



FINE HOMES & ESTATES

Forge Your Own Path!

Get the *Confidence* in
and the *Control* over your
real estate business that
you deserve, with
the *Culture* you crave!

Serving MD, DC, VA, DE, PA, FL

866-987-3937

www.JoinDouglasRealty.com

Our Story

“
HOW DID YOU GET STARTED
& HOW DID YOU GET TO
WHERE YOU ARE TODAY?
”

Before I started Douglas Realty, I was in the IT business. I worked in multiple areas of the industry for 27 years, developing a passion for real estate in the final years that led me to where I am today.

By the early 2000's, my interest in (and subsequent knowledge of) real estate had grown to a point where I realized that a lot of the different brokerages out there at the time were incredibly similar at their core. Back then, most real estate companies used technology on a very limited basis, and the traditional model was very top heavy with a lot of overhead. It was here that I saw an opportunity for change - one that was not only possible, but according to my research, long overdue. What if I could apply my vast technological expertise and my years of business experience to the old-school real estate industry, and create a new category of brokerage? I knew that a new model could revolutionize the way agents did business - now I just had to figure out the details.

The goal was to create a company that was the perfect blend - taking the best parts of each business model and leaving behind the things that didn't serve the customer well. This new category of brokerage would prioritize and support agents in a way that would ultimately allow them to better serve their clients, and grow a stronger business. To do this, we would need to set aside the traditional approach and create our business model from the ground up, with the simple goal of promoting agent success at the heart of it all. And so the vision began to take shape of a real estate company that offered their agents the industry's best technology, paired with around-the-clock exceptional support, and supplemented it all with a higher level of education, business development, and resources.

After taking time to hammer out the details, do the research needed, and design my business plan, I had one final step to conquer - getting my real estate license. Our industry requires you to have a real estate license

for at least three years before you can apply to become a broker (and in my case, owner) of a real estate company. I got my license and used that time to supplement my years of research with real-life real estate experience, allowing me to perfect my business plan even more as I went.

My three year anniversary finally arrived in November of 2008. If that date sounds familiar, it's because our nation was in the midst of one of the largest financial crises in our history - caused in part by the banking and mortgage industry (with a direct tie to housing). My dream was finally within reach - just as the world collapsed into financial uncertainty, with real estate companies everywhere either consolidating, downsizing, or outright shutting down.

As I was surrounded by voices telling me that starting my own real estate business in that economic climate was impossible, I kept going back to one thing - this business model works. The industry needed a change now more than ever, and I wasn't going to let uncertainty or fear stop me from making my move. I was confident in my business plan, and knew that if I stuck to it every step of the way, I would be able to forge a path straight through all of the turmoil and come out on the other side.

As we come up on our 13th year of business, I'm happy to share that we did exactly what we set out to do - make a much needed change in the industry and create a new category of real estate brokerage that would set agents up for success, and support them all the way through it. Through determination, innovation, and steady, focused growth, we have built a quality-first business that truly delivers both world class service and results that speak for themselves.

We have been recognized by INC 5000 for five consecutive years as one of America's fastest growing privately-owned companies, and was elected Best Brokerage on many platforms, including the Gazette Readers Choice, Baltimore's Better Business Journal, and West County Magazine. Furthermore, our agents are consistently being recognized in their own communities, for everything from doing good business to being good people. Through it all, our core purpose remains the same as Day One - to focus on our agents (and ultimately their clients) and let the rest follow. We give agents the confidence in and control over their own business, while providing the culture they crave, allowing them to Forge Their Own Path - just like we did.

HAS IT BEEN A SMOOTH ROAD? IF NOT, WHAT WERE SOME OF THE STRUGGLES ALONG THE WAY?

Launching a brand new real estate business amidst a financial crash is certainly the most obvious challenge that comes to mind! It required a level of focus, dedication, and sheer willpower like no other time in my life, but I knew that if I worked the plan, it would be successful. I took my time to make sure we were hiring experienced, quality-driven professionals, and to work out any kinks that came up along the way immediately and efficiently. As a result, we quickly developed an outstanding reputation in the industry, which has helped us continue to grow.

As I've learned throughout my life, the road is hardly ever a smooth one - but it's usually worth it. I've had my fair share of challenges, and I'm a firm believer that there is something to be learned from each and every one. As our business grew bigger and bigger, I often had to take a step back to evaluate new aspects that had arisen, and figure out how the company would manage those new challenges while still remaining true to our core values. The most valuable resource at those times is often my team, which has slowly grown alongside our company and features incredibly dedicated individuals.

