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OCTOBER 2025

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Francesca Lampert & Bob Johnston

Profile:
**CHRISTIANNE
HADLEY**

Rising Star:
**RACHEL
SUDANO**

Profile:
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Welcoming a New Season of Growth and Connection

What a summer. From coffee meetups that turned into strategy sessions, to packed rooms at our gatherings where introductions became real friendships, the past few months have reminded me why this community is so special. Silicon Valley may be known for innovation and speed, but what I have seen this summer is heart, generosity, and a deep commitment to lifting one another up.

As we turn the page and welcome fall and winter, I find myself energized by the rhythm of the seasons. Autumn always feels like a reset. Calendars fill, goals sharpen, and we get to celebrate the wins that carried us through the year while laying the groundwork for what comes next. Winter invites reflection. It asks us to pause, to give thanks, and to double down on the habits and partnerships that make us better.

These last ten months as the new publisher of *Silicon Valley Real Producers* have been an incredible experience. I have had the privilege of hearing your stories. I have watched agents, lenders, title reps, stagers, photographers, and so many others collaborate with humility and excellence. I have seen new agents find mentors, seasoned pros share hard-won wisdom, and preferred partners go the extra mile to help someone close strong. Every issue we produce is a reflection of that spirit. It takes many hands, and I am grateful for each one.

To our featured agents, thank you for trusting us with your journeys. Your resilience and leadership are the backbone of this magazine. To our preferred partners, your support keeps this community thriving. You show up, you serve, and you add value in ways that often go unseen but never go unfelt. To our writers and photographers, thank you for capturing the details that reveal who people are, not just what they have achieved.

Looking ahead, we are focused on deeper storytelling, smarter resources, and events that spark real connection. Expect helpful tools, thoughtful spotlights, and more moments for you to meet face to face with the people who can help you grow. My promise is simple. We will keep the bar high, we will listen closely, and we will continue to build a magazine and community that reflects the best of Silicon Valley real estate.

Thank you for an unforgettable summer and for the trust you have given me over these ten months. Here is to a bright fall, a meaningful winter, and to all we will accomplish together.



With gratitude,
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Christienne HADLEY

REIGNITED & RISING

BY REBECCA WILSON
PHOTOGRAPHY BY: OLHA MELOKHINA PHOTOGRAPHY

What happens when an accomplished agent returns to real estate with a fresh perspective and renewed sense of energy? In Christienne Hadley’s case, the answer is simple: a reignited spark that’s fanning her rising career.

Reignited in Real Estate

Years ago, behind the front desk of the Cornish and Carey real estate office sat teenage Christienne—eagerly observing her surroundings.

She recalled being immediately drawn to the real estate realm. “One of the biggest sparks for me was watching a family pick up the keys to their brand new house,” said Christienne. “The excitement and joy were palpable, and I knew I wanted to be a part of something like that.”

Initially, she began assisting agents with open house tours. “I would thoroughly examine each house and imagine what families could live there—whether it was grandparents, a younger couple, or even new families,” she detailed.

After some time, Christienne earned her real estate license while working for a top-producing agent on the Peninsula.

“When the opportunity arose, I moved to a new brokerage where my mother was

already working,” Christienne explained. “That was, until another spark hit me,” she added, referring to meeting and falling in love with her now husband. “I met the guy, moved to New Zealand, got married, and welcomed two amazing daughters,” she said proudly.

Wanting her family to be her primary focus, she made the obvious choice. “I took some time off to raise my daughters. When they were old enough, I was ready to get back to work,” she admitted. “I tried on a few hats—including paralegal and office manager—before I realized that my true passion was always real estate,” she revealed. “I started back slowly, working as the assistant to a top-producing agent, then branched out to start my own business.”

The Peninsula has become more than a market for Christienne—it’s the place where her career feels most at home—servicing areas such as Menlo Park, Portola Valley, Palo Alto, Redwood City/Emerald Hills, and her hometown of Woodside.

That same sense of belonging extends to The Johnston Lampert Group at Coldwell Banker Realty, where Christienne has found a professional home that reflects her values and vision.

Rising in Real Estate

Ranked among the Top 500 agents in the nation, Christienne Hadley is proving that her reignited passion isn’t just sustaining her career—it’s fueling her rapid rise in the industry.

As part of Coldwell Banker’s Global Luxury platform—and with over twenty years honing her craft—Christienne is now widely regarded as a leader in the luxury market. She’s also a member of Coldwell Banker’s International Diamond Society, an honor reserved for the top 8% of agents within the brokerage, based on performance metrics.

