

- Realtor, Licensed since 2001 (Real Estate Broker Licensee since 2005)
- DHHL Sales Manager, Gentry Homes LTD, January 2025 - Present
- Principal Broker, Grand Welcome, August 2024- January 2025
- Licensed Real Estate Instructor, Licensed July 2024
 - Abe Lee Seminars
- Broker-in-Charge, Century 21 iProperties Hawaii ("C21iPH"), February 2024-August 2024
- General Manager [Oahu], Broker-in-Charge, Coldwell Banker Island Properties ("CBIP"), July 2023-February 2024
- Hawai'i Life Realty, April 2023 - July 2023
- Principal Broker, eXp Realty, May 2021-April 2023
- Principal Broker, Keller Williams Honolulu, September 2020-May 2021
- Learning and Development Consultant, April 2020-June 2020
- Project Sales Agent, Gentry Homes, LTD, 2018-2020
- Branch Manager, Coldwell Banker Pacific Properties, 2013-2018
- Projects Sales Manager, Primary Properties, Inc., 2008-2013
- Honolulu Board of Realtors Aloha 'Aina Award Nominee 2001-2008, 2011, 2013
- Member of the National Association of Realtors, Hawaii Association of Realtors and Honolulu Board of Realtors
 - Member of the Honolulu Board of Realtors City Affairs Committee
 - (2011-Present, Chair 2018-2021, Vice Chair 2021-2023, Chair 2024 - 2025)
 - Member of the Hawaii Association of Realtors Government Affairs Committee
 - (2012-2013, 2018-Present, Housing Subcommittee Chair, 2019-2021)
 - HARLA (Hawaii Association of Hawaii Leadership Academy), 2021 Graduate
- City and County of Honolulu, Board of Review Member, Real Property Assessment Division, BOR III, 2021 -Present
- State of Hawaii, Hawaii Real Estate Commission, Commissioner, 2021-Present
- Hawaii Association of Realtors Leadership Academy ("HARLA"), 2021
- Member of the Building Industry Association of Hawaii, 2009-2016
 - Board of Directors - Associate Member, 2015-2016
 - Member of the Government Relations Committee, 2009-2013
- Bachelor of Fine Arts, University of Hawaii at Manoa, 1999

Professional Experience:

Principal Broker and Broker-in-Charge (Grand Welcome, C21iPH, CBIP, eXp Realty; Keller Williams Honolulu)

Principal Broker responsible for all roles and duties pursuant to HRS Chapter 467-1.6; compliance and risk management training, direct supervision of designated Broker-in-Charge's, Learning and Development training for all agents; assist agents with contract review, purchase contract understanding and strategies, negotiation skills, and soft skills; assist administrative staff in developing adopting systems to improve effectiveness and efficiency. Work with Leadership in overall growth by fostering a supportive work environment, modeling ethical professional standards, and supporting the company's culture, mission, and vision statements.

At the time of my employment with eXp Realty, the brokerage was hovering around 400 agents Statewide with little to no growth. Through the implementation of processes, structure, and support for the Agents by building a solid reputable Managing Broker Team, eXp had reached 700 agents (net growth) by December 2022.

My goal and mission are elevating the professional standards of the industry by providing proper supervision, education, training, guidance and mentorship to Realtor's on the fiduciary duties and obligations to the clients being served, all while adhering the National Association of Realtors Code of Ethics.

Locations LLC, Independent Contractor consultant for Learning and Development, April 2020 to June 2020

Consultant for Learning and Development in creating, designing, and implementing programs and training curriculum to educate agents on business strategies and planning. Programs and training included new agent training, continuing education, productivity tools, sales strategies to client programs, skill training to coaching, all programs designed to support our agent community in their efficiency, effectiveness, and productivity.

Project Sales Agent, Gentry Homes, LTD, February 2018-March 2020: Coral Ridge and KEALLI

Sales agent for Gentry Homes, LLC, and Gentry Kapolei Development for their new single-family home developments. As the lead agent for KEALLI. Responsible for sales generation, as well as creating and implementing sales processes, purchase contracts and escrow coordination, as well as working with the administrative and construction departments on the project timelines.

Branch Manager, Broker-in-Charge, Windward Office, August 2015-February 2018
(Assistant Branch Manager, Broker-in-Charge, Honolulu Office, September 2013 - August 2015)

As the Branch Manager of the Windward Office, I oversaw the office administrative staff, recruited new agents and directly managed over 60 agents, reviewed contracts, provided coaching for development of salesmanship, technical and soft skills, conducted Weekly Sales Meetings on topics ranging from the Purchase Contract, Market Stats, updates on County and State legislative laws [new changes or upcoming], community events and economic factors that impact the industry, to motivational topics that promote office morale, personal growth and business health. I brought in special speaker presentations, such as "Permitting 101" and "Introduction to ADU's", which was presented by the Department of Planning and Permitting. Coaching involved active engagement with agents of various levels, to build and support their business volume; this included one-on-one appointments to expand market knowledge and aid with business planning. I conducted a weekly training class in which agents learned to refine their soft skills (communication, dialogue, handling objections), technical skills (understanding the Purchase Contract and addenda, negotiating terms, strategizing exit plans [to protect the client and agent], managing timelines) and promoting the

brand and self (professional conduct and awareness; marketing strategies) to increase sales volume and success rates on negotiating and closing transactions.

