

IN BUSINESS Las Vegas

40 UNDER 40

**THE NEW KIDS
ON THE BLOCK**

PRESENTED BY



FEBRUARY 29, 2008

SPONSORED BY




KUMMER KAEMPFER BONNER
RENSHAW & FERRARIO

ATTORNEYS AT LAW



IT'S JUST LUNCH®
DATING FOR BUSY PROFESSIONALS™



2 to 1 she's married.
5 to 1 she's "meeting someone."
25 to 1 she's a dude.
50 to 1 she's actually single.

Don't like your chances? It's Just Lunch is different. Meeting the person of your dreams rarely just happens. That's why our matching experts set you up with someone who is available and shares similar interests. You get to know each other in a low pressure situation like a lunch date or drinks after work. The rest is up to you. See why our system is better at **ItsJustLunchLasVegas.com**.



IT'S JUST LUNCH®
DATING FOR BUSY PROFESSIONALS®

Las Vegas
702.436.4600
itsjustlunchlasvegas.com

VEGAS YOUNG PROFESSIONALS GET IN THE MIX



With more than 1,000 members, VYP is the largest networking organization of young professionals between the ages of 21 and 39 in Nevada.

- Make valuable business connections
- Learn from top executives
- Get behind-the-scenes tours
- Develop your professional skills

COME CHECK VYP OUT AT THE **vyp madness fusion mixer**

2-year anniversary party | Thursday, March 6
40/40 Club (inside the Palazzo Resort Hotel Casino) | 6:00 - 8:00 p.m.

Fusion Mixer open to VYP members and non-members between the ages of 21-39.

Attire: Business Casual

RSVP: VegasYP.com or 702.735.2196

RSVP Strongly Encouraged

Cost: \$10.00

Sponsored by:



702.735.2196 | www.vegasymp.com

IN BUSINESS Las Vegas

PUBLISHER

Bruce Spotleson bruce@gmgvegas.com

ASSISTANT Kari Moore (990-2443)

EDITORIAL

SPECIAL PUBLICATIONS EDITOR Rob Langrell

STAFF WRITERS Brian Sodoma

Jeannette Green Davies

COPY EDITOR Caroline Orzes

CREATIVE

EDITORIAL DESIGNERS Adam Bucci

Bradley Samuels

ADVERTISING CREATIVE DIRECTOR Thomas Jackman

ADVERTISING

SALES MANAGER Debbie Donaldson (990-2457)

MGR COMMUNITY PUBLISHING Carol Skerlich (990-2503)

ACCOUNT EXECUTIVES Laura Alcaraz (990-8948)

Sarah Dennis (990-8170)

Allen Grant (990-8991)

Eric Kane (990-8969)

Jim Villela (990-7735)

ACCOUNT COORDINATOR Sue Sran (990-8911)

PRODUCTION

PRODUCTION DIRECTOR Maria Blondeaux

PRODUCTION MANAGER Blue Uyeda

PRODUCTION ASSISTANT Marissa Gable

TRAFFIC MANAGER Janine Hughes

TRAFFIC ASSISTANT Rue McBride

CIRCULATION

VP OF CIRCULATION Kris Donnelly

ASST. DIRECTOR OF CIRCULATION Rhona Cameron

DISTRIBUTION MANAGER Matt Hemmerling

FULFILLMENT ASSISTANT Doris Hollifield

ADMINISTRATIVE ASSISTANT Nancy Jeskey

GREENSPUN MEDIA GROUP

CHAIRMAN OF THE BOARD Daniel A. Greenspun

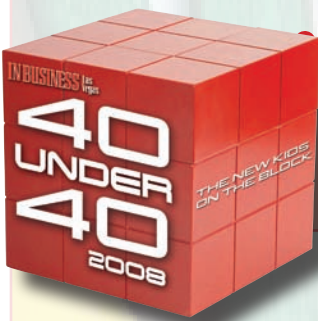
PRESIDENT Michael T. Carr

EXEC. VP / CHIEF OPERATING OFFICER Daniel E. Aks

HUMAN RESOURCES DIRECTOR John Ottone

VP - PR & PROMOTIONS Kelli Maruca

BRAND MANAGER Amy Hachquet



LETTER FROM THE EDITOR

Welcome to one of the most exciting publications of the year — our annual 40 Under 40 recognition section.

We launched the 40 Under 40 program eight years ago to recognize young business leaders who have distinguished themselves not only in their professions, but also in the community. Check out page 6 for a list of all of the past honorees.

The nominations poured in again this year. We received more than 300 submissions that made for a grueling selection process, but strengthened the results. We'd like to thank our readers for nominating some great individuals. You certainly identified some amazing people.

In keeping with tradition, we again used the criteria of community service, entrepreneurial spirit and impact on respective industries. A panel of four judges made the selections over the span of two weeks. Honorees could not turn 40 before Jan. 1, 2008.

We would also like to thank our friends at SouthwestUSA Bank for signing on as the presenting sponsor this year. Their support helps make this program possible.

This group of 40 people has achieved great feats early in their respective careers. Their strength and commitment to making the Las Vegas Valley a better place to live should be commended.

Take the time to read about these young leaders and their amazing accomplishments. It makes for great inspiration.

IN BUSINESS Las Vegas

Rob Langrell
Editor of Special Publications
rob.langrell@gmgvegas.com
(702) 990-2490

2008 HONOREES

Jade Anderson.....	8	Alexander Edelstein.....	27	Todd Parmelee.....	30
Dana Andrew.....	10	Cynthia Enerson.....	28	Hilarie Robison.....	24
Bill Arent.....	13	Darrin Gagnon.....	34	Yale Rowe.....	23
Adriana Arévalo.....	14	Cameron Galloway.....	30	David Saxe.....	18
Jay Beckman.....	17	Vincenzo Granata.....	34	Phil Shalala.....	21
Kent Bell.....	18	Fred Harmon.....	31	Craig Shute.....	16
Johanna Blake.....	15	Joel Jarvis.....	32	Mitchell Stipp.....	16
Tracy Bower.....	19	Jason Kuckler.....	31	Christy Stratton	14
Jennifer Bradley.....	20	Jennifer Lazovich.....	32	Jason Strauss.....	12
Angie Cerreta.....	25	Sean Mahoney.....	29	Nelson Tressler.....	12
Bryce Clutts.....	22	Terri Maruca.....	28	John Vorseck.....	10
Kipp Cooper.....	20	Gwen Migita.....	26	Shane Jasmine Young.....	8
Maximiliano Couvillier III.....	26	Shaundell Newsome.....	29		
Shawn Danoski.....	22	Jeffrey Ogden.....	24		

You've Earned It

Congratulations to this year's "40 Under 40" honorees.

At SouthwestUSA Bank, we respect the hard work, dedication and commitment it takes to become a young business leader in our community.

SouthwestUSA Bank was founded on those same principles. That's why we're uniquely qualified to cater to your particular needs. With perks that say, "I've arrived." Like no teller lines. Full service mobile banking capability. And your own personal Managing Director.

Not everyone gets to be a SouthwestUSA client. Aren't you glad you're not everyone?

SouthwestUSA Bank. Nevada's only private bank.