What truly sets her apart, though, is her unwavering dedication and passion for both the industry and her clients. When asked what it took to reach such a prestigious standing, she reflected: “Dedication and patience. Creativity and perseverance. Discretion and stamina.” These words carry immense weight, defining the very characteristics that shape her success as a top-producing agent.

Staying sharp in a demanding market requires discipline, and she has incorporated consistent habits to help her do just that.

“I have a family with a lot of moving parts, so making sure to set aside





time for myself and my career is crucial,” said Christienne. “I always start by spending the first 30 minutes of every morning with reflection and gratitude,” she added. “No electronics. I drink some water and do stretching and exercising.”

“In this business, every day can be a moving target, so I jump right into whatever task each day will require. I also have a few daily and weekly routines with my clients and colleagues to stay on top of the market.”

Christienne always finds ways to help her clients—even beyond the sale. “I’m always available to them, even after the closing of an escrow,” she stated. “I help with the next steps—whether it be offering guidance on a design, build, remodel, or even helping them find a great gardener. My clients become my friends and family, which means everything.”

Through both trials and triumphs, Christienne has remained steadfast in her calling for real estate. “I’ve learned a

“Never give up and never slow down. The next best thing to ever happen could be right around the corner. Until then, work hard and always be yourself.”

hard lesson in loyalty—when other real estate professionals have let me down. It changes the way you trust people,” she confessed. “That’s why I’m so grateful to be part of the Johnston Lampert team.”

“I also had one transaction many years ago that really had a terrible impact on me,” she shared. “I even considered leaving the industry altogether, but I made it through and I’m so glad that I did.”

Those tough lessons have proven invaluable for Christienne, only further strengthening her success. “Every time I close a tough transaction or soothe a trepidatious client, I’m reminded of that gratitude,” she said. “Mostly, I’m just proud to be successful in this business and to be part of such an amazing team.”

If Christienne could speak to the agent she was five years ago, her advice would be simple: “Never give up and never slow down. The next best thing to ever happen could be right around the corner. Until then, work hard and always be yourself.”

At the end of the day, she strives to be ‘the most fierce and loyal friend’ to each of her clients. “I just want every person I work with to know that they matter,” she said strongly.

From the initial spark that drew her to real estate to the reignited fire she carries today, Christienne Hadley is rising in both success and impact—leaving a lasting legacy of dedication, loyalty, and family-focused service.

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The Global Agent: Redefining Real Estate

Lana Miles challenges the status quo, proving that expertise isn't confined to neighborhoods, and success can span the globe.

Lana Miles is reshaping real estate with fresh ideas and innovative strategies. "You can do the business in any way you want to do the business, there is no right or wrong way," she asserts. Instead of limiting herself to one neighborhood, Lana lets her clients and the market guide her approach. While she currently focuses on Silicon Valley, she's expanding into Miami and New York, with aspirations of going international. With established connections in Europe, those dreams are already within reach.

Growing up in Ukraine, Lana immigrated to the United States at 20, just as the war was breaking out in her home country. Knowing it would soon become too dangerous to stay, she made the difficult decision to leave. Arriving alone with almost nothing, Lana enrolled in college and started working right away. During an internship in Silicon Valley, the company's CEO told her she had a natural talent for sales. Shortly after, she earned her real estate license at 24. In her first year, she sold 19 homes, proving she could thrive in the industry. "I sold 19 homes in a city that I had never been to before," she expands.



Real estate has proven to be the perfect fit for Lana, though the journey wasn't always easy. "Real estate is very difficult for a lot of people, but it's even more difficult when you're starting with no help, no money,

from a different culture and language," she explains. Alone in a new country and building a life from scratch, Lana pushed forward to claim her place in an industry she deeply loves. "I love this industry because it is

not just transactional. I'm participating in the life events of my clients." Since her start, she has been a top producer at her brokerage every year.

After establishing herself in Silicon Valley as a top-



"I love this industry because it is not just transactional. I'M PARTICIPATING IN THE LIFE EVENTS OF MY CLIENTS."

producing, trusted agent, Lana saw an opportunity to expand into Miami. She immersed herself in the market, visiting often and building connections with local agents. Since her first visit earlier this year, she and her Miami partner have already sold five homes. Working with high-level

clients has opened many doors, and Lana is now learning the New York market to better serve them. She sees tremendous potential there and is eager to be part of its growth.

