REAL ESTATE COMMISSION

Professional and Vocational Licensing Division Department of Commerce and Consumer Affairs State of Hawaii www.hawaii.gov/hirec

MINUTES OF MEETING

The agenda for this meeting was filed with the Office of the Lieutenant Governor, as required by Section 92-7(b), Hawaii Revised Statutes.

Date:	Thursday, March 25, 2004
<u>Time:</u>	9:00 a.m.
<u>Place:</u>	Queen Liliuokalani Conference Room King David Kalakaua Building 335 Merchant Street, First Floor Honolulu, Hawaii
<u>Present:</u>	Iris Okawa, Member. Chair Pro Tem Louis Abrams, Member Marshall Chinen, Member Trudy Nishihara, Member Peter Rice, Member
	Calvin Kimura, Supervising Executive Officer Diane Choy Fujimura, Senior Real Estate Specialist Cynthia Yee, Senior Condominium Specialist Lorene Kimura, Real Estate Specialist Ryan Yamashiro, Real Estate Specialist David Grupen, Condominium Specialist Gordon Arakaki, Recodification Attorney Shari Wong, Deputy Attorney General Irene Kotaka, Secretary
	Nicki Ann Thompson, Hawaii Association of REALTORS Scott Sherley, Hawaii Association of REALTORS Tom Gill, Hawaii Association of REALTORS
Excused:	John Ohama, Chair Mitchell Imanaka, Vice Chair Kathleen Kagawa, Member Vern Yamanaka, Member
Call to Order:	Chair Pro Tem Okawa called the meeting to order at 9:05 a.m., at which time quorum was established.
Chair's Report:	No Chair's report.
Executive Officer's Report:	Announcements, Introductions, Correspondence and Additional Distribution
	Additional Distribution
	The following items were distributed prior to the start of the meeting:

- 3. Executive Officer's Report
 - a. Announcements, Introductions, Correspondence and Additional Distributions – Memorandum, dated March 23, 2004 – Information on Attending Board/Commission Meetings
 - 6. Applications
 - e. Bradford W. Aquinde

Minutes of Previous Meeting

Upon a motion by Commissioner Rice, seconded by Commissioner Nishihara, it was voted on and unanimously carried to accept the minutes of the February 27, 2004 Real Estate Commission meeting as circulated.

Committee Reports: Laws and Rules Review Committee

Upon a motion by Commissioner Abrams, seconded by Commissioner Rice, it was voted on and unanimously carried to accept the report of the March 10, 2004 Laws and Rules Review Committee meeting as follows:

- 1. Minutes of February 11, 2004 Accept
- Program of Work, FY04 Neighbor Island Outreach The next neighbor island outreach is scheduled for May 11, 2004. The meetings will be held in the State Office Building, located at 75 Aupuni Street, in Rooms A, B and C.
 Next meeting: Wednesday, April 14, 2004
 - Next meeting: Wednesday, April 14, 2004 9:00 a.m. Queen Liliuokalani Conference Room King Kalakaua Building 335 Merchant Street, First Floor Honolulu, Hawaii

Education Review Committee

Upon a motion by Commissioner Nishihara, seconded by Commissioner Abrams, it was voted on and unanimously carried to accept the report of the March 10, 2004 Education Review Committee meeting as follows:

- 1. Minutes of February 11, 2004 **Accept**.
- 2. Continuing Education Administration, Curriculum, Courses, Providers, and Instructors
 - a. Request from Kona Board to change their core course, "Ethics and Real Estate" to an elective continuing education course. **Recommend approval**.
 - b. Course "Land Use and Development," Author/Owner: Hawaii Association of REALTORS[®]; Provider: Hawaii Association of REALTORS[®]; Course Category: Property Ownership and Development; Clock Hours: 3 – **Recommend approval**.
 - c. Course "Positioning Properties to Maximize Home Owner Value in the Market Place," Author/Owner: Martha Webb, BCW Group; Provider: Coldwell Banker Pacific Properties Real Estate School; Course Category: Other; Clock Hours: 8 –

> **Recommend approval** subject to changing number of clock hours to 6, and that course content be adjusted to integrate issues of agency, disclosure, and professionalism between an agent and client.

