

IN BUSINESS Las Vegas

2007

# WOMEN of DISTINCTION

MARCH 30, 2007 | SPECIAL SUPPLEMENT TO IN BUSINESS LAS VEGAS

*dare to dream*



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It is with great pleasure that I welcome you, on behalf of the NAWBO Board of Directors and the Women of Distinction Committee, to the publication celebrating the 9th Annual Women of Distinction Awards!

This year is full of changes. We are recognizing three women in each of the 12 categories, and selecting one as the Honoree. The 36 finalists

represent women who have risen to the top of their fields. They represent organizations in the cultural, professional, government and philanthropic fields. Their accomplishments and contributions are extraordinary and capture the essence of women who had a dream and have reached their inspired achievement.

NAWBO Southern Nevada and the WODA event would not be possible without the generous support of our Corporate Partners and Sponsors. These companies assist in underwriting our luncheon speakers, educational programs, and our recognition gala, the Women of Distinction Awards. These partners and sponsors contribute countless hours of time and professional services and resources to ensure the growth of our Southern Nevada chapter. In fact, it is due to their contributions that we are one of the fastest growing chapters in our national NAWBO organization. We ask that you help us in thanking these companies by choosing them when you are in need of their pertinent services.

Much of the proceeds from the silent auction, raffle and awards event — held last week — went to a very worthy cause. This year, the NAWBO,

Southern Nevada branch, formed a Women of Distinction Foundation. This foundation will provide seed money for the inception and growth of small women business owners. We are so excited to be able to give back to many of the outstanding women in Southern Nevada who Dare to Dream!

I would like to extend my deepest gratitude to the wonderful WODA Committee, the NAWBO Board, and various other NAWBO members who contributed their talent and time towards the success of the WODA event. You know who you are, and I hope you know that without your contributions, this event would not have been possible. A special thanks go out to my WODA Administrator and Treasurer, Toni Jo Artz of The Speaker's Advantage — she was invaluable. I'd also like to thank the employees of Millenium Staffing and my business partner Donna Lattanzio, for your support, time and encouragement. Remember, "dreams become a reality when you believe in yourself."

**Jennifer DeHaven**  
Millenium Staffing Services  
Women of Distinction Awards Chairperson



The Southern Nevada Chapter of the National Association of Women Business Owners has a long track record of supporting various charitable organizations in Southern Nevada, particularly those that address the needs of women in our

community. The primary fund-raising method for NAWBO Southern Nevada to support this philanthropy has been our annual signature event, the Women of Distinction Awards.

During the past year, we have completely revamped the Women of Distinction Awards to be more reflective of women in business and our membership. We have also established the Women of Distinction Foundation to support the vision of our organization to empower women entrepreneurs and to help propel them into political, social and economic spheres of influence in our community.

One of the primary obstacles faced by small

entrepreneurs is how to find the money necessary to start or expand a business. Most traditional lending institutions do not have lending criteria that allows them to consider financing loans under \$35,000 or new business start ups. The Women of Distinction Foundation is a 501 (c) (3) corporation (pending) that will be empowering small business owners by offering micro-loans from \$500 to \$10,000 for the start-up or expansion of a business. These loans may be used for equipment, inventory, supplies and some working capital.

We will be starting small but as loans are repaid each year and the pool of available funds controlled by the Foundation grows, we will be able to continue expanding our positive impact on the community every year as we help more and more small business owners get established and achieve their personal vision of entrepreneurship.

We thank you for being a part of the Women of Distinction Awards and for helping us bring the Women of Distinction Foundation from a dream to reality.

**Renee Ryan-Thraikill**  
Millennium Commercial Real Estate Services  
Women of Distinction Foundation President



Welcome, everyone, to the publication celebrating our Women of Distinction Awards.

The National Association of Women Business Owners is an organization that celebrates women of distinction every day.

In particular, we celebrate women who are so brave that they

forge their own paths, women who take the steps to make their own dreams come true. So this year at our annual Women of Distinction Awards ceremony, we celebrated women who, not only dared to dream, but whose skills and perseverance have brought them to the top of their fields.

Congratulations, Women of Distinction! We NAWBO members could not be more proud.

**Brenda J. Stout**  
President  
NAWBO Southern Nevada

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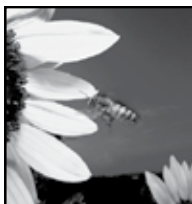
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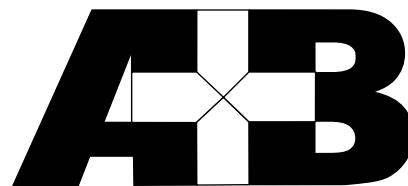
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## COMMUNICATIONS

*"Far better it is to dare mighty things, to win glorious triumphs, even though checkered by failure, than to rank with those poor spirits who neither enjoy much nor suffer much, because they live in the gray twilight that knows not victory nor defeat."*

**THEODORE ROOSEVELT**  
(Paige Fleming's Inspirational Quote)

### WINNER



**Paige Fleming**  
Publisher/CEO  
Nevada Woman Inc.

Paige Fleming, a 25-year Las Vegas resident, came to the Valley as a performer for Siegfried & Roy in 1981. After more than a decade with the group, she put her marketing degree to work as publisher and CEO of Nevada Woman, in 1995. Fleming's magazine focuses on women's personal and cultural issues, finance, politics, fashion, cuisine, travel, health and plenty more, and has become known as the women's voice for Nevada. Fleming oversees all aspects of her company, including advertising, editorial, financials, printing and marketing.

Through the years, Fleming has garnered her share of awards, among them: the C. Everett Koop Media Award for best editorial series by the American

Heart Association, in 2000; the Business and Professional Women's southern district "Woman of the Year" award in the same year; the "Women in Business Media Advocate of the Year" award from the Small Business Administration in 2004, and the "Outstanding Business Leader" award from the City of Las Vegas in 2002.