Lana wants agents and clients alike to know they don't need to limit

themselves to one market, or even one country. Real estate careers don't have to follow a single path; each agent can build a model that fits their vision. "Not only can you create the business that you want, you can create the life that you want. I want to have the best possible business and the best possible life," Lana says. Many of her clients are busy professionals who don't have time to find a new agent in every city where they invest, and she strives to be their go-to advisor wherever they expand. Her goal is to be a trusted partner in all of her clients' investments.

As her business has grown, Lana has devoted much of her time, energy, and resources to helping communities back home in Ukraine. In 2022, she returned during the height of the war to bring her parents to California, something they resisted, wanting to remain in their homeland. "I literally grabbed my parents. It was probably the most difficult thing I've ever done," she recalls. Despite skepticism from others, Lana has continued investing in Ukrainian real estate. Between 2022 and 2023, she spent more time volunteering than working, helping families find housing both in Ukraine and abroad. "It was a lot of work but it was very rewarding," she says. She also raised funds for families trapped in war zones and supported displaced Ukrainians in the U.S. by helping them secure jobs and housing. "I love America because I have something to compare it to," Lana asserts.

In her rare free time, Lana enjoys traveling to off-the-beaten-path destinations, studying beautiful architecture, and staying active. "You can't be a really good business person unless you're taking care of your body and your mind," she says. This year, she traveled to Bali, an experience she describes as amazing. She loves immersing herself in new cultures, connecting with local people, and exploring the real estate market along the way.



Lana Miles' incredible work ethic stems from the courage it took to move across the world alone, without knowing anyone, speaking limited English, or having much money. She has the grit and determination to be an excellent negotiator and always goes to bat for her clients. Lana is aiming to change the way real estate is done in this country, and she is well on her way. To her, success is waking up every day excited for what is to come, a goal she has already achieved.

You can follow Lana Miles on Social Media @lana_miles_luxrealtor

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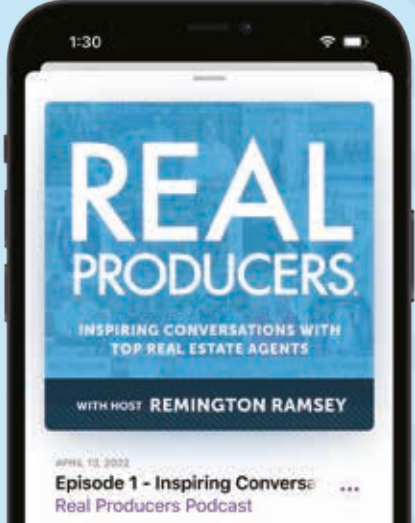


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Our Favorite Things

SPECIALTY GIFTS

BY JESSICA WELLAR
PHOTOGRAPHY BY: OLHA MELOKHINA PHOTOGRAPHY

Gifting Joy

“Sourcing quality items over the cheapest is a choice meant to support and encourage smaller brands to continue producing fabulous items,” Paloma Mansour begins. “Many companies will try to give you the best price, while we strive for the best value.”

As the owner of Our Favorite Things Specialty Gifts, every day feels like Christmas now for Paloma. Her quality-focused philosophy is at the heart of her specialized gift business, launched in 2023 after working at a similar wine-focused venture for two years. While that first foray taught her what not to do, it also revealed something far more important — she wanted to focus on gifts that bring joy, rather than something purchased as an afterthought.

Today, her company curates elegant, custom gift packages that make every recipient feel special — and makes life a whole lot easier for busy Realtors who want to leave a lasting impression.

A Joyful Mission

While her clients might imagine her days are filled with browsing Pinterest and Etsy for inspiration, the reality is far less glamorous.

“More of my time is spent on the back-end and logistics than it is on searching for fun new inventory and greeting cards,” she admits. But that behind-the-scenes effort is exactly what allows her to deliver a seamless gifting experience while sourcing high-quality products.

Paloma estimates 80% of her gift orders are customized to the client or occasion, and always sourced from small businesses. From cozy blankets, robes, and artisan candles to gourmet treats and travel essentials, Paloma ensures every package feels intentional.

Her “Warm Welcome” gift package — filled with cozy items like a blanket, candle, and room spray — remains a Realtor favorite, while the Pamper Kit is also popular.

The holidays are unquestionably her busiest season, and Realtors who want the best selection need to plan ahead.

“My advice would be to get orders in by October to give us the opportunity to provide you with the widest variety of items that can be included,” Paloma suggests.

There’s also a perk for early birds: “As an incentive, we are offering Real Producers 10% off their orders if they are placed by October 1st.”