WHAT SHOULD WE KNOW ABOUT YOUR ORGANIZATION (WHAT DO YOU DO, WHAT ARE YOU KNOWN FOR, WHAT SETS YOU APART FROM OTHERS, WHAT ARE YOU MOST PROUD OF BRAND WISE)?

Douglas Realty is both a residential and commercial real estate brokerage. Though our home base is the Baltimore-Metro area and Anne Arundel County, we have nearly 500 agents active throughout all of MD, DC, VA, PA, and DE. Our strength lies in our people and our services - we provide as much support, technology, and resources as our agents need in order to run their businesses and serve their clients. In addition to our real estate services, we have also added in both title and mortgage through our sister companies, Coastline Mortgage and Admiral Title Group. This allows us to provide incredibly efficient services to the agents and consumers involved in a transaction, adding to the five-star customer service experience that we strive for at all times.

Because of our unique business model and the steps we have taken as we've grown and expanded, we can facilitate a complete real estate transaction in a much shorter timeframe than usual, while also reducing the overall cost for the consumer - a win for everyone.

Business details aside, I think our culture at Douglas Realty is one of the things I am most proud of. It's a top priority of ours to support our community and our neighbors just as much as we support our agents, and we are always looking for new ways to help. Every year, we participate heavily in fundraisers for charities such as the Muscular Dystrophy Foundation, The Anne Arundel County Food Bank, and the Kamryn Lambert Foundation. Our agents get incredibly involved in the process: helping spread the word, donating portions of their own commissions, and even issuing fundraising challenges to one another to get the ball rolling! We also try to remain aware of ways we can give back to the community, and frequently host free community events like Breakfast with Santa and Trick-Or-Treating. In February of 2020, we collected hundreds of hand-made valentines from local schools and daycare centers, and hand delivered them to residents of nursing homes throughout the area. Though the pandemic has made some of our previously-planned events difficult to have, we've enjoyed the challenge of finding ways to still embrace our culture and spread the love, even from afar.

WHAT HAS BEEN THE MOST IMPORTANT LESSON YOU'VE LEARNED ALONG YOUR JOURNEY?

It's always about YOU!

It's not about me, the company, or the brand - and it's definitely not about the money. It's about you, the person sitting in front of me at that moment. Whether it's a client, an agent that's been in the business for 30 years, or someone brand new to the industry, my first question is always "How can I help YOU"? In all of my years in business, I've seen it proved time and time again that if you focus on the people involved in each situation, and how you can serve them best, success will always follow.

Service Areas

Douglas Realty currently services several locations throughout the U.S. including:



With today's technology, we've found that brick and mortar offices are being used less and less; our agents want online services for their on-the-go businesses. By providing the industry's top cloud-based technology and unparalleled support with the "DCA Real Estate Solution", we are able to provide just that. At Douglas Realty, you have the ability to work from anywhere in the world with the answers to your questions at your fingertips.

Our Why

Feeling frustrated and unable to grow? At Douglas Realty, we believe if you focus on the agent, success will follow. With the confidence in yourself, the control over your business that you deserve, and the culture we embrace, you will forge your own path.

BALTIMORE **BUSINESS JOURNAL**



BEST WATERFRONT
TEAM/BROKERAGE



Control

Corporate Headquarters with the Support to do Your Job Anywhere

Industry's Top Technologies in CRM and Transaction Management

Freedom to Build Your Own Brand



Confidence

Summits to Success Mentorship Program

Access to FREE Trainings in Both Real Estate and Business Development

1-on-1 Support

Culture

Benefits of a Large Company Without Losing the Personal Touch

Extensive Community Involvement & Support of Local Charities

A Family of Companies to Serve You and Your Clients



BoldTrail

"The next-gen solution for modern brokerages and enterprises to run their entire business on one platform."



Cloud-Based Infrastructure

BoldTrail provides an amazing and modern cloud structure to make certain that our experience is a smooth one, no matter what.



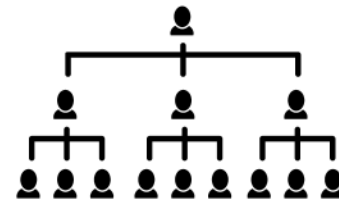
Synced Leads

When you put in a lead from another source, the app will find as much information as it can & store it in the app for easy access.



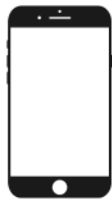
API

BoldTrail has API Integration to help power parts of the app like Transaction and Lead Source Integrations without the need of a 3rd party solution.