Fleming also sits on the UNLV College of Business Executive Advisory Board; and has also had past sponsorships with the Susan G. Komen Foundation, American Cancer Society, UNLV Academic Corporate Council, Jean Nidetch Women's Center, and the Southern Nevada Candlelighter's for Childhood Cancer. Nevada Woman has also held fundraisers for Opportunity Village, Shade Tree Shelter and Inner City Games among others.

### FINALISTS

**Colleen May**  
Weekend Evening Anchor  
KLAS-TV, Channel 8



Growing up in a military family exposed Colleen May to a lot of change. The variety of environments and experiences she saw growing up helped propel her into the field of broadcast journalism. After earning her bachelor's degree from California State University at Chico and working at a local station for a few years, coupled with a summer stint at CNN, Colleen May came to the valley to continue her career as a television news anchor with KLAS-TV, Channel 8 in 1998.

May has been the weekend evening anchor at the station since that time, and since coming to the valley has been recognized as "Best Local TV Anchor" in 2002 and 2004 by the Las Vegas Review Journal. She was also voted "Best TV Anchor" by the Electronic Media Awards in 2005 and nominated again in 2006.

**Darcy Neighbors**  
Founder and CEO  
Consultants in Marketing Inc



Darcy Neighbors founded marketing, public relations and advertising firm, Consultants in Marketing Inc. in 1996, the realization of a life-long dream to run her own company. Neighbors is also a 2003 graduate of the Leadership Las Vegas Class, an intensive, 10-month program devoted to strengthening and educating community leaders, which is run by the Las Vegas Chamber of Commerce.

With more than 10 years of success under her company's belt, Neighbors is also sought out by industry peers and trade organizations for her insight into successful strategic marketing concepts. She is also a frequent speaker at regional and national conventions, and is a member of the UNLV Executive Advisory Board and the past president of the Las Vegas chapter of the American Marketing Association.



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OUR HATS OFF  
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## EDUCATION

*"Use power to help people. For we are given power not to advance our own purposes nor to make a great show in the world, nor a name. There is but one just use of power and it is to serve people."*

**GEORGE H.W. BUSH**

(Sarah Heislen's Inspirational Quote)

### WINNER

#### Sarah Heislen

Middle School Principal  
Faith Lutheran Jr./Sr. High School



Sarah Heislen's professional career in education spans 12 years. While she currently serves as the middle school principal for Faith Lutheran Jr./Sr. High School in Las Vegas, Heislen's passion for teaching history and playing volleyball have brought her a variety of important professional and personal experiences.

While teaching social studies for eight years, she was able to take students to three presidential inauguration events, and plans on taking a group to the 2009 presidential inauguration as well. As one-time coach of Faith Lutheran's volleyball team, she guided the group to its first playoff appearance ever. She continues to play competitive volleyball today, even though she has relinquished her coaching duties.

In 1997, she was chosen to participate in a leadership development program sponsored by the Association of Lutheran Secondary Schools, which helps to identify potential leaders for the nation's Lutheran secondary schools. Through the program she was encouraged to pursue her career as a school administrator.

She has served as a board member for Lutheran Social Services of Southern Nevada and has implemented a middle school-wide service day where all 550 of Faith's middle school students travel throughout Las Vegas to serve those in need. Groups benefiting from this effort are: the Boys and Girls Club, First Choice Pregnancy Center, Catholic Charities, Opportunity Village, Easter Seals, Variety Day Home, Salvation Army, U.S. Veterans, American Cancer Society, Las Vegas Rescue Mission, among others.

### FINALIST

#### Renee Coffman

Dean, College of Pharmacy  
University of Southern Nevada



After receiving her Bachelor of Pharmacy degree from Ohio Northern University in 1987, Renee Coffman went on to practice pharmacy in the community and hospital settings. But the urge to further her education and go into research took her to Purdue University in 1990.

While at Purdue, Coffman received the Kienle Award for Excellence in Teaching, the Jenkins-Knevel Award for Outstanding Graduate Research, and was awarded an AAPE-AFPE Association Fellowship in Pharmaceutical Sciences. Following her Purdue experience, Coffman went on to become a founding member of the Western University of Health Sciences, in Pomona, Calif., where she also received the AACP (American Association of Colleges of Pharmacy) Innovations in Teaching Award.

In 1999, she moved to Las Vegas, where she helped establish the Nevada College of Pharmacy, now the University of Southern Nevada. The school's college of pharmacy has graduated 350 pharmacists to date and has recently launched a satellite program in South Jordan, Utah. The school boasted a 97 percent national licensure pass rate for its most recent graduating class, and 71 percent of its graduates have become licensed pharmacists in Nevada.

Coffman is also a member of the American Association of Colleges of Pharmacy, the American Pharmaceutical Association, the American Association of Pharmaceutical Scientists, the International Pharmacy Federation, and the American Association of Higher Education.

### FINALIST

#### Rebecca Mills

Vice President for Student Life  
University of Nevada, Las Vegas



Rebecca Mills has served as Vice President for Student Life at UNLV since May of 2000. In this role, Mills works with more than 500 individuals to provide services and programs that support out-of-classroom learning for UNLV's 28,000 students. Among the recent accomplishments of the Division of Student Life are the current construction of a new student union building and a new student recreation center, as well as the integration of wellness programs and services for students.

Mills is active in the National Association of Student Personnel Administrators. She has presented on student affairs topics at NASPA and the American College Personnel Association conferences. She has authored chapters on working with college students in their identity development and organizing student affairs to best serve students.

Mills received her doctorate in secondary education from the University of Arkansas before joining UNLV in 1987. A professor of Curriculum and Instruction, Mills has published and presented nationally on such topics as middle level education, teacher beliefs, and teacher development. Mills won several teaching awards including the Carnegie Foundation's Nevada Professor of the Year award.

Prior to coming to UNLV, Mills taught high school English in Jacksonville Ark. A lifelong educator, she values and has studied learning contexts that help maximize students' opportunities for success.

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**AARP congratulates Carla Sloan, finalist  
for a Women of Distinction award.**

AARP would like to thank Carla Sloan for her significant contributions to humanitarian efforts. Carla is a finalist for the Nevada Association of Women Business Owners' award in the category of philanthropy, community and government services.