And when it comes to closing gifts, her advice is similar: “If you know a closing date, being prepared by notifying us in advance, rather than a day or two after closing, allows for gifts to arrive closer to the occasion. Under normal circumstances, our turnaround is fairly quick but it never hurts to call in advance to chat about options, especially if you want something we don’t normally carry.”

A Foundation of Service

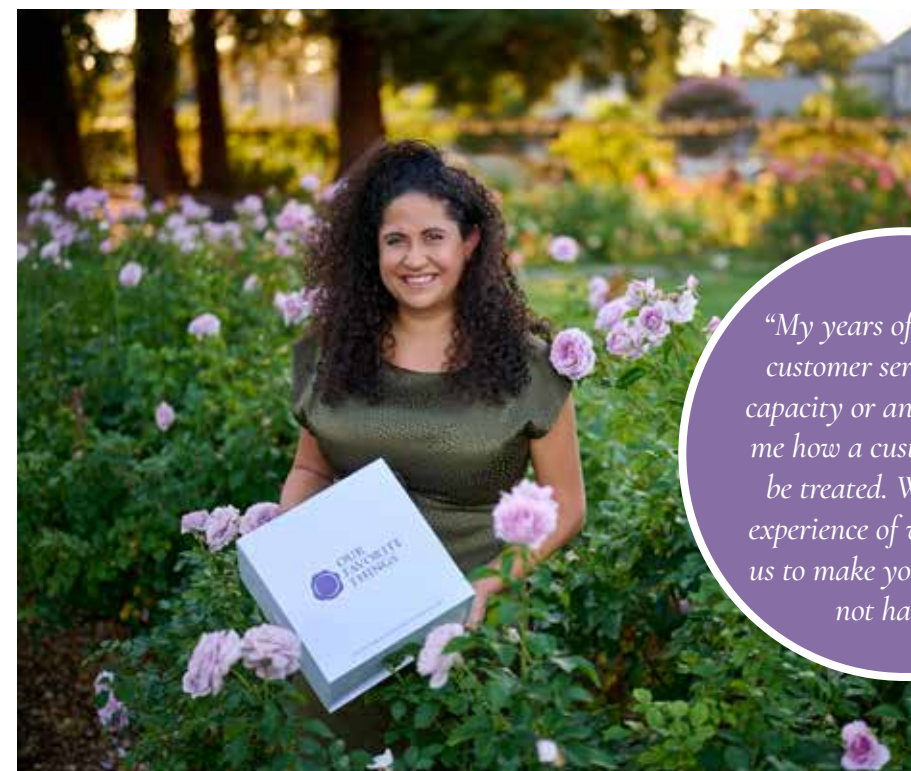
Paloma’s end goal is to relieve what she calls “the weight of not knowing what to give and the time associated with great gifts.” Delegating that task to her ensures it’s done elegantly every time.

But her ability to anticipate needs and deliver didn’t appear overnight. A graduate of the Culinary Institute program, Paloma headed into the restaurant world for 15 years before deciding she needed more time with her husband and family.

“I still love cooking for family and friends, and traveling to eat good food,” she elaborates. “I love getting to know a country through cuisine.”

Initially, Paloma thought she’d go back to school for another degree after leaving the restaurant scene, but a stint with another gift company shifted her path entirely.

“My years of working in customer service, in one capacity or another, taught me how a customer should be treated. We want the experience of working with



“My years of working in customer service, in one capacity or another, taught me how a customer should be treated. We want the experience of working with us to make your life easier, not harder.”

us to make your life easier, not harder,” she affirms.

Her “secret sauce” boils down to three things: the vendors she works with, the attention to every detail, and the level of service her clients can count on. She’s proudest when a new client notices that special effort.

“From the curation to the fabulously large bow, we want to make sure every detail is attended to, and it’s massively rewarding when others notice,” she smiles.

Beyond The Business

Born and raised in Northern California, Paloma earned her bachelor’s degree in hospitality and political science at San Jose State before realizing law wasn’t her calling. “Now I get to work with people on their best days, not their worst!!” she points out.

She and her husband, T.C., have been together for a decade and married for three years. Their family includes two adopted cats — affectionately called their “teenage twins” — and a puppy. The happy couple share a love of travel, food, and time outdoors.



To recharge, you’ll find Paloma in the mountains with a good book, at the pool, or home with her pets. Boundaries help her keep work from consuming every waking moment — something she admits is key to avoiding burnout.

