



Russell Adler

Russell E. Adler practices exclusively in the area of labor and employment law and assists clients achieve their desired goals by providing experienced advice and counsel, advocacy and litigation when necessary. Mr. Adler is experienced in a broad range of labor and employment law on behalf of both employees and employers.

Mr. Adler provides business clients with counseling and advice in all manner of workplace issues and acts as, in effect, human resources counsel, advising businesses with respect to Employee Handbooks/Policies, Advising Employers on Discipline & Termination Issues, and Drafting and Enforcing Post-employment Restrictive Covenants.

Mr. Adler represents employees facing a wide range of workplace related employment law issues such as Independent Contractor Issues, Employment Agreements, Severance Agreements, Discrimination & Harassment, Hostile Work



Jennifer Ames

I am passionate about helping people and exceeding expectations. This passion is a thread that runs through my life, career, civic work, and family.

By my third year in the real estate business, I was #3 in Chicago and have ranked among Chicago's top ten agents/teams for the last 21 consecutive years with \$1.8 billion in career sales. In addition to sales, I have appeared on HGTV and WLS radio, and enjoy speaking to industry audiences around the country on a variety of topics ranging from marketing and branding to work-life balance.

I am a straight shooter and I am not afraid to be candid. For our home sellers, I provide practical, cost-effective advice to help them get their home ready for sale, identify our target audience, offer well-researched advice on pricing, and actively manage the marketing and messaging. For our buyers, I listen closely and then help them refine and efficiently manage their search, respecting the value of their time. Once we identify their ideal home, I work with them to obtain the most advantageous terms possible. In many cases, we stay in touch long after the closing, and I serve as a resource that extends well beyond residential sales.



Jennifer Bowman

In some capacity of the real estate industry for over 40 years and licensed in California for 8, Jennifer's strongest skill is negotiation. She knows how to create a win/win for all sides and hold her own value throughout.

Firm, but kind, her passion for getting her clients what they want is unparalleled.



Brad Carroll

For almost 20 years, Brad has been a consultant and marketer to many of the top Realtors, Teams, and Brokerages in the industry.

As the founder and CEO of Dakno Marketing, he provides innovative marketing solutions to thousands of agents across the United States and Canada. From their strategic marketing approach to their turn-key marketing automation platform, Dakno empowers agents to generate and incubate leads in an easy and automated way.



Paula Clark

Paula Clark was the #1 Bergen County Real Estate Agent in 2018, according to NJMLS. Paula is in the Top 1% Of ALL Realtors with awards including Nationwide NJAR Platinum 2013-2019 (Highest Award).

For over a decade, she has marketed Real Estate as a top realtor in Northern and Pascack Valley NJ areas such as River Vale, Westwood, Hillsdale, Emerson, Old Tappan, Harrington Park, Park Ridge, Norwood, Northvale, Rockleigh, Woodcliff Lake, Park Ridge, Montvale, Haworth, Paramus, and Washington Township of Bergen County. She feels hard work, 100% dedication and honesty are key factors in her business. You do not want to buy or sell a home without the Paula Clark Group!



Judy Craig

Judy Craig is a top producing agent with Edina Realty (parent company is HomeServices of America) in Minneapolis, St. Paul, MN. She is in the top 2% of the company, and has been a Realtor for 27 years. In addition to real estate, Judy loves golf, boating, and a new favorite is pickle ball! She loves the relationship side of her work, and is happy to share and learn!



Linda Craft

Linda Craft is the CEO of Linda Craft & Team, Realtors®. A woman owned boutique Real Estate Company that serves the greater Raleigh, North Carolina area since 1985. Linda leads a team of 16, whose combined real estate experience exceeds 350 years. Her team has sold over 10,000 homes valued at 2.2 billion dollars and she has been recognized by hundreds of industry awards, including: North Carolina Women's Business Hall of Fame, Triangle Business Journal's Top 25 Women Owned Business, Best Place to Work Award, Top 25 Real Estate Firms in the Triangle, and #1 Team in the Triangle.