You've earned it.

las vegas, nv 853.4700 swusabank.com



**SouthwestUSA
Bank**

A PRIVATE BANK

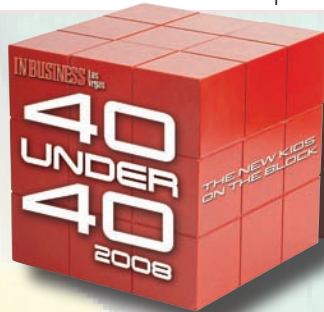


MEMBER
FDIC



PAST HONOREES

Kimberly Adams	Michael Del Gatto	Vincent Hesser	Jenn Michaels	Vincent Schettler
Yolanda Adams	Michael DeLew	Kevin Higgins	Mike Micone	Brian Schultz
Jeremy Aguero	Michelle Dell	R. Darin Hollingsworth	Laura Miele	Michael Sexton
Lori Aguirre	David DelZotto	Steven Horsford	Julianne Miller	Dr. Nav Sharda
Tony Alamo	Peter DeMangus	Michael Humbarger	Brad Mishlove	Scott Sibella
D.J. Allen	Greg DeSart	Michael Hutchings	Larry Monkarsh	Carlos Silva
Stacy Allsbrook	T.J. Diab	Mark Hutchison	Carlos Montoya	Holly Lobelson Silvestri
Lyssa Anderson	Jason Diaz	Corey Jenkins	Matthew Muldoon	Jennifer Simich
Darrin Badger	Joe DiRaffaele	Ben Jensen	Paul Murad	Andrew Simon
Scott Ball	Daniel Doherty	Christy Jeppesen	Heather Murren	Gary Siroky
Mike Ballard	Andrew Donner	Billy Johnson	Lori Nelson	Patrick Smith
Matt Bear	Ryder Donohue	Terry Johnson	De. Joseph Nicola	Torry Somers
Steven Beatty	Deborah Doucette	Jeff Jonas	Todd Nigro	Dennis Sponer
Brent Bell	Justin Doucette	Daniel Jones	Bill Oakley	Mario Stadtlander
Christopher Bentley	Scott Eaton	Kelley Jones	John Ocegura	R. Brandon Sprague
Mark Birtha	Robert Elliott	Michael Jordan	Sean Ono	Eamon Springall
David Blau	Dale Erquiaga	Wendy Jordan	Kurt Ouchida	Stephanie Stallworth
Elizabeth Blau	Corey Eschweiler	Kathy Jumper	Kristi Overgaard	Steve Stallworth
Bert Blevins	Deborah Evans	Andy Katz	Kevin Page	Karen Stephenson
Cindy Braden	Karen Faulis	Heidi Keller	Nancy Paolino	Robert Stillwell
Lance Bradford	Tom Fay	Kara Kelley	Todd Parriott	Jim Stuart
Leilani Bradford	Mark Ferguson	Todd Kennedy	Lazara Paz	Kevin Stuessi
Tom Breitling	Frank Fertitta III	Robert Kim	Clark Peterson	Nick Swinmurn
Heidi Bretthauer	Lorenzo Fertitta	David Kirvin	Xavier Peterson	Greg Tassi
Autumn Lee Briggs	Jeffrey Fine	Greg Korte	Paul Phillips	Dawn Hathaway Thoman
Kelly Brockman	Jonathan Fine	John Krieger	Lesley Pittman	Jason Thomas
Randy Burk	Mark Fiorentino	Bryce Kunitomo	William Plise	Terrence Thornton
Rose Burnett	Amy Firmani	Suzette La Grange	Peter Poggione	Solveig Thorsrud-Allen
Reggie Burton	Bruce Ford	Jeffrey LaPour	Gina Polovina	Michael Threet
Irene Bustamante	Victor Fuchs	Chad Layne	Anita Pomerantz	Ronna Timpa
Dr. Arthur Cambeiro	Michael Fuller	Jimmy Lee	Timothy Poster	Adam Titus
Louis John Castle	John Futrell	Pauline Ng Lee	Louis Primak	Reggie Turner
Craig Cavileer	Merlinda Gallegos	Debbie Lehman	Tina Quigley	Teresa Story Turner
Jayne Cayton	Tammy Garcia	Todd-Avery Lenahan	Michelle Quinn	Merrell Virgen
David Chavez	Frank Gatski	Jennifer Lewis	Kevin Rabbitt	Shauna Walch
Sam Cherry	Douglas Geinzer	John Lopeman	Calvin Regan	Fred Walters
Jared Chupaila	Jim Gentleman	Tami Lord	Patrick Reilly	Stacy Watkins
Caroline Ciocca	Anthony Gladney	Nichole Lovely	Nathan Reinmiller	Stacey Wedding
Bryan Clark	Dara Goldsmith	Matt Maddox	Devin Reiss	Greg Wells
Clinton Clausen	David Goldwater	Dawn Maiorano	Florence Rogers	William Whatley
Blain Claypool	Kimberly Gora	Maria Marinch	Joe Romano	Jennifer White
Denette Corrales	Brian Gordon	Scot Marker	Michelle Romero	John Wilson
Richard Coyle	Al Gourrier	Frank Marretti III	David Ross	Jordan Wirsz
Douglas Crook	Scott Gragson	Frank "Guy" Martin	Brian Roush	James Wolf
Dr. Michael Crovetti	Gidget Graham	Rodman Martin	Christina Roush	Julie Wolf
Stephen Crystal	Christian Haase	Joe Massanova	Dianna Russo	Steve Woo
Jeff D'Allesio	Mick Hall	La Sonia Samuel Maxey	Deanne Rymarowicz	Lisa Wright
Mark Daigle	Chris Hammond	Kimberly Maxson-Rushton	Elaine Sabchez	Paula Yakubik
Chris Davenport	Lisa Hammond	William McBeath	Tony Sanchez	MedYones
Robert Davenport	Molly Kay Hamrick	Steve McCracken	Andrew Sasson	Anthony Zuiker
Terri Lezcano Davis	Carrie Henderson	Kimberly McDonald	Coreen Sawdon	



LETTERS FROM THE SPONSORS

Dear In Business Las Vegas readers,



Superior client service. As Nevada's only private bank, we've taken personal service to a loftier level. Whether you're an entrepreneur, a successful executive or an active retiree,

you'll appreciate the SouthwestUSA Bank difference.

Your unique in-bank experience begins the moment you walk into our comfortable reception area. Instead of teller lines, you'll have your own personal managing director to help you define, plan and achieve your financial goals. That's the type of relationship you just won't find anywhere else.

Because our clients are men and women who work hard, value their time and expect more from their bank, we pioneered the concept of Concierge Banking in Nevada. Concierge Banking brings our services to you when, where and how you want

them. With our FDIC-approved mobile banking vehicle, you'll enjoy the ease and flexibility of conducting any banking transaction from the comfort of your home or office.

Of course, SouthwestUSA Bank offers the latest in full-service Internet banking. You can manage your finances anytime, anywhere through our safe and secure Web site. It's designed specifically for busy clients like you who want the convenience of banking directly from their home, office, or anywhere they have Internet access.

Technology is a useful tool, but we never let it stand in the way of personal interaction. When you call us during our working day from 8 a.m. to 4 p.m., you'll get a live telephone response, not voicemail. And if you prefer to avoid ATMs, simply pick up the phone. We're here for you.

I invite you to discover the SouthwestUSA Bank difference for yourself. After all, you've earned it.

Patrick Wisman
Chief Executive Officer
SouthwestUSA Bank



Dear In Business Las Vegas readers,



For the past several years, Kummer Kaempfer Bonner Renshaw & Ferrario (Kummer Kaempfer) has been a proud sponsor of the celebrated and anxiously-awaited annual 40 Under 40

honors. We have also been fortunate to have many of our attorneys selected to join this prestigious register of up-and-coming community leaders. Each year, we continue to be impressed with the caliber of the honorees and are confident that Southern Nevada's future is in very capable hands.

