

Top Agent Insights for New Year 2022

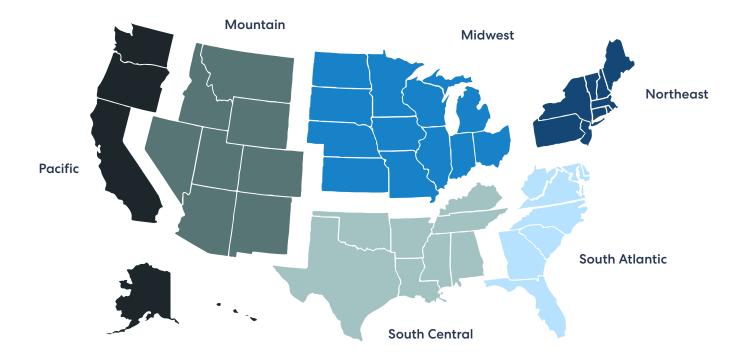
How the rise in cash offers is shifting seller expectations Tactics to help first-time buyers win homes despite the competition Increase home value with these recommended curb appeal projects



HomeLight's Top Agent Insights report for New Year 2022 was fielded between Nov. 30-Dec. 15, 2021, through an online poll of 1,002 top real estate agents across the country. Agents were selected to participate in the survey based on the same performance data HomeLight uses to identify top real estate agents for millions of homebuyers and sellers nationwide.

Survey data for previous quarters can be accessed at the links below:

- 2022 Market Preview
- Q3 2021: Bidding Wars Retreat
- Q2 2021: Housing Market Hits Fatigue
- Q1 2021: Seller's Market Sizzles Across the U.S.
- Q4 2020: New Year Off to Strong Start for Housing
- Q3 2020: Pandemic Spurs Home Buying Rush
- Q2 2020: Real Estate's Coronavirus Comeback
- Q1 2020: Coronavirus Chills Spring Housing Market
- Q4 2019: Don't Sludge Through Your Winter Sale
- Q3 2019: Tackle Fall Maintenance and Sell in the Off Season
- Q2 2019: Amp Up Your Curb Appeal
- Q1 2019: Spring Selling Tips and Staging Secrets



Pacific:	Mountain:	Midwest:	South Central:
Alaska	Arizona	Illinois	Alabama
California	Colorado	Indiana	Kentucky
Hawaii	ldaho	Michigan	Mississippi
Oregon	Montana	Ohio	Tennessee
Washington state	Nevada	Wisconsin	Arkansas
	New Mexico	lowa	Louisiana
	Utah	Kansas	Oklahoma
	Wyoming	Minnesota	Texas
		Missouri	
		Nebraska	
		North Dakota	
		South Dakota	

Northeast:	South Atlantic:
Connecticut	Delaware
Maine	Florida
Massachusetts	Georgia
New Hampshire	Maryland
Rhode Island	North Carolina
Vermont	South Carolina
New Jersey	Virginia
New York	West Virgina
Pennsylvania	Washington, D.C.

Table of contents

Buyer's Market Unlikely for 2022, But	
Second Half Could Bring Some Stabilization	
As Cash Offers Rise, How First-Time and	15
Financed Buyers Can Compete	
Ready for Spring? Consider These Curb	27
Appeal Projects That Add Value	



Buyer's Market Unlikely for 2022, But Second Half Could Bring Some Stabilization

As soon as the holiday buzz wears off and our homes are decluttered of seasonal decor, people want to know: How's the housing market? Apartment dwellers in close quarters get curious about what type of suburban abode they could afford. Others start purging and cleaning the basement like mad in anticipation of listing their home for sale in the spring.

After a year with spurts of normalcy, COVID-19 resurgences, and settling into remote work routines, where we live has never mattered more. A new standard has been set for what Americans need in a home (some outdoor space, more square footage, and definitely a home office) and there's no quick fix for low inventory.

Those who participate in the 2022 market are likely to encounter another round of high prices and a seller-friendly environment. In other words — a replay of recent events, if somewhat subdued.

"Honestly, I don't think things will change much from 2021," commented survey participant Sean Healey, a top real estate agent in the Denver metro area and HomeLight Elite Agent. "I think buyers may become a bit more picky in terms of a home's condition. They will insist on properties being more turnkey since they are paying such high prices!"



Sean Healey HomeLight Elite Agent in Denver area Our survey found that 94% of top agents said it was a seller's market in Q4, unchanged from Q3, while 84% expect their market to largely favor sellers in 2022. Meanwhile, 68% of agents said inventory was lower than they expected for the quarter, up from 57% in Q3 and 46% in Q4 2019 (a pre-pandemic reference point).

The fourth quarter saw the usual holiday slowdown, but buyers still had some fight left in them. There was an uptick in agents who said prices were on the rise — from 53% in Q3 to 59% in Q4. This was still down significantly from the spring / summer housing boom in Q2, when 95% of agents reported that prices were increasing.

2022 may be a tale of two markets. While unsatisfied demand could be unleashed in the coming months, a lot could change between now and the fall.

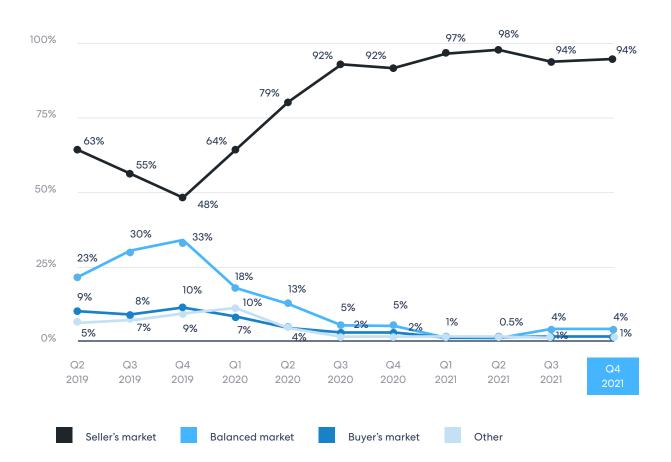
"In 2022, our expectation is that interest rates will slowly rise throughout the year," shares survey participant Brian Curtis, a top real estate agent in Northwest Arkansas. "We are expecting the first two quarters of the year to be stronger than normal due to a large number of buyers who were unable to purchase homes due to heavy competition." In the remainder of our market trends chapter, you'll find an abridged version of our datasets. With 2021 being such a memorable year for housing, it teed up a lot of interest in what's to come. So HomeLight put together a separate market overview teasing 13 trends real estate agents expect to see in 2022. We recommend reviewing that mini report for access to our complete real estate forecast and exclusive top agent commentary.

Top Agent Insights 2022 Housing Market Preview: A Little Less Craziness Ahead

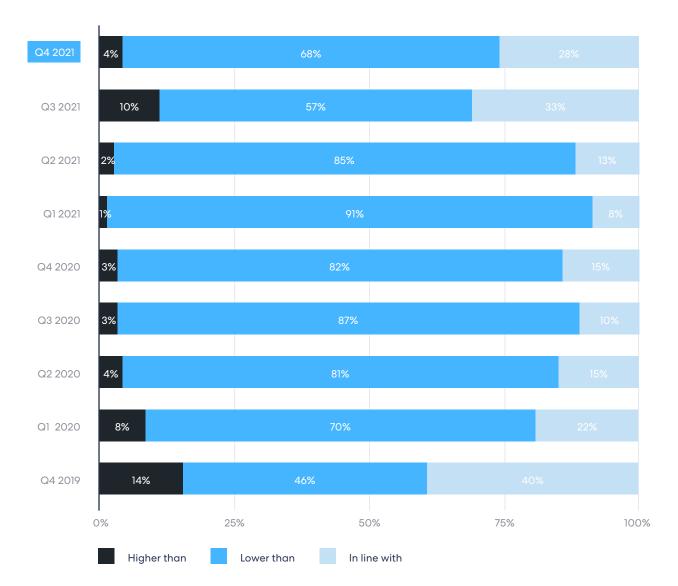
Listings that sold in minutes, bidding wars of epic proportions, buyer dreams crushed at yet another home lost to a cash buyer – 2021 was a record-breaking year for housing and one that will not be soon forgotten. As we flip the calendar toward another trip around the sun, HomeLight asked top real estate agents nationwide for their top real estate predictions for 2022.

Their insights point to a modest market slowdown, not to be confused as a complete 180-degree turn. The slight correction will look something like a smidge more supply and demand restrained by rising interest rates. But some trends aren't going anywhere, like the reign of the cash offer and sellers calling most of the shots.

Download our full 2022 Housing Market Overview for more!

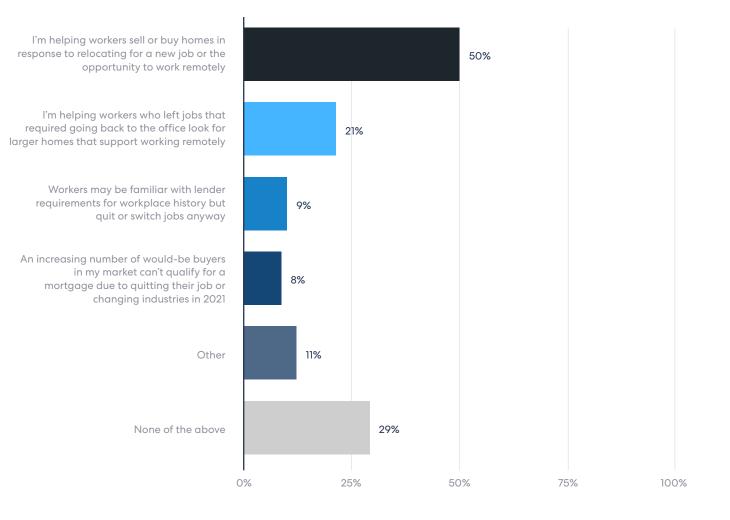


How are real estate agents describing local housing market conditions?

