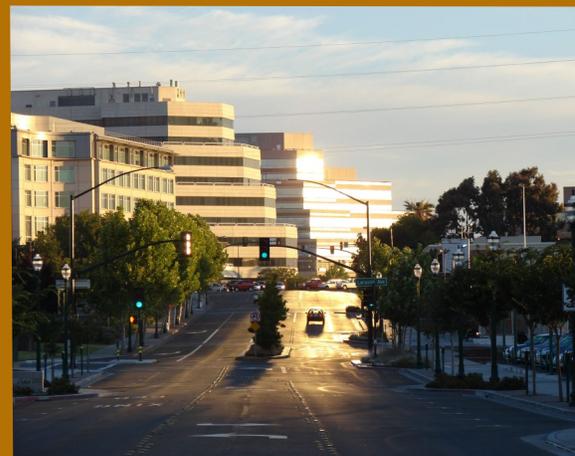
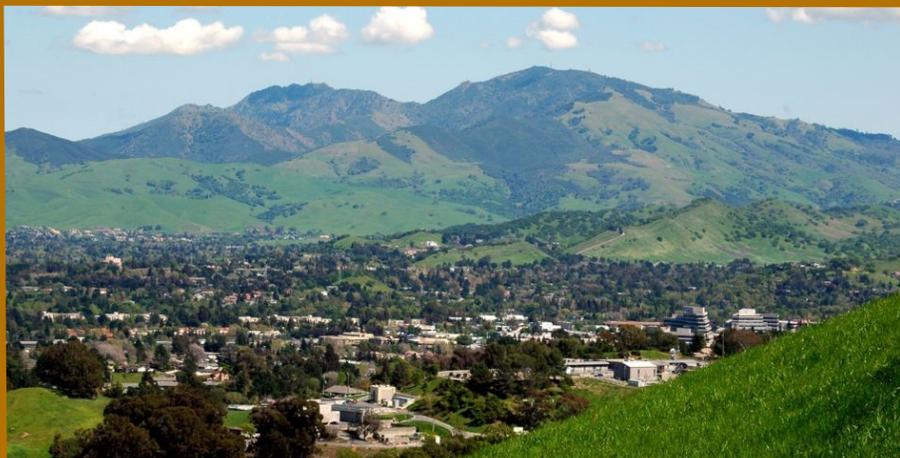
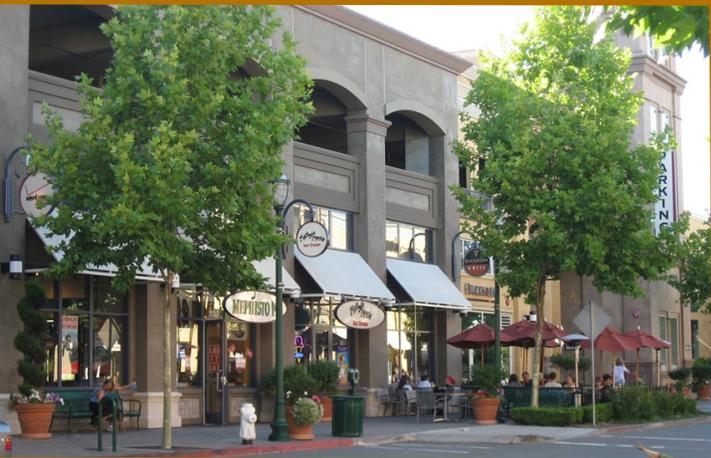


KW EAST BAY

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.

Margot Poss

**Team Leader for
 Keller Williams East Bay**

CalBRE #01747894

Margot Poss, CRP Is a Wife, Mother, Daughter and entrepreneur. After graduating from University at John Carroll University in Cleveland Ohio Margot began her real estate career working for the #1 agent in Central Ohio. Margot then became the Director of Relocation for Coldwell Banker Van Schaack in Denver Colorado where she was quickly recognized as a leader in the industry and acknowledged for her dedication to service and industry involvement. Now as wife to Doug Poss, Sr VP of Operations for The Quikrete Companies, and mother to Mena 18 and Nicholas 15 Margot is the Team Leader for Keller Williams East Bay, in Walnut Creek California.