AARP is working hard to create positive social change in every community. You can help. Go to [DividedWeFail.org](http://DividedWeFail.org) to learn more.

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## ENTREPRENEUR of the YEAR

*"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."*

MAYA ANGELOU

(Renee Ryan-Thrailkill's Inspirational Quote)



WINNER

**Renee Ryan-Thrailkill**  
Founder and Corporate Broker  
Millennium Commercial

With over 26 years of experience, 13 of which were in Las Vegas, Renee Ryan-Thrailkill has consistently been at the top of her commercial real estate game since she started in 1978 in Southern California.

Through the years, her knack for success has landed her positions with some of the industry's biggest names, including: Lee & Associates, Transwestern Commercial Services and The Olen Companies. At Lee she was a partner in the industrial division and won Rookie of the Year and Top Producer awards at the firm. At Transwestern, she oversaw the company's institutionally-owned Nevada properties, valued at \$50 million.

Ryan-Thrailkill started Millennium in 1999. The firm handles office, industrial,

retail and land leasing, as well as sales and property management for commercial assets. The firm has been recognized among the largest commercial real estate management firms in metro Las Vegas in 2005 and 2006. Ryan-Thrailkill was also recently honored with the "Enterprising Women of the Year for 2007 award by Enterprising Women Magazine.

Ryan-Thrailkill's community involvement resume is extensive, including: president of the National Association of Women Business Owners (NAWBO) – Nevada Chapter (2005-06), membership on the board of directors for the Greater Las Vegas Association of Realtors, the Commercial Alliance president (2003), and membership on the National Association of Realtors License Reciprocity Task Force in 2003, 2004, 2005.



FINALIST

**Shelly Rounds**  
CEO  
uptimeLV

With 20 years of business management and marketing experience, Shelly Rounds has helped supervise and restructure multiple companies since 1987. Prior to arriving in Las Vegas, she oversaw systems operations for Body Wise International Inc., overseeing the firm's commission run of \$22.8 million annually. She successfully streamlined and restructured operational procedures to handle 142 percent growth in four months.

Her current endeavor is uptimeLV, a local information technology firm, which she created in 2001. Since starting the company, it has experienced 201 percent growth. In 2006, uptimeLV was honored as the city's Innovative Business of the Year by the Las Vegas Chamber of Commerce.

Rounds earned her Bachelor of Science degree from California State University, Chico, in 1987. She is currently in the process of obtaining her MBA from Regis University. She is also a 2006 graduate of Leadership Las Vegas, an intensive, 10-month program hosted by the Las Vegas Chamber of Commerce. The course is devoted to educating local leaders on and encouraging active involvement in a variety of community issues.

An advocate of the community, Rounds is a member of the Las Vegas Chamber of Commerce, the Henderson Chamber of Commerce, the National Association of Women Business Owners (NAWBO), the Association of Information Technology Professionals (AITP) and Women in Technology International (WITI). She recently accepted a board member position for the Technology Business Alliance of Nevada (TBAN), the state's largest trade association representing the high-tech industry.



FINALIST

**Kathy Gillespie**  
President/Owner  
A&B Printing and Mailing

After spending 19 years helping to run a farmer-owned cooperative, Agway, in New York, Kathy Gillespie was ready for a change. Having supervised more than 250 employees and overseeing \$350 million in sales, she was up to the challenge of running her own company.

So she moved to Las Vegas in the late 1990s and purchased A&B Printing in 1999. When she bought A&B, there were six employees – including herself – and annual sales were at \$265,000. Today, the company sees more than \$5 million a year in sales and employs 40. There has even been a slight name shift, to A&B Printing and Mailing. The company serves a broad range of clients, including casinos, doctors, event companies, management consultants, real estate companies, advertising agencies and more.

Gillespie, whose education is in horticulture, one time served as president of the Atlantic Seedmens Association, the New York Seed Association, and Western Seed Association, while working on the east coast. She is also a pioneer in that she was the first woman to work in the production and operation of a seed business, paving the way for other women to follow.

Kathy has served as past Women Of Distinction Awards chair for two years and has chaired various not-for-profit organizations involved with AIDS, gay and lesbian youth outreach and other not-for-profit groups in the valley.





## GAMING, HOSPITALITY & CONVENTION SERVICES

*"When I stand before God at the end of my life, I would hope that I would not have a single bit of talent left, and could say, 'I used everything you gave me.'"*

**DEBI NUTTON**

(Debi Nutton's Inspirational Quote)

**WINNER**

**Debi Nutton**

Senior Vice President of Casino Operations  
MGM Grand Las Vegas



Debi Nutton began her gaming career in 1979; where she was one of the first female craps dealers in Las Vegas. She spent eight years at the former Sands Hotel as a dealer, floor person and pit manager and worked at other properties including the Silver City, Flamingo Hilton and Bingo Palace (now Palace Station).

Nutton joined MGM Mirage in 1989, when she opened the Mirage as a dice pit manager. Two years later she moved to the Golden Nugget as a casino shift manager then opened the Treasure Island at the same position. She subsequently moved back to the Mirage as a shift manager, and eventually became vice president

of casino operations at the Golden Nugget. She then joined the 5,034-room MGM Grand Hotel and Casino as senior vice president of casino operations in 2001. In her position, she oversees table games, poker and race and sports book operations for the mega-resort.

Nutton holds a degree in both nursing and medical office assisting from the University of Nevada Las Vegas, and is currently enrolled in the school's business college. Debi is also a member of Team in Training, the world's largest endurance training program where participants raise funds for the Leukemia & Lymphoma Society.

## FINALISTS

**Valerie Murzl**

Vice President of Human Resources  
Station Casinos Inc.



A New York native, Valerie Murzl has worked in hospitality industry human resources for over 25 years. As vice president of human resources for Station Casinos Inc. for the past nine years, Murzl has strategically moved human resources and training from a traditional role to a progressive, dynamic level.