Multi-Team / Office

BoldTrail offers comfort and confidence when it comes to bringing your entire business onto its platform.



Mobile+

BoldTrail offers a front-end consumer app, as well as a personal mobile app, mobile alerts, and mobile dialer so that you have the ability to work on the go.

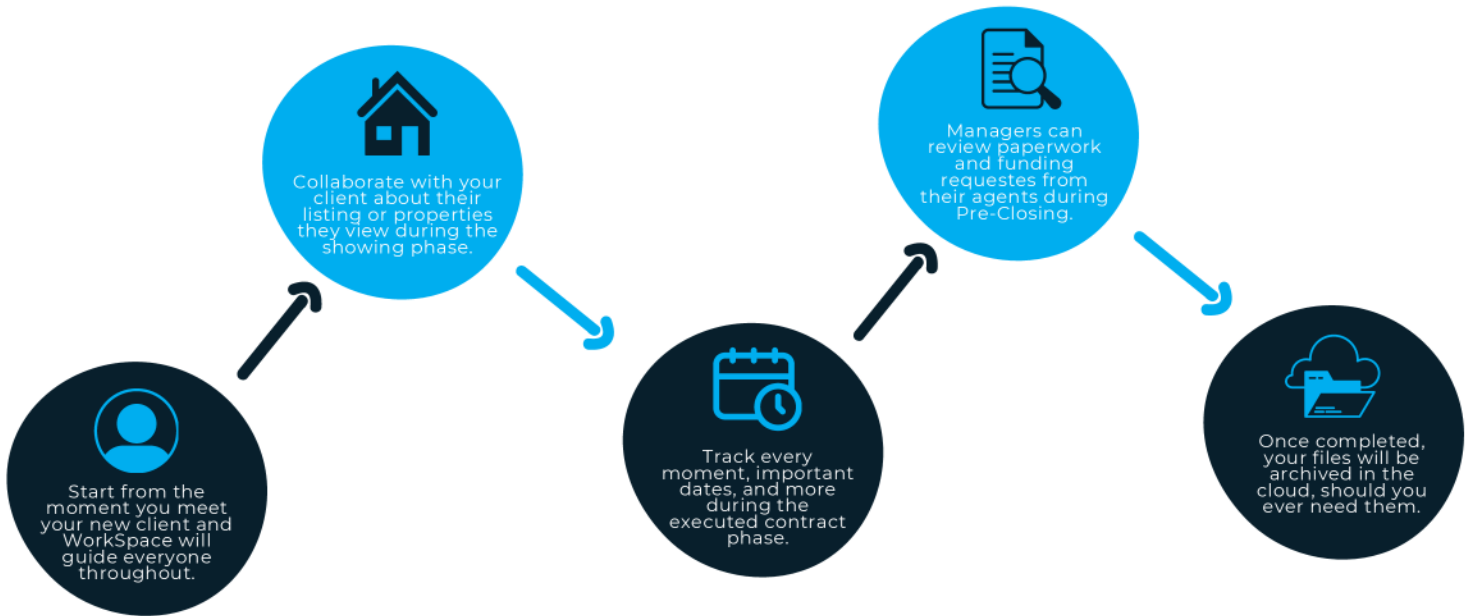


IDX Home Search

The IDX Home Search feature updates the app with MLS information from across the nation in real time. This feature also comes with property updates, stats, search links, map integrations, and more.

WorkSpace

A platform to help streamline your real estate transaction workflow!



Other Highlights



THE BLEND

A digital bulletin board that allows you to receive company-wide messages, ask questions, & advertise open houses or listings.



AGENT & STAFF DIRECTORY

Contact information for all Douglas Realty agents & staff members are available in a digital rolodex. You also have the ability to add business professionals.



LICENSE COPIES

Access a digital copy of any license you have with Douglas Realty, as well as the independent contractor paperwork on file.



CONFERENCE ROOM AVAILABILITY

Book a conference room in our locations for settlement, a meeting with a client, or even just to work for the day.



CALENDAR

All upcoming trainings & events, as well as important transaction dates, in one centralized location with the ability to synchronize to your preferred calendar.



TRAININGS

Access hundreds of hours of trainings on multiple sectors within the real estate industry.

Concierge Services

We offer multiple services to you through our Concierge Program so that you're able to put your focus where it belongs - on your clients. Let us worry about the details while you're growing your business!