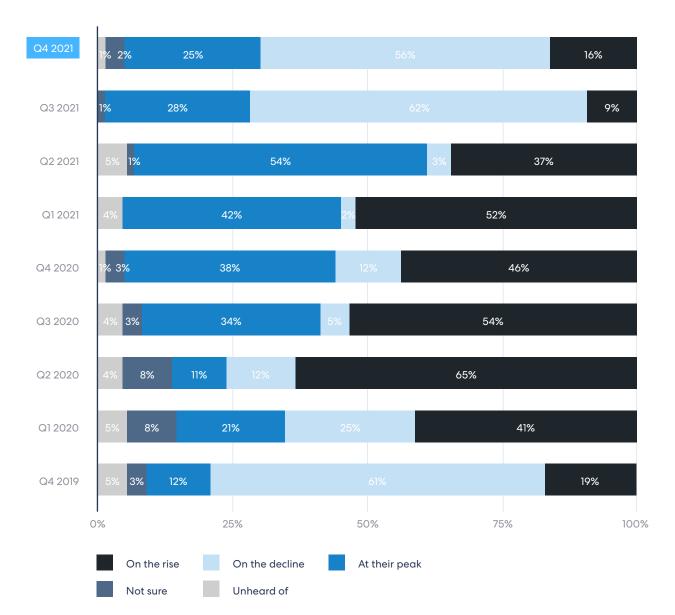


Inventory is ______ what I expected this quarter:

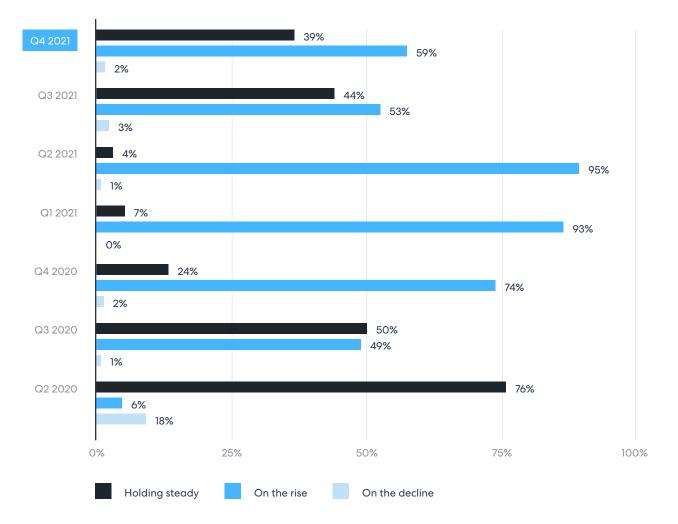
Which effects of the Great Resignation, the ongoing trend of employees leaving their jobs voluntarily, are you seeing in your real estate market? (Check all that apply.)



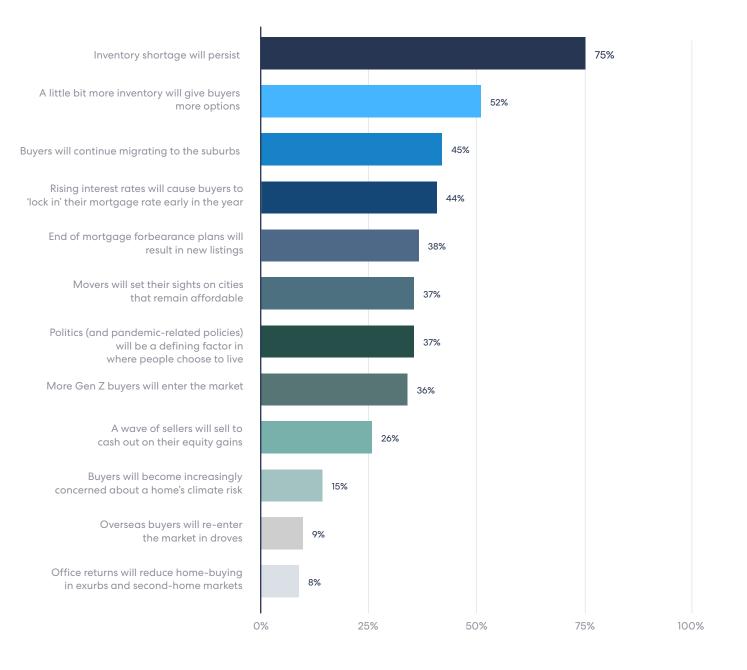




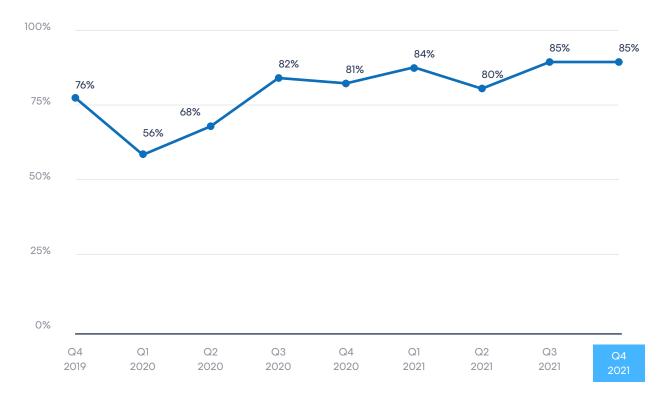
Home prices in my market are:



Which of the following real estate trends do you expect to see in 2022? Check all that apply.







% of agents who say they are somewhat or extremely optimistic

As Cash Offers Rise, How First-Time and Financed Buyers Can Compete Over the past two or so years, society has been reconditioned in a lot of ways. Nobody looks at you funny if you say you work from home. Having the urge to cough in public is enough to cause a moment of deep shame. And in real estate, if you don't have cash, it's suddenly like you're sitting at the kids' table.

"More cash offers than ever," commented survey participant Daren M. Sautter, a top real estate agent in Cherry Hill, New Jersey, describing what he's seeing in his market.

In the first half of 2021, all-cash deals accounted for nearly a third of home purchases, the highest percentage recorded since 2014. The re-emergence of institutional investors since the beginning of the pandemic was one contributing factor, though sales to iBuyers (instant buyers) such as Offerpad, Opendoor, and Redfin Now remain a small portion of market share at around 2%.

Some markets have also seen a recent influx of cash offers driven by remote workers relocating from expensive cities like New York and San Francisco to relatively affordable metros. In a hot market, it's not unusual for buyers to leverage cash as a deal-sweetener if they can cobble together the funds. A cash transaction can usually be turned over in as little as a week to two weeks, as it allows you to skip the mortgage process and the appraisal, which are typically the two most time-consuming steps.

This appeals to sellers who need the extra money now or prefer a lower-hassle transaction. A cash offer also eliminates the financing contingency from the sale, creating a clearer path to settlement.

"Sellers know that a cash offer is golden and will take the offer even if it's a lower offer. Buyers can't compete when they have a mortgage loan," says Doreen Leichty, a top real estate agent in Greater Pittsburgh.



Will there be residual effects from this flight to cash, driven by a prolonged inventory shortage with no perceivable end in sight?

Our survey results would indicate yes. A majority 58% of real estate agents expect the rise in cash offers to persist beyond the 2021 housing market craze, as sellers now have greater expectations for convenience, speed, and certainty.

The way survey participant and top Fair Lawn, New Jersey, agent Joseph Kapon sees it: "Sellers want to expect cash offers. They hear it from their friends, family, news, everywhere, and their subconscious says: 'why not me?' so their expectations from the beginning are too high. The reality is that in our market, some have the cash and some do not."

Indeed, not all homebuyers are flush with cash. Over a third of buyers are first-timers who can't use the proceeds from their old home to buy a new one or to help with the down payment, and most people still need a mortgage to make a home purchase.

Between high prices, an increase in cash buyers, and the possibility of rising mortgage rates, non-cash buyers will have their house hunting work cut out for them in 2022.

Without the appeal of cash, how can a buyer win a home? Let's take a look.*

Personal, unique, and sometimes crazy tactics

In rare cases, buyers have used extreme and outlandish tactics to get a seller's attention.



Our survey found that since mid-2020, 7% of real estate agents have seen a buyer grant the seller access to part of the house, such as a garden or amenity, after purchase. Six percent have seen a buyer pay a competing bidder to walk away, and 6% have seen the buyer offer the seller expensive dinners or wine.

While these are small percentages, wild offerings are occasionally known to work. "I've had buyers offer sellers to take a ride out on their boats, go out on \$300 dinners, even a horse one time!" shares survey participant Derek Sinclair, a top real estate agent in Knoxville, Tennessee.

Other buyers have leaned into their individual skills or talents.

"One of my past clients is a photographer," comments survey participant Aaron Reel, a top real estate agent in Durham, North Carolina. "After losing six offers, I gave her the idea of offering the sellers a free photo shoot session with her and include up to 100 edited photos. We won!"

Get down to business

More commonly, real estate agents are doing what they can to help non-cash buyers craft a strong and practical offer without any lavish gifts.



Beyond basic steps like getting pre-approved for a mortgage and offering a great price, the tactics agents most recommend include:

- Offering appraisal gap coverage or an appraisal waiver (selected by 67% of respondents)
- Asking for no repairs (53% of respondents)
- Including an escalation clause (29% of respondents)

An escalation clause is a contract addition indicating that a buyer is willing to raise their offer should a higher competing offer come in, and how much they're willing to spend.

Increase your earnest money deposit

An earnest money deposit is typically a small amount of money that goes into an escrow account to show that a buyer is serious. When buyers add contingencies to the contract, they are able to back out of the deal and get their earnest money back in certain circumstances, such as if anything unsatisfactory turns up on the inspection report.

However, our survey results found that from 2020 to 2021, average earnest money deposits have increased from 3% to 6% of a property's contract price on average, according to agent estimates.

Agents in the Northeast report an increase of 6% to 11% in the average earnest money deposit amount buyers are making. On top of that, buyers may make their earnest money deposit non-refundable to win a home.

That sounds incredibly high, but agents say it's happening. Survey participant Paul F. Mackay Jr., a top real estate agent in Renton, Washington, reports a trend of buyers paying "huge non-refundable earnest money deposits in excess of 10% of the purchase price."

Another survey participant in Phoenix, Arizona, who chose not to provide their name, echoed the same suggestion: "Offering immediately non-refundable earnest money in large amounts, which is essentially paying the seller in hard cash to take their offer."

It should be noted that this tactic doesn't come without risks. If a buyer provides a significant earnest deposit for a home and later decides not to buy it, even based on a legitimate problem, they could lose a lot of money.

Offer a long-term rent-back

A rent-back agreement typically allows a seller to stay in the home for a designated period of time after closing in exchange for making rental payments to the buyer.

In a low-inventory market, this can appeal to sellers who haven't yet found a new home to buy or determined where they plan to move, and it has been a common arrangement in the current market.

While in the past these agreements may have been for one to two months maximum, since mid-2020, 42% of real estate agents in our survey have seen buyers allow sellers to stay in the home for six months to a year, our survey found.

"I've had buyers agree to rent back to the seller for six months (until they retire) and / or to wait until the sellers find suitable housing," shares survey participant and top Mullica Hill, New Jersey, real estate agent Pat Settar.

Other agents mentioned that some buyers are providing rent-backs at no cost to the seller — so that is another possible point of leverage.

Fifty-seven percent of agents have seen buyers leverage their own retirement or securities funds to pay cash for a home; 49% have seen buyers take out a home equity loan or home equity line of credit for this purpose; and 38% have seen buyers get a short-term loan from friends or family with enough money to help buy the home.

As survey participant and top Orange, Connecticut, real estate agent Maribeth Lightowler describes it: "More cash offers, and then later the buyer goes and gets a mortgage!"