She strategically designed an HR/training function that led to Station Casinos winning a place on the prestigious FORTUNE "100 Best Companies To Work For" list in 2005 (Ranked 54th), 2006 (Ranked 55th) and 2007 (Ranked 18th). Through her leadership, in 2006 the company received the second place "HR Service Excellence" Award. Also in 2006, Station Casinos received second place for "Best Place To Work" and first place for "Best Gaming Company Committed to Diversity" from the Southern Nevada HR Association.

**Martie Sparks**

Vice President, Catering and  
Convention Services  
Mandalay Bay Resort and Casino



In her role as vice president of catering and convention services for the Mandalay Bay Resort and Casino, Martie Sparks is involved in the daily operation of the nation's fifth largest convention center in the United States.

Sparks has been with MGM since 1992, when she moved to the valley to be part of the pre-opening team for the MGM Grand and to assume the role of director of leisure sales after the property's opening. In 1998, when the MGM Grand's \$100 million conference center was under construction, Sparks was charged to develop the convention services department. She helped organize a focus group of meeting planners to consult on the design and functionality of the center. She added the catering department to her responsibilities in 2001 and helped to increase banquet revenue by 16 percent in four years.



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## GLASS CEILING

**"Never, never, never give up."**

**WINSTON CHURCHILL**  
(Terry Meistering's Inspirational Quote)



### WINNER

#### **Terry Meistering**

Vice President of Design and Construction, Western Division Harrah's Entertainment

As vice president of design and construction, Terry Meistering is a woman in a predominantly man's field. But with a solid education background and work ethic, she has thrived in this non-traditional role. In her job with Harrah's, she oversees design and construction projects at 13 Harrah's properties, all located in its western division.

Meistering joined Harrah's in 1986 in Las Vegas as a president's associate, then rejoined the company in 1993 after working for Caesars in Atlantic City for several years, where she helped with the opening of the Harrah's New Orleans property. Since 1996, she has held various positions with the design and

construction organization within the company. In 2006, she was named to her current position.

Meistering received her MBA in Finance from UCLA's Anderson School of Management and holds a structural engineering degree from Princeton University. She is also an active member of the National Association of Women in Construction (NAWIC), and is called upon as featured speaker by the group from time to time. NAWIC also does promotional events that expose young women to the field of construction. One of the events is a workshop for the Junior Girl Scouts, where participants can earn their "Miss Fix It" badges while being introduced to the world of construction.

### FINALISTS

#### **Jackie DeLaney**

President/CEO  
Sun West Bank



Jackie DeLaney has been in banking for 33 years, and is known in the industry for being the first woman to found and organize a bank in the Silver State. DeLaney opened Sun West Bank in July 1998 after more than 20 years of experience, which included stops with Sun State Bank, Nevada Community Reinvestment Corp., and First Interstate Bank. Sun West Bank offers banking services and loans for small to medium-sized businesses, professionals, commercial real estate and construction trades, among other services.

DeLaney won a community achievement award from the Las Vegas Chamber of Commerce in 2003; was a Glass Ceiling award finalist with the National Association of Women Business Owners in the same year and has won a Women of Valor Award from the American Diabetes Association in 2002.

#### **Anita Romero**

Vice President, Southern Nevada Division  
Southwest Gas Corp.



Anita Romero is a highly respected role model for aspiring female engineers. One of the few women to graduate with distinction from University of New Mexico with a mechanical engineering degree, Romero joined Southwest Gas in 1992 as Manager of Design and Standards. Prior to joining Southwest Gas she spent seven years in various engineering and managerial positions at the Public Service Company of New Mexico.

At Southwest Gas, she was promoted to Director of Engineering Staff in 1997, then to Southern California Vice president in 2002. In 2005, she was promoted to the Southern Nevada division, one of the company's fastest growing territories, with nearly 600,000 customers and 500 employees.

Romero supports the company's commitment to volunteerism and philanthropy. In 2006, her division donated its Nevada Motor rebates to the Salvation Army.

# Congratulations to all the Women of Distinction award finalists.



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**"Inside each and every one of us are powers so strong, treasures so rich, possibilities so endless that to command them all to action would change the history of the world."**

**H. JACKSON BROWN**

(Betty Mahalik's Inspirational Quote)



### Betty Mahalik

Life and Business Coach  
Dynamic Solutions Coaching & Training

Betty Mahalik, Professional Certified Coach (PCC), is a life and business coach, corporate trainer and facilitator, who has been teaching people how to communicate effectively, set goals, manage stress and deal with change for two decades. She founded her firm, Dynamic Solutions Coaching & Training in 1987.

A former television news reporter and anchorwoman, Betty worked in public relations for eight years prior to starting Dynamic Solutions. Her client list includes public utilities, convention groups, hotels, government agencies, professional organizations, chambers of commerce and other businesses.

A resident of Nevada since 1962, Mahalik earned a degree in broadcast journalism from the University of Utah. In

July 1998, she completed her professional coach training through Coach U, and in 2007 was awarded her PCC designation from the International Coach Federation.

In February 2007, she released her first book "101 Ways to Improve Your Life," which she co-authored with leaders in the personal development industry, including Mark Victor Hansen, Les Brown, Byron Katie and Ken Blanchard. In 2001, she published a communication booklet titled "101 Secrets of the Master Communicators."

Mahalik is a past-president (2004-05) of the National Association of Women Business Owners Southern Nevada chapter. She is a graduate of the Las Vegas Chamber of Commerce Leadership Las Vegas program and has served on several planning teams for both the youth and adult leadership programs.

## FINALISTS

### Lori Calderon

Director of Employment  
Project CityCenter



Lori Calderon is busy to say the least. Handling any mass hiring for one of the world's largest gaming and hotel operators, comes with its set of challenges. And when that company is MGM MIRAGE, chances are pretty good that hiring for one of its new projects will be nothing short of a huge undertaking.

Calderon has been employed by MGM MIRAGE for 13 years. In her current role as director of employment for Project CityCenter, she is tasked with planning and implementing the hiring process for the center's 12,000 future employees, who need to be hired by 2009. She is involved with developing the e-recruitment software, as well as running the employment process for an expected 70,000 applicants.