[PROPERTY SPECIFIC POSTCARDS](#)

Open House, Just Listed, Under Contract, Just Sold



[FARMING PACKAGE OPTIONS](#)

3 Month, 6 Month, or 12 Month Bundles

Farming postcards are sent (often in a repeated campaign) to a certain area or list of contacts. While they do contain a call-to-action and are often still related to the real estate industry, these postcards tend to be less about business in order to appeal to a wider audience. Many times, you'll find themes such as recipes, home maintenance tips, helpful information, and/or humor. The goal of these is to increase brand recognition & awareness, create new connections to pursue, and strengthen ones that already may exist! Farming postcards are EXPONENTIALLY more effective when sent repeatedly, which is why we've created our Farming Packages!



[BASIC TRANSACTION MANAGEMENT](#)

Send our Virtual Assistant your completed listing and/or contract package and we'll upload everything into our transaction management system for you.



[CONTRACT TO CLOSE SERVICES](#)

With our Contract to Close services, we strive to be a point of organization for you so that you can focus on the day-to-day of your business. Services include:

- Basic Transaction Management
- Setting up the Termite Inspection, if needed (through PestNow only)
- Obtaining & Returning Agent Closing Instructions to Title
- Keeping on Top of Times & Serving as a Liason
- Coordinating Settlement & Walkthrough
- Sending Over Invoices to Title (if provided by the agent)
- Getting Missing Initials on Forms
- Obtaining Lender & Title Updates
- Keeping in Touch with the Agent & Client Regarding Inspections/Updates

Onboarding

Our industry-leading staff helps get your business up and running quickly with Douglas Realty through their unyielding commitment to customer support. Our Agent Services Coordinator will walk you through the process step-by-step to ensure a smooth transition into the family.

Mentoring

Our leadership team is dedicated to finding and cultivating quality agents who are committed to their craft. One of our main focuses is to hire and train agents who have a strong desire to be the most knowledgeable in their industry and to be respected among their colleagues and clients. With that focus in mind, we have developed the *“Summits to Success”* Mentoring Program at Douglas Realty to raise the bar in our company and also the industry.

REAL ESTATE ESSENTIALS

8 Classroom sessions to help build the foundation for your real estate career. We'll go over brokerage relationships, forms, and how to go through a transaction from listing to contract to close.

MARKETING MASTERCLASS

Learn about the importance of marketing and different methods of advertising. By the end of your 5 sessions, you'll have a year's worth of actionable items to market yourself as a real estate agent.

FIELD TRAININGS

You'll be paired with a field mentor to help give you hands-on experience with different aspects of a real estate transaction and to help reinforce the principles learned in your classroom sessions.

Staff Directory



DOUG SMITH

Broker, CEO

📞 410-255-3690

✉️ Doug@GoDouglasRealty.com



JENNI SMITH

Director of Finance

📞 410-255-3690

✉️ Jenni@GoDouglasRealty.com



JENNIFER CLEGG

VP of Operations

📞 410-609-0877

✉️ Jenn@GoDouglasRealty.com



DANIELLE SMITH

Director of Marketing

📞 443-816-1087

✉️ Danielle@GoDouglasRealty.com



GREG FISK

DCA's Director of Business Development

📞 410-260-0202

✉️ GFisk@GoDouglasRealty.com



CANDY FONTZ

Senior Executive Assistant

📞 410-263-7330

✉️ Candy@GoDouglasRealty.com



BRITTANY HINES

DCA's Director of Inside Sales

📞 443-347-9600

✉️ Brittany@GoDouglasRealty.com



LEANNA S.

Agent Services Coordinator

📞 443-816-1086

✉️ ASC@GoDouglasRealty.com

THROUGH DETERMINATION, INNOVATION, AND STEADY, FOCUSED GROWTH, WE HAVE BUILT A QUALITY-FIRST BUSINESS THAT TRULY DELIVERS BOTH WORLD CLASS SERVICE AND RESULTS THAT SPEAK FOR THEMSELVES.