- 3. Prelicensing Education Administration, Curriculum, Schools, Instructors, and Equivalency Broker Curriculum and Resources Update Final RE3, LLC, Real Estate Services Recommend approval to include "anatomy of a closing statement" and "agency" as remaining two handout topics, along with the already decided handouts on policies and procedures manuals, Hawaiian glossary of real estate terms, websites and other resources, and advertising.
- 4. Administration of Examinations
 - Promissor Recommend approval to appoint John Ohama and Vern Yamanaka to participate in the National Job Task Analysis for the real estate industry.
 Recommend approval of John Ohama as the lead commissioner for test development issues and the participation of appropriate EETF members in item writing.
 - b. Test Development and Scenario Exam Items **Recommend approval** for John Ohama and Calvin Kimura to participate in meetings with PSI regarding test development.
- 5. Program of Work, FY04 Real Estate Seminars **Recommend approval** to send Request for Proposals for development and presentation of real estate seminars, workshops, programs, and events to the state's boards of REALTORS.
- Open Forum Recommend participation by the Commissioners in the upcoming Hawaii Association of REALTORS[®] convention, September 16-17, 2004, Sheraton Waikiki Hotel. A specific time and room will be reserved for this purpose.
- 7. Next meeting: Wednesday, April 14, 2004 Upon adjournment of the Laws and Rules Review Committee meeting, which convenes at 9:00 a.m. King Kalakaua Building Queen Liliuokalani Conference Room 335 Merchant Street, 1st Floor Honolulu, Hawaii

Condominium Review Committee

Upon a motion by Commissioner Rice, seconded by Commissioner Abrams, it was voted on and unanimously carried to accept the report of the March 10, 2004 Condominium Review Committee meeting as follows:

- 1. Minutes of February 11, 2004 Meeting Accept
- 2. Condominium Governance and Management
 - a) Mediation & Arbitration **Recommend approval** to explore in collaboration with interested parties and organizations the issues relating to the education and training of mediators as a program of work item for the next fiscal year.

- AOAO Registrations 2003-2005 Biennium Registration Recommend approval to ratify effective dates for the AOAO 2003-2005 biennium registrations received through February 29, 2004.
- c) Educational Advisory Group **Recommend approval** to acknowledge receipt of the recommendations from its March 8, 2004 meeting.
- d) Condominium Seminars and Symposium Conference Report
 "Aging in Place: How to Cope" Recommend approval to accept report and authorize payment to vendor.
- 3. CPR Registration, Developer's Public Reports
 - a) February, 2004 **Recommend approval** to ratify issuance of effective dates of the developer's public reports and extensions issued for the month of February 2004.
 - b) Request for Opinion "Initial Conveyance" 3170 Jerves Street, CPR No. 2363 – Recommend approval to issue an informal non-binding interpretation that pursuant to §514A-31(b), HRS, the conveyance of an apartment(s) to a co-developer is not an initial or fist time sale to the public' thus the developer is required to reactivate an expired public report prior to selling or offering to sell a condominium apartment for the first time to the public.
 - c) Las Brisas, Phase 14, CPR No. 5293 (Preliminary Public Report)

 Part IV Sales to Owner-Occupant Recommend approval to issue a no action letter where the current concrete strike has caused the developer to miss the projected construction start date and made it uncertain as to an estimated completion date for this project and the published sales to owner-occupants announcement indicated that the public lottery would soon be conducted on March 13, 2004; subject to the developer immediately publishing a notice announcing the postponement of the lottery until further notice.
- 4. Hawaii Condominium and Real Estate Bulletins Recommend approval to accept the proposal from John Ramsey Enterprises, dated February 24, 2004, to assist with the publication of the Commission's Hawaii Condominium and Real Estate Bulletins subject to the terms and conditions as specified in the Commission's memorandum dated February 10, 2004; and to execute a contract accordingly.
- 5. Neighbor Island Outreach May 11, 2004, Hilo
- 6. Next Meeting: Wednesday, April 14, 2004

Queen Liliuokalani Conference Room King Kalakaua Building 335 Merchant Street, First Floor Honolulu, Hawaii

Legislative Report

The SEO reported that House Bill No. 2417 was accepted by the Senate as is and will proceed to a floor vote. It is anticipated that it will pass the floor vote.

Report:

The Commission's recodification bill, Senate Bill No. 2210, S.D.1, H.D.1, was amended by the House. The bill was gutted to a one-page bill and has an effective date of July 1, 2099. The financial portion of the bill was left in. The bill will need to be heard before the House Finance Committee.