### Cheri Gould

Training Manager  
Palms Casino Resort



Cheri Gould has lived in Las Vegas since 1997. In those 10 years, she has kept busy in the local human resources arena, both professionally and in the world of academia.

After graduating with a bachelor of science degree in business education and an accounting minor from Bloomsburg University, the Pennsylvania native came to Nevada to work in human resources in a dynamic and growing city. While working in the field, she also earned her Professional Human Resources (PHR) certification from UNLV, then later taught continuing education courses in her respective field at the university. She has also helped to establish a community scholarship program and developed a supervisory course, which was established as a college accredited class at the university.

In her current role as training manager at the Palms Casino Resort, she is responsible for the creation and facilitation of training programs and team member events, as well as community events.



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— Jennifer Cha, DMD, MS,  
*Dental Implant Institute*



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## MULTIBUSINESS OWNER of the YEAR

**"If you follow all the rules, you'll miss all the fun..."**

**KATHERINE HEPBURN**  
(Donna Lattanzio's Inspirational Quote)



### WINNER

**Donna Lattanzio**  
Co-Owner • Millenium Staffing  
Co-Owner • Millenium Executive  
Founder • Prime Staffing

Before starting a 22-year career in the staffing industry, Donna Lattanzio led a full and varied career.

A native New Yorker who was educated in Queens, New York, Lattanzio began her career in the advertising division of Columbia Pictures. She later earned a Series 7 license and sold financial products for Integrated Resources. She then found her way into the staffing industry, and began working for Cosmopolitan Personnel Systems.

In 1987 she helped launch Champion Personnel with two partners. The company still exists, but she is no longer involved. In 1995 she helped found Elmhurst, N.Y.-based Prime

Staffing, which continues to operate as a provider of staffing services to the banking and financial industries.

She joined forces with Jennifer DeHaven, in 2001 to launch Las Vegas-based Millenium Staffing Services. The firm has garnered national recognition, earning a place on Entrepreneur Magazine's Hot 100 list of fast-growing, new companies in 2006. The two were also honored by Enterprising Women magazine with one of its 2007 Enterprising Women of the Year awards.

Lattanzio is active in the local business community. She co-chairs the Nevada Staffing Association's Philanthropy Committee and serves as committee chair of the National Association of Women Business Owners' Women of Distinction Awards. She's also involved in the Las Vegas Chamber of Commerce's We Care program.

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### FINALIST

#### Irene Fenolio

President/CEO • Horizon Wireless Corp.  
Owner • PostNet

Irene Fenolio wears many hats.

Not only does she run two businesses, and is active in the local business community, but she also is a Eucharist minister at Christ the King Catholic Community.

Her involvement in the business community includes her position as president of the Las Vegas Advertising Cooperative for PostNet, her job as secretary for the PostNet Franchisee Advisory Council Advertising Coop and the roles she's played on various committees for the board of directors of the National Association of Women Business Owners.

Before Fenolio became an entrepreneur, she worked her way up in corporate America. She worked for 10 years for Xerox Corp. in her hometown of Albuquerque, N.M.

After moving to Las Vegas in 1980 she began a 17-year career in the telecommunications industry. Her work for such companies as Centel Cellular, Sprint Cellular, 360 Communications and Alltel, earned her numerous awards.

In 2002 she began turning her fledgling PostNet franchise at Horizon Ridge Parkway and Eastern Avenue into an award winning business. The company offers an array of postal and business services and targets small business owners. Under Fenolio's guidance, the business rose through the ranks of PostNet franchises from 240th in the nation to 30th in the nation.

In 2005 she joined her son in launching Horizon Wireless Corp., on West Horizon Ridge Parkway. The company sells cellular phones, accessories and activation packages.



### FINALIST

#### Mary Beth Hartleb

President/Owner • PRISM  
Human Resource Consulting Services  
Owner • Market Your Job Search.com  
Owner/Operator • Symphony Foods International  
Owner/Operator • The Rosarito Beach House.com

Mary Beth Hartleb certainly isn't lacking in entrepreneurial spirit.

Hartleb launched PRISM Human Resource Consulting Services in 2003, which offers a variety of human resources services, products and technologies for companies in all industries. She also owns Market Your Job Search.com, which coaches job seekers and offers recruitment services for employers. If two businesses weren't enough, she also owns and operates Symphony Foods International and The Rosarito Beach House.com.

Before going into business for herself, Hartleb worked in human resources for a variety of companies, in a variety of industries. Her background includes expertise in recruiting and staffing, training, compensation, benefits, policy and procedure development and mergers and acquisitions.

In addition to her nearly 20 years of experience in human resources, Hartleb is also highly educated. She earned a law degree from the William S. Boyd School of Law at the University of Nevada, Las Vegas. She also has a master's in human resource management and a bachelor's degree in marketing and business administration.

Further, Hartleb is very active in the Las Vegas business community and also shares her knowledge through teaching and mentoring. As business development chair for the National Association of Women Business Owners Southern Nevada she created and implemented the first Women Mean Business Expo. She also volunteers with Big Brothers/Big Sisters, teaches at UNLV and has taught at the University of Southern Nevada.





**"Vision without action is merely a dream."**

**JOEL BARKER**

(Carla Sloan's Inspirational Quote)



**WINNER**

**Carla Sloan**  
State Director  
AARP Nevada

Carla Sloan has been a champion of Nevada's senior population for more than 20 years.

She joined AARP Nevada in 1999 as state director, where she oversees the group's work on behalf of its more than 300,000 members. She manages the implementation of AARP's national initiatives in Nevada and oversees the establishment and maintenance of relationships with other organizations and agencies within the state.

Before joining AARP, she worked as administrator for the Nevada Division for Aging Services, where she gained valuable experience in senior issues. She also served the interests of seniors in her positions as coordinator and acting resident programs director for the Las Vegas Housing Authority.