Looking ahead, Paloma’s excited about traveling to Mallorca soon for a friend’s wedding — another chance to combine her love for celebration, travel, and connection. And she’s already gearing up for what she hopes will be Our Favorite Things’ busiest holiday season yet.

For Paloma though, future success is about much more than revenue: “I measure our success on the reputation of our services,” she emphasizes.



“When we are requested for an office presentation, or to have a table at an event, we know that we’ve earned the spot by being great at what we do!”.

And while her focus remains on delighting clients, she never loses sight of the bigger picture.

“We all benefit when we work together and build each other up, in all arenas,” she thoughtfully concludes. “It’s easy to be selfish, but there is no joy in not assisting those around us.”

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Link Up BPO



BY CHRIS MENEZES
PHOTOGRAPHY BY: OLHA MELOKHINA PHOTOGRAPHY

Roberto Saldana and Link Up BPO: Talent Beyond Borders

In business, time is money—and for real estate professionals, the ability to scale often comes down to one thing: reliable support. Transaction coordinators, cold callers, marketing assistants, video editors, and admin help are essential, but finding the right people locally can be time-consuming, costly, and sometimes impossible.

That's where Link Up BPO comes in. Founded by Roberto Saldana and his wife, Anahi, the company connects U.S. and Canadian businesses with top-tier talent in the Philippines, Latin America, Mexico, and beyond. From virtual assistants and sales support to specialized creative professionals, Link Up BPO gives business owners the leverage they need to grow.

"The world is digital now, and everyone is looking for great employees to help their business scale," Roberto says. "We're not a marketplace for talent—we're a tailored staffing agency. We take the specific needs of our clients and go find the right people to match, no matter where they live."

According to Roberto, different regions tend to bring different strengths. Brazil produces top developers, Argentina

excels in design, Central America in admin and project management, and the Philippines is a hub for video editors. "We don't just hire based on résumés either," Roberto explains. "We look at how people communicate, how eager they are to learn, and whether they're reliable."

Unlike generalized hiring platforms, Link Up BPO

builds curated teams and serves as the direct employer for the talent they recruit. The company handles HR, onboarding, contracts, payroll, and benefits, including health insurance, PTO, and holidays. "Our clients pay a single invoice, and we make sure their virtual assistants are supported, protected, and set up for success," Roberto says.

For REALTORS®, that support is a game-changer. From transaction coordination and cold calling to marketing, social media management, and video editing, Link Up BPO provides reliable professionals who allow agents to focus on relationships and closings. Roberto knows the industry well—his first sales role was

selling real estate media packages in the Bay Area, giving him a front-row seat to the needs of agents.

In just three years, Link Up BPO has grown to more than 130 virtual assistants and continues to expand. The company operates training centers in the Philippines and is opening new offices in Nicaragua, providing opportunities to students and recent graduates while maintaining high standards for client service.

Behind that growth is a dedicated core team based in Nicaragua—Jose, Keyla, Sasha, and Marcela, Roberto's executive assistant. "They've been with me through the ups and downs, and I couldn't have built this without them," he says.

"Our mindset is always client first," Roberto continues. "But we also make sure to take care of our team. When people feel respected and valued, they deliver their best work."

That philosophy is rooted in Roberto's own story. Born and raised in Nicaragua, he grew up in a family with plenty of love but limited resources. As a kid, he and his cousins would pretend to run a business, imagining offices and teams of their own. After college and a series of jobs in the U.S., he landed his first remote sales role. With no experience but relentless determination, he proved himself—and soon found a niche connecting overseas workers with U.S. companies.

In 2022, Roberto and Anahi officially launched Link Up BPO. A month later, his



“It’s about helping others grow and making sure that anyone who knows me takes something positive away—advice, support, even just a conversation. One word, one smile can change someone’s day.”

father passed away. “That gave me even more drive,” Roberto says. “I wanted to build something for my future and my family’s future, and I knew this was something I could build from anywhere if I focused on serving clients and treating people well.”

Since then, Link Up BPO has grown into more than a company—it’s become a movement. Roberto has helped entire communities find work, including members of a church congregation in the Philippines who now thrive as video editors and virtual assistants. Clients have embraced that culture, often sending gifts and

encouragement to their overseas teams.

“Many companies perceive offshore workers differently, but there’s no need,” Roberto says. “Whether someone is in Nicaragua, the Philippines, or the U.S., we’re all the same. There are amazing talent and amazing people everywhere.”

For Roberto, success is simple. “It’s not about money,” he says. “It’s about helping others grow and making sure that anyone who knows me takes something positive away—advice, support, even just a conversation. One word, one smile can change someone’s day.”