As one of Nevada's leading law firms, Kummer Kaempfer is devoted to our profession and to our community's long-term success. Founded in 1994, Kummer Kaempfer has built a reputation for providing exceptional legal service to our clients in the real estate, hospitality, gaming, manufacturing, service, high technology, energy and utilities industries. We are extremely proud that our depth of knowledge and experience continues to be recognized in and outside of Nevada.

In 2007, The Best Lawyers of America named Kummer Kaempfer as Nevada's top law firm in land use and zoning law and named, individually, certain of our corporate, mergers and acquisitions, energy, litigation and government relations attorneys for their legal expertise. Chambers USA – America's Leading Lawyers for Business also selected several Kummer Kaempfer attorneys as excelling in the areas of corporate and commercial law, general commercial litigation and real estate and land use law. To sustain our success, we continually identify and recruit the brightest attorneys to ensure that we are providing valuable legal counsel now and for years to come.

We salute the influential men and women who comprise this year's list of In Business Las Vegas' 40 Under 40. Their accomplishments provide great examples of what is possible.

Congratulations to all the honorees. Your integrity, hard work and dedication truly embody the spirit of Las Vegas.

Michael J. Bonner
Managing Partner
Kummer Kaempfer Bonner
Renshaw & Ferrario



KUMMER KAEMPFER BONNER
RENSHAW & FERRARIO

ATTORNEYS AT LAW

Dear In Business Las Vegas readers,



Vegas Young Professionals congratulates the 2008 40 Under 40 honorees. These 40 business and community leaders have proven that the younger generation is already making

tremendous contributions to the Southern Nevada community.

Vegas Young Professionals is focused on helping the next generation of business leaders make their mark in Las Vegas and keep Las Vegas one of the most dynamic business centers in the world. With more than 1,000 members, VYP has become the largest organization in Nevada for young professionals between 21 and 39 years of age.

With VYP, you can network in some of Vegas' hottest venues, make valuable business connections, learn from top executives, get behind-the-scenes tours of unique businesses and develop your professional skills.

In 2008, we are expanding our programs to offer even more professional development opportunities exclusively for VYP members, including:

- Business 101 series – lunchtime programs to give members insight and expertise on business skills and professional know-how.
- Excursions – giving members more access to back-of-the-house tours of unique businesses.
- 5-Minute Networking – a quick and easy way for VYP members to make multiple new business connections in a fast-paced format.
- Golf-Working – opportunity to network with young professionals at one of the most exclusive golf clubs in town.

VYP is the organization in Las Vegas for young professionals who want to put their careers on the fast track. I invite you to get in the mix and check out our 2nd anniversary party — the VYP Madness Fusion Mixer — on Thursday, March 6 from 6-8 p.m. at the new 40/40 Club at the Palazzo. It will be a spectacular event you will not want to miss. You can sign up at www.vegasy.com.

Again, on behalf of Vegas Young Professionals, congratulations to the 40 Under 40 award winners.

Eamon Springall
Chairman
Vegas Young Professionals
www.vegasy.com



Dear In Business Las Vegas readers,

It's Just Lunch is proud to be a sponsor for In Business Las Vegas' 40 Under 40 program for 2008. We would like to congratulate all of the honorees this year and thank you for your contribution to the growing Las Vegas Valley. It's Just Lunch believes in supporting the communities in which we work, live and date. These honorees are an excellent example of the hard work and commitment it takes to make a community great.

Specializing in dating for busy professionals, It's Just Lunch – Las Vegas has brought together many locals who have gotten married, had children, committed to long-term relationships or just had a great time. Founded in Chicago in 1991, It's Just Lunch has grown to more than 100 locations worldwide

and will celebrate 17 years this year. Our experienced staff can help deliver dates with individuals you would not normally meet on your own.

With hundreds of professionals in our program locally, ranging in age from 20 to 74, we simply arrange lunch or drinks after work for busy business professionals to get to know each other. We have some of the best restaurant partners in the valley including Envy The Steakhouse, Rosemary's Restaurant and Sapporo. Check out our Web site at www.itsjustlunchlasvegas.com and let us arrange lunch or drinks after work next week.

Nicole Nance
Owner
It's Just Lunch – Las Vegas



IT'S JUST LUNCH®
DATING FOR BUSY PROFESSIONALS®

SHANE JASMINE YOUNG

Age: 29

Current Job: Associate, Ballard Spahr Andrews Ingersoll LLP

Education: Pepperdine University, B.S. Business Administration (2000), University of Nevada, Las Vegas, Boyd School of Law, J.D. (2004)

About Shane Jasmine Young: As an associate with Ballard Spahr Andrews Ingersoll LLP, Young's practice focuses on land use/zoning, gaming, public finance and litigation. Young, who came on board in August 2007 after passing the Nevada Bar in 2005, also sits on Ballard Spahr's diversity, woman's initiative, associate and recruitment/hiring committees. As a mother and working professional, Young also speaks on work/life balance issues as well. She is a 2007 recipient of the One Hundred Hours Club from the Clark County Pro Bono Project.

A Las Vegas resident since she was 10 years old, Young is currently involved in developing Ballard Spahr's public finance business, and will likely lead the division of the firm in the future. "I like it [public finance] because it allows me to get involved with the leaders of the community and to make a difference in the place where I've grown up," she said.

The most important issue facing the valley: Water [scarcity] has been and will continue to be an issue. [Also], the turn in the real estate market.

My mentor and why: Bill Curran, managing partner, Ballard Spahr Andrews Ingersoll LLP. Bill was the one who initially recruited me because of my commercial litigation experience and felt that I was better suited in the government and regulatory area.

Favorite Web site: www.babiesrus.com

Hobbies: Spending time with family and friends, playing and watching sports, basketball in particular

Fantasy job: I would say something that would bring me celebrity status. I'm not sure what it would be but I'd like to know what it feels like to be famous.

One-word description of self: Driven



JADE ANDERSON

Age: 36

Current job: Founder, President and CEO, Capstone Brokerage Inc.

Education: B.S. in Business Administration Management, UNLV

About Jade Anderson: Every part of Jade Anderson's company, Capstone Brokerage, is expanding exponentially. Since 2003, the Las Vegas-based firm, which was founded a decade ago and which specializes in risk management, property and casualty insurance and employee benefits, has reported revenue growth of 700 percent. In the past four years, the number of full-time employees has grown from four to 25.

Anderson faithfully supports the Center for Entrepreneurship at his alma mater, UNLV, and is involved in the Las Vegas chapter of the Entrepreneurs Organization. He is an active member of the Vegas Valley Angels, an angel investor group supporting entrepreneurs with financing and coaching. In 2006, Anderson was selected as one of 60 business owners in the world to participate in the 3-year EO/MIT entrepreneurial master's program at MIT taught by leaders in business and top entrepreneurial professors from Boston's leading universities including MIT, Harvard University and Babson College. "I have a successful friend who recently told me, 'The great thing about education is that nobody can ever take it away from you.' I really liked that," Anderson said.

The most important issue facing the valley: Maintaining job growth through a competitive and business-friendly corporate environment by maintaining lower business taxes and diversification. All other issues will take care of themselves if we can accomplish this.

My mentor and why: I have a network of people I have reached out to and learned from throughout the years, each having something different to offer and learn from. I never had one particular mentor.

Favorite Web site: www.Google.com — a world of information at your fingertips.

Hobbies: My kids these days. I have a 3 year old, 1 year old and one on the way. Who has time?

Fantasy job: CEO of Google. They are changing the world.

One word description of self: Persistent





— TO GET HERE

START HERE

EXECUTIVE
MBA

The Executive MBA program at UNLV can put you at the top of your field. Like 2008 “Top 40 Under 40” recipient Gwen Migita. She joins the ranks of other recent honorees Bert Blevins, Irene Bustamante, Caroline Ciocca, Al Gourrier, Kathy Jumper and Steve McCracken. All EMBA grads, and all reaching their own professional heights.

