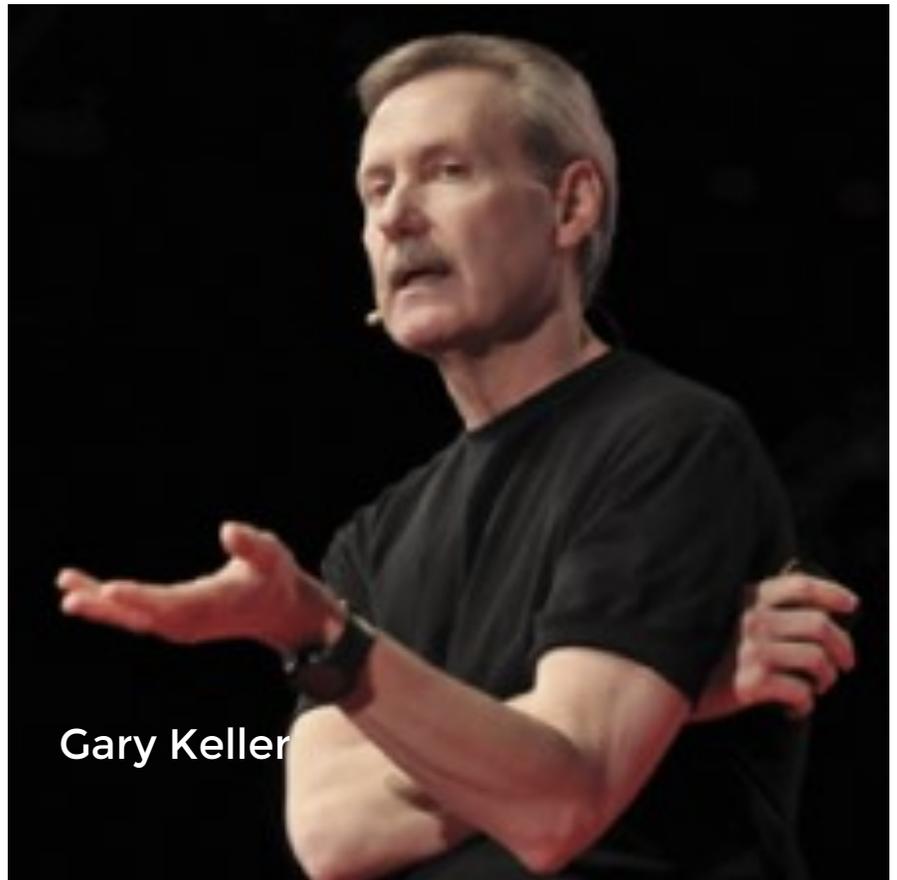
Individual Keller Williams market center owners share roughly 50 percent of their office's monthly profits with associates who have helped the business grow. As of Oct. 31, 98 percent of Keller Williams market centers were profitable for the year. Moreover, a record four market centers had already distributed \$1 million or more this year. There are also individual agents who have received seven-figure distributions.

## Profit Share Payouts

In the six years since Keller Williams launched its companywide Growth Initiative, profit share payouts have grown substantially:

- 🕒 \$154.4 million in 2016
- 🕒 \$129.8 million in 2015
- 🕒 \$98.1 million in 2014
- 🕒 \$78.2 million in 2013
- 🕒 \$55.3 million in 2012
- 🕒 \$38.3 million in 2011

Keller Williams Co-Founder and Chairman Gary Keller and early company leaders created the profit share program to ensure the goals of KW owners and agents remain permanently aligned. Innumerable lives have been changed as a result.



## Associate Leadership Council

The Keller Williams ALC or Agent Leadership Council is made up of the top 20% of agents in each office. This dynamic 'board of directors' is actively involved in the leadership decisions that make the office more productive and profitable.