📞 866-987-3937



CHIARA BLAIR

Administrative Assistant
☎ 410-255-3690
✉ Chiara@GoDouglasRealty.com



BRIANA CRUDUP

Admin & Marketing Assistant
☎ 410-417-9270
✉ Briana@GoDouglasRealty.com



CIERA KIATTA

Admin & Compliance Assistant
☎ 443-383-9600
✉ Ciera@GoDouglasRealty.com



KAIT KING

Admin & Compliance Assistant
☎ 443-383-9600
✉ Kait@GoDouglasRealty.com



LINDA HOOD

Internal Support
☎ 410-255-3690
✉ Billing@GoDouglasRealty.com



DOROTHY SMITH

Internal Support
☎ 410-255-3690
✉ Billing@GoDouglasRealty.com

Regional Managers



KEVIN CARROLL



PATRICK CUMMINGS



GREG FISK



DEBBIE HOUCK



ANDREW SCHWEIGMAN

Business Affiliations

In addition to our real estate services, we have also added in both title and mortgage through our sister companies, Coastline Mortgage and Admiral Title Group. This allows us to provide incredibly efficient services to the agents and consumers involved in a transaction, adding to the **five-star customer service** experience that we strive for at all times.

We are a family of companies transforming the real estate industry one transaction at a time with the most cost effective and efficient real estate experience - a seamless one-stop solution when buying or selling real estate.



A FAMILY OF COMPANIES

BENEFITS OF USING

Coastline Mortgage

- **FREE Appraisal**
- **Verified Approval**
- **Credit Analysis**
- **Complimentary Listing Package**
 - **Single Property Website**
 - **Text Code Riders**
 - **Colored Flyers**
- **Enrollment in a 3-Year Client Follow-Up Package in Your Name**

888.838.0372 | NMLS ID: 1750429
www.CoastlineMortgage.com
www.nmlsconsumeraccess.org

Admiral Title

- **Free VA Services**
- **150 Free JUST SOLD Postcards**
- **Commission Can Be Paid Same Day**
- **Complimentary Pre-Listing Title Searches**
- **Just Sold! Social Media Graphic**
- **Some of the Best Pricing in the Industry**
- **Powered by the Knowledge & Experience of Seasoned Attorneys**

410.263.7336
www.AdmiralTitleGroup.com



888-838-0372 // NMLS ID: 1750429

Coastline Mortgage

ABOUT US

Coastline Mortgage is a consumer-focused company that is delivering the dream of home ownership. We are the only five star brokerage in the area and are ranked in the Top 1% of the nation for fastest closings!



Scan to visit our website!

OUR SERVICES



FREE APPRAISAL

- No Gimmicks
- No Restrictions
- Every Transaction Receives a FREE Appraisal



VERIFIED APPROVAL

Most mortgage companies issue a pre-approval letter. At Coastline Mortgage, we go a step further and issue a **Verified Approval**, which puts buyers in a stronger position when shopping and competing for their new home.



CREDIT ANALYSIS

With Coastline Mortgage, we don't just take your credit score at face value - we leverage our Credit Analysis Software to find any opportunities to increase your score, which allows you to qualify for the best product possible!

THE COASTLINE GUARANTEE

✓ THE BEST RATE

Coastline Mortgage works with a variety of different lenders in order to provide the best rate possible for each and every client.

✓ THE BEST SERVICE

We know that each individual customer has unique circumstances, so we strive to meet those specific needs with a wide array of products, investment tools, mortgages, and, best of all, quality service with individualized attention.

✓ THE BEST COMMUNICATIONS

We are committed to constant communication with all parties involved in a transaction. Our staff doesn't clock out at 5pm - they are available weekends, evenings, and whenever you need them!