UNLV
UNIVERSITY OF NEVADA LAS VEGAS

702-895-3655
business.unlv.edu



JOHN VORSHECK

Age: 28

Current job: Regional Manager, Las Vegas, Marcus & Millichap Real Estate Investment Services

Education: University of Arizona, B.S. in Communications

About John Vorsheck: John Vorsheck became regional manager of the Marcus & Millichap Las Vegas office in April 2007. Prior to that, he served as sales manager of the Marcus & Millichap Newport Beach office. Vorsheck brings to Marcus & Millichap experience as a top multi-family broker. At another commercial real estate brokerage firm, he earned investment broker rookie of the year status as well as numerous investment broker awards. He was also involved in the development of a start-up, full-service commercial real estate firm, from investment brokerage to management, consulting and acquisition. Vorsheck is a member of the International Council of Shopping Centers, the National Association of Industrial and Office Properties, Southern Nevada Multi-Housing Association and the Las Vegas Chamber of Commerce, and he is on the executive committee of the Lied Institute. He also participates in the Las Vegas Civitan Club, which is a nonprofit organization focusing on meeting the community's needs through hands-on service.

The most important issue facing the valley: Attracting new businesses to the valley and filling the vacant office space and retail centers.

My mentor and why: Kent Williams, the senior vice president and regional manager of the San Diego office. He has a tremendous amount of experience and knowledge of the marketplace and is someone I look up to and model myself after.

Favorite Web site: www.yahoo.com

Hobbies: Exercising, traveling with my wife, spending time with family and friends

Fantasy job: Develop and build casinos

One-word description of self: Competitive



DANA ANDREW

Age: 33

Current Job: Vice President of Marketing and Public Relations, World Market Center Las Vegas

Education: B.S. in Media Arts, University of Arizona (Tucson)

About Dana Andrew: Dana Andrew grew up in Las Vegas so perhaps it's appropriate that she is associated with one of the most promising projects associated with downtown redevelopment. As vice president of marketing and public relations for World Market Center Las Vegas, Andrew handles worldwide marketing and public relations for the home furnishings industry's fastest-growing trade show and soon to be the largest trade complex anywhere in the world. With the opening of its 2.1-million-square-foot third building this year, which Andrew is helping to market to the world, the World Market Center complex will have nearly 5 million square feet of permanent showroom space. World Market's total price tag exceeds \$1 billion and the center attracts upwards of 60,000 attendees annually along with 1,100 exhibiting companies. Through the years, Andrew has served on many local charitable or nonprofit boards and committees. The list includes: Las Vegas Art Museum, CineVegas Film Festival, Nevada Association for the Handicapped, Nevada Arts Advocates and the United Way of Southern Nevada.

The most important issue facing the valley: Improving our state's education system is critical to the long-term health and viability of our fast-growing community. Particularly, we need to create smaller classrooms for children to learn, recruit more teachers, pay them well and continue to improve the resources to attract high caliber educators to Las Vegas.

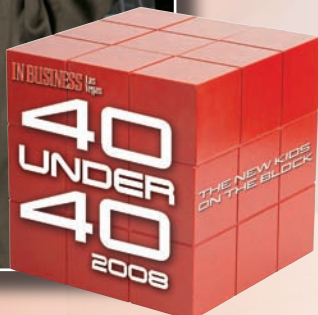
My mentor and why: My mother, Mary, who has been my greatest influence. She taught me life's values and exposed me to beautiful, positive things. She also instilled an incredible amount of self belief, which continues to inspire me.

Favorite Web site: www.foodnetwork.com

Hobbies: Travel, skiing, writing, movies and cooking

Fantasy job: Screenwriter

One-word description of self: Passionate





CONGRATULATIONS
TO THIS YEAR'S
40 UNDER 40



*From one exclusive
club to another.*

Membership has its privileges. Join us.

For membership and event inquiries contact Kathleen Gustafson

KGUSTAFSON@STIRLINGCLUBLV.COM | 702-784-4603 | 2827 PARADISE ROAD, LAS VEGAS, NV 89109 | WWW.STIRLINGCLUBLV.COM

NELSON TRESSLER

Age: 36

Current job: Senior Vice President, Retail Group, Grubb & Ellis|Las Vegas

Education: B.S. in Finance UNLV

About Nelson Tressler: Nelson Tressler began his career with Grubb & Ellis|Las Vegas as an hourly employee, moving up the ranks to advisor, senior advisor, vice president and senior vice president. Due to his outstanding performance in 2006, Tressler was honored at Grubb & Ellis' annual Circle of Excellence awards. He was the top-producing retail broker nationally for all of Grubb & Ellis Co., including company and affiliate offices. In addition, he was named the 2006 Advisor of the Year for Grubb & Ellis|Las Vegas. In 2007, he was accepted into the Grubb & Ellis Co. President's Council, a designation for a select group of professionals within the company who embody a strong commitment to service excellence, personal and professional development, and dedication to the future growth of the organization. In 2007, he also received the Emerging Leader award from Southern Nevada Real Estate Monthly. A 12-year Southern Nevadan, he is an advisor for the Boy Scouts of America, a basketball coach for Boys and Girls Clubs of America and coaches soccer for Nevada Youth Sports.

The most important issue facing the valley: The housing market and the inventory and the credit crunch that goes along with the housing market.

My mentor and why: Michael Kammerling, a senior vice president at Grubb & Ellis. I worked with him for seven years and he taught me the ropes of commercial real estate and gave me a chance.

Favorite Web site: www.loopnet.com

Hobbies: ATV riding, tennis

Fantasy job: Entrepreneur

One-word description of self: Persistent



JASON STRAUSS

Age: 33

Current job: Managing Partner of TAO, Las Vegas; Valo, Las Vegas and Founder/Owner of Strategic Group and Marquee

Education: Boston University, B.E. in Public Relations and Hospitality Management

About Jason Strauss: Wow! is one adjective that describes Jason Strauss and his success at TAO, located in the Venetian Resort Hotel and Casino. Like the ceramic terra cotta soldiers that grace the entrance to the trendy nightclub, known as one of the hottest spots in town, Strauss has become a permanent fixture at TAO and teases other nightclub owners to match the club's atmosphere. Strauss, described as a dynamic businessman with a savvy demeanor, with his partners, Noah Tepperberg, Rich Wolf and Marc Packer, have raised the nightclub industry to new heights. TAO was named the number one revenue-generating independently-owned restaurant/nightclub by industry leaders in 2006 and generated more than \$55 million in revenue in 2005, its first year of operation. In his spare time, Strauss is dedicated to the executive committee at Marty Hennessy Jr. Tennis Foundation, a program for underprivileged youth that changes lives through mentoring, tennis and education.

The most important issue facing the valley: The mortgage crisis

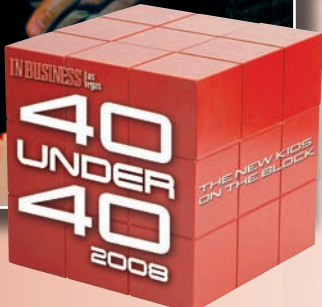
My mentor and why: My father. He was able to achieve so much in his personal and professional life even though he moved to this country as a teenager with nothing.