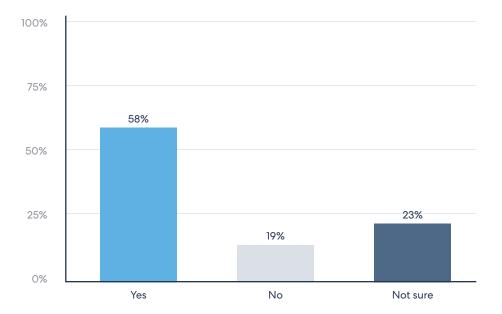
Proptech companies that offer so-called "power buying" programs are helping to solve this challenge by enabling financed buyers to effectively act as cash buyers.

In 2021, 17% of agents in our survey saw buyers use a cash-offer or trade-in program to compete in the current market. The demand for these programs is likely to grow in the face of another hot year for housing. HomeLight provides these services through its Cash Offer and Trade-In programs, available in select states.

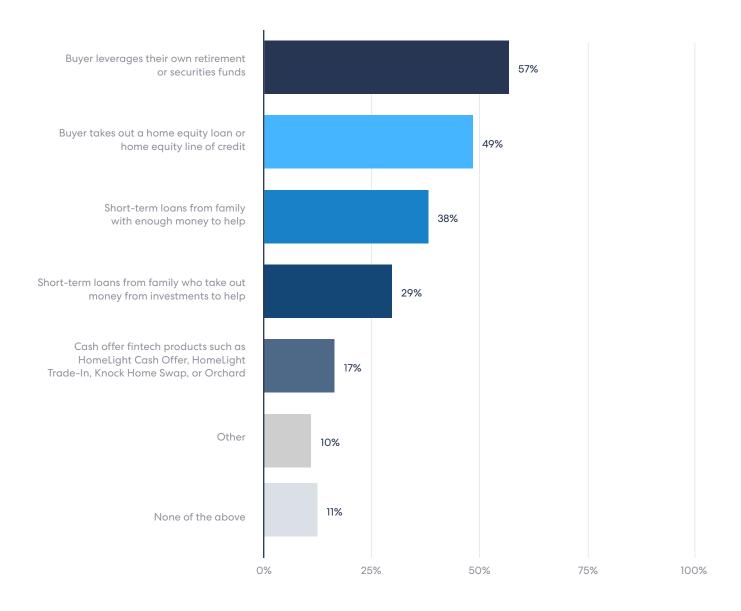
*It's a crazy market out there, but HomeLight always recommends consulting with your real estate agent and, when necessary, a tax or legal advisor before using any of these tactics.

Act as a cash buyer

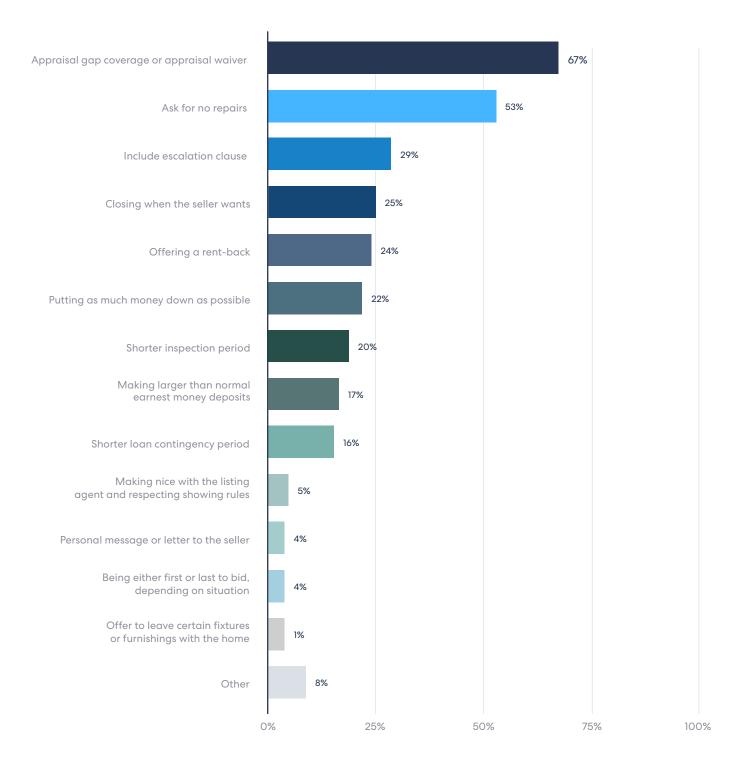
In addition, buyers are doing everything they can to scrounge up enough cash to buy a home, even if it's a temporary stopgap to getting a mortgage. I expect the **rise in cash offers** seen in 2021 will persist beyond the current housing craze, as sellers now have greater expectations for **convenience, speed, and certainty**.



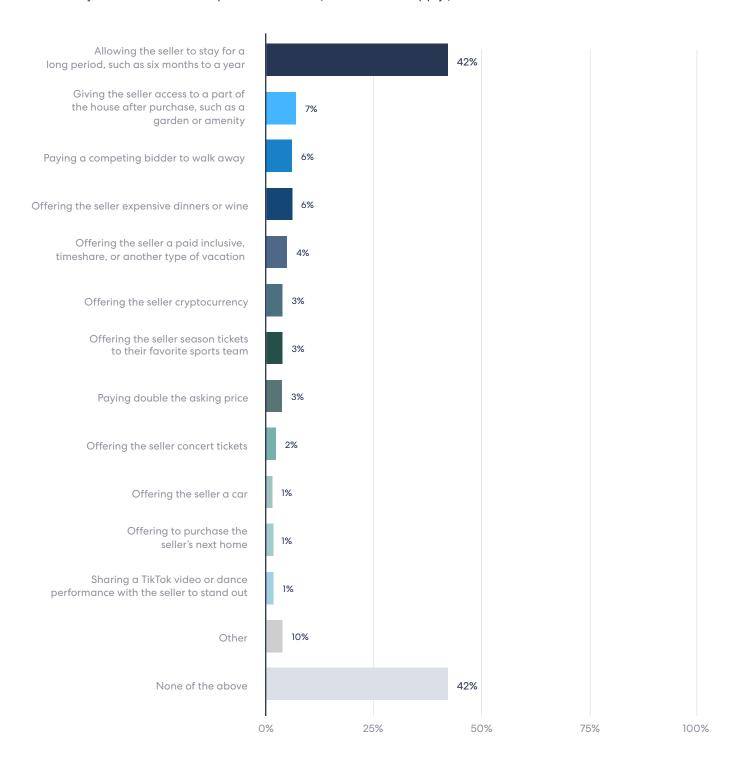
In 2021, what **tools** did you see buyers who need a mortgage use in your market to act as a **cash buyer**? (Check all that apply).



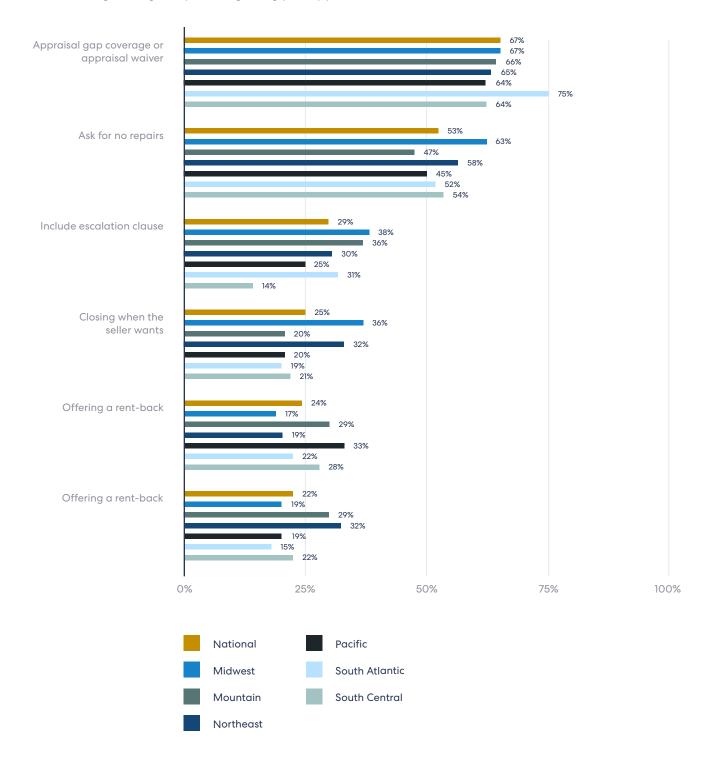
The market is predicted to **remain challenging for first-time buyers** for quite some time. Please select the **top 3 tactics** below that you believe are **most likely help first-time buyers win a home in 2022** other than offering the highest price or getting pre-approved. (Select up to 3 choices.)



News outlets have reported buyers doing crazy things to succeed in a cutthroat market. Which of the following **outside-the-box or creative bidding war tactics** have you seen buyers use in attempt to win a home in your market over the past 18 months? (Check all that apply.)



The market is predicted to **remain challenging for first-time buyers** for quite some time. Please select the **top 3 tactics** below that you believe are most likely help first-time buyers win a home in 2022 other than offering the highest price or getting pre-approved.

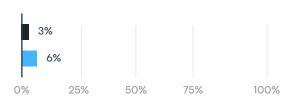


Tell us about how **earnest money deposits** have changed in your market.

What agents report as the average earnest money deposit for their market in 2020

What agents report as the average earnest money deposit for their market in 2021

National





Ready for Spring? Consider These Curb Appeal Projects That Add Value When making improvements to a home, owners would be remiss to ignore curb appeal. A house that looks pristine from the outside keeps the neighbors happy while preventive outdoor maintenance protects a home's structure from the elements. For homeowners targeting a 2022 home sale, the importance of great curb appeal and a welcoming exterior cannot be overstated.

In addition to shaping a buyer's first impression of a home, our survey results confirm that investing in curb appeal pays off big time. Next up, we'll take a look at our curb appeal findings to see how much resale value different exterior upgrades can yield. Although some regions will see cold temperatures and snowfall in the coming weeks, spring will be here before we know it!

Cost vs. value of curb appeal

Curb appeal improvements don't have to cost an astronomical amount and are likely going to be well worth the expense. Our report found that on average, buyers will pay 7% more for a house with great curb appeal versus a home with a neglected exterior.

Agents recommended clients invest an average of approximately \$3,467 in curb appeal prior to listing their home. In return, agents estimate that clients will yield around \$11,718 in resale value for a 238% ROI.

On the Pacific Coast where some markets such as Seattle and San Francisco tend to be pricier, agents recommend clients invest an average \$5,560 in curb appeal for an estimated \$19,053 in resale value or 243% ROI.



The ROI of curb appeal is highest at 309% in the Northeast region, where agents estimate that a \$3,614 curb appeal investment will yield \$14,784 in resale value.