Senate Bill No. 2105, S.D.2, H.D.1 is also moving along with an effective date of July 1, 2099. It is anticipated that this bill will either be heard by the Finance Committee or another committee. Senator Espero has offered to remove the evaluative mediation requirement, consider removing some specific statutory areas for hearings, consider pilot program, etc. Again, it was emphasized that we have a problem with the CMEF and that it will be in the red in a few years. Since there will be no raising of fees, the REC will have to make some hard decisions no programs and budget for the upcoming fiscal years.

Chair Pro Tem Okawa noted that after the condos are developed, there may be sound policies in place but as people move in, one isolated incident may impact other condo owners. A portion of the maintenance fees are allocated to the expenses. It is uncertain how these laws will affect spiraling fees.

Senate Bill No. 2525, Proposed H.D.1, repeals the CRF and places a cap on the funds. Senate Bill No. 1491 is seeking to transfer 10.7 million dollars out of the CRF and places into the General Fund.

The SEO thanked Mary Begier and the Hawaii Association of REALTORS for their support. Ms. Begier's presence at the Legislature has been very helpful for the Department.

Chair Pro Tem Okawa reported that there will be a town meeting on March 29, 2004 at 6:30 p.m. at the Kukui Plaza.

Licensing and Upon a motion by Commissioner Rice, seconded by Commissioner Abrams, it was voted on and unanimously carried to ratify the attached list. Registration -Ratification:

Announcements, Introductions, Correspondence and Additional Executive Officer's Distribution

> Ms. Thompson stated that she did not have anything to report from the Hawaii Association of REALTORS, but it has been a hectic week for the Legislature.

Chair Pro Tem Okawa stated that the Commission appreciates industry members' efforts to work with the regulatory agencies in getting the best solutions possible for the consumers.

Ms. Thompson asked if the Commission would be sending a representative to the National Association of REALTORS Conference in May. She was informed that there would be no one attending.

Licensing – Alan M. Dahl Applications: After a review of the information submitted by the applicant,

Commissioner Abrams moved to approve the real estate salesperson's license application of Alan M. Dahl. Commissioner Rice seconded the motion. The motion was voted on and unanimously carried.

Jean M. Stevenson

After a review of the information submitted by the applicant, Commissioner Rice moved to approve the real estate salesperson's license application of Jean M. Stevenson. Commissioner Chinen seconded the motion. The motion was voted on and unanimously carried.

Gail L. Swanson

After a review of the information submitted by the applicant, Commissioner Abrams moved to approve the real estate salesperson's license application of Gail L. Swanson. Commissioner Rice seconded the motion. The motion was voted on and unanimously carried.

Aaron T. Wagner

After a review of the information submitted by the applicant, Commissioner Rice moved to approve the real estate salesperson's license application of Aaron T. Wagner. Commissioner Abrams seconded the motion. The motion was voted on and unanimously carried.

Bradford W. Aquinde

After a review of the information submitted by the applicant, Commissioner Abrams moved to approve the real estate salesperson's license of Bradford W. Aquinde. Commissioner Chinen seconded the motion. The motion was voted on and unanimously carried.

<u>Chapter 91, HRS,</u> <u>Adjudicatory Matters:</u> The Chair Pro Tem called for a recess from the meeting at 9:32 a.m., to discuss and deliberate on the following adjudicatory matters, pursuant to Chapter 91, HRS:

In the Matter of the Real Estate Salesperson's License of Lorraine G. Wilkinson, REC-2001-117-L

No written or oral exceptions were filed.

Upon a motion by Commissioner Abrams, seconded by Commissioner Rice, it was voted on and unanimously carried to approve the Commission's Final Order.

Following the Commission's review, deliberation and decisions in these matters, pursuant to Chapter 91, HRS, the Chair Pro Tem announced that the Commission was reconvening its scheduled Commission meeting at 9:34 a.m.