Favorite Web site: www.youtube.com

Hobbies: Tennis and water skiing

Fantasy job: Defensive back for the New York Jets

One-word description of self: Integrity



BILL ARENT

Age: 36

Current job: Redevelopment Manager, City of Las Vegas

Education: B.A. in Economics, University of Pennsylvania and a Master of Public Administration from UNLV

About Bill Arent: Bill Arent has played an integral role in the rebirth of downtown Las Vegas. As redevelopment manager, as well as when he served in his previous job as redevelopment officer, Arent successfully negotiated, executed and implemented all phases of development agreements for multi-million dollar mixed-use, residential and commercial projects. Development of these projects helped turn the tide for the downtown area, enabling this urban core to experience an economic renaissance.

Arent is a senior project manager for Union Park, a \$6-billion mixed-use development project on a 61-acre parcel formerly owned by Union Pacific Railroad. In this role, he has negotiated development agreements for the Lou Ruvo Brain Institute, the Smith Center for the Performing Arts and the World Jewelry Center. The total estimated value of these projects is \$1.3 billion. Arent oversees a team of five economic development professionals who work on Union Park and other downtown redevelopment projects. He also established the city of Las Vegas' Commercial Visual Improvement Program, a business incentive program designed to encourage downtown establishments to revitalize their buildings' exteriors.

The most important issue facing the valley: Growth will pay for growth in the valley only if local governments are given a fair allocation of tax revenue by the state, and if we continue to diversify our tax base. For example, the state controls 88 percent of the revenue sources in the city's general fund budget, which puts the city in a precarious position when state tax revenues fall, like is happening now with the C-tax.

My mentor and why: During my career at the city I have been fortunate to have several managers I would deem mentors, including my current director, Scott Adams. His variety of work experiences — working for cities, downtown development authorities, and a regional medical center — has helped me to look at problems from all angles, not just from a city perspective.

Favorite Web site: Other than a shameless plug for our Redevelopment Agency's own Web site (www.lvrda.org), I would say www.yahoo.com.

Hobbies: When I am not at home with my wife and two young daughters, I enjoy snowboarding in the winter and spring, and golf, hiking and mountain biking in the summer and fall.

Fantasy job: My current job comes reasonably close to fitting that description, but I have to admit, retiring early to become a full-time dad would be the most rewarding job I could imagine.

One word description of self: Dedicated



We do business. You do business. Let's do business.

Do business more effectively, starting with Cox Business. We deliver the advanced communications your business needs, backed with the local, responsive, knowledgeable service your business wants but isn't getting. Make the switch today.

Bundle commercial phone
and Internet for only

\$99.99 per month.*



Call 702-939-1146 or
visit www.coxbusiness.com



*Offer valid until 3/31/08 to new commercial subscribers of Cox Digital Telephone and Cox Business Internet in Las Vegas Cox-wired, serviceable locations. Minimum 1-year service contract required. Bundle is \$99.99 per month and includes: Cox Business Internet 4.0Mbps/512Kbps; 1 phone line with unlimited LD or 2 phone lines with Call Forwarding, Caller ID, Call waiting, Call Waiting Caller ID, Three-Way calling, Speed Dial 8 and Call Transfer. Free installation applies to Internet and telephone and is capped at \$350. Unused long distance minutes have no cash value and expire at the end of each month. All long distance minutes are limited to direct-dialed long distance calls at a single location and must originate and terminate within the contiguous United States. All extended domestic calls (Alaska, Hawaii, Puerto Rico and U.S. Virgin Islands) are \$0.10 per minute. Intrastate long distance minutes will be charged at \$0.05 per minute. Interstate minutes exceeding free minutes per month per contract are charged at \$0.05 per minute. Additional costs for installation, construction, inside wiring and equipment may apply. Offer does not include international calling, applicable taxes, surcharges or fees. Discounts are not valid in combination with or in addition to other promotions, and cannot be applied to any other Cox account. Cox cannot guarantee uninterrupted or error-free Internet service or the speed of your service. Rates and bandwidth options vary and are subject to change. Telephone modem equipment may be required. Modem uses electrical power to operate and has backup battery power provided by Cox if electricity is interrupted. Telephone service including access to e911 service will not be available during an extended power outage or if modem is moved or inoperable. Services not available in all areas. Other restrictions apply. Telephone services are provided by Cox Nevada Telecom, LLC. ©2008 Cox Communications, Inc. All rights reserved.

CHRISTY STRATTON

Age: 37

Current Job: Principal and Founder, SCINC Connected Consulting
Education: B. A. in Journalism, University of Texas (Austin)

About Christy Stratton: Christy Stratton has used her more than 15 years of marketing and public relations experience spanning many different industries, including real estate, hospitality and nonprofits, to create SCINC Connected Consulting. Stratton, a native of Texas, has been in the valley for more than seven years, and sees her new company as an opportunity to help with the greening of Las Vegas. Currently, SCINC is working with local and national groups to develop a citywide energy conservation program. Stratton has also helped to start the state's Energy Star Partners program, which helps to bring awareness of energy-efficient opportunities for both businesses and consumers throughout the Silver State. Stratton has also been involved with AFAN (Aid for AIDS of Nevada), helping to raise over \$600,000 with the group's Black & White Party and AIDS Walk benefit events.

The most important issue facing the valley: Our environmental challenges, energy efficiency, resource management, and waste

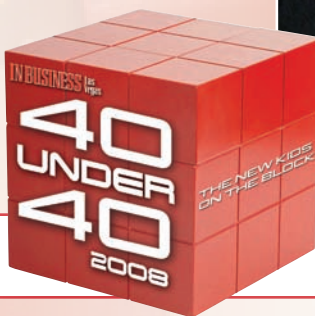
My mentor and why: My parents. Both of my parents have given me the tools to live a good life. They taught me morals and values that define how I conduct my life personally and professionally. They gave me opportunities when maybe they didn't have the resources to fully do so. They gave me experiences that opened my eyes to all the wonders of the world, and they gave me support to achieve my dreams. And they still do.

Favorite Web site: www.espn.com

Hobbies: Watching football, traveling (experiencing new cultures), music, education (I'm an eternal student)

Fantasy job: On-field sportscaster

One-word description of self: Passion



ADRIANA ARÉVALO

Age: 33

Current job: News Director, Noticias 15 Univision

Education: Bachelor's Degree in Communications Research and Journalism, Pontificia Universidad Javeriana - Bogotá, Colombia

About Adriana Arevalo: Adriana Arévalo's ability to secure exclusive interviews with leading Democratic presidential candidates, Hillary Clinton and Barack Obama, is her crowning achievement in 2008 and the year is just begun. In 2007, her news team won two Emmy's and is currently the top-rated early evening newscast, among adults 18-49, in Las Vegas, regardless of language. Arévalo leads a team of 25 young associates who conduct weekly evening newscasts and four live weekend newscasts. Local and original news content is what she emphasizes to her staff. At the same time, she teaches them the ins and out-takes of putting together a newscast that's worth watching. Many of these young professionals take what they've learned from Arévalo and continue to work at other local television stations. Arévalo expresses her civic mindedness as a member of the Las Vegas Latin Chamber of Commerce, supports the Ya es Hora citizenship/voter registration, Crystal Darkness campaigns and offered assistance to the San Diego Fire Relief campaign. In addition, she regularly attends Women of Color conferences.

The most important issue facing the valley: Hispanic education

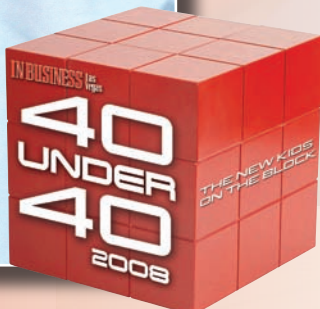
My mentor and why: Daniel Coronell, a news director, who gave me the opportunity to find my voice in the media field.

Favorite Web site: www.eltiempo.com and www.google.com

Hobbies: Music, dance, reading and writing

Fantasy job: A job that would allow me to use my knowledge in the political field.