**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.



Kris Thurston
**Assistant
 Team Leader**

CalBRE #01466307

In her role as Assistant Team

Leader at Keller Williams Realty East Bay, Kris thrives in helping KWEB agents achieve their highest potential. She has called the bay area home for almost 40 and relishes in helping buyers find, and sellers reinvent, their version of "Home". As the Founder of two real estate marketing companies, she traveled nationwide teaching and speaking to thousands of agents. Kris is devoted to her community, humanitarian projects and the arts, donating time and a percentage of her sales to a wide range of non-profit organizations. Kris' expertise in the real estate industry spans over two decades. The Founder of two real estate marketing companies, she traveled nationwide teaching and speaking to thousands of agents for many of the major real estate brands.



Janet Ulinger
MCA

Janet has been Market Center Administrator for Keller Williams Realty East Bay since May, 2016. She brought to the market center 17 years of experience in Operations and Finance. Janet admires KW culture and is proud to be part of the Walnut Creek leadership team. She looks forward to contributing to the continued success of a top performing market center in the region.

WC Leadership Team



Joseph Yapana
Director of 1st Impressions

Joseph Yapana is the Director of First Impressions in the Walnut Creek Market Center. He has a Bachelor's Degree in Business Administration with a Major in Marketing and has currently returned to school to get an Associates Degree in Nursing. He was born and raised in the Philippines and had recently moved to the United States last 2015.



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.



Shemida Arteta
Assistant Market Center Administrator

CalBRE #01935002
Realtor® since 2013, Shemida joined the KW Walnut Creek leadership team in November of 2016. She brings with her 18+ years of Management, Financial and Human Resource experience. Her love for learning has helped her grow in her current position as Assistant Market Center Administrator.



Jason Moon
Productivity Coach

CalBRE #01968212
Born and raised here in the East Bay Area, Jason Moon is an established professional with deep roots in Contra Costa County. Beginning his Real Estate career in March of 2014, Jason had Two Million dollars in sales in just six months as a door knocking intern for one of the top producing teams in all the Bay Area. Whether you meet Jason at the door or know him through a friend or family member, he is sure to guarantee you a high level of excellence, sincerity, and accuracy in assisting you in your real estate needs.

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

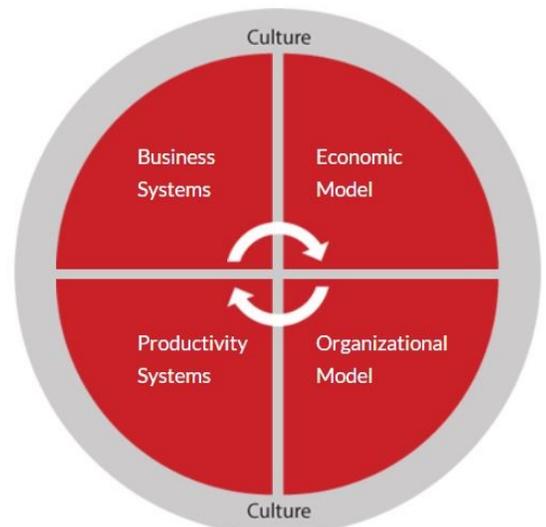
Trust: starts with honesty

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.



[KW Connect](#)



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

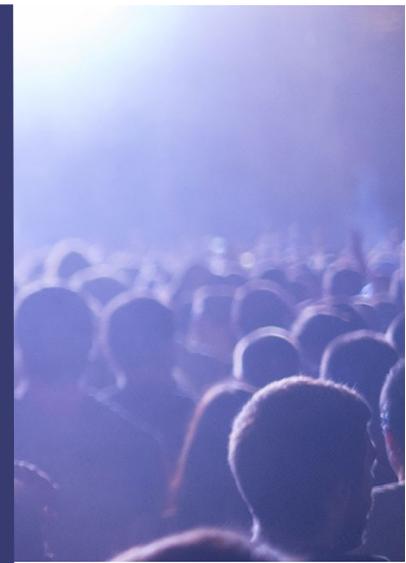
Over 7,000 associates gather to hear the latest insights, trends and skills needed to succeed from company leadership, special guests and each other!

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, *Trainingmagazine*.

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.