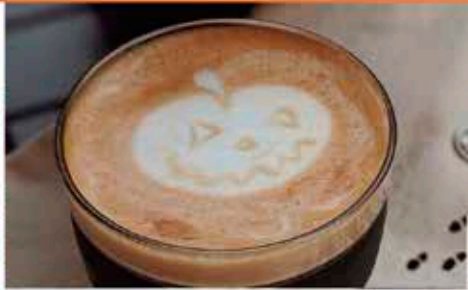
That belief has become the foundation of Link Up BPO’s motto: Talent Beyond Borders. By bridging the gap between business owners in the Bay Area and skilled professionals worldwide,

Roberto and his team are helping top producers scale smarter while giving talented people across the globe opportunities they never thought possible.

CONTACT US!

To learn more about how Link Up BPO can help your business grow, visit <https://linkupbpo.com>.





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Rachel Sudano

Making Dreams Come True

BY ELLEN BUCHANAN • PHOTOGRAPHY BY: OLHA MELOKHINA PHOTOGRAPHY

“Every time you smile at someone, it’s an action of love, a gift to that person, a beautiful thing.”
– Mother Teresa

Rising Star Rachel Sudano takes those words to heart. “In real estate, we’re dealing with all different types of people,” she says, “and sometimes the simplest things can help bring you back and center yourself.”

Rachel has experienced a meteoric rise since joining the Johnston Lampert Group at Coldwell Banker Realty just under two years ago. Her sales volume has jumped more than 76 percent year over year—and 2025 is far from over.

From Celebrations to Closings

A native of San Gregorio, California, Rachel earned a degree in psychology and parks and recreation with a concentration in event planning from Cuesta College in San Luis Obispo.

“I’ve been doing fundraisers and events with my grandma and mom at the local church in La Honda ever since I can remember. Once I learned event planning was actually a major, I thought, ‘Well,

now it’s clear what I’m going to do,’” Rachel says with a laugh.

Rachel’s first career was working for a corporate trade show company, where she traveled the U.S. attending large-scale events like the New York Auto Show and Comic Con. She also ran a part-time event business until COVID halted in-person gatherings.

Looking to supplement her income, Rachel joined longtime family friend Bob Johnston’s real estate business as a backend coordinator. Over the year, she realized real estate shared the same appeal as event planning.

“I loved event planning because I was helping people during stressful times that involved large amounts of money, lots of family drama, and pressures. I started to love working with the team’s clients, helping people move into homes—some of the biggest transactions of their lives,” Rachel explains.

After a year as the team’s backend coordinator, Rachel studied for her real estate license, passed on the first try, and joined the team as a REALTOR® at the end of 2023.

Fast Track to Success

In her just over a year and a half in real estate, Rachel has enjoyed significant success. In 2024, she closed over \$9.1 million in sales volume across six transactions, and in just the first three quarters of 2025, she has closed over \$16 million. She credits her early success to her mentors and team leads Bob Johnston and Francesca Lampert.

“I’ve been so lucky to be on this team and learn from people who have been in the industry for so long,” she says. “I never got my ‘freshman year’ of real estate; I just jumped right in.”

Rachel joined the Johnston Lampert Group as it was building momentum. Since then, the team has earned numerous accolades, including Coldwell Banker’s International Diamond Society and the International Society of Excellence Award, the #1 Top Medium Team for San Francisco/Peninsula in 2024, and recognition in 2025 by RealTrends as among the top 1.5 percent of agents nationwide.

People First, Always

Rachel attributes her early success to a commitment to



helping clients achieve their goals. However, about six months in, she felt the work was becoming too sales-focused and reevaluated her approach.

“I asked myself what it was that I loved about all the jobs that I’ve done before, and it brought me back to the understanding that I am not selling anything; I’m trying to help people get what they want and what they need for their families and their investments. So my whole

approach is, what can I do for you? And how can I help you get there?”

One way Rachel and the team help clients achieve their goals is through their private, in-house construction company, Cal West Builders, available exclusively to the team’s real estate clients. The company can purchase and renovate homes or handle partial and full remodels, and having worked on the construction side before becoming an agent, Rachel

is uniquely positioned to guide clients through the process.

Life Beyond Real Estate

Rachel and her husband share their home and hearth with their Queensland Heeler/Lab mix, who grew up on Rachel’s family property in San Gregorio. “She now has a very posh life compared to her guarding-dog days,” Rachel chuckles.