One-word description of self: A thinker



JOHANNA BLAKE

Age: 36

Current job: Senior Vice President, Nevada City Executive, U.S. Trust, Bank of America Private Wealth Management

Education: Attended Southern Nevada College and the University of Nevada Las Vegas

About Johanna Blake: There is no problem too large for Johanna Blake. If she can't solve it, she calls her many contacts until she finds a solution. She doesn't give up in business, or in life.

That has helped Blake in her current position, where she is responsible for leading a team of private-client advisors and managers who provide personal, customized solutions and services to help wealthy individuals and families address their complex wealth management objectives.

Blake joined Bank of America in 1989 and has served in a variety of executive positions. In 2002, she left the bank to launch Stonehenge Financial Group, a boutique, full-service investment and insurance company that operated six offices statewide. She returned to Bank of America in 2006.

A Las Vegas native, Blake is dedicated to helping others in her city. She is actively involved with Shade Tree, Habitat for Humanity and was Bank of America's 2007 United Way campaign chair.

The most important issue facing the valley: There are two: education and further diversification of our economic base to attract the expansion of business and trade in our great city.

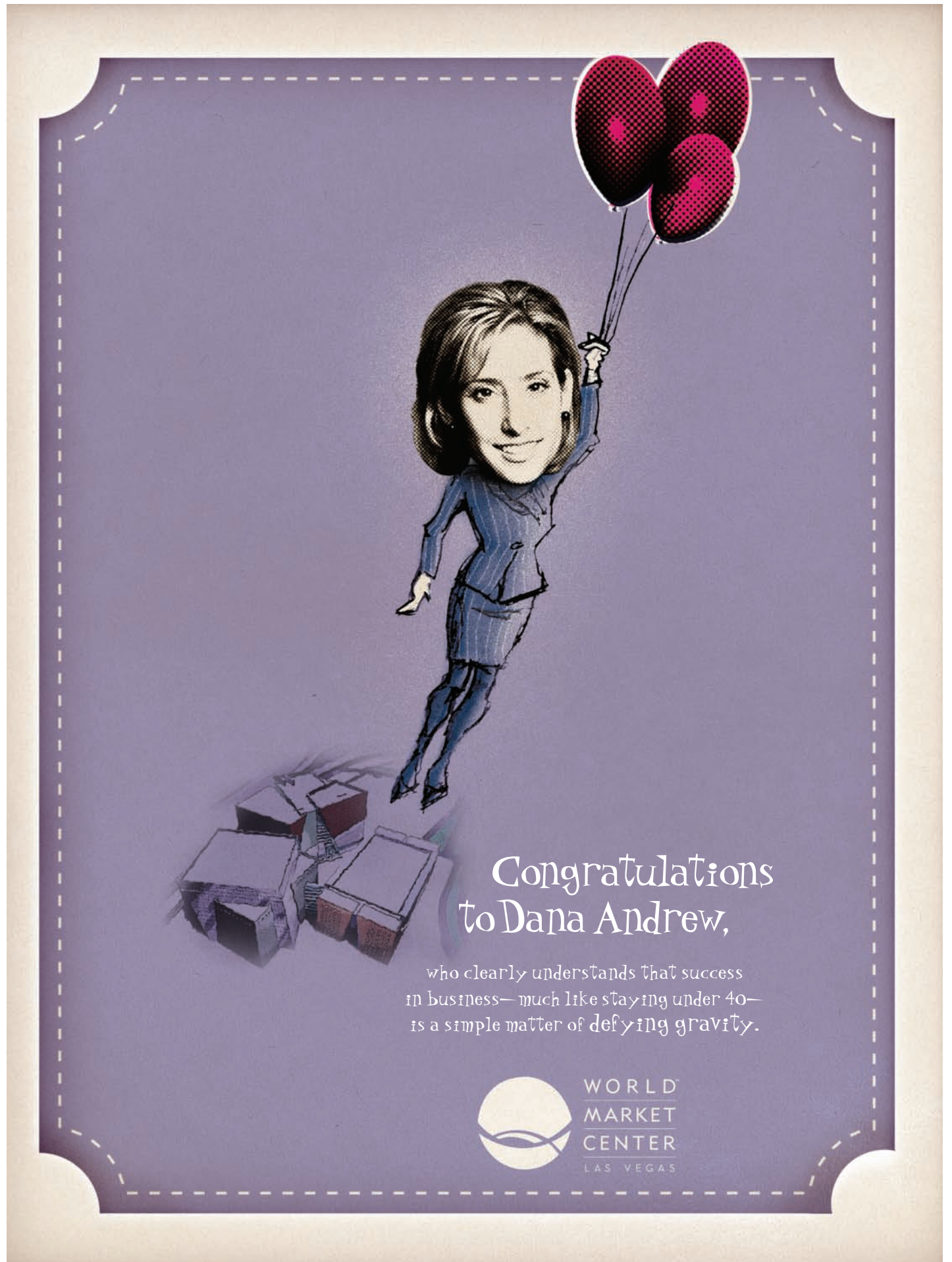
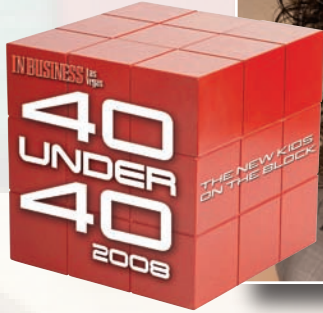
My mentor and why: Chris Kelly, because he is an inspirational leader who excels in all he does. He is a tremendous example of leading and coaching others to success.

Favorite Web site: www.Google.com — because it's the search engine for everything

Hobbies: Traveling, boating, jet skiing, spending time with my family and helping others

Fantasy job: CEO of Bank of American Corp. or world philanthropist.

One-word description of self: Driven



MITCHELL STIPP

Age: 32

Current Job: Chief Operating Officer, General Counsel, PLISE

Education: B.S. Business Administration, B.A. Economics, Pepperdine University; J.D. American University, Washington College of Law

About Mitchell Stipp: Mitchell Stipp is at the top of his development game with PLISE, developer of such major valley commercial projects as Centennial Corporate Center, Henderson's City Crossing and Rainbow Sunset Pavilion. His expertise in the acquisition and sale of improved and unimproved land, leasing, syndication and other aspects of commercial and residential real estate have made him a valuable asset to PLISE, where he has risen through the ranks in four years to his current chief operating officer position. In that time, Stipp has helped PLISE develop more than 2 million square feet of commercial space in the valley. Stipp also supports and is involved with the local chapter of the American Parkinson Disease Association, Candlelighters of Southern Nevada, Disabled American Veterans, the Henderson Community Foundation, Make-A-Wish Foundation, Nevada Cancer Institute, Opportunity Village, Safe Nest and the Nevada Child Abuse Prevention Center.

The most important issue facing the valley: The scarcity of affordable and developable land

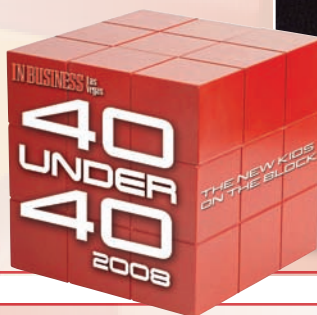
My mentor and why: My father, because of his optimistic outlook on life.