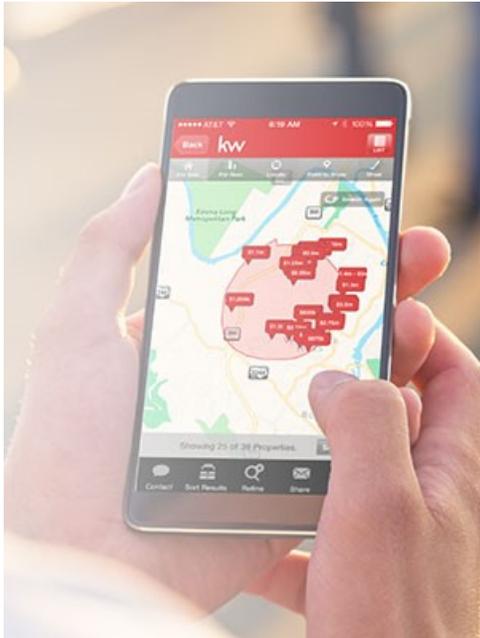
Leads

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!



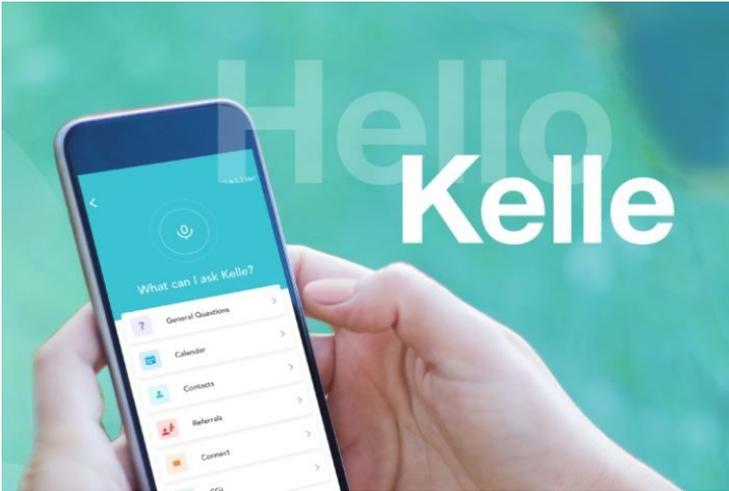
KW Team Leads

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.



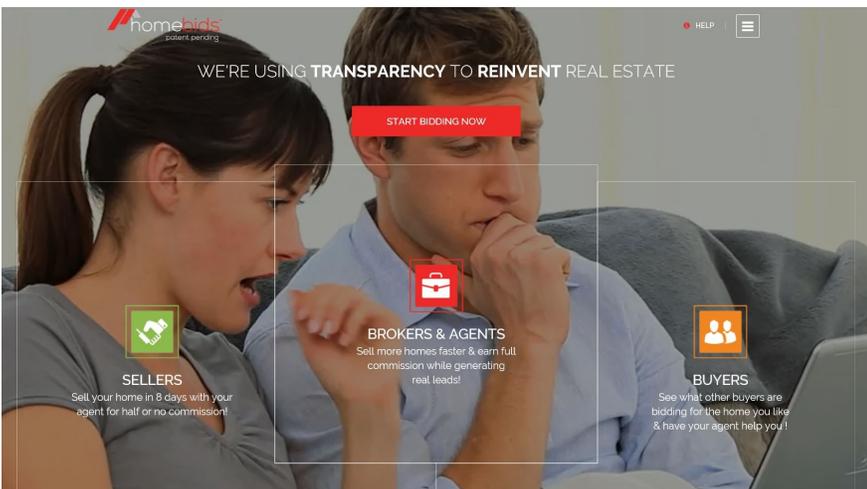


Kelle

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.