The couple makes time for travel when they can, aiming for a tropical getaway each winter and summer visits to family. They enjoy hiking with their dog and playing basketball at their community center. Inspired by her personal trainer mother, Rachel works out to stay fit and indulges her creative side, crafting custom key chains, shirts, and gifts for closings and celebrations.

Looking Ahead

Rachel and her husband are preparing to update their own home, using Rachel’s skills and her team’s resources to enhance its value. Their ultimate goal is to move further down the Peninsula, find a property with more land for their dog, and create space for a future family.

Professionally, Rachel is excited to manage two major client remodels in Menlo Park and Portola Valley and continues to build her knowledge from some of the greatest in the industry, applying it to every client, new and returning alike.

For Rachel, the most rewarding part of her work is helping clients achieve goals they once thought out of reach.

“The best part is seeing the smiles and joy when people move in,” she says. “That’s what it’s all about—making dreams come true.”

You can connect with Rachel on social media @rachyrose95

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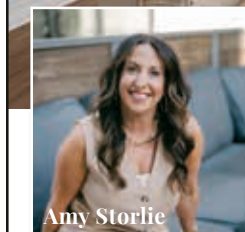
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THE JOHNSTON LAMPERT GROUP



BY ASHLEY KIVISTO
PHOTOGRAPHY BY OHLA
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BOB JOHNSTON AND FRANCESCA LAMPERT TURN EXPERTISE AND FRIENDSHIP INTO REAL ESTATE SUCCESS.

Francesca Lampert grew up in the Bay Area as an only child with two supportive parents. She loved horseback riding and dreamed of a career in children's book publishing, working toward an English degree at UC Berkeley to make that goal a reality. After entering the publishing world, however, she found the corporate atmosphere stifling and too cutthroat for her personality. Though the Bay Area offered opportunities in tech, that path didn't appeal to her either. With a father who was a builder by trade, Francesca grew curious about exploring another field. She decided to try real estate, "falling into" the industry as an assistant. "I just completely caught the bug and I loved it more than I ever expected," Francesca says of her entry into real estate.

About a year into her career, Francesca worked with a client looking to purchase a large plot of land. The go-to expert for transactions like this was her colleague, Bob Johnston, who had extensive experience in land development and assisted with the sale. As they worked together, a friendship grew alongside their professional relationship, and today the two are inseparable. "We're best friends!" Francesca gushes. They see each other every day and remain in constant contact. In 2024 alone, they reached \$91 million in sold and pending transactions, with 41 properties and 16 remodels. "We have a really great team working behind us. We have a great village," Francesca says. Bob echoes the sentiment: "We have an exceptional team."



Bob Johnston also grew up in the Bay Area. "The Bay Area has been my home for a long long time," he says. From a young age, Bob was a natural entrepreneur, delivering papers, mowing lawns, and taking business courses at a junior college. At just 19, he started his first official company with his father, Johnston Mill Work, selling high-end building products. After running the business for 16 years, mostly on his own following his father's retirement, Bob felt the pull to explore the real estate side of the industry. "I really took to the designing of homes as well as developing and building. I love the design process. When it comes to real estate, building, and development, even land development, I've done a lot of different things," Bob explains. His first year in real

estate was highly successful, and he soon decided to sell his business to focus solely on real estate.

Bob's extensive knowledge of the building process, paired with his understanding of every detail of construction, combined with Francesca's hands-on background from her father's career and her eagerness to learn under a mentor, makes them a powerhouse duo. Francesca notes that Bob often knows even more than the building inspectors, giving them a significant advantage that their clients benefit from.

Bob, Francesca, and their team are known for handling the area's most complex and challenging cases. "There's not a tricky real estate situation that I haven't handled," Bob says. One



notable case involved an elderly couple who had lost everything in a fire, escaping their home with only their cat and a few belongings. Their sole remaining asset was a rental property in Redwood City, but the tenant refused to leave. After trying to sell the property with no success, Bob and Francesca decided to purchase it themselves. They paid the renter a generous amount to relocate and even assisted with her move. In just three months, they remodeled the property for a handsome profit and with all parties happy.