She has also served on various commit-

tees, task forces and boards regarding issues that impact seniors. She serves on Senate Majority Leader Harry Reid's Ad Hoc Medicaid Advisory Committee, is an advisory member of the Nevada Department of Human Resource's Pharmacy & Therapeutics Committee and Drug Utilization Review Board and in 2002 former Gov. Kenny Guinn appointed her to the Governor's Commission on Aging.

She serves on the task force for the Fund for a Healthy Nevada and the 10-year Senior Citizens Strategic Plan Accountability Committee for the Nevada Department of Human Resources. Further she served on the Model Assisted Living Action Committee, a public-private partnership that developed the Silver Sky Assisted Living Residence.

Silver Sky is the state's first tax-credit financed affordable assisted living residence for seniors. The project was built on land donated by the Bureau of Land Management in northwest Las Vegas.

**FINALISTS**

**Laurie Richardson**

Child Advocate  
Clark County Legal Services



Laurie Richardson has turned years of volunteer child advocacy work into a career.

As a foster parent to several children, some with disabilities, Richardson learned to navigate the school district's system in order to gain needed services on their behalf. Other parents took notice and she began working to gain the same services for their children. School district officials decided that Richardson's keen advocacy skills would be an asset to the system and hired her as a special education parent mentor.

Richardson's work has also captured national and international interest. Last year American Mothers Inc. named her National Mother of the Year. She was appointed to the State of Nevada Special Education Advisory Committee in 2006. She'll also be a panelist at the United Nations Status of Women Conference in New York and the World Congress of Families in Warsaw, Poland this year.

**Elizabeth Trosper**

Partner  
MassMedia Public Relations,  
Advertising & Government Affairs



Elizabeth Trosper has had more than 18 years to cultivate her expertise in public relations.

That expertise allowed her to launch and grow MassMedia's government affairs division. In her role, Trosper oversees the division with her partner Jack Finn, and leads new business development efforts for the company.

The division provides political management, crisis communications, community messaging and public outreach services to clients in local and national arenas. Since its launch in 1999, the government affairs division has built up a list of local, state and national clients.

Trosper's contribution to the Las Vegas community includes her role as a founding board member of the Southern Nevada Child Abuse Prevention Center. She is also active in the business community and is a member of the Government Affairs Committee of the National Association of Industrial and Office Properties and is financial chair for the Silverado District, Boy Scouts of America Boulder Dam Council.

"Of all the properties which belong to honorable people, not one is so highly prized as that of character."

~Henry Clay

Congratulations to the  
2007 Women of Distinction Nominees including our own  
Lori Caldron of CityCenter, Debbie Nutton of MGM Grand  
and Martie Sparks of Mandalay Bay.

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## PROFESSIONAL SERVICES

**"Keep your dreams alive. Understand to achieve anything requires faith and belief in yourself, vision, hard work, determination, and dedication. Remember all things are possible for those who believe."**

### WINNER

#### Karla Perez

Chief Executive Officer/  
Managing Director  
Spring Valley Hospital Medical Center



A string of promotions in more than 23 years have taken Karla Perez far.

From her start in the industry in 1983 as a medical record clerk for Valley Hospital, she has worked her way up to become the award-winning chief executive officer and managing director for Spring Valley Hospital. In that position, she leads business development and physician recruitment efforts and is accountable for the hospital's operations and financial performance.

Since taking the reins of Spring Valley, Perez was named to the 2006 UHS Chairman's Council, an award she also earned in 2002 while running Desert Springs Hospital. The honor is given to the top chief executives in the Universal Health Services system.

Also, when Perez worked as chief operating

officer for Valley Hospital, the hospital earned an accreditation with commendation from the Joint Commission on Accreditation of Healthcare Organizations. Soon after that, the hospital became the first to earn the United States Senate Quality Improvement Award for the state.

Perez is very active in the community. She is on the board of directors for the Nevada Hospital Association and is chair of the Facility Advisory Board for the Clark County Emergency Management System. She also is an adjunct professor for the University of St. Francis.

She graduated from the University of Wisconsin with a bachelor's degree in health records administration. The school honored her in 1992 with its Graduate of the Decade Award. That same year she earned her master's degree in health care administration from the University of St. Francis.

### GAIL DEVERS

(Karla Perez's Inspirational Quote)

## FINALISTS

#### Elizabeth Delgado-Schuetze

Partner/Vice President of Investments  
TriCor Financial Services.



Elizabeth Delgado-Schuetze is considered to be an invaluable team member of TriCor Financial Services.

Since joining TriCor she has earned her Series 7 and 66 licenses, renewed her life and health insurance licenses with the State of Nevada and has advanced to her current positions as vice president of investments and partner with the firm. She was also nominated to be the firm's director and secretary in 2006.

She began working for TriCor in 2001 as a supervisor of operations, as a result of the recruitment efforts of Frank Aguilar, the firm's president, and Jason Garofalo, the firm's executive vice president. In that role, she worked on new accounts, transfers, distributions, cashing, compliance, licensing/registration, branch reviews and audit prep.

#### Kathy Phillips

President/Chief Executive Officer  
Nevada Commerce Bank



Kathy Phillips is not only committed to excellence in banking, she's also committed to excellence in education.

In addition to her post as president and chief executive officer for Nevada Commerce Bank, Phillips is a director of the Pacific Coast Banking School, a member of the University of Nevada, Las Vegas Foundation and a member of the Literary Society of Las Vegas.

She also is very active in the business community. Phillips serves as chapter president of the Risk Management Association, is vice chair of the Nevada Bankers Association, is president of the Association for Financial Professionals of Southern Nevada and is a member of the American Bankers Association's Community Bankers Council.

Further, she is a member of the Las Vegas Chamber of Commerce and the Henderson Chamber of Commerce, along with the Associated Builders and Contractors and the Nevada Contractors Association.

Phillips' has nearly 20 years of banking experience.

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**KATHERINE MATHESON**

(Katherine Matheson's Inspirational Quote)



### WINNER

**Katherine Matheson**

Principal / Chief Executive  
Officer / Broker  
Terra West Property Management

Katherine Matheson  
is a leader in Las Vegas'

property management arena.