Realtor Broker- General Brokerage, January 2001 to September 2013

I have been a full-time Realtor since being licensed in January 2001 and obtained my Broker-Salesperson license in 2005. I have helped clients ranging from first homeowners to established developers, throughout the Island of Oahu with all dwelling types, from condominiums, townhomes and single-family homes to vacant land and subdivision projects.

Past and Current Projects:

Ka'uluokaha'i, Kapolei, Oahu

A Department of Hawaiian Home Lands development in partnership with Gentry Kapolei Development, Inc., Ka'uluokaha'i will consist of multiple phases in which I will be leading as the DHHL Sales Manager for Gentry Homes, LTD. The next increment, EKII 2C, will be commencing this year.

- (127) Lots consisting of 115 Turnkey Homes and 12 Vacant Lots for Owner/Builders

Past Projects:

Primary Properties Projects Manager of the Sales and Marketing Team for the Department of Hawaiian Home Lands (DHHL) developments, (along with Gentry Homes and Armstrong Builders), from 2007 to 2013, on (3) Developments including Pi'ilani Mai Ke Kai located in Anahola, Kauai. Initially Primary Properties was hired as a Sales and Marketing Consultant to assist with the design development for DHHL's RFP developments on Kauai and Oahu, in which I was involved both extensively and directly with the Department of Hawaiian Home Lands (DHHL) and their Beneficiaries. As a Project Sales Manager I oversaw the communication and coordination of the sales process and sales events amongst the Sales Team, DHHL, Developer/Contractor, Lenders, Escrow, and the Beneficiaries (Buyers). To provide excellent customer service, I developed a system to provide seamless and consistent communication to all parties while emphasizing the importance of each Beneficiary as an individual client, along with homebuyer programs and events on education and introduction on the home buying and loan application process. These engagements helped bridge the relations of DHHL and their beneficiaries. In conjunction with the coordination of sales side, I worked closely with the Construction team and Lenders to ensure timelines were being met as projected.

Kanehili at Kapolei, December 2008 - September 2013

A Department of Hawaiian Home Lands development in partnership with Gentry Kapolei Development, Inc., Kanehili was the first development at East Kapolei consisting of multiple phases

in which Primary Properties had been selected as the Sales and Marketing Team.

- o East Kapolei, Incr. 1, Kanehili, Phases 1-7a: (350) SFR Homes

Kumuhau at Waimanalo, July 2010 - January 2012

A Department of Hawaiian Home Lands development, with Armstrong Builders as the selected contractor, Kumuhau was the first of two phases of the Waimanalo development.

- Kumuhau at Waimanalo, Phase 1: (45) SFR Homes

Pi'ilani Mai Ke Kai, Anahola, Phase 1

A Department of Hawaiian Home Lands development, with Coastal Construction as the selected contractor, PMKK Phase 1 was the first of two phases of the Waimanalo development.

- Kumuhau at Waimanalo, Phase 1: (45) SFR Homes

Kaopa Subdivision, December 2009 - September 2013

Kaopa Subdivision consisted of 10 vacant parcels of residentially zoned land in the Kaopa Hillside of Kailua. I lead the Sales and Marketing team and managed the project sales team. Assisted the Developer, G & GB Development, with a wide range of matters from meeting with neighbors to build community rapport and support prior to construction and sales, communications with attorneys, architects, and engineers to meeting with the DOH Clean Water Branch for the issuance for a NPDES permit, to introducing opportunities [for the home buyers and Developer] with contractors and architects to develop lots and market new home construction packages. The partnership with the architects and contractors allowed for all parties to align their goals by creating a fair venture that provided homes to home buyers by way of financial loan options that were not previously made available.

1426 Keeaumoku and 968 Spencer - CPR, Condominium, 2005 - 2007

I lead the Sales and Marketing team and managed the project sales for two (2) CPR projects in the Makiki and Punchbowl neighborhoods, respectively. As these buildings were apartment buildings with long term tenants at the time of the conversion, an important process prior to going on market was to develop relationships with the tenants to ensure that the sales of these units were as seamless as possible. As a result, the tenants were very cooperative and supportive of the sales process and conversion; numerous tenants remained under new leases with the investor buyers.

