

REAL ESTATE NEWS

Mother-daughter team soars to No. 1 at Real Estate One



Number One: Carol and Esther Shapiro are flying high as mother and daughter real estate team for Real Estate One. The Shapiro's are in the top 5 percent of America's 1.7 million real estate agents.

By MARY RODRIGUE
STAFF WRITER

There's no stopping Shapiro and Shapiro.

The dynamic duo of real estate, mother Esther and daughter Carol cover the Oakland County market like few others.

Combining their efforts five months ago, the Shapiros are top producers for Michigan's largest real estate company, Real Estate One. Members of the Seven Million Dollar Round Table and Presidents Council of Excellence, they are in the top 5 percent of America's 1.7 million real estate agents.

Growing up in Southfield and West Bloomfield, Carol watched her mother close deals for more than 15 years before jumping into the fray herself in May 1992.

"I've been licensed seven years. I was in property management, managing apartments for years before I started selling," said Carol, 33, of Farmington Hills.

"We market our listings from two different offices," she said. "We go on all listing appointments together. We work separately with clients so there's no duplication of efforts. We balance each other real well."

"We have a similar sense of business. We grew up in a family of builders."

In fact, another team of Shapiro's, Carol's father, Harry, and brother, Gary, work together in land development in Oakland County with the Ivanhoe Compa-

ny. Two sisters have other careers. Audrey teaches art in Dearborn. Barbara is with the Chase Manhattan Bank in New York.

"Carol is the baby," Esther said. "There's really no down side to us working together. She has a good healthy respect for me," said Esther, an associate broker in the Bloomfield Hills office on Telegraph.

Carol is a sales associate in the Farmington Hills office on Orchard Lake Road.

"I think it helped that she got her feet wet in a separate office," said Esther. "A lot of her early experience went with me. She won't tell you, but she was voted rising star for doing the most volume in her office."

"We approach negotiations in the same fashion. We know how to narrow down a search. It really helps to enjoy what you're doing. We're having a lot of fun."

"She has a good knack for putting deals together. She's a problem-solver."

Esther began her own career in the same Farmington Hills office.

"She reminds me of me early in my career," she said. "Now that the two of us have combined efforts, I'm learning new techniques from her to include in my portfolio."

The Shapiros enjoy representing both buyer and seller instead of specializing in one area.

How the ADA may affect your condo operation

We are members of a large out-of-state condominium. We have heard about the Americans with Disabilities Act and wonder if it applies to us. We have close to 27 employees and more than 700 units.



ROBERT M. MEISNER

Your inquiry is well-timed. As of July 26, 1992, employers with 25 or more employees were affected by the law. Employers with 15 or more employees have to comply with the law by July 26, 1994.

Simply put, the ADA requires employers not to discriminate against anyone with a disability in hiring or promotion. Employers can ask about an applicant's ability to perform a job but cannot inquire if someone has a disability or subject a person to tests that tend to screen people with disabilities.

Employers have to provide "reasonable accommodation" to people with disabilities. This includes steps such as job restructuring and modification of equipment.

However, accommodations are not required if they would impose "undue hardship" on business operations.

The ADA applies to people with disabilities defined as people who have a mental or physical impairment that substantially limits a major life activity such as seeing, hearing or walking.

The term "reasonable accommodation" is defined as any adjustment or modification of the work site that enables the disabled person to do their job. This could be anything from getting a telephone amplifier, a magnifying lamp or raising a desk. There are tax credits or deductions for employers who remove barriers and make accommodations.

Finally, an "undue hardship" is generally defined as an accommodation that poses significant difficulty or expense, adversely affects the work product or poses a direct threat to other employees.

Robert M. Meisner is a Birmingham attorney concentrating his practice in the areas of condominiums, real estate and corporate law. You are invited to submit questions by writing Robert M. Meisner at 30200 Telegraph Road, Suite 467, Bingham Farms 48026. This column provides general information and should not be construed as legal opinion. To leave a voice mail message for Robert Meisner, dial 953-2047, mail box 1871.

Mortgage rates on 30-year fixed fall to 7.21 percent

AP — Interest rates on 30-year, fixed-rate mortgages fell to 7.21 percent this week, according to the Federal Home Loan Mortgage Corp.

from 7.25 percent a week earlier and followed two consecutive increases.

The rate had been falling for most of the year when it started

edging up in mid-April as investors became worried about inflation. It hit 7.52 percent in mid-May, but resumed falling again with the release of government reports showing inflation quieted.

On one-year adjustable rate mortgages, lenders were asking an average initial rate of 4.55 percent, the same as last week.