Joe Reichert  
CalBRE #01828658

Joe spent 30 years in printing industry, and began investing in real estate in 2000. Joe became a licensed realtor in 2007. He was a top listing agent with Keller Williams Danville in 2009 and 2010. Joe utilizes the latest technology, market research and business strategies to exceed his client's expectations.



Brendan Moran  
CalBRE #01893322

Brendan lives in the Bay Area with his wife Renee and three children. He's a licensed real estate broker and investor and he represents buyers and sellers with the highest standard of excellence. Brendan's background in television production has greatly influenced his approach to marketing homes and has helped set him apart since earning his broker's license. Brendan is an active member of the Contra Costa Association of Realtors and the community. He also hosts the award winning news magazine show 'Creek Currents' for Walnut Creek TV.



Annette Maes  
CalBRE #01297984

Annette has served the real estate industry for more than 30 years, bringing skill and knowledge to every transaction for her clients. Her "Team of Professionals" stand ready to accommodate whatever the transaction may throw their way-from strategic negotiating, estate planning consultations or professional staging, Annette and her team are ready to go to work for you! As a Bay Area Native, Annette's clients trust her intuitive approach in finding the best home or investment opportunity. Annette understands that buyer and seller needs are as unique as each of our surrounding communities. She closely follows trends and economic developments locally as well as nationally, offering the perfect match of real estate and market expertise. By acquiring the necessary tool's and training to stay at the forefront of the industry, Annette and her staff have built their business model by integrating the latest technology and networking systems tailored to meet the individual needs of her clients. Keller Williams not only meets those standards but offers resources for Annette to exceed her clients expectations. Keller Williams core fundamental values are based on a "Win-Win" attitude for buyers and sellers. In Annette's own words, "I've based my business practices on professionalism and integrity. The business model of Keller Williams Realty mirrors the same commitment!"



Patrice Sandstrom  
CalBRE #01732310

Patrice is a native of Louisiana who moved to California 2004. Shortly after moving here, she began working in the home mortgage business and began her journey in Real Estate. Handling up to 10 transactions per month as the client care coordinator for the company's top producer was very challenging and rewarding and really set her up for how she handles her own clients today. In 2005, she made the switch to become a licensed Realtor and have performed in the top 5% of sales production nationwide each year. Achievements include earning Top 5% in Sales and President's Club the last 6 years & being an invited member of Top Agent Network – verified top 10% in the area. Once again, she was recognized in Diablo Magazine by Five Star Professional for the third year in a row as one of the "2012, 2013, 2014, 2015 & 2016 San Francisco East Bay Star Real Estate Agents" for providing exceptional service and overall client satisfaction, an award given to less than 2% of agents in the area. In 2014 she was listed as one of the "San Francisco Top Rated Real Estate Agents" and for the past two years (2015 & 2016) has been included as one of the Best Businesses of Orinda and Best Businesses of Lafayette.



Andrew Lowe  
CalBRE #01963167

Andrew hails from the 'wee country' of Northern Ireland. He grew up in Ballyclare, a small town just outside of Belfast. Andrew enjoyed a 3 year professional contract with the Irish Rugby Football Union. He has used this rugby expertise to coach local youth rugby and will be coaching with Danville Oaks Youth Rugby beginning 2014. Andrew first got involved in real estate 12 years ago in Belfast with an income property he bought while attending the University of Ulster. Andrew graduated with a Bachelor of Science Degree and Post Graduate Certificate in Education. He has been in the states since 2008 and now resides in Danville with his wife Leslie and stepchildren Jack and Charlotte. Andrew feels blessed to be living in such a beautiful part of the world.



Angela Hern  
CalBRE #01128525

Angela has 25 years of experience in negotiating, sales and marketing. She is highly trained and experienced in all types of transaction, from traditional sales in residential and commercial properties, from luxury properties to vacant lands, handling assets that are foreclosed for large corporate banks, she knows how to successfully manage and sell short sales, Probates, Trusts and REO's. Angela is one of the few agents that is certified as an International Real Estate Specialist, with knowledge and experience of having traveled abroad and her ability to speak several languages, she has the ability to help clients sell and buy real estate here locally in the states as well as abroad. Angela uses the most sophisticated and technologically advanced marketing and by being a part of a Nationally known firm to the sellers advantage.