ROI of different curb appeal projects

Our survey asked agents to provide an estimated resale value for five curb appeal projects:

- Basic yard care to include cut grass, fertilized lawn, and weed control (estimated cost: \$340)
- Fresh mulch to include 3 cubic yards of bark mulch, delivered and laid out (estimated cost: \$275)
- Landscaping upgrade to include new walkway, flower bed, shrubs (cost: \$4,500)
- Paint home exterior (estimated cost: \$3,000)
- Install new garage door (estimated cost: \$1,200)

Agents report that all of these projects will have a positive ROI, which is not always a guarantee with home improvement projects.

Agents reported that basic yard care (539% ROI) and applying fresh mulch (536% ROI) will yield the highest ROI by collectively adding nearly \$4,500 in resale value on a small budget.

A landscaping upgrade adds an estimated \$6,235 in resale value for a 39% ROI; fresh paint adds an estimated \$7,571 in resale value for a 152% ROI; and installing a new garage door adds \$2,797 in resale value for a 133% ROI.

What about the front porch?

Speaking of curb appeal, 2022 may also be a great time to evaluate the condition of your front porch or consider adding one (if your home structure allows) to expand your home's outdoor living space.

A feature that may have once served as a nice architectural detail but rarely used for practical purposes has seen a revival since the pandemic began.

"Front porches have come back into style since COVID!" comments survey participant Barbara Dubois, a top real estate agent in Evans, Georgia. "Buyers are enjoying rocking chair front porches as a safe way to visit with neighbors and keep up with what's going on in their community."

"Coffee on a cozy porch or airy patio is very appealing to buyers," echoes survey participant Brenda Young, a top real estate agent in Appleton, Wisconsin. Agents estimate from pre-COVID times to now, the dollar amount that a front porch adds to a home has increased 61%, from \$3,526 to \$5,686.

Add a few lawn chairs, and a front porch can be the perfect spot to invite friends over for a socially distance outdoor gathering. With front porches facing the street rather than being fenced off in the backyard, they also provide a chance for communities to come together.

"A front porch allows for activities such as live music to be played and enjoyed by others," comments survey participant Daniela Sardo, a top real estate agent in Portland, Oregon.

Cost vs. value of curb appeal

How much, on average, do you recommend that sellers invest in curb appeal improvements before listing?

How much, on average, does great curb appeal add to a listing in resale value?

National



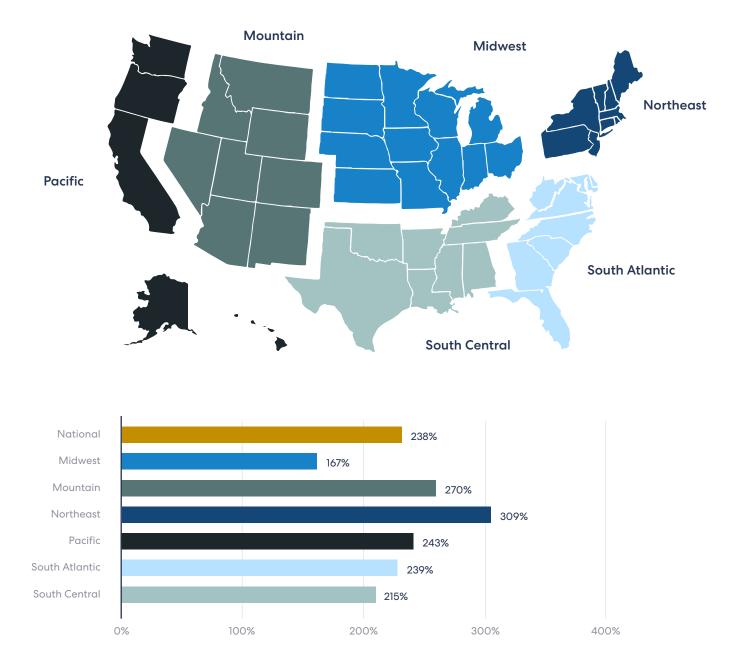
Northeast



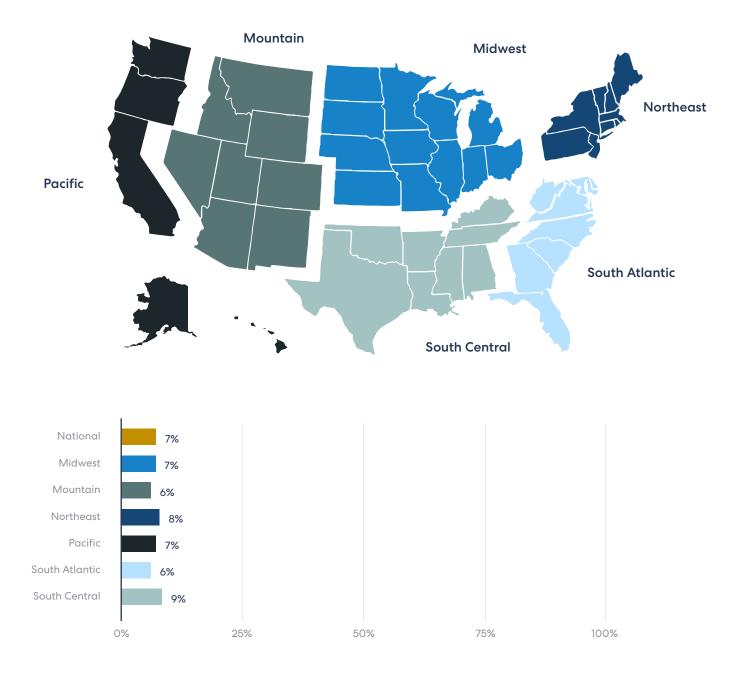
South Atlantic



ROI of investing in **curb appeal:**



On average, buyers will pay _____% **more for a house with great curb appeal** in my market versus a home with a neglected exterior.

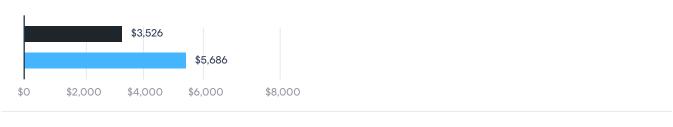


How has the value of a front porch changed in your market?

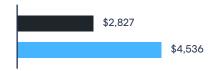
Prior to March 2020, a well-maintained and usable front porch added to a property added an estimated \$______ in resale value.

In the current market, I expect a well-maintained and usable front porch to add an estimated \$_____ in resale value.

National



Midwest



Mountain



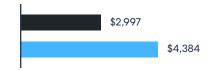
Northeast



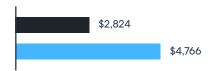
Pacific



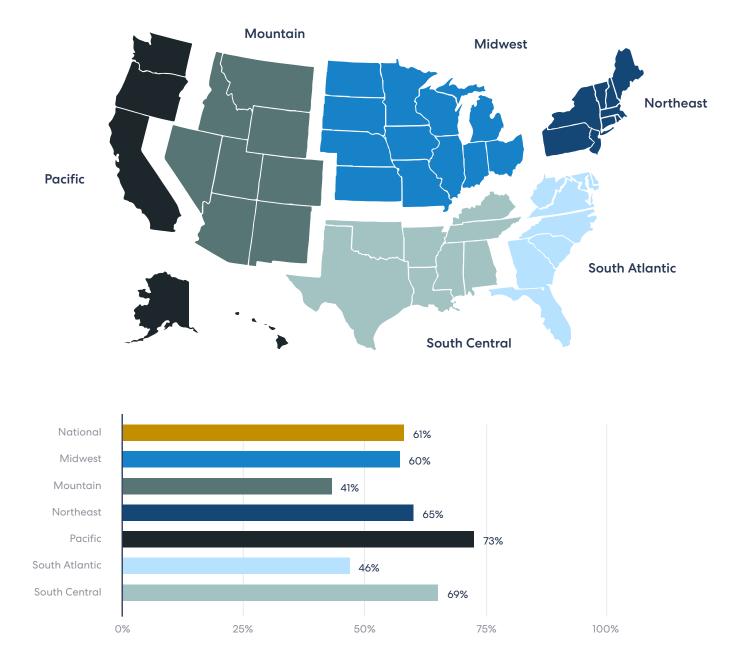
South Central



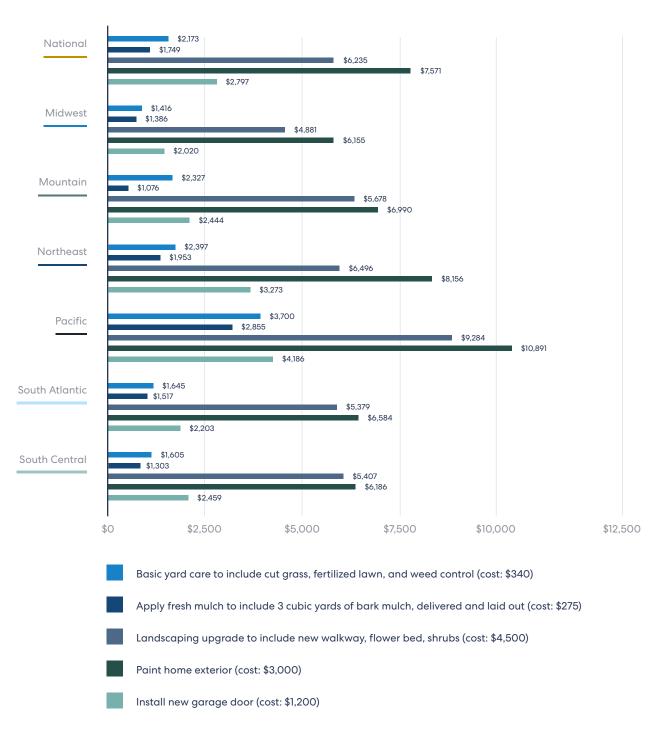
South Atlantic



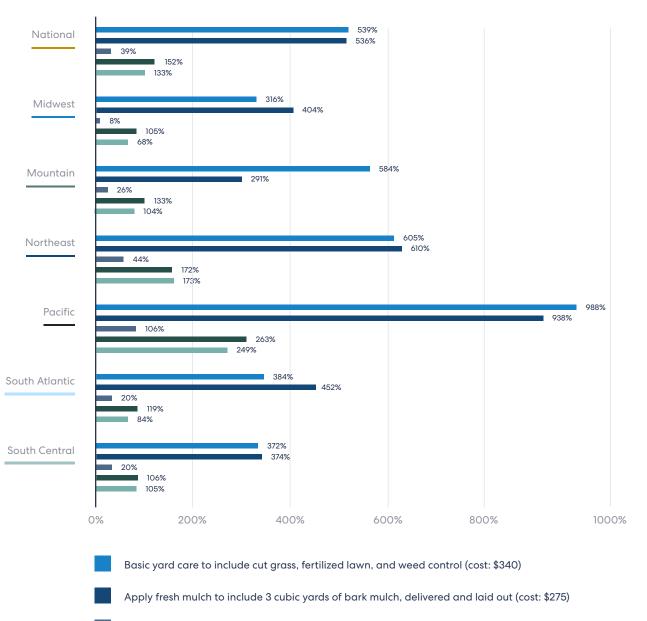
% increase in value of a **front porch**:



For each of the following **home improvements**, we've provided an estimated cost based on national web averages. Provide an estimate of the likely **dollar value you think the project would add to a house at resale**.