Favorite Web site: www.bloomberg.com

Hobbies: Playing with my kids

Fantasy job: Boxer

One-word description of self: Ambitious



CRAIG SHUTE

Age: 37

Current job: Managing Director, CB Richard Ellis

Education: Bachelor of Business, University of South Australia

About Craig Shute: Craig Shute joined CB Richard Ellis in 1998 and quickly rose to the position of managing director of the South Australian office, where he managed recruitment, hiring and training of the entire Adelaide staff. Shute is now responsible for managing CB Richard Ellis' Las Vegas office, which is staffed with 41 real estate professionals and 102 total employees. In this role, he is responsible for new business development and client relations for brokerage, investment, property management, asset services and valuation. He also sits on the executive board of the western division. Shute's knowledge of international markets, his contacts and his diverse perspective make him extremely valuable to CB Richard Ellis, a full-service real estate services company with a global presence. Shute is a board member of the Southern Nevada chapter of the National Association of Industrial and Office Properties, a member of Urban Land Institute and a member of the International Council of Shopping Centers.

The most important issue facing the valley: In a word, water

My mentor and why: My father has always been my mentor. He was the person who first got me into real estate and has remained my inspiration ever since.

Favorite Web site: www.afl.com.au

Hobbies: Swimming, snow skiing, waterskiing, travel

Fantasy job: Sports commentator at the Olympic games

One-word description of self: Dedicated



JAY BECKMAN

Age: 35

Current job: Director of Golf, Southern Highlands Golf Club

Education: B.A. in Leisure Services, University of Northern Iowa

About Jay Beckman: It's not easy to make everybody happy, and that's just what Jay Beckman must do in his position when managing all aspects of golf operations at Southern Highlands Golf Club. He is charged with creating an environment of outstanding customer service that makes every member's golf experience one of the best in the country. But it's a job he wouldn't trade for anything. Beckman, a 13-year veteran of the golf industry, has held such titles as golf professional at Florida's Innisbrook Resort and Golf Club, Eldorado Country Club in Palm Springs, Calif., Castle Pines Golf Club in Colorado and director of instruction of Executive Golf Ltd. He is a member of the Professional Golf Association of America and his work has ranked in Golf Week's top 100 golf shops for 2004 and 2005 and top 100 modern golf clubs in 2004, 2005 and 2006. Beckman credits his success to "the work ethic instilled in me by my parents. That, and not being afraid to answer the door when opportunity was knocking and making some tough decisions that ended up being the right choices."

The most important issue facing the valley: Water shortage. Price and limited access in the future will affect many economic decisions, especially the golf industry.

My mentor and why: I have been fortunate to have encountered many mentors along my way ... Steve Beckman (my father), John T. Stewart III, Garry Goett and Bruce Deifik. They have all taught me the value of work ethic and how to conduct yourself in a professional manner.

Favorite Web site: www.golfwrx.com — because it keeps me up to date on the latest trends in the golf industry.

Hobbies: Snowboarding, Bikram yoga, cooking and travel

Fantasy job: Director of golf at Southern Highlands Golf Club.

One word description of self: Lucky



*Success is
a result
of leadership.*

*Congratulations,
Shawn and Bryce,
for making
the cut!*



Our Group Builds Your Success

www.danoski-clutts.com

6110 Elton Ave., Las Vegas, NV 89107
702.434.9991 Office | 702.243.5556 Fax
Lic. #0052288

KENT BELL

Age: 35

Current job: Principal, Mechanical Engineer, Harris Consulting Engineers

Education: B.S. in Architectural Engineering, University of Kansas

About Kent Bell: Kent Bell credits his success at a young age to hard work, determination, and the ability to stay focused when things are not going as planned. "What you do when things are going poorly is more important than what you do when things are going great," said Bell, who is the youngest principal for one of Las Vegas' most successful engineering firms. The first mechanical engineer in the state of Nevada to receive the U.S. Green Building Council's designation of LEED accredited professional, Bell has been a member of the Las Vegas chapter since its inception. Considered an expert in green and sustainable building, he has engineered some of the city's notable projects including Las Vegas Springs Preserve Desert Living Center, which is among the first Platinum LEED certified buildings in Nevada. Two completed silver LEED certification projects Kent engineered are the Animal Foundation regional animal care campus and the CSN Cheyenne campus Morse Arberry, Jr. Telecommunication Building. Several more projects are currently being designed.

The most important issue facing the valley: Water conservation. It's amazing that we live in a desert and so many people just don't realize that our water is a finite resource.

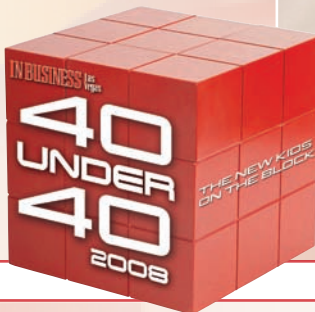
My mentor and why: Too many to name

Favorite Web site: www.cnn.com — I'm a news junkie.

Hobbies: Motorcycles and shooting sports

Fantasy job: Vice president of engineering at Harley-Davidson

One-word description of self: Resilient



DAVID SAXE

Age: 38

Current job: Owner, the V Theater and David Saxe Productions

Education: UNLV, B.A. in Communications

About David Saxe: As owner of the V Theater in the Miracle Mile Shops at Planet Hollywood and producer of some of the most awarded shows in Las Vegas, David Saxe is a consummate promoter and pioneered how shows are marketed in Las Vegas. Saxe has produced more shows in Las Vegas than any other producer in history, productions that include Clint Holmes, the Scintas, V The Ultimate Variety Show, Showgirls of Magic, Buckwild, Popovich Comedy Pet Theater, Matsuri, Nathan Burton Comedy Magic, Dirk Arthur Extreme Magic, Mesmerized, Toxic Audio and Melinda First Lady of Magic. At one point, Saxe had eight shows running simultaneously. Saxe is also a professor of hotel entertainment at UNLV, and has donated hundreds of thousands of dollars to a variety of nonprofits. A native Las Vegas, his charitable contributions include ALS of Nevada, Opportunity Village, Make-a-Wish Foundation, United Blood Services, Susan G. Komen for the Cure and Big Brothers Big Sisters. For his philanthropic efforts, he was given the key to the city by Mayor Oscar Goodman and Feb. 22 was declared David Saxe Day.

The most important issue facing the valley: The housing/loan market. This crisis eventually affects everyone.

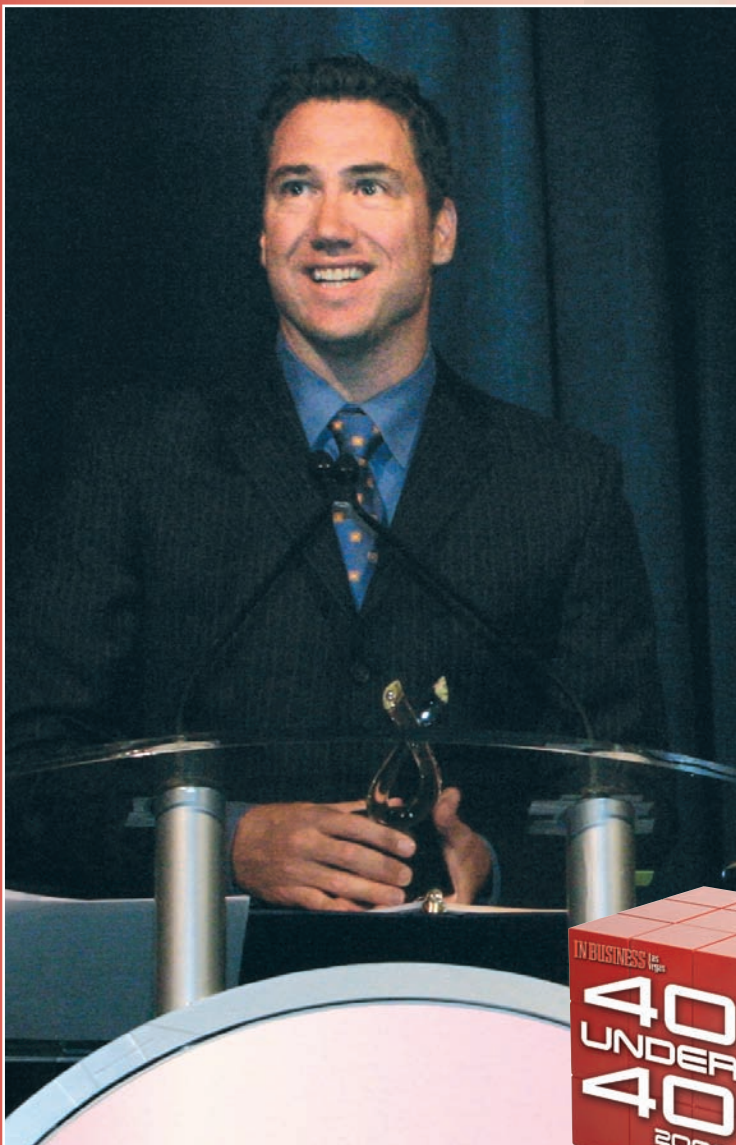
My mentor and why: My father, Richard Saxe, who passed away six years ago from Lou Gehrig's disease. Every day I realize he was right about advice I never took when he was alive. He was smart, but even smarter from the grave.