KW Luxury International is an exclusive, elite and sophisticated group of real estate consultants who absolutely raise the bar for service in the upper-tier home market. And as part of the Keller Williams Realty, Inc. family, our consultants have a powerful network of associates to help you sell or find your next home. Keller Williams Realty is currently the world's largest real estate franchise by agent count.

## UNMATCHED KNOWLEDGE

Powerful curriculum through the Institute of Luxury Home Marketing and Keller Williams University keeps our consultants ahead of trends, tools and advancements in the real estate industry.

## POWERFUL TECHNOLOGY AND MARKETING

Our leading-edge technology solutions accelerate efficiency and productivity, including every tool to help connect buyers and sellers as quickly as possible. No matter which side of the transaction you're on, the process will be smoother and faster.

## INTEGRITY IN EVERY INTERACTION

Keller Williams Realty and KW Luxury International were founded on the principles of trust and honesty, emphasizing that no transaction is worth our reputation and always putting the customers' needs first.

## TRACK RECORD OF SUCCESS

Our KW Luxury Consultants must meet certain qualifications to join our network – and each of them has a proven track record of delivering unparalleled service to their clients.



**KW Land is the rural land division of Keller Williams Realty with a nationwide network of land brokers working together for you. KW Land agents are local, accomplished experts in land sales and acquisitions, including: agricultural land, timber land, ranch land, recreational land, equestrian estates, land development, hunting land and other specialties. The KW Land specialists are the clear choice when buying or selling rural property in North America.**

## **ABOUT KW LAND**

KW Land is where North America's most influential land professionals choose to do business.

KW Land is the rural property division of Keller Williams Realty, the largest real estate franchise company in North America. KW Land agents are local, influential, results-driven individuals backed by the most innovative company in the real estate industry.

KW Land agents and brokers are held to the highest standard of business and professionalism to exceed your needs and expectations.

When you work with KW Land, you aren't just working with a local real estate agent. You are hiring a vast network of dedicated land professionals. We are committed to your land legacy.

## **TRACK RECORD OF SUCCESS**

Keller Williams Realty was co-founded in 1983 by Gary Keller and Joe Williams with the mission to build careers worth having, businesses worth owning and lives worth living for its associates. Today, Keller Williams is the largest real estate franchise company in North America, with approximately 700 offices and 108,000 associates around the world. In addition to exponential growth, the company continues to cultivate an agent-centric, education-based, technology-driven culture that rewards associates as stakeholders and provides clients with unrivaled real estate service.

**KW COMMERCIAL**



KW Commercial is the commercial real estate arm of Keller Williams Realty, the number one real estate company in the United States. Our commercial team consists of the most knowledgeable, results-driven brokers backed by the most innovative and scalable technology the commercial real estate industry has to offer.

When you work with a KW Commercial broker, you aren't just working with a single broker, you're hiring a vast network of dedicated real estate professionals. That's our commitment to you.

KW Commercial provides integrated real estate services for clients in virtually any market worldwide.

No matter the property type or service need, our commercial specialists are committed to your needs. Combining business expertise and unsurpassed market intelligence, KW Commercial brokers are well-equipped to determine and exceed your business goals.