Kianga Daverington

Kianga Daverington began her legal career in the derivatives practice group at Cravath, Swaine & Moore LLP in New York after graduating from the Yale Law School. She later gained extensive deal and transactional experience supporting fixed-income derivatives, currencies/FX, derivatives prime brokerage and energy trading businesses at Goldman Sachs; derivatives and physical commodities trading at Lehman Brothers; and global commodities merchant trading businesses at Castleton Commodities International.

Kianga is currently the Managing Partner and Chief Investment Officer of Acre of America Partners LP [acreofamerica.com], which focuses exclusively on the emerging digital assets sector, blockchain, cryptocurrencies and peer-to-peer finance with particular emphasis on individual and family digital wealth management.



Caron Davis

Caron B. Davis is a boutique owner and broker at Caron B Realty International, as well as one of the most respected realtors in Hawaii's community.

With more than 30 years of real estate and sales experience, smart business acumen, exceptional market knowledge, innovative marketing know-how, and proven negotiation skills, Caron has become one of Hawaii's most respected realtors. Caron has been consistently in the top realtor awards and the in the Top 100 Realtors Hall of Fame.



Rich "Coach" Fino

Rich "Coach" Fino currently serves as Director of Agent Success for Long & Foster. In this role he collaborates on the creating and delivering of Specialty Classes for Long & Foster's 10,000 agents and heads up Long & Foster's Leverage program. Leverage is program designed to help top agents get to their next of level. For some it is building a team. For others it is selling their business or acquiring another agent's business. Prior to his role with Long & Foster he achieved success as a:

- High producing agent selling in the top 10% of his entire MLS
- Team leader for his sales team
- Office Manager leading his office to the #1 in market share in the county
- Leadership and business coach with multiple clients nationwide

Coach has trained and/or coached thousands of agents and business professionals nationwide. Prior to real estate Coach held predominate roles in HR for companies including AT&T, EarthLink, and Target.

Coach received his bachelor's degree from Shippensburg University. He is married with 3 children and live in Harrisburg PA.



Larry "Boomer" Foster

Larry "Boomer" Foster is President of General Brokerage for Long & Foster Real Estate, the nation's No. 1 real estate company, as part of HomeServices of America. His territories include North Carolina, Washington, D.C., West Virginia, the suburban and Montgomery County areas of Maryland, and the Charlottesville and Northern Virginia regions.

Foster brings a wealth of business experience and leadership skills to Long & Foster. He is a trial lawyer by trade, with nearly eight years of experience in that field. He is licensed to practice in the Circuit Court, Court of Appeals and Supreme Court of South Carolina as well as the United States District Court for the District of South Carolina and the Fourth Circuit Court of Appeals.

His background made it a natural for Foster to succeed in the real estate business. After becoming a sales associate with Long & Foster, he quickly rose from a promising rookie to top producer in just his first year in the business. In 2007, he was appointed as the branch manager of the Long & Foster Kingstowne Centre office in Alexandria, Virginia, where he further honed his skills in management, recruiting, coaching, training and business development, and became known for helping real estate agents grow their businesses.



Neil B. Garfinkel

Neil B. Garfinkel is the Managing Partner of Abrams Garfinkel Margolis Bergson, LLP, a full service law firm which has offices in New York and California. Mr. Garfinkel's legal experience is diverse and his practice focuses on all aspects of residential and commercial real estate, banking and lending law. Mr. Garfinkel's clients include national and international banks, mortgage bankers, mortgage brokers, real estate brokers, real estate developers, and purchasers and sellers of residential and commercial real estate.

Neil serves as Broker Counsel to the Real Estate Board of New York ("REBNY"), New York City's leading real estate trade association. Through his affiliation and participation with REBNY and the Long Island Board of Realtors ("LIBOR"), he is acutely aware of the many issues that face real estate brokers on a daily basis.

In 2018, he was appointed to the New York State Board of Real Estate (the "State Board") by Governor Andrew Cuomo. The State Board has the general authority to promulgate rules and regulations affecting real estate brokers and real estate salespersons.



Danielle Garofalo

Danielle Garofalo is CORE's Chief Business Development Officer where she is responsible for working on long term growth for CORE as well as leading individual agent business strategy, marrying marketing and sales to create comprehensive, quantifiable plans for each CORE agent's business.

Prior to joining CORE, Danielle served as Chief Strategy Officer at Stribling & Associates. She shifted her focus to technology in luxury real estate after marketing for giants like Disney and IBM.