She and Deborah Ogilvie formed Terra West Property Management's predecessor, K.G.D.O. Holding Company Inc. in 1982. It became Terra West in 1989. The company specializes in managing homeowners associations and residential rental properties.

Before launching their own firm, the two had worked together to develop a property management division for Americana Group, Realtors. During that time they realized as the area's real estate market grew, there was a growing niche for property management and homeowners association management services. Under their leadership, Terra West has now grown to more than 110 employees and has three locations.

A native of Las Vegas, Matheson, began her real estate career in 1977 and became a broker in 1978. She went on to earn her property management permit from the Nevada Real Estate Division in 1999.

As a leader in the area's property management industry, Matheson helped to develop many industry practices and policies. She is a founding member and past president of the Community Association Management Executive Officers Inc. and is a founder and previous member of the executive board of directors of the Community Associations Institute, Southern Nevada chapter.

Matheson is also a member of the National Association of Realtors and the Greater Las Vegas Association of Realtors.

As CEO of Terra West, she manages the company's long-range planning and its Directors of the Community Association Management Division to ensure high-quality customer service.



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Congratulations to our co-founder and Chief Executive Officer, **Katherine Matheson**, for being selected as a finalist for the 2007 Woman of Distinction Awards.

We salute Kathy's many accomplishments and are grateful to her for allowing us to share her dream.

*The Terra West Team*

[www.terrawest.com](http://www.terrawest.com)



### FINALIST

**Lorrinda Gray-Davis**

Director of Diversity  
Perini Building Co.

As director of diversity for Perini Building Co., Lorrinda Gray-Davis works to include more women and minority business owners in the company's projects.

In her role, Gray-Davis oversees Perini's diversity development staff and their efforts to recruit minority and women-owned suppliers and contractors to work on their projects. Perini Building Co. works for a number of companies and government organizations that require women or minority-owned companies to participate in their projects.

Gray-Davis' job is to ensure women and minority-owned business leaders are educated about the industry and are qualified to work with Perini on its projects. She developed a program that creates mentoring opportunities for less established minority and women-owned suppliers and contractors with more established firms.

Gray-Davis' work has garnered her recognition within the business community. The Grand Canyon Minority Supplier Development Council Inc. named her 2005 Corporate Advocate of the Year.

She's also active in the business community. She serves on the board of directors of the Grand Canyon Minority Supplier Development Council, and is a member of the Arizona Hispanic Chamber of Commerce, the Women's Business Enterprise Council and the Associated Minority Contractors of America.

Further, she has been active in promoting the participation of women and minorities in the sport of drag racing and helped Frank Pedregon become the first Hispanic owner of a NASCAR team through the Drive for Diversity program.



### FINALIST

**Sia Howe**

Vice President of Marketing  
Astoria Homes

Sia Howe is not only an established leader in Las Vegas' homebuilding industry, but she also is a champion of green building practices.

She has helped lead the effort to raise awareness of the Energy Star program in Southern Nevada. Energy Star is a joint program of the U.S. Environmental Protection Agency and the U.S. Department of Energy to promote energy-efficient building practices and products. Howe helped to organize the Breakfast Club, an effort by local homebuilders and leaders in the real estate industry to educate people about the Energy Star program.

Astoria Homes has supported Howe's marketing efforts and has implemented Energy Star into its building practices. The company won the 2003, 2005, 2006 and 2007 Energy Star Partner of the Year awards and also earned the prestigious Sustained Excellence Award for building practices that help to reduce greenhouse gas emissions.

Howe has 25 years of experience in Las Vegas' homebuilding industry and has worked for Astoria Homes for seven. As the company's vice president of marketing, she oversees its marketing, advertising and public relations efforts, as well as the merchandising of the model complexes and sales offices. She also manages the company's charitable efforts.

Howe, who has lived in Las Vegas for more than 40 years, is active in the area's homebuilding community. She has chaired the Sales & Marketing Committee of the Southern Nevada Home Builders Association for the past three years.



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## RETAIL & BUSINESS SERVICES

***"You're only as good as the people you surround yourself with."***

**LORETTA HOLT**  
 (Loretta Holt's Inspirational Quote)



### WINNER

**Loretta Holt**  
 Co-Founder/ President  
 Sin City Chamber of Commerce

From car dealerships  
 to brothels, the Sin City

Chamber of Commerce welcomes them  
 all, and so does Loretta Holt.

Holt helped found the Sin City Chamber of Commerce in 2004 after realizing there wasn't an organization in the area that really welcomed adult-related businesses. She decided that an organization needed to be formed that embraces businesses in the adult entertainment industry and those that cater to the gay, lesbian, bisexual and transgender communities. The group strives to treat all businesses with dignity, equality and respect.

The Sin City Chamber's events offer leaders of those businesses a place to network in a low-pressure environment. The group not only provides those businesses a chance to network among

themselves, but it also welcomes mainstream businesses interested in networking with adult businesses. The Sin City Chamber also supports and promotes the positive impact its members have on tourism in Southern Nevada and works to create a positive image of the adult industry.

The group publishes the Sin City Vision online magazine and published its 2006 Membership Directory & Visitors Guide. The group also offers its members other benefits like advertising opportunities, educational opportunities and a group health care plan.

In her role as president of the Sin City Chamber of Commerce, Holt creates, plans and hosts networking events for members at a variety of venues. She previously worked for the Las Vegas Chamber of Commerce and also worked as a civilian in the moral, welfare, community services and recreation arenas for both the US Army and the US Navy.



### FINALIST

**Sheila Conway**  
 Managing Partner  
 Urban Environmental Research

Sheila Conway is considered to be a go-to person in the Las Vegas Valley for companies and organizations looking for research work into environmental, socio-economic or fiscal issues.

Conway is managing partner of Urban Environmental Research, which was launched in 1998 and serves Southern Nevada and the western United States. Private and public-sector entities alike commission the company's strategic planning, socio-economic and environmental impact assessment services.