LICENSED IN MD, VA, PA, DE, FL, & DC

Coastline Directory



DOUG SMITH

Founder, CEO,
& President

📞 410-255-3690
📧 Doug@GoDouglasRealty.com



BRIAN KOCUR

Executive VP & Loan Officer
NMLS ID: 170624

📞 410-967-1699
📧 Brian.Kocur@CoastlineMortgage.com
📍 MD, VA, DC, DE, PA, & FL



RENA VASQUEZ

Processing Manager & Loan Officer
NMLS ID: 2092542

📞 443-440-6422
📧 Rena@CoastlineMortgage.com
📍 MD & FL



THERESA AMOS

Loan Officer
NMLS ID: 190189

📞 301-980-8183
📧 Theresa@CoastlineMortgage.com
📍 MD, VA, DC, DE, PA, & FL



NOAH BENNETT

Loan Officer
NMLS ID: 2269721

📞 443-805-1846
📧 Noah@CoastlineMortgage.com
📍 MD & FL



JOE CAMMAUF

Loan Officer
NMLS ID: 1370626

📞 443-850-4935
📧 JCammauf@CoastlineMortgage.com
📍 MD & FL



DAN CLARK

Loan Officer
NMLS ID: 2505172

📞 757-206-4144
📧 Dan@CoastlineMortgage.com
📍 VA



JOE GRIMES

Loan Officer
NMLS ID: 2067061

📞 443-790-6574
📧 Joe@CoastlineMortgage.com
📍 MD



SHANNON KOCUR

Loan Officer

NMLS ID: 225755

443-850-5727

Shannon@CoastlineMortgage.com

MD



TOM LATTA

Loan Officer

NMLS ID: 223758

443-909-6846

Tom@CoastlineMortgage.com

MD



CHRISTA PRICE

Loan Officer

NMLS ID: 2314328

443-623-8723

Christa@CoastlineMortgage.com

MD



LIZ QUINTANILLA

Loan Officer Assistant

301-377-9306

Liz@CoastlineMortgage.com



MIKE SAVANI

Loan Officer

NMLS ID: 455893

410-279-0013

MSavani@CoastlineMortgage.com

MD



TINA SIMMS-GRIMES

Loan Officer

NMLS ID: 2546418

443-750-1031

Tina@CoastlineMortgage.com

MD & FL



HEATHER SMITH

Loan Officer

NMLS ID: 2316985

443-383-9500

Heather@CoastlineMortgage.com

MD, VA, & PA

Admiral Title

ABOUT US

Admiral Title Group provides full-service title, settlement, & escrow services with the assistance of our expert team to yield effective and efficient results. Whether you're a lender looking for a compliant partner, a REALTOR® looking for a reliable and resourceful colleague, a buyer, or a seller – we're here to help.



Scan to visit our website!

OUR SERVICES



RESIDENTIAL

- Traditional Purchase & Refinance
- Default Services
- Reverse Mortgage
- Short Sale
- FHA/VA
- First Time Homebuyers
- Like Kind Exchanges*
- For Sale By Owner*



COMMERCIAL

- Acquisition & Development
- Contract Negotiation & Preparation
- Document Production Services*
- Formation of Legal Entities*
- Complex Tax Planning & Succession Planning*



LEGAL SERVICES

- Estate Planning
- Tax Planning
- Asset Protection Planning
- Wills
- Living Trusts
- Powers of Attorney
- Probate Matters
- Short Sale & Foreclosure Counseling

*Legal Services provided by the Law Offices of David L. Thurston

WHY CHOOSE ADMIRAL?



FRIENDLY & KNOWLEDGEABLE STAFF

Our team of Attorneys, Settlement Officers, Processors, and Administrative Staff each play a crucial role in the success of our business and the satisfaction of our clients.



CLOSE ANYTIME, ANYWHERE

We know how important it is that your title agent be flexible and accommodating, which is exactly why we will close your transaction anytime, anywhere! We are able to provide you with settlement services at your convenience.



ALTA BEST PRACTICES CERTIFIED

Admiral Title, in accordance with our commitment to stay ahead of the compliance curve, is a trusted & verified member of the ALTA Registry. ALTA's Best Practices are guidelines meant to highlight the safeguards we have in place to ensure that closing activities meet all applicable laws and regulations. By earning this certification, we are able to offer our clients a greater sense of trust in our work.

LICENSED IN MD, VA, PA, & FL



410-263-7336

Admiral Directory

DIRECTORS/OWNERS



DAVID THURSTON

President, Attorney at Law
☎ 410-263-7336
✉ DThurston@AdmiralTitleGroup.com



DOUG SMITH

Founder, Managing Member
☎ 410-255-3690
✉ Doug@GoDouglasRealty.com

MANAGEMENT

Supervises the day to day operations in the office and oversees all aspects of every transaction.



JESSICA SULLIVAN

Office Manager, Settlement Officer, Funding
☎ 410-263-7336
☎ 410-263-7336 x301
✉ JSullivan@AdmiralTitleGroup.com



STEPHANIE SHAPARD

Settlement Officer, Post-Closer, Funding
☎ 443-637-2060
☎ 410-263-7336 x304
✉ SShapard@AdmiralTitleGroup.com

FUNDING

Questions regarding disbursements, commission, recording, and post-settlement matters.

TITLE PROCESSING / SETTLEMENT OFFICERS

During the process of your transaction, it is best to contact your settlement officer directly for any questions concerning your specific file.