Danielle is an outdoor enthusiast who enjoys adventure sports in her spare time. She currently resides on the Upper East Side.



Paul Grover

Paul Grover is a co-founder of Robert Paul Properties and consistently ranks as one of the top luxury real estate agents in the United States. Since starting his career in 1981, he has personally handled over \$1.5 billion in sales and consistently brokers some of the most expensive residential transactions in Massachusetts.

Growing up between Boston and Cape Cod, his in-depth market knowledge is rooted in a lifelong passion for the area's most significant properties. Year after year, Paul's success marketing a highly exclusive portfolio of residences from Greater Boston to Cape Cod has led to the accumulation of an influential client list that prioritizes discretion, integrity, and comprehensive service. As an industry leader, his expertise is often cited in such publications as The New York Times, The Boston Globe, The Wall Street Journal, and Forbes.



Ashton Gustafson

Ashton Gustafson is an owner/operator of real estate brokerages in Waco and Wichita Falls, TX.



Nobu Hata

A real estate industry veteran since 1996, Nobu is a student of real estate sales, marketing, communications trends, consumer trends, social media, and technology in the real estate industry having adapted new school techniques into multiple successful real estate sales businesses.

Nobu was then recruited to work for the nation's top real estate trade association where as the Director of Industry Outreach he earned the respect of REALTORS, fellow association and Multiple Listing Service executives, brokerage-owners and technology company owners as he bridged their worlds with no-holds-barred advice to better their business and organizations. The proof was in the pudding as he earned accolades and recognition from small real estate associations to the likes of Inman News, Stefan Swanepoel and more during his time there.

Now a speaker, consultant, tech company mentor and husband of a top-selling Chicago REALTOR, Nobu brings tactical tips, tricks and advice based on real world - real business! - execution to help real estate business owners succeed and thrive in the "Age of Amazon."



Shay Hata

As a nationally recognized real estate speaker, I love helping fellow Realtors grow their business. When my husband and I moved to Chicago, we didn't know a single person in the Chicagoland area and I had never practiced real estate before (I had previously owned two non-real estate businesses which I sold to foreign investors) yet I was able to quickly grow a successful real estate business and within 4 years was averaging \$30M a year in sales.

My presentations are jam packed with practical real estate tips for new agents through experienced agents; participants often describe my classes as "drinking from a firehose" as they leave with pages filled with great ideas they can quickly implement to grow their business.



LeeAnn Heinbaugh

My most vibrant memories are of being indelibly curious about life and its mysteries. Born and raised in a rural town in Indiana, I was fascinated by ancient Indigenous traditions and cultures. At age thirteen I took my first trip to Central America and the seeds of what would become my life's passion were planted.

For the next three decades I lived amidst these two worlds. One of my conventional professional life and family in the USA – and one of my wilder and arguably wilier spiritual life that I tended through my travels in Guatemala, Mexico and Honduras.

During these years I earned Bachelor's and Master's Degrees and worked successfully in wide variety of vocations. Alongside this, a wholly other education continued to unfold as I learned from amazing elders, shamans, artists, and wise ones who taught me the stories and traditional ways of the Maya.

Melding the vibrancy and richness of these worlds grew to be my life's work. Today I live in the Tzu'tujil Maya town of Santiago Atitlan, Guatemala with my two pups, a raucous garden, and a community where my two worlds are now one. I share this in my personal development work with others who desire to enrich, grow, and embark on the journey of discovering what it is to live your happiest life.



Venous Chinichian Jones

In 2016, Venous, a gemologist and engineer, made an industry leap from luxury fine jewelry to pursue a long-held passion for real estate and joined the The Nellis Group as the Director of Expansion. Utilizing her years of experience recruiting, training, productivity management and coaching, she set off to master her new career in real estate. Venous ultimately joined the team because the mission and culture of The Nellis Group are not only in alignment with her core values, but the opportunity would also allow her to create careers for others to and serve help her community.

Venous' success in the competitive worlds of both fine jewelry and residential real estate are a testament to not only her passion for business, but her genuine care and unwavering commitment to her staff and clients who love her integrity, enthusiasm and professionalism, along with her attention to detail and inexhaustible work ethic.