In her role as the firm's managing partner, Conway oversees the company's Las Vegas office and is responsible for managing and growing the woman-owned firm. She also plays a hands-on role in the firm's research efforts. She shares her in-depth expertise through speaking engagements with various workshops and conferences and she's also written numerous articles and two books.

Before joining Urban Environmental Research, she served as executive director of the Colorado Center for Environmental Management in Denver.

Conway balances her more than 20 years of experience with a great deal of formal education. She earned her bachelor's degree in geography from the University of South Florida and earned both her master's degree in geography and doctorate degree in environmental planning and design from Arizona State University.

She is a member of the Institute of Business Forecasters, the International Institute of Forecasting, the International Society for Quality of Life Studies and the Balanced Scorecard Collaborative. Further, she supports the Lupus Foundation of America and the American Heart Association.



### FINALIST

**Jennifer Lund**  
 Founder/ President  
 Lund & Manasse Advertising  
 & Public Relations

Launching a business is no easy feat. Launching a business with no capital is an uphill battle.

But that's what Jennifer Lund, and her partner Jill Manasse did when they launched Lund & Manasse Advertising & Public Relations in 2001. By the end of the company's first year in operation, Lund & Manasse had \$5.5 million in sales. The company now has \$14 million in annual billings.

Lund & Manasse captured the attention of *Entrepreneur Magazine* and ranked highly on its list of Hot 100 Companies, both in 2002 and 2003. Lund & Manasse has attracted a strong list of clients including Madame Tussauds Las Vegas wax attraction, Findlay Cadillac-Saab, Memphis Barbecue, SKY Las Vegas and the Clark County Regional Flood Control District. The company was also involved in the public relations campaigns for the openings of Green Valley Ranch, The Cannery Casino & Hotel and the Palms.

Lund serves as the company's creative director, develops the firm's strategic advertising planning and concepts for all of the agency's clients and manages the creative staff. She is a graduate of the California Polytechnic State University, San Luis Obispo.

She also provides free work for the Boys & Girls Clubs of Las Vegas and was instrumental in helping Las Vegas Crime Stoppers with the conversion of its Secret Witness program.





## 2007 WOMEN of DISTINCTION *Dare to Dream*

### 2007 WOMEN of DISTINCTION *Dare to Dream*

**“You gain strength, courage and confidence by every experience in which you really stop to look fear in the face. You are able to say to yourself, ‘I lived through this horror. I can take the next thing that comes along.’ You must do the thing you think you cannot do.”**

**ELEANOR ROOSEVELT**  
(Kelli Bowling's Inspirational Quote)



#### **FINALISTS**

**Patricia Graves**  
Vice President/Relationship Manager  
Bank of the West

Patricia Graves' banking career has taken her many places. After graduating with a degree in finance from The College of William & Mary in Virginia, Graves completed management training at First Virginia Bank. Soon she was promoted to the position of assistant branch manager for the bank. After that is when her career took on an international flavor. She took a position as a branch manager in Bank of America's U.S. military banking division in Okinawa, Japan. In that role, Graves managed 50 employees in two offices.

She later returned to the United States and began a specialty in business banking as an underwriter for Wachovia Bank in Charlotte, N.C. She has since risen to the position of vice president and relationship manager in the Las Vegas Commercial Banking Office of Bank of the West. Graves now generates commercial loans and other banking products, underwrites credit and manages a loan portfolio.

Her work earned her Bank of the West's Circle of Excellence award for being the top relationship manager in the Central California/Nevada division in 2005.

Graves is also active in the community. She is a member of the National Association of Women Business Owners's Community Outreach committee.



**Michelle Newcomb**  
Vice President Operations Training  
and Development Coordinator  
Silver State Bank

In nine years Michelle Newcomb has made the leap from teller to becoming a vice president of Silver State Bank.

In that time, Newcomb has sharpened her banking expertise so much that she now is working to develop a comprehensive training department for the bank. Her current position is vice president operations training and development coordinator.

She previously worked as a branch manager for four years, earning her vice president status. She managed multiple branches concurrently and dozens of employees. Newcomb is a native of Las Vegas and she earned a bachelor's degree in business management.

Newcomb has grown as the bank has grown. Silver State Bancorp, through its wholly owned subsidiaries Silver State Bank and Choice Bank, now operates 10 full service branches in Southern Nevada and another two in the Phoenix area. Silver State Bank also operates loan production offices in Nevada, California, Utah, Washington, Oregon and Colorado.



#### **WINNER**

**Kelli Bowling**  
Vice President Commercial  
Lending/Team Leader  
1st National Bank of Nevada

Kelli Bowling began to excel in her banking career early on.

Bowling worked as the youngest assistant branch manager Fifth Third Bank in Columbus, Ohio ever had at age 21. She hadn't even graduated The Ohio State University yet. She then became a branch manager at age 22 and graduated with a degree in business administration. She then began working her way up in the industry by working in various positions at several banks.

While working for Unizan Bank, a small community bank, Bowling earned her master of business administration degree from Franklin University in 2003.

When she moved to Las Vegas in 2006, Bowling began working as a commercial lender for Bank of Nevada, where she

managed a portfolio of about \$30 million in commercial and consumer loans. She then moved on to 1st National Bank of Nevada in September as a commercial lending team leader, where she managed a team of four commercial credit and lending professionals and \$50 million in commercial loans. She has since ascended to her current position as vice president of commercial lending/team leader for the bank.

Bowling has also been active in the community, both in Ohio and since her move to Las Vegas. She's been an active member of the National Association of Women Business Owners, and is a member of the group's corporate partners committee, she also is in the Vegas Young Professionals and is a national and local member of the Association of Financial Professionals. Further, she is waiting to be approved as a big sister in Big Brothers Big Sisters of Southern Nevada.

# Congratulations

to all of the 2007 Women of Distinction Finalists.

We are grateful for your far-reaching contributions to our community.

WE ARE PROUD OF OUR WOMAN OF DISTINCTION.  
**CONGRATULATIONS, DARCY.**

~ YOUR TEAM



**Darcy K. Neighbors**  
Founder & CEO  
WODA Finalist



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