**SERVICES**

**OFFICES** +

**MULTIFAMILY** +

**RETAIL** +

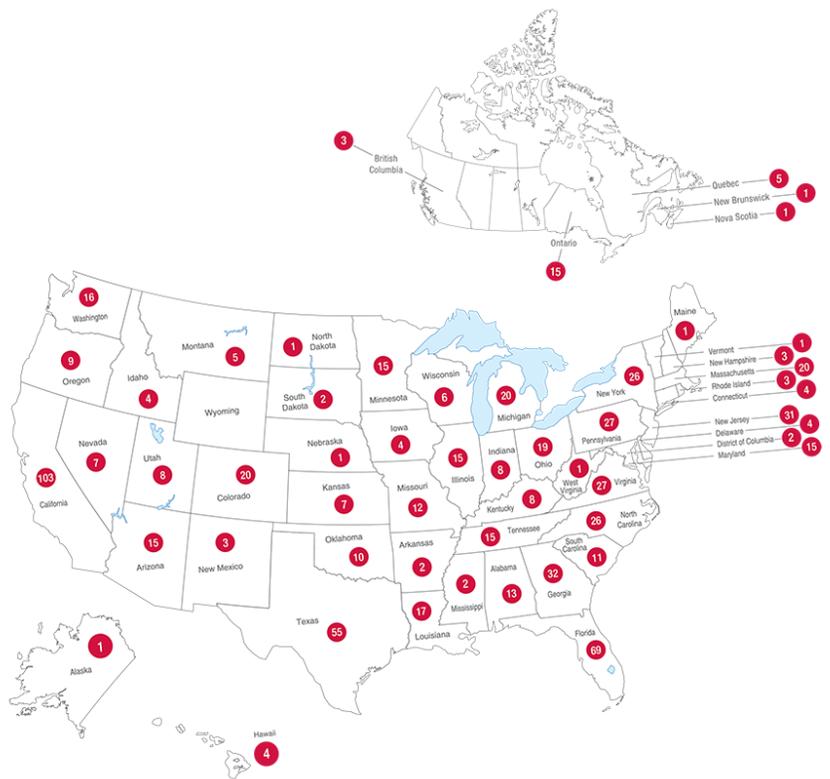
**INDUSTRIAL** +

**LAND AND DEVELOPMENT** +

**HOSPITALITY / SPECIALTY** +

**TENANT REPRESENTATION** +

**MANUFACTURED HOUSING** +



# Danville Commercial Team



## **Michael Lopus**

### **Commercial Investment Advisor**

CalBRE #01970736

Mike Lopus is a Commercial Agent in Danville who specializes in the acquisition and disposition of multifamily and commercial investment properties throughout the San Francisco Bay Area. His career in real estate began in the Bay Area in 2011 investing in Multi Family Investment Properties. During this time, he has brokered. Having been involved in many aspects of the real estate industry over the years makes him a valuable adviser and resource for his clients. He uses his in-depth market knowledge, strong work ethic, and determination to implement solution driven outcomes for his clients.

## Get More Referrals. Win More Listings. Upgrade Your Training.

The perfect leverage for a new agent to accelerate learning and networking, & the ideal way for experienced agents to stay on the leading edge.



### GET MORE REFERRALS

We have revamped the way you send and receive referrals through the GPS Community. Now, all your listings, all GPS agents, and a growing list of Worldwide agents will be in one place.



### WIN MORE LISTINGS

Position yourself as the Global Expert, and stand out from the crowd of local agents. Imagine being able to legitimately say, "I will market your listing to over 80 countries, and sell it for the most money in the shortest amount of time."



### UPGRADE YOUR TRAINING

GPS now offers an online workshop to help you quickly turn ideas into action. Gone are the days of asking, "what now?" We have developed the manual for transforming your business into a global business.

## YOUR GLOBAL LEVERAGE

BEST-IN-CLASS TECHNOLOGY & PARTNERSHIPS



### THE GPS REFERRAL PLATFORM - POWERED BY RESAAS

The GPS Referral Platform will be the new hub of communication, connection, & tools for the GPS agent. Agents will:

- Interact with specific groups (like their GPS Region, their GPS Tier, and any others that they create),
- Market their listings to the worldwide community,
- Search for other listings in the community,
- Translate listings to 22 languages
- Find & Send Referrals



### CIPS DESIGNATION THROUGH NAR

GPS will continue its partnership NAR by offering up to 33% discounts off the the CIPS online classes (\$250 value).