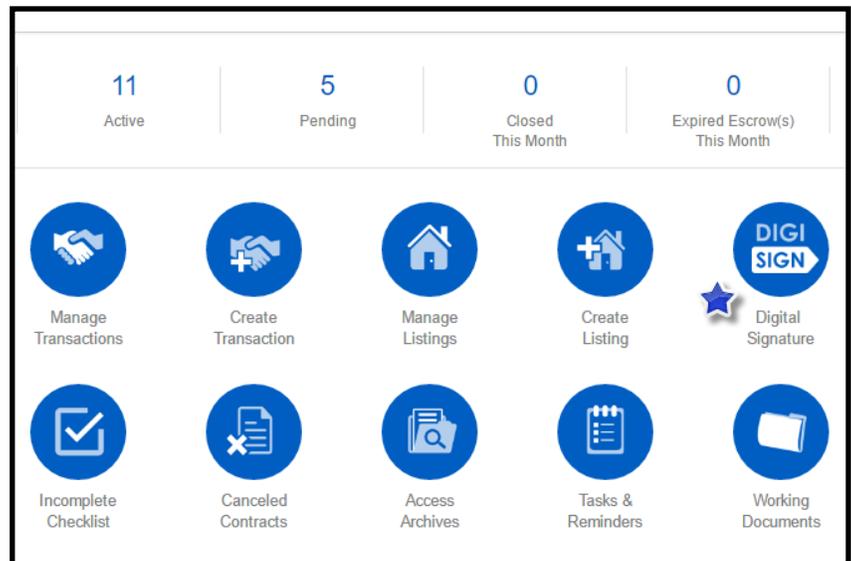
Homekeeper

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

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



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

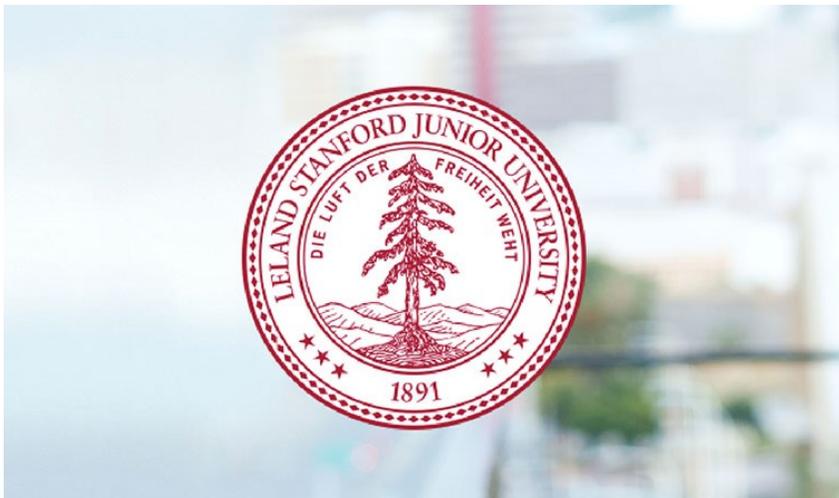


WI4C2TS

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.



Gary Keller
Co-Founder & Chairman of the Board

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.



CalBRE #01768342

Gabriele Orbell

Gabriele grew up in a charming and culturally inexhaustible Vienna, Austria. She had the privilege of managing a World Champion Hair Stylist Salon. After meeting her husband, she

moved to Florida and then relocating to the Concord area. Her natural appreciation for home architecture and interior design led her to start a career in real estate. She brings professional marketing experience to her real estate career, and is a great resource for her clients.



CalBRE #01746457

Deborah Zacharatos

As a long time REALTOR in the San Francisco East Bay Area, Deborah's knowledge, insight and experience give clients an advantage during the sale or purchase of their home. You have a lot riding on your real

estate specialist. Deborah works hard to stay up to date with the rapidly changing market. This is important to you because it keeps helps you, the client, stay ahead of the game with the current market standards thereby ensuring that you make the right choice.



CalBRE #01943595

Nikki Miller

Prior to joining the renowned Keller Williams, Nikki got her start in real estate as a new home sales agent. Nikki then further broadened her experience working in Los Angeles with a fully integrated real

estate investment, development and advisory company where she oversaw the redevelopment, acquisition and disposition of both commercial and high-end residential properties.



CalBRE #01842750

Valerie Crowell

Valerie is a second generation Realtor® having started in the Real Estate industry in 1972 as a 14 year old answering her father's business phones. In 1976 she began her career in the real estate industry in

earnest, working in the policy department of a title insurance company. Thirty three years later she had become one of the most respected Commercial Title Officers in the industry. Almost exactly two years from her first day as an agent she made the decision to move her business to Keller Williams in Walnut Creek. Valerie's vast real estate knowledge make her the perfect fit in Keller Williams Realty.



CalBRE #01933662

Denisen Hartlove

Denisen joined Keller Williams as soon as she was licensed as a Realtor. Since then, her career here has flourished, and in addition to being one of the firm's top producing agents, Denisen enjoys

training and mentoring our newer agents. As a full-time, locally-based agent, Denisen works with everyone from first-time home buyers, to families expanding or downsizing their homes, to seasoned home owners and investors. Prior to real estate, she worked for many years in the law and as a newspaper reporter. A long time area resident, she specializes in selling homes in the areas she knows and loves throughout Contra Costa County.