Whether she's enjoying cooking, quality time with her husband Edward, attending concerts or creating spreadsheets for her spreadsheets, Venous is energized, engaged and enjoying life.



Michael Maher

His "go-from-poverty-to-prosperity" story is one for the movies. Born into a family living in a shack in a small town in Kansas and knowing only poverty, food stamps, and hand-me-down clothes, Michael J. Maher conquered incredible challenges and a near-death experience to become a Millionaire Real Estate Agent and #1 International Bestselling Author.

Michael is known as "North America's Most Referred Real Estate Professional" selling over 1700 homes from referrals over the last 17 years and receiving over 500 referrals per year for 8 straight years making millions selling real estate.

His book, (7L) The Seven Levels of Communication: Go from Relationships to Referrals has been Amazon.com's #1 bestseller in the Real Estate Sales category for an incredible 6 straight years. Consistently rated the top-ranked speaker by meeting planners and audiences, Michael J. Maher inspires with his powerful, true story. In a fast-paced, energetic, often-hilarious session, Michael doesn't just entertain, he provides actionable strategies and tactics to create behavior change that helps businesses get more referrals now.



Anthony Marguleas

Anthony Marguleas is the owner of Amalfi Estates, one of Los Angeles' leading independent real estate companies. Founded in 1995, the company is headquartered in Pacific Palisades.

He has individually sold over \$1 billion in properties and is ranked in the top 60 agents nationwide by The Wall Street Journal out of over one million agents. His award-winning approach to service has been profiled on ABC News and the Fine Living Network, as well as in The Wall Street Journal, Consumer Reports, and the Los Angeles Times. He holds several professional designations, including Certified Luxury Home Marketing Specialist. He is a top negotiator, having completed the Advanced Negotiations class at Harvard Business School as well as KARASS seminars negotiating course, which has led to saving his clients hundreds of thousands of dollars.

Marguleas truly believes in giving back to his community and gives back 10% of his commission from each sale among five charities, Make-a-Wish, SPCA-LA, American Cancer Society, Path which helps homelessness, and Homeboy Industries. He and his team have been fortunate to have donated more than \$1,000,000 since 2014.



Michael McDougall

Michael McDougall has been in the real estate business for 14 years and his team is currently ranked among the top teams in his region. Known for trail blazing the market with innovative social media systems, video marketing all while establishing a healthy work life balance he is excited more than ever about being in Real Estate and the opportunities that continue to fall in place.

Michael is passionate about his community and a big believer in Giving where you live. His forward thinking mentality is attribute to why his team excelled during Covid and continues to push forward through this pandemic. His team has created an infectious culture throughout the industry and community. A husband and a father to 3 beautiful children Michael understands The importance in a healthy Work Life Balance and believed this is the key to thriving and not just surviving in this business.



Gina McKinley

Gina is an Associate Broker with RE/MAX Fine Properties and the Team Leader for The Gina McKinley Group. She is dedicated to selling homes in Arizona and passionate about providing the ultimate customer service experience through her expertise in the field.

Gina received her real estate license in 1998 and has worked hard to service her clients by obtaining the designations and special education of Certified Luxury Home Marketing Specialist, Certified Distressed Property Expert, Certified Residential Specialist, Accredited Buyers Representative, Certified Investor Agent Specialist, and the Senior Real Estate Specialist.

She has been recognized by RE/MAX International with the prestigious LifeTime Achievement Award, the highest level awarded by RE/MAX. Gina has also been named "Top 1%" in the State of Arizona by Real Trends.



Linda McKissack

Linda McKissack is an entrepreneur, realtor, author, trainer and highly regarded speaker, but her greatest passion is helping others to achieve their maximum potential. Her career in real estate began in the early 80's with a rocky start. Through her experiences, Linda has developed an understanding of business that she enthusiastically shares with others around the country. Her results-driven personality continually helps push people to the next level in both their lives and careers.

After her tough start, Linda looked to mentors and coaches and adopted systems, models and a business plan. She has gone on to create five successful businesses, one of which includes a speaking and consulting business and is also an owner-investor in numerous residential and commercial properties. She has created an incredibly successful sales team, McKissack Realty Group. Together, McKissack Realty Group sells over \$60 Million in volume and closes over 300 properties each year.