As a new benefit, CIPS designees in the Elite tier of GPS will also have their CIPS yearly dues (\$200) covered by their GPS membership



### PARTNERSHIP AND COMMUNITY WITH KW WORLDWIDE AGENTS

The GPS Community is the natural starting point for KW Worldwide agents to connect with North American agents.

Now in 24+ countries, our goal is to quickly bring the best Worldwide agents into the GPS ecosystem.

Through the new GPS Referral Platform, it will be easier than ever to connect & create meaningful relationships, send referrals overseas, and receive referrals from around the globe.



**A Message from President - KW Worldwide - Bill Soteroff**

Keller Williams, the world's largest real estate franchise by agent count and the U.S. leader in units and sales volume, has been inducted into the Training Top 10 Hall of Fame. Congratulations to all of our trainers and coaches worldwide!

**The search continues**

Keller Williams Worldwide is currently exploring further expansion opportunities across Central and South America, Central and Eastern Europe, and throughout Asia. The core criteria for new franchises starts with a qualified leadership team

- Argentina
- Belize
- Bermuda
- Canada
- Colombia
- Costa Rica
- Czech Republic
- Dubai, United Arab Emirates
- France
- Greater Shanghai, China
- Greece
- Indonesia
- Israel
- Jamaica
- Mexico
- Monaco
- Nicaragua
- Panama
- Philippines
- Poland
- Portugal
- Puerto Rico
- Romania
- Southern Africa
- Southern Cyprus
- Spain
- Turkey
- Northern Cyprus
- United Kingdom
- United States
- Vietnam

Keller Williams Realty is the largest real estate franchise in the world – home to more real estate professionals than any other company. As of January 2018, master franchise agreements have been awarded across 29 regions outside of the United States and Canada.

**We Support You**

**EVERY STEP OF THE WAY**

At Keller Williams Worldwide the training never stops! As a franchisee, you have access to ongoing support that is second to none. Our team of Global Franchise Consultants and corporate staff are continually developing new and exciting ways to support you.

# BUILDING FUTURE LEADERS TODAY

The Keller Williams Young Professionals Division prepares the future leaders of Keller Williams to carry forth our company mission while preserving and strengthening our unique culture.

## GOLD MEMBERSHIP

- ✓ Local chapter participation including training and networking events.
- ✓ Monthly webinars and discussion guides on wealth building and leadership.
- ✓ Access to the KWYP online community for networking and referrals.
- ✓ Quarterly book club including an Audible or Amazon e-book and a live webinar discussion.
- ✓ Exclusive discounts on other KW memberships and vendor products.

## PLATINUM MEMBERSHIP

- ✓ Local chapter participation including training and networking events.
- ✓ Monthly webinars and discussion guides on wealth building and leadership.
- ✓ Access to the KWYP online community for networking and referrals.
- ✓ Quarterly book club including an Audible or Amazon e-book and a live webinar discussion.
- ✓ Exclusive discounts on other KW memberships and vendor products.
- ✓ Early access to Family Reunion tickets.
- ✓ Members-only retreat at Family Reunion, featuring KW executives and mega agents.
- ✓ Members-only networking events at Family Reunion and Mega Camp.



*“When you’re part of a deep and talented team, you compete for your job every day ... because emerging talent pushes you to be better. Keller Williams Young Professionals is our leadership bench. And thanks to our young leaders’ passion, energy and ideas, our future’s never looked brighter. We’re creating new opportunities for people to fund their lives and make a difference.” ~ John Davis, CEO*

**National Association of Real Estate Editors (NAREE) Robert Bruss Real Estate Book Award**

SHIFT Commercial

**REALTOR Magazine's '30 Under 30'**

Most represented agency with four associates named

**Training Magazine**

#2 training organization across all industries and third consecutive year in Top 5