ROI of curb appeal improvements



Landscaping upgrade to include new walkway, flower bed, shrubs (cost: \$4,500)

- Paint home exterior (cost: \$3,000)
- Install new garage door (cost: \$1,200)

A Special Thanks to HomeLight Elite Agents Who Participated In Our Survey

Here, in alphabetical order, we recognize HomeLight Elite agents who took the time to participate and share their expertise for this survey. Members of HomeLight Elite represent the top 1% of agents nationwide and receive access to HomeLight's game-changing financial products including HomeLight Trade-In and Cash Offer, among other benefits. We'd like to give the following Elite agents a special thanks for their help:



Gina Moritzky

Keller Williams Realty Success (Denver, Colorado)

- 14 Years of Experience
- First-Time Homebuyer, Investment Property, and Relocation Specialist
- Earned 2020 HomeLight Achievement Awards for "Top Negotiator," "Top Producer," and "Sells Homes Fast"



Glen Henderson

Premier Homes, a division of Big Block Realty, Inc. (San Diego, California)

- 19 Years of Experience
- Works with Over 90 More Townhomes Than the Average Area Agent
- Earned 2020 HomeLight Achievement Awards for "Top Negotiator," "Top Producer," and "Sells Homes Fast"



Nick Pontarelli

RE/MAX Millennium (Chicago, Illinois)

- Completes 49% More Sales Than the Average Chicago Agent
- Works with Over 71% More Single-Family Homes Than the Average Area Agent
- Earned 2020 HomeLight Achievement Awards for "Top Negotiator," "Top Producer," and "Sells Homes Fast



Robert Hryniewich

RE/MAX Masters Millennium (Denver, Colorado)

- 18 Years of Experience
- Works with Over 82% More Single-Family Homes Than the Average Area Agent
- Earned 2020 HomeLight Achievement Awards for "Top Negotiator," Top Producer," and "Sells Homes Fast"



Santiago Valdez

Compass (Chicago, Illinois)

- 20 Years of Experience
- Sells Properties More Than 58% Quicker Than the Average Area Agent
- Earned 2020 HomeLight Achievement Awards for "Top Negotiator," Top Producer," and "Sells Homes Fast"



Sean Healey

Keller Williams Preferred Realty (Denver, Colorado)

- 26 Years of Experience
- Sells Properties More Than 78% Quicker Than the Average Area Agent
- Earned 2020 HomeLight Achievement Awards for "Top Negotiator," Top Producer," and "Sells Homes Fast"

Top Agents Who Made This Survey Possible

Listed below, in alphabetical order, are the top real estate agents who participated in our survey and voluntarily offered to share their name to be included in the report. All of the real estate agents in our survey were identified by HomeLight as top performers in their market based on the same performance data HomeLight uses to identify top real estate agents for millions of homebuyers and sellers nationwide.

Agents listed below with a badge next to their name have been identified as performance superstars by an additional layer of metrics including transaction close rate, time to contract, and ratings from past clients. Agents who are not mentioned by name here chose to remain anonymous or didn't provide enough identifying information in our survey to be listed.

Name	Market (clustered by metropolitan area)	Name	Market (clustered by metropolitan area)
Aaron Reel	Greensboro-H.Point-W.Salem	Amy Hudson	Roanoke-Lynchburg
Aaron Sims	Birmingham (Ann and Tusc)	Analee Dupuie	Lake Charles
Abby Nelson	Orlando-Daytona Bch-Melbrn	Andre Lapierre	Philadelphia
Adam Brett	Los Angeles	Andre' Jones	Seattle-Tacoma
Adam S. Rodell	Los Angeles	Andrea Lacroix	Boston (Manchester)
Adin Garcia	Miami-Ft. Lauderdale	Andrea Sunseri	Houston
Aimi Baldwin	Duluth-Superior	Andrea Swetland	San Francisco-Oak-San Jose
Alan Daniel	Atlanta	Andrew Bryan 🤮	Philadelphia
Albert Soto	Los Angeles	Andrew Werner 🤉	Washington, DC (Hagrstwn)
Alex Adabashi 🤮	Las Vegas	Andrew Youngmark	Los Angeles
Alex Crigler	GreenvII-Spart-AshevII-And	Angel McCurry	Wilmington
Alex Saenger	Washington, DC (Hagrstwn)	Angela Austin	Coeur d'Alene, ID
Alex Vastardis 🤉	Orlando-Daytona Bch-Melbrn	Angela Scott	San Francisco-Oak-San Jose
Alexandra Heimann	Los Angeles	Angie M. Petersen 🞗	Minneapolis-St. Paul
Alexia Mann	Miami-Ft. Lauderdale	Ann Haag 🤉	Rockford
Alice Cooper	Orlando-Daytona Bch-Melbrn	Ann Wilson	Washington, DC (Hagrstwn)
Alisha Simpkins 🙎	Bend, OR	Ann-Marie Sharp	Atlanta
Allen Green	Memphis	Anne Marie Ohly	Denver
Alzira Farinhas	New York	Anny Ortiz	Dallas-Ft. Worth
Amanda Allen	Baton Rouge	Anthony Marguleas 🞗	Los Angeles
Amanda Krall	Harrisburg-Lncstr-Leb-York	Anthony Ryan DeBellis	New York
Amanda Spigone	Charlottesville	Anthony Sacco 🤉	Philadelphia
Amie Chen	Los Angeles	April Carlton 🤮	Denver
Amy Harbeck	Boston (Manchester)	Ardee Jagt 🧕	Los Angeles

Ariel Pena Arsalon Badri Arthur Chapman Asa Lennon 🤉 Ash Morsi Ashish Trivedi Ashley Fitzsimmons **Q** Austin Barron Austin Solomon 🤱 Bahareh Kamoei 🧕 Barb Gall Barbara Clausen Barbara Dubois Barbara Dyer Barbara F. Clausen 🤮 Barbara Zink Bart A. Tipton 🤱 Becke O'Neil Becki Ashby 🧕 Becky Moran **Q Belinda Santos Benjamin Hemmert** Bernadette Gingrass **Bernie Stiller** Beth Atkinson Beth Drake 🤱 Betty Cobb Betty Minor Bev Langley 🤉 **Bill Foder** Blair A. Andersen **Blue Pitcher Lindner** Bob Wolf 🤉 Bobbie Ragsdale **Bobby Patterson Bobby Sutton** Bonita Areman **Bonnie Stein** Boyd Grainger 🞗 **Brad Bergamini Brad Echols** Brad Gill Bradford H. Page

Market (clustered by metropolitan area)

New York

New York

Los Angeles

Chico-Redding

Palm Springs

Augusta-Aiken

Chicago

New York

Atlanta

New York

New York

Bakersfield

Columbia, SC

Columbus, OH

Ft. Myers-Naples

Oklahoma City

Savannah

Baltimore

Atlanta

Pittsburgh

Nashville

Lexington

New York

New York

Atlanta

Savannah

Philadelphia

Denver

Sacramnto-Stkton-Modesto

Wilkes Barre-Scranton-Hztn

Mobile-Pensacola (Ft Walt)

Birmingham (Ann and Tusc)

Tallahassee-Thomasville

Colorado Springs-Pueblo

Washington, DC (Hagrstwn)

San Francisco-Oak-San Jose

Phoenix (Prescott)

Orlando-Daytona Bch-Melbrn

Wausau-Rhinelander

Sacramnto-Stkton-Modesto

Washington, DC (Hagrstwn)

Greensboro-H.Point-W.Salem

Providence-New Bedford

Name

Brandon Discenza **Brandon Freyer Brandon Rowley** Brenda Burk 🙎 Brenda Young Brent Sledd 🤒 **Brett Rosenthal Brian Shackelford Brian Bemis** Brian Chiu Brian Curtis 🙎 **Brian Preston Brian Smith Brian Stephens** Brian Walsh **Brigitte Perry** Britta Thrift **Broadus** Albertson **Brooke Georgiton** Bruce Soli **Bryan Taksey** Cameron John Capri Darda Cari Baxter Carlos Cardenas **Carolyn Proto Cassie Scramlin** Catherine Sawatsky Cathleen Roby Catrice Johnson **Chad Martin** Chancy Via **Chase Michels** Chelsea Shana Cherie L. Goldsmith Cheryl Aday Cheryn Reynolds Chesson K. Seagroves **Chester Ardolino** Chopper Russo 🙎 Chris Alston Chris Bierrum Chris Cervantez

Market (clustered by metropolitan area)

Atlanta Charlotte Flint-Saginaw-Bay City Spokane Green Bay-Appleton Kansas City Philadelphia Greensboro-H.Point-W.Salem Portland, OR Houston Little Rock-Pine Bluff St. Louis Roanoke-Lynchburg Tampa-St. Pete (Sarasota) New York Charlotte Oklahoma City Greenvll-Spart-Ashevll-And Columbus, OH Reno Miami-Ft. Lauderdale Oklahoma City Ft. Myers-Naples Billings Miami-Ft. Lauderdale Philadelphia Grand Rapids-Kalmzoo-B.Crk Fresno-Visalia Kansas City Alexandria, LA Detroit Amarillo Chicago Los Angeles Charlotte Los Angeles Houston Charlotte Springfield-Holyoke New York San Francisco-Oak-San Jose Seattle-Tacoma Los Angeles

Chris Fetrow 🙎 Chris Hallman **Chris Matthews** Christi Gillentine Christian Schlueter 🔒 **Christine Elaine Shepherd Christine Morgan Christle Beuckens Christopher Baker** Christopher Chase 🙎 Christy Friesen 🞗 **Chuck Bonfiglio** Chuck Carstensen 🔒 Chuck House **Q Cindy Boutwell Cindy Bunch Cindy Kraus Cindy Schwall** Cindy Wild Claire Ackerman Clarissa Marshall **Clayton Mulford** Cliff Lewis 🤱 Colin Johnson Colin Lee **Colleen Yaklich** Collier Swecker **Q** Connor Dowd Corey Iaria Purcell Corey Robinson Cory Dunnican 🤉 **Courtney Silverman** Craig Ackerman Craig Diez **Craig Lipchin** Curt Stinson **Q** Daan De Raedt Dan Bernal Dan Dieckmann Dan Haeck Dan Quattrocchi 🤱 Dana Browning Dana Carmel