This example highlights both their business acumen and the heart they bring to every transaction. They are always on the lookout for lucrative opportunities for their clients, with a clear plan to turn each vision into reality. “We don’t want you to be just a homeowner, we also want you to be a savvy real estate investor,” Bob explains. They truly offer a one-stop shop for their clients. “Hand

us the keys and we’ll take care of the rest!” Francesca adds. Their success stems from diligence, patience, and expert handling of every transaction. “It’s the execution, the presentation, and the way we market. We take care of people,” Bob says. As a result, they often field calls from new clients. “Referrals are the backbone of our business,” Francesca explains. Their hard work has not gone unnoticed: Francesca was named to Coldwell Banker’s 2019 30 Under 30 and the National Association of Realtors’ 2020 30 Under 30, while the Johnston Lampert Group earned recognition as Coldwell Banker’s 2024 SF-Peninsula Top Medium Team. The following excerpt from a recent testimonial perfectly illustrates the level of service they provide: “Choosing Francesca and Bob was one of the best decisions Mitch and I have ever made—second only to marrying each other. That’s how much they mean to us.

That’s how extraordinary they are. From the very first meeting, they didn’t just ask about the house—they asked about us. Our life here. Our family. Our memories. They wanted to understand what this home meant before ever talking about how to sell it. That told us everything about who they are: real people who care deeply, and professionals who do things with purpose and heart.

And then they got to work—and wow, did they work. Fran and Bob are a dynamic, powerhouse team with unstoppable energy, unmatched experience, and absolute commitment to their clients. The market in our neighborhood was quiet. Other homes were sitting. But with their strategy, staging, marketing, and vision—it felt like they lit a spark. We launched, had an open house and broker tour, and within 48 hours, our home was sold. We are 100%

“IT’S THE EXECUTION, THE PRESENTATION, AND THE WAY WE MARKET. WE TAKE CARE OF PEOPLE.”



confident: no other team could have pulled that off.”

While Francesca and Bob are deeply committed to their business, they both have interests outside of real estate. Bob lives on a family compound with his two children and two grandsons. “They are a big highlight in my life,” he says of his family and partner, Rhonda. In addition, Bob serves as

President and CEO of Premier Art Acquisitions, Inc. PREMIER is a digital asset security token that offers fractional ownership while highlighting the cultural significance, lasting value, and importance of Premier Art Acquisitions’ fine art collection.

Francesca is very close to her family and has a large circle of close friends. She enjoys traveling and attending

events with them, including numerous weddings over the past few years. She was even ordained and performed a wedding for a friend this year. Francesca is also passionate about providing affordable housing and has put her beliefs into action, owning seven rental units in Oakland that she rents exclusively to Section 8 low-income families. “I really believe in

Oakland and the people and community there,” she says. She is a strong advocate for accessible, safe housing in the area. In line with this vision, Bob also founded the Community Builders Foundation, a non-profit dedicated to helping seniors facing housing issues.

For Bob and Francesca, success isn’t just measured in sales, but in the lasting

relationships and impact they create along the way. With their unmatched knowledge, dedication to clients, and genuine care for their community, the Johnston Lampert Group continues to set the standard for real estate in the Bay Area.

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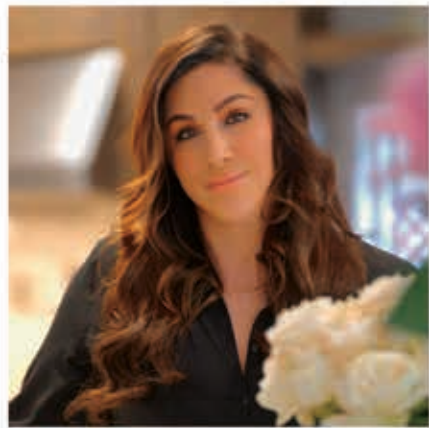
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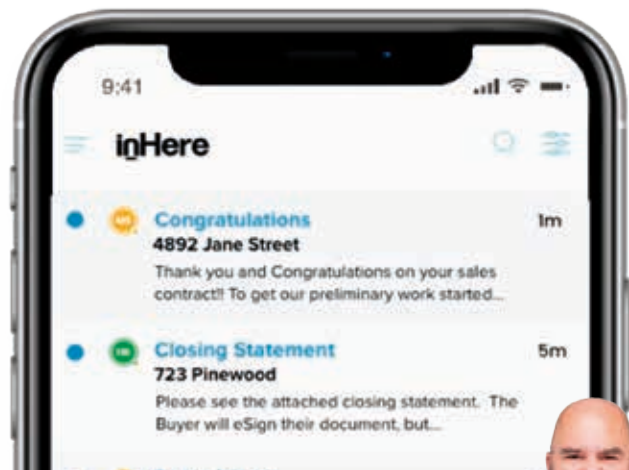


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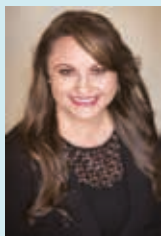
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