CalBRE #01752023

Andrew Urban

Andrew is a self-motivated, conscientious real estate agent with over 12 years of experience in real estate. After building a successful career in Corporate Accounting, he transitioned into Real

Estate. His strong work ethic and underlying philosophy of "service first" has been the foundation for his status as the top 5% of Real Estate Agents in Solano and Contra Costa County. He works diligently to understand each client's goals and to always exemplify trust, transparency, and integrity.



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 +

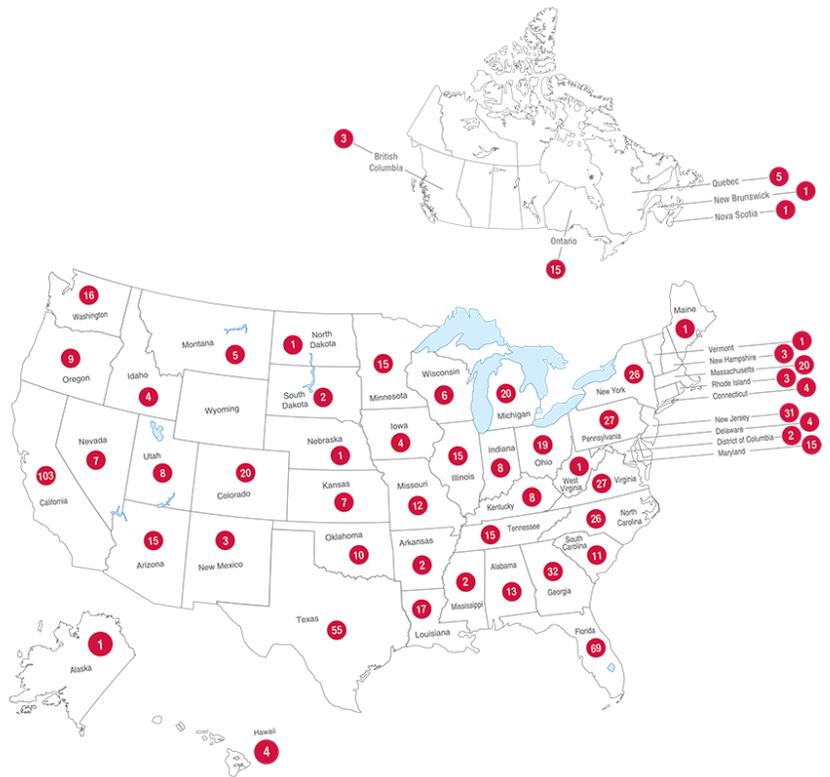
INDUSTRIAL +

LAND AND DEVELOPMENT +

HOSPITALITY / SPECIALTY +

TENANT REPRESENTATION +

MANUFACTURED HOUSING +



Walnut Creek Commercial Team



Joey Wang
Director of Investment Sales

CalBRE #01890931

Joey Wang is a Director with KW Commercial (Walnut Creek) - the commercial real estate arm of Keller Williams Realty - where he specializes in apartment brokerage for multifamily owners and investors of the San Francisco Bay Area looking for a trusted resource to support them in the buying and selling of multifamily properties. A seasoned broker, Joey's approach to professional brokerage combines a deep knowledge of the East Bay with a commitment to integrity and developing committed, professional relationships with clients that includes the following services; An educated valuation based on carefully assessed property conditions and the local market, Customized marketing plans to develop competitive interests and maximize value upon sale, and Dependable updates on market trends and the success of comparable properties. This combination ensures clients attain optimal value when bringing their apartment to the marketplace and guarantees the seamless transition of ownership for peace of mind and superior results.



Tom Casazza
Commercial RE Broker Associate

CalBRE #00707081

When Tom is not at the drums in The Internationals, the band he's played with for the last 20 years, he's a long-time commercial realtor and happy resident of Pinole. He was born and raised in the Bay Area, specifically, West Contra Costa County, due East across the Bay from San Francisco. Tom knows this area like the back of his hand, and loves it. Tom's seen it go through a lot of changes. It's on the brink of another phase, and it's one of great opportunity, and he wants to share it with YOU. For business, location is key. There are hidden gems, that are still affordable, but maybe not for long.



Darren Merritt
Commercial RE Associate

CalBRE #01132588

K W G P S

KELLER WILLIAMS GLOBAL PROPERTY SPECIALISTS

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



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



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 busi-

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 ecosphere.

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

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

Awards & Accolades

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) 934-2900