Dallas-Ft. Worth Houston Austin Tulsa New York Houston Los Angeles Rapid City Albany-Schenectady-Troy Cleveland-Akron (Canton) Wichita-Hutchinson Plus Miami-Ft. Lauderdale Minneapolis-St. Paul Memphis Houston Atlanta Knoxville New York Honolulu Phoenix (Prescott) GreenvII-Spart-AshevII-And Omaha Philadelphia Tri-Cities, TN-VA Honolulu Monterey-Salinas Birmingham (Ann and Tusc) Providence-New Bedford Albany-Schenectady-Troy San Francisco-Oak-San Jose Dallas-Ft. Worth Miami-Ft. Lauderdale San Francisco-Oak-San Jose Sacramnto-Stkton-Modesto Pittsburgh Tucson (Sierra Vista) Washington, DC (Hagrstwn) Boston (Manchester) St. Louis Pittsburgh Orlando-Daytona Bch-Melbrn Boise San Francisco-Oak-San Jose

Market (clustered by

metropolitan area)

Dana Ehrlich Daniel A. DeCapua Daniel Del Real Daniel Eberwein **Daniel Preston** Daniela Maragos Daniela Sardo Danielle Mio Sogno Danny Grubb Daren M. Sautter 🤱 Darlene Fiore Darren Tackett Daryl Hanna 🤉 Daryl Judy Dave Magua 🤉 Dave Mattes **Q Dave Matthews Dave Sheeley** Dave Snyder Dave Van Nus David Balfour 🤉 David E. Lovitch **David Farris** David Gittens David Jones David Kluth David Marks David Nourse David Young 🤉 **Davis Bartels** Dawn Berard Dawn Carroll Dawn Semancik 🤱 Dean Clark Deanna Hallman Deb Reddick Debbi Wilkins Debbie Lampman 🤮 Debbie Sagorin 🤉 **Debbie Steiner** Debby Duenow 🤱 Debi Strange **Deborah Blue**

Name

Market (clustered by metropolitan area)

Los Angeles Detroit Sacramnto-Stkton-Modesto Raleigh-Durham (Fayetvlle) Spokane Cleveland-Akron (Canton) Portland, OR Dallas-Ft. Worth Fresno-Visalia Philadelphia Philadelphia Phoenix (Prescott) Las Vegas Washington, DC (Hagrstwn) West Palm Beach-Ft. Pierce Philadelphia Boston (Manchester) Spokane La Crosse-Eau Claire Portland, OR Nashville Tampa-St. Pete (Sarasota) Huntsville-Decatur (Flor) Detroit Columbia, SC Charlotte Seattle-Tacoma Ft. Myers-Naples Houston Los Angeles Wilmington Phoenix (Prescott) Cleveland-Akron (Canton) New York Birmingham (Ann and Tusc) Pittsburgh Lubbock Meridian Los Angeles Cincinnati Jacksonville Wichita-Hutchinson Plus Atlanta

Deborah Glatz Deborah Grainger Debra Hitchcock **9** Debra Orr Debra Stewart Dee Dee Hill Deena Anibal Deena Carvajal 🤉 Denise Bibeau **Denise Van Patten** Dennis Chavez **Derek Sinclair** Derek Werenka Derek Whitner Derick Carini Derrick Roser Derrig **Q** Desari Jabbar **Devon Stevens** Diana LeClair Diane Dahl **Diane Dawson Dianne Needle** Dinara Sammartino Don Bell Don Clark Don Keeton Don Wehn Donna Elder Donna M. Dorsey **Donna Witters** Doreen Leichty Doug Lawrence Doug Miller Drew & Christine May **Drew Dellinger** Drew Lehr **Dustin Peterson** Dwight Atkinson 🤉 Dylan Hildreth-Hoffman 🔒 Dylan Smith **EJ Hawkins** Ed Lana

New York Atlanta Minneapolis-St. Paul New York Little Rock-Pine Bluff St. Louis Raleigh-Durham (Fayetvlle) Orlando-Daytona Bch-Melbrn Gainesville Syracuse Albuquerque-Santa Fe Knoxville Detroit Atlanta Grand Rapids-Kalmzoo-B.Crk Eugene Seattle-Tacoma Atlanta Omaha Los Angeles Sioux Falls (Mitchell) Champaign&Sprngfld-Decatur Boston (Manchester) New York Orlando-Daytona Bch-Melbrn Phoenix (Prescott) Omaha Tucson (Sierra Vista) Lexington Gainesville Kansas City Pittsburgh Chattanooga Seattle-Tacoma Augusta-Aiken Myrtle Beach-Florence San Francisco-Oak-San Jose Salt Lake City Roanoke-Lynchburg New York New York Los Angeles Washington, DC (Hagrstwn)

Market (clustered by

metropolitan area)

Edna Thompson 🤉 Edward Verdel Edwin Ordubegian Eisha Ayyar **Eliot Finkelstein** Elisa Bruno-Midili Elise Fay Elisha Hardy 🤉 Elizabeth Boykin Elizabeth Cencini **Elizabeth Dougherty** Elizabeth Ritchie Ellie Mcintire **Emily Bray** Emily K. Kirshaw Eric Bingaman Eric Bolen Eric Fischer-Colbrie Eric Sandate Eric Sinensky Eric Stein Erica Cuneen Erica Meyer Erica Ramus **Erick Vargas** Erik A. Geisler Erin McLain Faruk Sisic Frank Abbadessa Fred Buras Fred Malawski Freddie Sahhar Gabe Galdos Gabrielle Hanson **Q** Gail Smith Gary Kent Gary Lanham 🤉 Gary M. Depa Gary Pish Gayle Sabol Gene Gilyutin Gene Montemore Gene Pica

Name

Market (clustered by metropolitan area)

Chicago New York **Palm Springs** San Francisco-Oak-San Jose Las Vegas New York Phoenix (Prescott) Bangor Spokane Houston Tampa-St. Pete (Sarasota) New York Baltimore Norfolk-Portsmth-Newpt Nws Orlando-Daytona Bch-Melbrn Cincinnati Tampa-St. Pete (Sarasota) San Francisco-Oak-San Jose San Francisco-Oak-San Jose New York New York Chicago Atlanta Philadelphia Miami-Ft. Lauderdale Phoenix (Prescott) San Diego Harrisburg-Lncstr-Leb-York Los Angeles New Orleans Detroit San Diego Tampa-St. Pete (Sarasota) Nashville Seattle-Tacoma San Diego Miami-Ft. Lauderdale Chicago Pittsburgh Boston (Manchester) New York Phoenix (Prescott) Hartford & New Haven

George Capone III Gerrie Andolina **Ginger Trimble Knox** Gloria Streppone Gordon Crawford **Q Grant Braswell** Greg Hanner Hao Dang **Q** Hara Kang Harold Baker Hayley Tomazic Heather Allen Heather Anderson Helen Hunt **Q** Hillary Landau Holly Holmes Holly Mitchell Hope Brown Horace Ridley 🤉 Howard Jefferson **Q** Ingrid Williams Irina Menako Jaci Wallace 🤉 Jacki LaCerte Jackie Mack Jackie Ovad Jacob DaRosa Jacob Wernitznig Jade Knight Jaime Pardo James A. Marble James Burnham James Palin James Rusch-Michener **Q** James Shelby Jamie Blake Jamie Broadhurst Jamie Rodriguez Jana Reilly 🤉 Jane McCroary Jane McFadyen 🙎 Janet Anderson Janet Arns

San Francisco-Oak-San Jose Buffalo Dallas-Ft. Worth New York New York New York Hartford & New Haven Seattle-Tacoma New York Orlando-Daytona Bch-Melbrn St. Louis Boston (Manchester) Houston Macon New York Austin Portland-Auburn Albany, GA Atlanta Columbus, GA (Opelika, AL) Des Moines-Ames Nashville Sacramnto-Stkton-Modesto Wausau-Rhinelander Chicago Baltimore Sacramnto-Stkton-Modesto Houston Los Angeles Great Falls **Biloxi-Gulfport** Syracuse Dallas-Ft. Worth Phoenix (Prescott) San Diego Cedar Rapids-Wtrlo-IWC&Dub Myrtle Beach-Florence Grand Rapids-Kalmzoo-B.Crk Minneapolis-St. Paul Tampa-St. Pete (Sarasota) Billings Harrisburg-Lncstr-Leb-York St. Louis

Market (clustered by

metropolitan area)

Jared Cope **Q** Jared Davis Jason Asa 🧕 Jason Bernstein 🤉 Jason Cochran Jason Jernell Jason Lorge Jason M. Edwards Jason Moon **Q** Javier Matallana Jay L. Ginsberg Jayne Bair Jean Groesbeck Jeanne Spurlock Jed R. Parish 🞗 Jeff A. Galindo Jeff Buice Jeff Char Jeff Grant Jeff L. Todd Jeffrey Chubb Jeffrey Teel Jen Stauter/Matt Kornstedt 🎗 Jeniffer Singley Jennifer Butler Jennifer Claire Burden 🤮 Jennifer Davidheiser Jennifer Hanley 🤉 Jennifer Hillegas Jennifer Ortman **Q** Jennifer Rosdail 🤮 Jenny Rosas 🤉 Jenny Young Jeremy Hart Jeremy Larsen Jerome Leyba Jerry Grodesky Jesse Dixon Jesse Lunn Jessica Belanger Jessica Boswell Jessica Donaldson Jessica James 🤉

Name

Market (clustered by metropolitan area)

Bakersfield Richmond-Petersburg Orlando-Daytona Bch-Melbrn Atlanta Los Angeles Minneapolis-St. Paul Los Angeles Bangor Chicago New York Philadelphia Philadelphia Seattle-Tacoma Chicago Chicago Las Vegas Greenvll-Spart-Ashevll Honolulu San Diego Detroit Boston (Manchester) Los Angeles Madison Philadelphia Atlanta San Francisco-Oak-San Jose Philadelphia Jacksonville Atlanta Chicago San Francisco-Oak-San Jose Sacramnto-Stkton-Modesto Cincinnati Roanoke-Lynchburg Dallas-Ft. Worth Albuquerque-Santa Fe Chicago Denver Buffalo Detroit Hartford & New Haven Dothan Greenville-N.Bern-Washngton

N	a	m	ρ

Jessica Wade Jim Holbrook Jim Piccolo Jim Trampevski **Jinet Ventura** Joan McGowan Joan Seal Joanna Housewright Joanne Botwinick Joanne Schaefer Roberson Jodi Bakst Joe Weathers Joel Clausen Joel Freis Joelle Smith John Boring John Krol 🔒 John Paul Dauber John West John Young Johnny Sinclair Jonathan Hoff Joraine Costales José Castillo Joseph Haydock Joseph Kapon 🤮 Josephine Carpenter Josh Barnard Joshua Hagan Joshua R. Neitz Joshua Wildin Joy Cobert Joyce A. Brown Joyce Covone Joyce Gambilonghi Joyce Kelley Judy Pierce Judy Surface Julia Grambo Julie Brittain Julie Kaczor 🤉 Julie Munchel Julie Rossio