Executive Session:	Upon a motion by Commissioner Rice, seconded by Commissioner Abrams, it was voted on and unanimously carried to enter into executive session, pursuant to Section 92-5(a), (4), HRS: "To consult with the board's attorney on questions and issues pertaining to the board's powers, duties, privileges, immunities and liabilities;".
	Upon a motion by Commissioner Abrams, seconded by Commissioner Rice, it was voted on and unanimously carried to move out of executive session.
Executive Officer's Report:	Announcements, Introductions, Correspondence and Additional Distributions
	A copy of the memorandum, dated March 23, 2004, was distributed to the Commissioners for their information. The memorandum contained information on attending board/commission meetings.
	The SEO explained the travel procedures and the history of travel policies and procedures. Again, REC has to follow the policies and procedures, whether we were under the coupon arrangements with one specific airline or under the Panda Travel arrangement, especially for out-of-state travel. Based on the approved travel request, it dictates that date/time a traveler has to be present at the meeting/convention, with Panda Travel deciding the airlines and flight times. With out of state travel, an oral and written report is due in a timely fashion and any vacation/side trip before or after the meeting/convention will have to be approved in the travel request. The airlines changing flight times and the security issue have added more stress to the travel situation. He stressed the importance of the Commissioners notifying staff if their schedule changes, if they are unable to make it to the meeting, or if they had previously indicated they were unable to attend and now are able to attend the meeting.
	The Commissioners were also informed that they should contact the following staff members for travel arrangements:
	Real Estate Commission and Committee Meetings – Irene Kotaka Real Estate Education Program meetings (such as the EETF) – Karyn Takahashi Condominium Program meetings – Tammy Norton
Recodification Report and Legislation	Recodification Attorney Arakaki reported that the outlook for the recodification is a generally positive one. He has been meeting with the Advisory Committee members and has worked through the issues that were raised at the hearings.
	Commissioner Rice expressed concerns over the comments raised that the recodification bill might be used as a vehicle for the condo court bill. He suggested that the Commission consider the options that were available to them and possibly consider changing its position on some of the concerns raised in both bills.
	Recodification Attorney Arakaki stated that helping to solve disputes is important and other alternatives need to be examined.
	Commissioner Rice was concerned that the Commission may leave themselves out of the decision making process if they remain firm in their position.

Commissioner Abrams stated that he was concerned that the funds may be exhausted by 2005. He stated that he was not satisfied with the evaluative method that was brought forward by the Mediation Center of the Pacific and Elizabeth Kent.

The Deputy Attorney General stated that Commissioner Rice was suggesting that instead of using the recodification bill as leverage, the Commission get involved in the condo court bill.

Chair Pro Tem Okawa stated that the Commission needs to be concerned that it is a "good" law. Commissioner Rice stated that if there is a possibility that the law will be a "non-workable" one, then the law should be crafted so that there is some hope.

The chances of the condo court bill being drafted into the recodification bill depend on many factors, such as the confiscation of funds and the repeal of the CRF.

Commissioner Rice suggested that the Commissioner consider requiring that each condominium association board have a dispute resolution committee, following guidelines and procedures. The complaint and records of the proceedings shall be kept for a designated number of years. This would mean that the condominiums would be self-governed as the law intended.

Chair Pro Tem Okawa stated that she would hate to see harmonious condo associations penalized by having to pay bills because other associations cannot handle their disputes.

As stated earlier, those present were invited to attend a town meeting at the Kukui Plaza on Monday, March 29, 2004, at 6:30 p.m. on the second floor of the Diamond Head Tower.

Next Meeting: Friday, April 30, 2004 9:00 a.m. Queen Liliuokalani Conference Room King Kalakaua Building 335 Merchant Street, First Floor Honolulu, Hawaii

Commissioners Nishihara and Rice are unable to attend the April 30, 2004 Real Estate Commission meeting.

Adjournment: With no further business to discuss, the Chair Pro Tem adjourned the meeting at 10:01 a.m.

Reviewed and approved by:

<u>/s/ Calvin Kimura</u> Calvin Kimura Supervising Executive Officer

<u>April 30, 2004</u> Date

[X] Approved as circulated.

[] Approved with corrections; see minutes of _____ meeting.