THE Observer & Eccentric NEWSPAPERS

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HOME & SERVICE GUIDE

1-899
An alphabetical directory of all your service needs. See Above For Section.

REAL ESTATE FOR SALE

300-364

- 301 Open Houses
- 302 Birmingham Bloomfield
- 303 W. Bloomfield Kennebec Orchard Lake
- 304 Farmington Farmington Hills
- 305 Brighton, Highland, Howell
- 306 Southfield Latrobe
- 307 South Lyon, Milford, Highland
- 308 Rochester Troy
- 309 Royal Oak Oak Park
- 310 Huntington Woods
- 311 Westland Commerce Lakes Area
- 312 Oakridge County Homes
- 313 Livonia
- 314 Canton
- 315 Plymouth-Now
- 316 Westland Garden City
- 317 Dearborn
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- 319 Grosse Pointe
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- 323 Homes -
- 324 Other Suburban Homes
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- 326 Condos
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- 367 Business & Professional Buildings Sale/Lease
- 368 Commercial/Industrial
- 369 Industrial Warehouse Sale or Lease
- 370 Income Property
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- 372 Investment Property

REAL ESTATE RENTALS

400-436

- 400 Apartments
- 401 Furniture Rental
- 402 Furnished Apartments
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- 404 Houses
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- 408 Duplexes
- 409
- 410 Townhouses/Condominiums
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- 414
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- 417 Residence to Exchange
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- 419 Rooms
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EMPLOYMENT/INSTRUCTION SERVICES

500-524

- 500 Help Wanted - Dental Med cal
- 501 Help Wanted - Office Clerical
- 502 Help Wanted - Sales
- 503 Help Wanted - Domestic
- 504 Help Wanted - Couples
- 505 Entertainers
- 506 Jobs Wanted Male/Female
- 507 Child Care
- 508 Entry Care & Assistance
- 509 Summer Camps
- 510 Educational Institutions
- 511 Nursing Care
- 512 Secretarial Business Services
- 513 Professional Services
- 514 Attorney/Legal Counseling
- 515 Tax Service

MERCHANDISE

700-736

- 700 Auction Sales
- 701 Collectibles
- 702 Antiques
- 703 Crafts
- 704 Rummage Sale Flea Markets
- 705 Wares/Apparel
- 706 Garage Sale - Oakland County
- 707 Garage Sale - Wayne County
- 708 Household Goods - Oakland County
- 709 Household Goods - Wayne County
- 710 Mail Order for Sale - Oakland County
- 711 Mail for Sale - Wayne County
- 712 Appliances
- 713 Bicycles
- 714 Business & Office Equipment
- 715 Computers
- 716 Commercial Industrial Equipment
- 717 Lawn, Garden, Farm & Snow Equip.
- 718 Building Materials
- 719 Hot Tubs, Spas & Pools
- 720 Farm Produce - Flowers, Plants
- 721 Hospital Equipment
- 722 Hobbies - Coins, Stamps
- 723 Jewelry
- 724 Camera and Supplies
- 725 Musical Instruments
- 726 Video Games, Tapes
- 727 VCR, TV, Stereo, Tape Decks
- 728 CB Radios, Cellular Phones
- 729 Sporting Goods/Electronic Equipment
- 730 Trade or Sell
- 731 Wanted to Buy
- 732 Absolutely Free-Money only

ANNOUNCEMENTS

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- 601 Wedding Chapels
- 602 Lost & Found (by the word)
- 603 Health, Nutrition, Weight Loss
- 604 Announcements/Meetings/Seminars
- 605 Legal Notices
- 606
- 607
- 608 Transportation/Travel

PETS/LIVESTOCK

738-749

- 738 Household Pets
- 740 Pet Services
- 744 Horses, Livestock Equipment

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804 Airplanes
805 Boat Clubs, Mannes
806 Boats/Motors
807 Boat Parts & Service
808 Vehicle Boat Service
810 Insurance, Motor
812 Motorcycles, Go-Karts, Minibikes
813 Motorcycles, Parts & Service
814 Carpenters/Motormen/Trailers
816 Auto/Truck, Parts & Leasing
818 Auto Rentals, Leasing
819 Auto Financing
820 Auto Wanted
821 Junk Cars Wanted
822 Trucks for Sale
823 Vans
824 Jeep's/4 Wheel Drive
825 Sports & Imported
826 Classic Cars
828 American Motors
835 Eagle
836 Buick
838 Cadillac
839 Chevrolet
842 Chrysler
843 Dodge
844 Ford
845 Geo
846 Honda
847 Lincoln
848 Mercury
849 Nissan
850 Oldsmobile
851 Plymouth
852 Pontiac
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