James Nellis

James is a third generation Realtor. He grew up understanding this is a service industry, and the client's needs must come first. James bring to the group fresh insight into how technology can enhance relationships and business. People are his passion and creating opportunities for investment and developing their wealth portfolio with Real Estate.

James grew up in Northern Virginia. He attended Immanuel Christian School in Springfield, VA and Paul VI High School in Fairfax, VA. James went on to Carson-Newman College in Jefferson City, Tennessee, and double majored in Psychology and Religion. James is a natural at negotiating and client service, which he attributes to mentoring in the family business and his educational background in psychology.

Over the years, James has accrued National and Regional Awards in serving clients: Top 100 Re/Max USA, Top 100 Keller Williams USA, Harvard Negotiation Certified, Carson-Newman College Young Alumnus & CyberStar of the Year.



Toril Schoepfer

Everyday Game Changers! That's the motto that defines Toril Schoepfer-White. A licensed agent at the age of 19 she has now been selling real estate more than half her life, breaking records every step of the way. Her innovative team of 16 includes 7 sales partners, 3 listing partners, 2 listing managers, an in-house negotiator, and marketing/events specialists.

She spearheaded a 2018 Giveback Big campaign, with her team alone contributing just shy of a hundred and fifty thousand dollars to date! They are leading the way in the industry showing that not only can you reach your own dreams in real estate, but collectively you can change the lives of those you touch. Think big- Dream bigger-and do NOT allow doubt to limit you...that is what her team is all about. With over 650 FIVE STAR REVIEWS (404 on Zillow) Toril leads the MOST recommended team in their marketplace. Their MISSION... Help People, Make Friends, Have Fun, Make Money & Give Back!



Tami Simms

Tami has been in the business of organization, marketing and graphic design since starting her first business in 1993 at the age of 23. An entrepreneur by genetics, she left the freelance world in January of 2002 to join her mother's real estate team as Director of Marketing and Concierge Services. Tami holds the highly regarded Certified International Specialist (CIPS), Certified Luxury Home Marketing Specialist (CLHMS) and Certified Residential Specialist (CRS) designations.

In addition to full time professional real estate services with the Simms Team, Tami is an Expert Trainer for the Institute for Luxury Home Marketing, teaching their certification course around the country. A frequent keynote speaker, panelist and moderator, she has served in several national advisory roles within the real estate industry, and is a certified continuing education instructor in several states around the country.

Committed to community involvement, Tami has more than two decades of non-profit board experience. She ensures that volunteerism and good corporate citizenship are integral parts of her life, personally and professionally.



Wayne Turner

Wayne began his real estate career 24 years ago when technology and real estate was something many were considering a fad. However, Wayne discovered early into his career that technology was not going away. He has since incorporated the same marketing and promotions that propelled his business in the 1990's into the newest digital marketing platforms of today.

Wayne has sold more than 3,500 homes in his career with a large majority of which coming from the use of digital marketing.



Paul Wheeler

Paul Wheeler started Accent Realtors as a licensed agent and broker in 1992. Paul leads THE ACCENT TEAM with energy, experience and vision for the future and a better business model in the Real Estate industry. Paul and his team strive to continually improve their processes with a focus on learning and staying on top of market trends. Paul reads 100+ books a year. He speaks to and teaches groups and organizations across the country on business and real estate-related topics.

His passion for real estate is only surpassed by his commitment to community service, and his family. Paul and his wife, Stephanie, a physician, are heavily involved in community activities and local charitable functions. They are the proud parents of three children.



Debbie Yost

Debbie is co-owner and designated broker of RE/MAX Casa Grande, a small brokerage in central AZ. A forty year veteran of the real estate industry, she works with husband Joe and adult daughter Melissa, and is the team leader of the award winning Yost Realty Group.

Debbie has a long history of board and industry service including Chair of the 40,000 Realtor member AZ Regional MLS. She is grateful for many industry awards including RIS Media Trendsetter Award in 2018, RE/MAX Lifetime Achievement, Top 100 US RE/MAX agents and twelve times as a Top 1000 US Real Trends Team winner. Debbie is a National CRS Instructor, a Certified Life and Business Coach, a Reiki Master and very proud grandmother of a 5 year old grandson.