CK/isk 03/31/2004

APPROVED APPLICATIONS FOR REAL ESTATE REAL ESTATE COMMISSION MEETING ON MARCH 25, 2004

<u>Brokers – Corporations and Partnerships</u> Kahala Business Services, Inc., VR Business Brokers Richard B. Ferguson, PB	Effective Date 02/13/04
Sandalwood Properties, Inc., Sandalwood Properties Douglas F. Bryant, PB	02/09/04
Pacific Horizons Properties, Inc. Linda Caleo, PB	02/18/04
Kaanapali Production Company, Inc., Coconuts Activity Center Joseph M. Stimbroski, PB	03/04/04
Retirement Resources, Inc., M & A Group Steven M. Rogers, PB	03/12/04
<u>Brokers – Limited Liability Companies and Partnerships</u> 123 Realty, LLC, Cost-You-Less Realty Harry I. Kogachi, PB	Effective Date 02/04/04
The Real Estate Resource, LLC, Prudential Advantage Realty Myron N. Kiriu, PB	02/20/04
Maui Ohana Realty LLC Cherlyn Kong, PB	02/09/04
Wilson Investment Group, LLC Craig Wilson, PB	02/12/04
Real Estate Management & Investment LLC, Dower Realty Windward David L. S. Catanzaro, PB	03/02/04
Hawaiian Dream Properties LLC, Hawaiian Dream Properties Doris J. Jacober, PB	03/04/04
Akamai Realty, LLC Jan J. Peterson, PB	03/05/04
Hale Pomaika'i Realty, LLC Benjamin V. Chen, PB	03/05/04
Brokers – Sole Proprietor Charlie Parry, CP Kona Realty Patrick T. Kubota Don R. Cowell Mark E. Isenmann Susie S. H. Loh Dean R. Gilpin Francis Goffredo	Effective Date 02/02/04 01/05/04 01/05/04 01/06/04 01/09/04 01/12/04 01/13/04

Brokers – Sole Proprietor Richard H. Kuitunen Sally B. Batallia Roy Y. Yamada Nils P. S. Katahara Steve Marcotte, A Piece of Paradise June C. H. Mizuta, June Mizuta Realty Mei Tam, Hawaii Resort Realty Richard T. Holly, Hawaiian Isle Properties Farid Ghahremani Jane A. Iinuma Andy Brous Wendelin Campbell Dennise Marie Smith	Effective Date 01/13/04 01/16/04 01/20/04 01/28/04 02/09/04 02/20/04 02/24/04 03/01/04 03/01/04 02/02/04 02/09/04 02/09/04 02/23/04
Trade Name	Effective Date
Sally B. Batallia, Sally Batallia Realty	02/06/04
Stanley M. Yoshioka, The "Single Agency" Realty Company	02/23/04
Equivalency to Uniform Section of Examination Certificate	Expiration Date
Steven K. Meyer	02/20/06
Emiko Yoshida Frye	02/20/06
Monty G. Alexander	02/24/06
Glenn Groff	02/26/06
Laura Jean Burgess	02/26/06
Charles M. Aton	02/26/06
Lisa S. Latham	02/26/06
Kenneth R. Kuhlman	02/27/06
Eric Taylor Nurmi	02/27/06
John David Heide	02/27/06
Tracey A. Novy	02/27/06
Michael Ross McQueen	02/27/06
Dennis Szoke	02/27/06
Jayne M. Doole	03/01/06
Brenda Markham	03/01/06
Dawn K. Harry	03/01/06
Gregory Malcolm Lattimer	03/01/06
Richard J. Reed	03/02/06
Anthony J. DiMauro	03/02/06
Marcia C. Balgos	03/02/06
Vickie G. Williams	03/03/06
Rebecca W. Lenefsky	03/03/06
Cary James Collins	03/03/06

Equivalency to Uniform Section of Examination Certificate Joseph McGovern, Jr. Bart C. Pitzer Laloifi Lola McLaughlin Nels D. Stemm Susie Dennis Cheryl A. Conway Mari Everett Janice Burton Heide Leonora Prince John R. Sherman Thomas C. Deal Harold Victor Parker, Jr. Will Wild Victor Vasu	Expiration Date 03/03/06 03/04/06 03/04/06 03/04/06 03/04/06 03/04/06 03/04/06 03/08/06 03/11/06 03/11/06 03/11/06 03/11/06 03/11/06
Educational Equivalency Certificate	Expiration Date
Elizabeth Anne Williams	02/20/06
Emiko Yoshida Frye	02/20/06 02/24/06
Monty G. Alexander Glenn Groff	02/26/06
Laura Jean Burgess	02/26/06
Charles M. Aton	02/26/06
John L. Tyrrell	02/26/06
Piper Leigh Laird	02/26/06
Lisa S. Latham	02/26/06
Amy Dawn McGuire	02/26/06
Kenneth R. Kuhlman	02/27/06
Eric Taylor Nurmi	02/27/06
John David Heide	02/27/06
Michael Ross McQueen	02/27/06
Prema Fitzpatrick	02/27/06
Dennis Szoke	02/27/06
Jayne M. Doole	03/01/06
Brenda Markham	03/01/06
Dawn K. Harry	03/01/06
Gregory Malcolm Lattimer	03/01/06
Aivars Namikis	03/01/06
Emanuel Ochoa	03/01/06
David Shibata	03/01/06
Bertina Pon	03/01/06
Richard J. Reed	03/02/06
Anthony J. DiMauro	03/02/06