Atlanta San Diego Fresno-Visalia Toledo New York New York Baltimore Dallas-Ft. Worth New York Milwaukee Raleigh-Durham (Fayetvlle) Atlanta Indianapolis Miami-Ft. Lauderdale Boston (Manchester) Baltimore Ft. Myers-Naples Los Angeles Boise Washington, DC (Hagrstwn) Atlanta Charleston, SC San Francisco-Oak-San Jose Los Angeles Fresno-Visalia New York Orlando-Daytona Bch-Melbrn Seattle-Tacoma Little Rock-Pine Bluff Tampa-St. Pete (Sarasota) Topeka Lafayette, LA Albany-Schenectady-Troy Hartford & New Haven New York Boston (Manchester) Los Angeles Bluefield-Beckley-Oak Hill Las Vegas Atlanta Chicago Baltimore Grand Rapids-Kalmzoo-B.Crk

Market (clustered by

metropolitan area)

Name Justin Tye Justin Willmon **Kale Stephens** Karen Boyle Karen Briscoe-Reed Karen Harrison Karen James Karey Grimsley Karson Klauer Kasia Butterfield Kate Esposito Kate Pearce Katelyn Palfy Kathleen Peglau Kathryn Barcellona 🎗 Kathy Daly Kathy Jones Katie Fear Katie Moe Katie Westhora Katrina Taylor Clifford Kay Deitz 🤉 Kayla Ueki Kaylyn Howard Keith Bochner **Q** Keith Gilbert Keith Korpi Kelli Shanks 🤱 Kelly Chavers 🞗 Kelly Donawa Kelly Higgins Kelly L. Latimer Kelly Provost Kenneth Duncan Kerry Dowlin Kersh Ruhl **Kevin Rice** Kim Alden Kim Isenberg **Kim Lally Holmes** Kim McKean Kim Randolph Meaney **Kimberly Yates**

Market (clustered by metropolitan area)

Los Angeles Odessa-Midland Austin New York New York Huntsville-Decatur (Flor) Dallas-Ft. Worth San Francisco-Oak-San Jose San Francisco-Oak-San Jose Boston (Manchester) Madison St. Louis Cleveland-Akron (Canton) Buffalo New York Philadelphia Lexington Phoenix (Prescott) San Francisco-Oak-San Jose Boise New York Baltimore Honolulu Orlando-Daytona Bch-Melbrn New York Sacramnto-Stkton-Modesto West Palm Beach-Ft. Pierce Bend, OR Tallahassee-Thomasville Houston Hartford & New Haven Raleigh-Durham (Fayetvlle) Boston (Manchester) New York Boston (Manchester) Grand Rapids-Kalmzoo-B.Crk Huntsville-Decatur (Flor) Chicago Knoxville Baltimore Boston (Manchester) Spokane Atlanta

Kirk Saylor Koa Yukimura Kolleen Schmitt Kori Sassower **Kris Dempsey** Krista Harrison Kristi Hensley Kristina Vanderpool 🤉 **Kyle Madorin** Lana Kopsala Lance Rosmarin Larry Chun Larry McKenna Laura Gillott 🤮 Laura Lorenzana Laura Peruzzi Laura Toms Laurel Davies **Q** Lauren M. Orsini 🤉 Lauren Rosin Lauren Tracy Leah Lord Leanna Langley LeAnne Long Lee A. Raphael 🤉 Lee Joseph Leigh A. Tripathi Leigh McPherson 🎗 Len Nicoletti Lesa Lillibridge 🤉 Leslie Campos 🧕 Leslie Carver Leslie Gomez Letrissa Frieson Lexie Longstreet Lina Krylov Linda Khano Lindi Braddock 🙎 Lisa Baker Lisa Biddle Lisa Caron Lisa Chapman 🤮 Lisa Cranshaw

Los Angeles Honolulu Springfield-Holyoke New York St. Louis Eugene Cleveland-Akron (Canton) Los Angeles Orlando-Daytona Bch-Melbrn Boston (Manchester) Houston Honolulu New York Portland, OR Los Angeles Washington, DC (Hagrstwn) Detroit Sacramnto-Stkton-Modesto New York Phoenix (Prescott) Los Angeles San Diego Eugene Atlanta New York Boston (Manchester) New York Mobile-Pensacola (Ft Walt) New York Cleveland-Akron (Canton) Tucson (Sierra Vista) Las Vegas Los Angeles Atlanta Charlotte Denver Atlanta Houston Portland, OR Dallas-Ft. Worth Springfield-Holyoke Knoxville Boston (Manchester)

Market (clustered by

metropolitan area)

Lisa Humenik 🔒 Lisa Jaeger 🤉 Lisa Lyon Lisa Mathena Lisa Purselley Lisa Revis Lisa Simpson Liz Erb Firmstone Liz Holterhaus Liz Lee Liz McCarthy 🎗 Logan Adams Logan Strain 🤮 Lori Harrington Lori Intoccia Lori Mode Lori Rowe Lucas Akers Luis Larrinua Lyndon Holdeman Lynn Doughty Lynn Holley **Q** Lynn Milone Lynn Ryan Lynne Bartlett Merrill Lynne Logan 🤉 Maggy Calhoun Malia Tarasek Mara Navaretta 🤉 Marc A. McMaster Marc Afzal Maresca Visone Margaret Wilcox Margie Ax Mari Woods Maria J. DePasquale 🤒 Maria Miller Maria Minico Hayes Maria Rini 🤮 Maribeth Lightowler Marie Collins Marilyn Lusher Mario Greco

Name

Market (clustered by metropolitan area)

Cleveland-Akron (Canton) New York Austin Wilmington Dallas-Ft. Worth Charlotte Atlanta Cedar Rapids-Wtrlo-IWC&Dub Norfolk-Portsmth-Newpt Nws Los Angeles San Francisco-Oak-San Jose San Francisco-Oak-San Jose St. Louis Syracuse New York Sacramnto-Stkton-Modesto Chicago Denver El Paso (Las Cruces) Las Vegas New York Madison Albany-Schenectady-Troy Denver Boston (Manchester) Buffalo Atlanta Washington, DC (Hagrstwn) New York Johnstown-Altoona-St Colge San Francisco-Oak-San Jose New York Hartford & New Haven Raleigh-Durham (Fayetvlle) Phoenix (Prescott) New York Chicago Baltimore New York New York Orlando-Daytona Bch-Melbrn Hartford & New Haven Chicago

Mario Hesles Mario Trejo Romero Marion Filley **Marion Hayes** Marissa North Marjorie Youngren Mark Clausen Mark Murphy **Mark Perkins** Mark Rankin Marni Jimenez Marquita Evans Marsha Bowen Washington Marsha DeCosta Martha Bond Mary Beth Harrison **Q** Mary Ellen Gallagher 🤱 Mary Huffman 🧕 Mary Jackson Mary Jo Santistevan 🞗 Mary Lou Erk Mary Markwardt Mary Mcgrane Mary Murphy Mary P. Padilla Mary Riley 🤉 MaryAnn Mason Maryann Spearman Matias Leiva Matt Brookens Matt Helganz Matt Laricy Matt Rose Matt Sarver Matt Soukup Matthew Chapman Matthew Le Baron Matthew Plummer Matthew Salder Matthew Villaflor Maureen Connolly 🤉 Maureen L. Falconer Maureen McDermut **Q**

San Antonio Phoenix (Prescott) New York Atlanta Butte-Bozeman Boston (Manchester) Austin Tampa-St. Pete (Sarasota) Phoenix (Prescott) Cincinnati Los Angeles Columbia, SC New York Portland-Auburn Tulsa Dallas-Ft. Worth New York Erie Boston (Manchester) Phoenix (Prescott) Philadelphia Houston Portland, OR San Francisco-Oak-San Jose Albuquerque-Santa Fe Charleston, SC Philadelphia Tampa-St. Pete (Sarasota) Washington, DC (Hagrstwn) Tampa-St. Pete (Sarasota) Los Angeles Chicago New York Charlotte Portland, OR Seattle-Tacoma Boise Seattle-Tacoma Dayton Houston New York New York

SantaBarbra-SanMar-SanLuOb

Market (clustered by

metropolitan area)

Maureen Roberge 🞗 Mauren Fagan Maya Galletta Megan Toll 🤉 Megan Wetzel Meghan Wood Mela Fratarcangeli 🤉 Melani Beauregard **Melanie Fuller Melanie** Parsons Melissa Forsyth 🎗 Melissa Harmel **Q** Melissa Moyers Melissa Orr Melissa Stacks Melissa Syverson Meredith Hilbert Meredith Miller Carswell Merrill Jencks Meshell Perry **Q** Micah Pearson Michael Albin 🙎 Michael Braillard **Michael Davis** Michael Dodson Michael Espersen **Michael Flynn** Michael Fox **Q** Michael Gerken Michael Klein Michael Murphy Michael Perna 🤉 Michael Ramos 🙎 **Michael Rivera** Michael Russo 🤱 Michael Sarantou Michael Wyckoff **Michele Kimmons** Michelle Camaioni 🤉 **Michelle Houze Michelle Largent** Michelle Nelson **Michelle Spreacker**

Name

Market (clustered by metropolitan area)

Charlotte Boston (Manchester) Raleigh-Durham (Fayetvlle) Philadelphia Birmingham (Ann and Tusc) Sacramnto-Stkton-Modesto Sacramnto-Stkton-Modesto Phoenix (Prescott) Montgomery-Selma Chicago New York Anchorage Indianapolis Victoria St. Louis Washington, DC (Hagrstwn) Raleigh-Durham (Fayetvlle) Charlotte Phoenix (Prescott) Jacksonville Salt Lake City Knoxville San Francisco-Oak-San Jose Jackson, MS Salisbury New Orleans New York Charleston, SC Dallas-Ft. Worth New York San Francisco-Oak-San Jose Detroit San Francisco-Oak-San Jose Charleston, SC Providence-New Bedford Toledo Tampa-St. Pete (Sarasota) Houston Washington, DC (Hagrstwn) Phoenix (Prescott) Peoria-Bloomington Greensboro-H.Point-W.Salem Charleston-Huntington

Michelle Torres Miguel Navarro Mike & Polly Figueroa 🞗 Mike Berg **Q** Mike Bottaro 🤉 Mike Boyer Mike Gagliardi Mike Mazzone Mike McCoy Mike Misak Tchobanian Mike Potier Mike Smallegan Mike Zelena Missy Miller Aldave **Misty Estes** Mohammad Khatri Myrietta Leach 🞗 Nancy Hulsman Nancy Rogers 🤉 Nathan Angel Nathan Stillwell **Q** Nazar Kalayji Nicholas Devitz Nick Bakotich Nick Rice Nick Shivers **Q** Nicole Guizzotti **Nicole Hamming** Nikki Lagouros Oliver Alexander Omar Kinaan 🤉 Opeyemi Juliet Simon Oscar Correa Oscar Cruz Ouida Morris 🎗 Paige Grove Pam Smith 🤮 Pamela Zachowski Parker McKee Pat Settar Pat Tasker 🤉 Patricia Mayer Patti Baesch