**Training Magazine**

Outstanding Training Initiative (Leadership Week)

**Swanepoel Power 200**

Thirteen representatives on list of most powerful people in residential real estate, including Gary Keller, Chris Heller, John Davis, and Mary Tennant

**Real Estate Executive Magazine**

Six representatives on list of 100 Most Influential Real Estate Executives, including Gary Keller, Mo Anderson, Chris Heller and John Davis

**Inman News**

Dianna Kokoszka and Tony DiCello featured on list of "The 25 Best Real Estate Coaches in the Business"

**REALTOR Magazine**

Keller Williams home to industry-leading six 30 Under 30 winners, including Web Choice winner for fourth year in a row

**REAL Trends 500**

Keller Williams had more offices (151) represented on top real estate brokerages list than any other franchise

**RIS Media Power Broker Report**

Keller Williams ranked #1 Power Broker by Brand – home to 29 percent of Top 1,000 brokers

**Franchise Business Review**

Best of the Best list of North America's Top 50 enterprise franchises based on value and franchisee satisfaction

**Asian REAA**

**Franchise Times**

Only real estate company on "Fast & Serious" list of 40 smartest-growing brands

**Inman Select Special Report on Broker Real Estate Technology**

Highest ranked brokerage by agent satisfaction and usage

**Best Company To Work For In Texas**

**Dig|Benefits Technology Innovator Award**

Leslie Vander Gheynst recognized as one of 50 visionaries who are driving benefits innovation

**Greater Austin Business Award**

**Austin Business Journal**

Recognized as one of Top 5 Healthiest Employers of Central Texas for third year in a row

**Web Marketing Association**

Best Real Estate Website for KWRI recruiting site, lifeatkwri.com

**ABJ Healthiest Employers of Central Texas Award**

**INC 5000 Fastest Growing Private Company Award**

**Training Magazine**

#1 Training Organization across all industries.

**Inman Award**

**Inc. Magazine**

Inducted into the Inc. 5000 Honor Roll of five-time honorees among America's fastest-growing private companies

**Real Trends 500 Award**

**Entrepreneur Magazine**

Made Franchise 500 list of top franchises for the fifth year in a row

**Franchise Times**

Top quartile of all franchise businesses and highest ranking real estate brokerage for sales growth percentage

**RIS Media Power Broker Award**

**Inman 101**

Seven representatives on list of real estate "doers" who are driving change, including Gary Keller, Chris Heller and John Davis

***Please go to our website for complete list of awards.***

## Built By Agents, For Agents

Keller Williams is much more than just a real estate company. Our mission is clear: to build careers worth having, businesses worth owning and lives worth living. And that means an unapologetic focus on you – the most important part of our business – the agent.

THE KW DIFFERENCE

## Expect Extraordinary.

Our agent-centric, interdependent model allows you to be your best entrepreneurial self while taking full advantage of the resources proves to you as a member of the world's largest real estate franchise..

### 100% COMPANIES

## Independent

associates are independent and have a landlord/tenant relationship with their company;

associate-focused environment with limited high-level support;

associates assume all financial, legal and management responsibilities

## KELLER WILLIAMS

## Interdependent

associates have an interdependent relationship with the company and a mutual interest in success;

associates and brokers work as teams in achieving financial goals;

associates do not assume financial, legal or management responsibilities

### TRADITIONAL COMPANIES

## Dependent

associates are dependent on the company;

financial gain is directed primarily to the brokers and the company;

associates have fewer opportunities for accumulating wealth

When you join Keller Williams, you join a **winning team** of real estate professionals who are leading the industry to greater heights.

We're looking for passionate entrepreneurs who are ready to seize the opportunity of today's market. If you're looking for a refreshing change, a growth-focused, innovation-driven atmosphere, and the opportunity to turn your career intentions into reality, Keller Williams is the place for you.

**Call us today. (925) 855-8333**