Educational Equivalency Certificate	Expiration Date
Marcia C. Balgos	03/02/06
Vickie G. Williams	03/03/06
Rebecca W. Lenefsky	03/03/06
Cary James Collins	03/03/06
Joseph McGovern, Jr.	03/03/06
Geri Landa Martucci	03/03/06
Bart C. Pitzer	03/04/06
Laloifi Lola McLaughlin	03/04/06
Nels D. Stemm	03/04/06
Susie Dennis	03/04/06
Cheryl A. Conway	03/04/06
Mari Everett	03/04/06
Evan E. Stolze	03/04/06
Janice Burton Heide	03/08/06
Leonora Prince	03/11/06
John R. Sherman	03/11/06
Thomas C. Deal	03/11/06
Harold Victor Parker, Jr.	03/11/06
April Kathleen Lee	03/11/06
Will Wild	03/11/06
Victor Vasu	03/12/06
Debra Deanne Hirata	03/12/06
Harrell D. Baker	03/12/06
Real Estate Broker Experience Certificate	Expiration Date
Maryann L. Trout	02/19/06
Nadine K. Kometani-Oura	02/20/06
Steven K. Meyer	02/20/06
Abd-El-Rahman A. Sultan	02/23/06
Glenn Groff	02/26/06
Laura Jean Burgess	02/26/06
Charles M. Aton	02/26/06
John L. Tyrrell	02/26/06
Harrell D. Baker	02/26/06
Michael Ross McQueen	02/27/06
Jayne M. Doole	03/01/06
Curtis M. Miyahara	03/01/06
Cathi Uyemura-Reyes	03/01/06
Donna M. Y. Azuma	03/01/06
Amelia O. Andrade	03/01/06
Richard J. Reed	03/02/06
Anthony J. DiMauro	03/02/06
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Real Estate Broker Experience Certificate Russ F. Trinidad Leah W. Wesson	Expiration Date 03/02/06 03/03/06
Alberta E. Keamo	03/03/06
Vickie G. Williams	03/03/06
Rebecca W. Lenefsky	03/03/06
Robert T. Cheesbrough	03/03/06
Bart C. Pitzer	03/04/06
Antonio C. Agustin	03/04/06
So Young C. Namikawa	03/04/06
Myra D. Aquino	03/04/06
Dale S. Winters	03/04/06
Kraig A. Lee	03/10/06
Keolani R. Duarte	03/11/06
Leonora Prince	03/11/06
John R. Sherman	03/11/06
Young H. Kim Jade Tse	03/11/06
	03/11/06
Robert S. Sommer Diana B. Hoskins	03/11/06
	03/12/06 03/12/06
Angie L. F. Ho	03/12/00
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<u>Real Estate Broker (upgrade)</u>	Effective Date
Marlene Takara	<u>Effective Date</u> 02/02/04
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Marlene Takara Eileen F. Lacerte Joel K. Backman Mary Lou Page Tiffany Kling David E. Hulbert Trevor W. Benn Abe Loui Susan Fox Gary J. Warmuth Melissa N. Kalauli Joanne Noruzi Lisa J. Ninow Lee Armitage Marsha Bryan Farid Ghahremani Jan J. Peterson	02/02/04 02/04/04 02/09/04 02/13/04 02/13/04 02/26/04 02/18/04 02/18/04 02/18/04 02/20/04 02/20/04 02/20/04 02/20/04 02/27/04 02/27/04 03/04/04 03/05/04
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Restoration – Real Estate Salesperson	Effective Date
Walter C. Kim	01/12/04
Virginia M. Peterson	01/05/04
Joni B. Brotherton	02/12/04
Carey L. Magnussen	02/02/04
Amanda E. Cooke	02/20/04
Scott K. Wilson	03/12/04
Pastoration Paal Estate Broker	Effective Date

<u>Restoration – Real Estate Broker</u> Ginger Akuna Effective Date 01/30/04