- 1426 Keeaumoku - CPR building consisting of twenty-four (24), 2-bedroom units, 2006
- 968 Spencer - CPR building consisting of twenty-four (18), 2-bedroom units, 2007

Other Past Community Works Projects:

In addition to the sales projects, I also volunteered as a consultant on projects in related industries. One the projects I was involved with was the "New Hawaiian Home," as a Marketing Consultant, from May 2012 to

August 2013. This was a Design Collaboration for the Department of Hawaiian Home Lands with the University

of Hawaii at Manoa, School of Architecture and Building Industry Association of Hawaii. The goal of the design group was to allow a select group of students of UH SoA to design a home for the families [DHHL Beneficiaries] of "Kanehili", East Kapolei Increment 1, and involved "green" technology and design implementations to improve energy efficiency which in turn reduced carbon consumption and provided cost savings to the homeowner. Insight provided [to UH SoA] by me, members of BIA, AIA and DHHL were given to refine the proposed design for practical use, construction costs and understanding of the demographic to which this product would be marketed to. Focus group sessions with a select group of DHHL Beneficiaries were held to gain further insight about familial needs and wants as well as feedback on the design, construction, and costs to complete this conceptual home that was presented at the January 2013 BIA Building and Remodeling Show.

BIA Hawaii:

During my time with BIA as an active member in the Education Committee, I worked with the BOD Members to create CE and Education Classes for Licensees and the Public. One of the most successful courses I worked on was the Construction 101 class.

I also worked with the BIA on topics to present to the public at the BIA Home & Remodeling Shows (i.e. ADU's).

Other Experience (Course Curriculum for Designations completed):

Certified Aging in Place (CAPS), Courses Completed, 2013:

- Business Management for Building Professionals
- Marketing & Communications Strategies for Aging & Accessibility (CAPS I)
- Design/Build Solutions for Aging and Accessibility (CAPS II)

Certified Commercial Investment Member (CCIM), Courses Completed, 2007 - 2008:

- Introduction to Commercial Investment Real Estate
- CI 101 - Financial Analysis for Commercial Investment Real Estate
- CI 102 - Market Analysis for Commercial Investment Real Estate
- CI 103 - User Decision Analysis for Commercial Investment Real Estate
- CI 104 - Investment Analysis for Commercial Investment Real

Estate Real Estate Negotiations Expert (RENE), NAR Course Completed 2022

Presentations and Forums

I have taken part as guest speaker and panelist on forums and presentations for various functions (HBR Agent Forums, HBR Regional Meeting, Brokerage firms, Agent organizations) on topics including Land Use



Ordinance, Short-Term Rentals [bills and ordinances], Real Property Tax, and green build initiatives.

In the past year I presented on the "Roles of the Real Estate Commission and RICO" to the RNO Hawaii group (a real estate organization made up of mostly non-franchised real estate brokerages), to help them understand how the HIREC (Hawaii Real Estate Commission) and RICO work with the public, licensed professionals, and legislation. *Disclaimer made that I am not representing or speaking on behalf of HIREC, DCCA, PVL and RICO.

Vision and Mission Statement

My goal is to be a part of a greater movement in support of "HOPE" (Housing Opportunities for Everyone), where leadership and stakeholders can take part in effectively contributing with the need to fulfil the housing demands and needs for the people of Hawaii.

Being part of the real estate industry in my capacity to help educate homeowners and industry professionals so that all principals can make informed decisions.

Housing is essential. It builds a foundation for stability and empowerment of self-sufficiency. This is why my slogan is "No Home Too Small, No Dream Too Big!".

Teaching Experience:

As a Broker-in-Charge, I trained at the brokerages on the various real estate contracts and forms used, applications of such contracts, contract negotiations, risk management, land use and zoning, real estate practices, and fiduciary duties of a licensee. As both a PB and Broker-in-Charge, my responsibilities included training on brokerage policy and procedures, current events, and changes to laws that impact the real estate industry.

Please see below is a list of examples of some of my training presentations:

- Anatomy of the Purchase Contract:
 - In this series of instructional sessions, I go over the Purchase Contract (HAR standard form, concentrating on each provision, the history of the changes and why these changes were implemented. This course is taught for two (2) hours on a bi-weekly basis over a 12-month period.
- Purchase Contract 101:
 - This class is an overview of the Purchase Contract, Counter Offer Contract, and applicable addenda.
 - Understanding the contracts, drafting contracts, and presenting the contracts to clients.
- Buyer & Seller Presentations:
 - Understanding the Buying Process
 - Understanding the Selling Process
 - These classes teach how the processes work, what should be counseled when working with a client, and how to work with clients as a trusted real estate professional.

- Short Sales:
 - Overview of the Short Sale process [versus Foreclosure]
 - What is a Short Sale, requirements, benefits, and risks
- Compliance:
 - Compliance requirements of Licensees regarding accounting (forms and processes are brokerage specific)
- Who Signs What, Where, and How:
 - Requirements for evidence of authority and how signatures and titles are to be executed.
- How to Read a Survey:
 - Review of a survey report, researching the property (plat maps and GIS), encroachments, and types of agreements between neighboring lots. How encroachment(s) impacts property owners and how title policies are impacted.
- Honolulu Real Property Tax - Tips & Information
 - Understanding Real Property Tax (RPT) and Assessments, and information that is important to property owners regarding how zoning and tax classifications impact properties, dedications, and homeowner exemptions.
- Building Codes - ADU's:
 - In conjunction with DPP and the BIA, a presentation on the ADUs, requirements, and how to apply for a permit.
- Additional training curriculum and examples are available upon request.