THURSDAE JONES

Post-Closer
☎ 410-263-7336 x302
✉ TJones@AdmiralTitleGroup.com



CHAYA "KAYLA" KRATIK

Settlement Officer/Title Processor
☎ 410-263-7336 x307
✉ CKratik@AdmiralTitleGroup.com



BLAKE LARA

Attorney, Settlement Officer, Title Processor
☎ 410-384-6684
☎ 410-263-7336 x305
✉ BLara@AdmiralTitleGroup.com



KIMBERLY MATHER

Title Clearing Processor
☎ 410-870-8500
☎ 410-263-7336 x303
✉ KMather@AdmiralTitleGroup.com



SARAH SNIDER

Jr. Title Processor
☎ 410-263-7336 x306
✉ SSnider@AdmiralTitleGroup.com



CHRISTIAN DONIS

Settlement Officer



RANDEE DUNCAN

Settlement Officer

Culture

Our culture at Douglas Realty is one of the things we are most proud of. It's a top priority of ours to support our community and our neighbors just as much as we support our agents, and we are always looking for new ways to help. Our agents get incredibly involved in the process: helping spread the word, donating portions of their own commissions, and even issuing fundraising challenges to one another to get the ball rolling!

FILL THE FOOD BANK

Every May, the staff gets a little silly in hopes of filling the food bank for the summer. We offer fun incentives - like "pied" in broker's face with pudding - to help raise monetary donations. We also provide agents with bags to drop off for donations to neighborhoods of their choosing, giving them an opportunity to meet homeowners face-to-face!



LOCAL COMMUNITY EVENTS

When you become an agent with us, you become a member of the family. It's one of the reasons our agents continuously rally behind causes near and dear to Douglas Realty's heart! Throughout the year, we participate in local events to help foster a sense of community.



CHILI/SOUP COOKOFF

We hold an annual Chili/Soup cookoff which is a great excuse to mingle with fellow agents, eat delicious food, and honor the spirit of competition!

Agents are encouraged to submit their chilis and soups and then all attendees vote on their favorite soup and best chili!



TRICK OR TREATING

The offices are decorated and we host a *DCA* Staff Costume Contest. We open our doors for trick or treaters while the public is voting for their favorite costume. The following week, we tally up all of the votes in the costume contest, announce the winners, and kick off our toy drive by matching the number of votes received with a monetary donation from the three companies!

ANNUAL KICKOFF PARTY

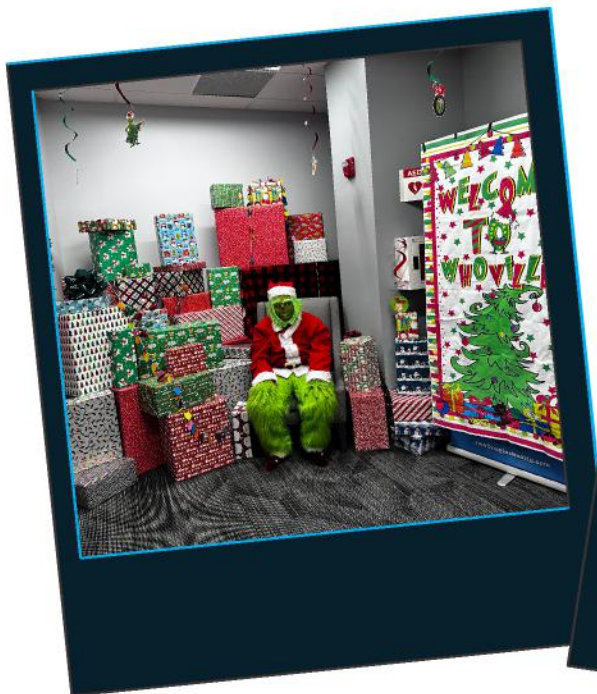
During the first quarter, agents and staff alike look forward to our Kickoff Party. There is no better way to celebrate the past year's successes than looking towards the new year with good music, great food, and even better company!



THE WINTER WONDERLAND EXPERIENCE

We invite the community to participate in this free event and ask our agents to pass the word along to clients, both old and new. The result is a magical time for all, including free pictures with Santa, crafts, and food.

We ask that visitors to the "North Pole" bring a toy to donate, if they are able. All toys benefit the Kamryn Lambert Foundation. We're proud to say that one year, we were able to collect enough toys to fulfill an entire hospital's wishes!



Control • Confidence • Culture

DON'T JUST TAKE OUR WORD FOR IT...