Market (clustered by metropolitan area)

Miami-Ft. Lauderdale

Lincoln & Hastings-Krny

Orlando-Daytona Bch-Melbrn

Grand Rapids-Kalmzoo-B.Crk

Mobile-Pensacola (Ft Walt)

Las Vegas

Chicago

Amarillo

Philadelphia

Salt Lake City

Columbus, OH

Las Vegas

Baltimore

Houston

Victoria

Baltimore

Chicago

Los Angeles

Los Angeles

Portland, OR

Great Falls

Atlanta

Houston

Atlanta

New York

Philadelphia

Milwaukee

New York

Knoxville

Panama City

Dallas-Ft. Worth

Phoenix (Prescott)

Phoenix (Prescott)

Boston (Manchester)

Miami-Ft. Lauderdale

Boston (Manchester)

Little Rock-Pine Bluff

Harrisburg-Lncstr-Leb-York

Cleveland-Akron (Canton)

San Francisco-Oak-San Jose

Sacramnto-Stkton-Modesto

Los Angeles

Charlottesville

Name

Patti Chalker Patty Smallwood 🎗 Paul Jamison 🔒 Paul Mackay Jr. Paul Raymond 🎗 Paula Swayne Pete Maimone Peter Bellert Peter Kima Peter M. Colpitts **Q** Phil Chen Philip Angarone 🤉 Phillip Lopez **Phyllis Patterson** Portia Raff 🤱 **Quinn Whimley** Quivari Jackson **Rachel Folger Rafael Jose** Rafay Qamar Ramiro O. Gonzalez Randi Bennett Randy Nasatir Raoul Loustaunau **Rasheedah Jones Ray Gernhart** Rebecca Cook Rebecca Matyash Rebecca Meisser Rebecca Quick Rena Frulla **Renata Douglass** Renee O'Brien **Rey Jacques** Rhonda DePolo **Rich Brecklin Rich Miller Rich Williams Richard Brown Rick Burrows Rick Devine** Rick Stroud 🤉 **Rick Thomas**

Market (clustered by metropolitan area)

Seattle-Tacoma Baltimore Charlotte Seattle-Tacoma Flint-Saginaw-Bay City Sacramnto-Stkton-Modesto New York Chicago Raleigh-Durham (Fayetvlle) Kansas City San Francisco-Oak-San Jose Philadelphia San Antonio Washington, DC (Hagrstwn) **Baton Rouge** Kansas City Cincinnati Denver New York Chicago Phoenix (Prescott) New York Chicago Phoenix (Prescott) Memphis Washington, DC (Hagrstwn) Houston New York Los Angeles Wilmington Memphis New York Chicago New York Tampa-St. Pete (Sarasota) Phoenix (Prescott) Rochester, NY Orlando-Daytona Bch-Melbrn Indianapolis Seattle-Tacoma Charlotte Greenvll-Spart-Ashevll Colorado Springs-Pueblo

Rob Rosa **Robb Bergman Robbie Sharrett Robert Andrews Robert Ellis** Robert Hussey **Q** Robert McFadden 🤱 Robert Morey 🤉 **Robin Franks** Robyn Colly Robyn Nasuti Rod Martin Ron Abta Ron Bruce **Q** Ron Thieme 🤉 **Ronald Roney Rosalind Ubaldo** Rosalyn Luna **Rose Tibbles Roy Towse Ruth Hamilton** Ruth Wordelman 🤮 **Rutul Parekh** Ryan Anstett Ryan Basye **Ryan Briggs** Ryan D. MacDonald Ryan Green **Ryan Johnston Ryan Keeton** Ryan Kurtz 🤉 **Ryan Kutter Ryan Roberts** Ryan Runge Sallie Schneider Sam Flamont **Q** Samantha Tov Sandee Payne 🤱 Sandra Henderson Sandra Juliano 🤉 Sandra Singleton Sandy Gaskins Sandy Younger

Hartford & New Haven Detroit Charlotte Cleveland-Akron (Canton) Austin Huntsville-Decatur (Flor) Seattle-Tacoma New York New Orleans Louisville Boston (Manchester) Harrisburg-Lncstr-Leb-York San Francisco-Oak-San Jose Philadelphia New York Elmira (Corning) Honolulu St. Louis Detroit Seattle-Tacoma Boston (Manchester) Denver Chicago Spokane Omaha Baltimore Detroit Chicago Atlanta Charleston-Huntington Chicago Houston Columbus, GA (Opelika, AL) Seattle-Tacoma Louisville Traverse City-Cadillac Sacramnto-Stkton-Modesto Austin Atlanta New York Jackson, TN Charlotte Minneapolis-St. Paul

Market (clustered by

metropolitan area)

Santiago Gomez Sara Dennison Sara Foltz Sara Mehrpouyan Sarah Brogdon Sarah Carlson Sarah Dean Sarah J. Rock Sarah Wood Saul Brecher Scott Godzyk Scott Ludwick Scott Martin Sean Anderson **Q** Sean Farley Sean Keene Sean Moon Seth Yarbrough Shane Clardy Shane White Shane Wills Shannyn Pinkert Shaun Simpson Shawn Hartmann 🔒 Shawn Maxey **Q** Shawnna Summers Shelby Buehler Shelley Ross Sheree Mauro Sheril Carmona Sonni Harvin Sonya Fowler Revell Stacie Ahee **Starling Davis Steffany Farmer** Stephanie Mahan **Stephanie Mathis** Stephanie N. Zipperer Stephanie Nelson Steve Genyk Steve Goss Steve Hawks 🙎 Steve Maurer **Q**

Name

Market (clustered by metropolitan area)

New York Jackson, TN Charlotte Minneapolis-St. Paul Grand Rapids-Kalmzoo-B.Crk Grand Rapids-Kalmzoo-B.Crk Cincinnati Los Angeles Chattanooga Minneapolis-St. Paul Pittsburgh Hartford & New Haven Atlanta New York Portland, OR **Grand Junction-Montrose** Atlanta Greenvll-Spart-Ashevll-And Austin Erie La Crosse-Eau Claire Columbus, OH Minneapolis-St. Paul Seattle-Tacoma Tulsa Dallas-Ft. Worth New Orleans Medford-Klamath Falls Fresno-Visalia Detroit Tallahassee-Thomasville West Palm Beach-Ft. Pierce Nashville Savannah Tucson (Sierra Vista) Nashville Seattle-Tacoma Minneapolis-St. Paul Los Angeles Chicago Cheyenne-Scottsbluff Las Vegas San Francisco-Oak-San Jose

Steve Schwind Steve Wendling Steven Arndell Steven Garza **Steven James Steven Kasimatis** Steven Kinne Steven Padilla 🤉 Sue Smith 🔒 Susan Blackwell 🤱 Susan Goldthorp Susan Santoro Susan Strawgate Code Susie Genet 🙎 Sven Skarie Taj Richardson Tamar Asken Tammy Lord Tammy M. Casey Tammy Rice 🙎 Tammy Rickman Tammy Sambrano **Tangela Hayes** Tania Bobe **Tantanea** Pernell Tanya L. Ess-Young Tara Woodley Tari Haberfield Ted Cessnun Teresa DiNapoli Teresa Stultz Terri Matteson Tessa Wilkerson **Thomas Forcella Thomas Momenee** Tiffani Perry **Tiffany Balanoff** Tim Davis 🤮 **Tim Newton** Tim Rohan Timothy Schutte 🤉 Tina Marie Mateja TJ Shimek

Seattle-Tacoma Tucson (Sierra Vista) **Bowling Green** San Antonio **Baltimore** Milwaukee Houston Los Angeles Washington, DC (Hagrstwn) Albuquerque-Santa Fe Orlando-Daytona Bch-Melbrn New York New York Tulsa Washington, DC (Hagrstwn) Portland, OR Los Angeles Flint-Saginaw-Bay City Atlanta Tulsa Roanoke-Lynchburg Hattiesburg-Laurel Little Rock-Pine Bluff Orlando-Daytona Bch-Melbrn Atlanta Atlanta Memphis SantaBarbra-SanMar-SanLuOb Dallas-Ft. Worth Albany-Schenectady-Troy Chicago Madison Los Angeles Miami-Ft. Lauderdale Toledo San Francisco-Oak-San Jose New York Bend, OR Charlotte Charlotte **Des Moines-Ames** Chicago Traverse City-Cadillac

Market (clustered by

metropolitan area)

Toby Russell Todd Auslander Todd Ruckle Todd Schroth 🔒 Todd Sherman Tom Cooper Tom Hall 🤒 **Tony Migliaccio** Tracey Todd Traci Jones Tracie Choate Tracy van Ravensway Tracy Vasquez 🎗 **Travis Campbell** Trey Durham 🎗 Trey Willard Trupti Karoor Ty Green Tyler Miller Tyler Safran **Tyler Smith** Tyrone M. Brown Val Vandervort Vanessa Allen Vendela Bonner 🤉 Vicky Kustov Victor Mendolia Victoria Heywood 🔉 Victoria Melhorn Vincent & Christina Barone 🤮 Wayne Weaver Wendy Eaves 🞗 Wendy Hughes Wendy Rich-Soto Wilder Perez Wilfred A. Olguin Yarden Ronen-van Heerden 🎗 Zia Stanley Zina Rodenbeck Zinta Rodgers-Rickert Zori Levine

Name

Market (clustered by metropolitan area)

Greensboro-H.Point-W.Salem New York Wilmington Orlando-Daytona Bch-Melbrn Austin Orlando-Daytona Bch-Melbrn Oklahoma City Baltimore Gainesville Tucson (Sierra Vista) Seattle-Tacoma Phoenix (Prescott) Washington, DC (Hagrstwn) Colorado Springs-Pueblo Charlottesville **Baton Rouge** San Francisco-Oak-San Jose Phoenix (Prescott) Minneapolis-St. Paul San Diego Cincinnati Atlanta San Francisco-Oak-San Jose Jacksonville Philadelphia Boston (Manchester) Albany-Schenectady-Troy Dayton Knoxville Tampa-St. Pete (Sarasota) Buffalo Charlotte Jacksonville Los Angeles Yuma-El Centro Los Angeles New York New Orleans Austin Washington, DC (Hagrstwn) Denver

About HomeLight

HomeLight's vision is a world where every real estate transaction is simple, certain, and satisfying.

We provide software and services to home buyers, sellers, and real estate agents including HomeLight Agent Matching, the investor matching platform Simple Sale, HomeLight Home Loans, and HomeLight Closing Services. Each year, HomeLight helps hundreds of thousands of clients connect with top real estate agents, and it facilitates billions of dollars of real estate on its platform.