“

TAREK KHEDR

When I began my real estate career I thought I'd either have to join a brokerage where you're pressured to sell and give most of your hard-earned money away, or join a discount brokerage where you're left to navigate and learn on your own with no support. As I began to do my research, I came across Douglas Realty and I found they had everything I was looking for, a strong support team who is responsive and knowledgeable, industry-leading technology and lead generation systems, a compliance team who ensures you're doing the right thing, and low costs which gives you an opportunity to grow your business (while keeping more of your money in your pockets from day one). I reached out to a friend I knew was part of the Douglas Realty family to get his perspective and he had nothing but glowing things to say about the brokerage. He said he wouldn't consider any other brokerage for his real estate business! Those two things together left just one more thing to do before making my decision: reaching out to Douglas Realty myself for information. To my surprise, the owner of Douglas Realty, Doug Smith, reached out to me and took the time to answer all my questions. After that call was over I knew Douglas Realty was the place for me. I've now been with Douglas Realty for about two years and I believe I made the best decision for my real estate career. The support, training, technology, and advice you receive at Douglas Realty sets you up on a path to success. If you're looking for a brokerage where you're treated like family and put in the best position for success, while keeping more of your money in your pockets, then Douglas Realty is the brokerage for you.



LISA DIGGS

Joining Douglas Realty was the best decision that I've made in my real estate career. They are committed to their employees and treat us like family. The technology and leads are a big plus. The training and commissions are the best in the industry. I absolutely love it here and all the people I work with. It's the best company to work for and I am happy to be a part of it.



“



I love working for this Broker. If you are considering a change or looking to get in the business, this is the place to be. Douglas Realty is family owned, family run, and has a family atmosphere. Doug Smith is like that Doctor with the awesome bedside manner. They give plenty of support and plenty of education. No wonder agents are flocking to this organization!

DAVE MESSENGER

KAREN VOELKER

After being in the Real Estate Industry for 28 years, I made the decision to join Douglas Realty. It was the best decision I have made for myself professionally. I built my business on customer service and good solid communication. Douglas Realty is a mirror image of how I built my business throughout my career. The way this Brokerage has been structured is the core of what I believe in. Doug Smith and his staff are the best in the industry that I have come across in my career. The knowledge and professionalism is above and beyond. You can honestly pick up the phone and reach Doug or Jenn and the staff are always there to help you. Doug's demeanor is very calming and his knowledge keeps you calm when you are going through a difficult transaction. Not only is the entire staff always there when you need them, but the way they interact with you is professional and courteous. This Brokerage is run like a well oiled machine! The office, technology and the tools you are given to do your job are the best in the Industry. Early in my career I worked at O'Connor, Piper and Flynn, which was known at the "Home Team". Coming to Douglas has brought me full circle, as I feel like I'm back home where I belong!



Control • Confidence • Culture

DON'T JUST TAKE OUR WORD FOR IT...

BONNIE FLEISHMAN

“ After 20 years with my former company, I made the very difficult decision to transfer to another Broker. I chose Douglas Realty. My decision felt right because I was going to a company that had cutting-edge technology and a happy, friendly staff. The Douglas Team was extremely organized and supportive when helping me get up and running. With classes and personal help, I was able to learn more advanced technology to increase my social media presence. Douglas Realty participates in local events and is working on establishing a charity foundation. I love the family feel of the office & I don't feel like I'm just a number in a huge organization. Everyone is enthusiastic about working there! It's like "Cheers," where everybody knows your name!

”

“

Joining Douglas Realty was the best decision that I have made in my real estate career. The opportunity to take home 100% commission is a game changer. Douglas Realty also has the best support and staff around. Anytime that I need help, they are always there to lend a hand. It has been the best choice for me and my only regret is not joining earlier than I did :)

”

MANNY BRANCO



ERIK GROOMS

“ Douglas Realty is such a Premier Brokerage! The culture of the company is a breath of fresh air...so much so that I recruited three REALTORS® in my six-month tenure. From the wonderful sunlit office spaces, to the plentiful snack bar, this brokerage is setting a unique gold standard. The staff is beyond friendly, supportive and fun! Douglas Realty genuinely cares about its REALTORS® equally as much as their clients. This company has a family friendly feel that is warm and welcoming! This is a clear example of a brokerage that is "Different By Design". Beyond that, Doug Smith, leader and visionary, sends an annual survey to capture feedback from agents. To understand, he constantly evaluates how to maximize cutting edge resources and technology to usher the company to the next level.

”

A new category of brokerage creating

the perfect blend

of the traditional big box brands
and the not-so-traditional 100%
companies.

With Douglas Realty,
you get the best of both worlds!



Ready to Forge Your Own Path?

Contact Douglas Realty today to
request a confidential interview!

866-987-3937

www.JoinDouglasRealty.com