Favorite Web site: www.youtube.com

Hobbies: Basketball, attending UNLV Rebels games with my 6-year-old son

Fantasy job: Mayor of Las Vegas

One-word description of self: Driven



TRACY BOWER

Age: 37

Current job: Director of Marketing/Communications, Regional Transportation Commission (RTC) of Southern Nevada

Education: Completing a Master's Degree in Ethics and Policy Studies at UNLV

About Tracy Bower: Tracy Bower, director of marketing and communications for the Regional Transportation Commission of Southern Nevada, oversees internal and external communications for the organization as well as marketing and government affairs. In 2007, Bower and her team planned the groundbreaking ceremony for the RTC's new ACE rapid transit system. ACE will link downtown with the resort corridor, North Las Vegas and Henderson. The groundbreaking included honored guests Sen. Harry Reid, Rep. Shelley Berkeley and Mayor Oscar Goodman. Prior to joining the RTC, Bower was a senior public information coordinator for the Southern Nevada Water Authority, responsible for community outreach media relations and conservation education. Bower has an extensive background in television news as a producer. She received a regional Emmy award for a program on breast cancer. Bower is a member of the Las Vegas chapter of the Public Relations Society of America and is an active member of Shadow Hills Baptist Church.

The most important issue facing the valley: Transportation. The I-215 Bruce Woodbury Beltway was a visionary project and the ACE rapid transit system will improve commutes when it opens in 2009.

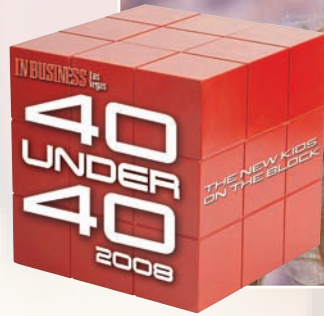
My mentor and why: Emily Neilson, general manager of KLAS-TV-8, successfully balances a competitive career with family and still finds time to mentor her staff.

Favorite Web site: www.nytimes.com

Hobbies: Watching movies with my husband and cooking

Fantasy job: Food Network chef

One-word description of self: Evolving



SILVERTON

Casino • Hotel • Lodge

CONGRATULATIONS
TO YALE ROWE,
AND ALL OF THIS
YEAR'S 40 UNDER
40 HONOREES!

ALONG WITH
YOUR CONTINUED
SUCCESS SILVERTON
IS ON THE RISE.



KIPP COOPER

Age: 37

Current job: Director of Government Affairs for Carrara Nevada / Greater Las Vegas Association of REALTORS®.

Education: Emerson College Boston, M.A. B.S. in Political Communication

About Kipp Cooper: Kipp Cooper has had a distinguished career in politics as both an elected official and lobbyist, with expertise drawn from a diverse set of experiences. Cooper's specialties include state and local policy formation, negotiation, political and PAC fundraising, real estate and hospitality industry lobbying, grassroots organization and public relations. During his career, he's served as a legislator in the New Hampshire House of Representatives, managed lobbying efforts for the real estate industry and instructed public office candidates on the nuts and bolts of political campaigning and fundraising. A four-year valley resident, Cooper represents the CARRARA GROUP as the director of government affairs for the Greater Las Vegas Association of REALTORS®. In this capacity, he manages the association's political action committee, public relations, public policy and regulatory matters that affect their 15,000 members. Cooper serves on numerous committees including Clark County Development Advisory Committee, Clark County Comprehensive Plan Steering Committee, Clark County Water Reclamation District Advisory Committee, Clark County Records Advisory Committee and the Southern Nevada Graffiti Coalition. Cooper says giving back to the community is very important to him, noting the rewarding nature of work he does with REALTORS® on quality of life issues such as housing, graffiti, water and economic development.

The most important issue facing the valley: The most important issue facing the valley is the erosion of our sense of community. Sure, water, the economy and the housing market are all important issues, but they don't define us as who we are.

My mentor and why: In all honesty, my mother, as she is a person who has faced tremendous obstacles and setbacks in life, but has always been able to brush herself off and get back up. Her perseverance and willingness to help others has molded me into the person I am today.

Favorite Web site: www.lasvegasrealtor.com (shameless plug)

Hobbies: Golf, alpine skiing, camping and enjoying the great shows and food the valley has to offer

Fantasy job: Touring golf pro ... it's a no-brainer, getting paid to play the best golf courses and stay in the nicest resorts in the world! Now I only need to shave about 12 strokes off my game (that is truly fantasy).

One-word description of self: Determined



JENNIFER BRADLEY

Age: 36

Current job: Executive Director, Lili Claire Foundation

Education: University of Texas at Arlington

About Jennifer Bradley: Jennifer Bradley's is the face of the Lili Claire Foundation, an organization that is dedicated to helping children living with neurogenic conditions while providing hope and resources to the families who love them. Bradley's son, Brett, is one of those children with a genetic condition and is a direct recipient of his mother's work. Lili Claire kids are Bradley's fundamental motivation for working daily to enhance services of children with neuro-developmental conditions. She supplies the hope and the foundation provides free resources to the families of children who suffer from such conditions as autism, Down syndrome and fetal alcohol syndrome. Bradley handles all of the foundation's services, programs, management, planning and administration. In 2007, Bradley organized a benefit dinner and concert featuring Aerosmith that raised more \$1 million and invaluable community awareness. The foundation's clinic expansion in Las Vegas and Reno is a result of Bradley's ability to secure grants allowing the organization to purchase its own building and double its staff. Her proactive approach to fundraising, development and outreach has made the foundation a viable philanthropy.

The most important issue facing the valley: To increase funding toward quantity and quality of pediatric health care services for children in our community, especially those with developmental conditions.

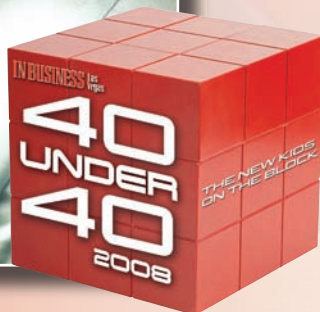
My mentor and why: My mother. She is able to balance her professional and home life with ease and appreciate the joys in life.

Favorite Web site: www.itunes.com

Hobbies: Dining, dancing, traveling and spending time with family and friends

Fantasy job: Broadway performer

One-word description of self: Compassionate



PHILIP SHALALA

Age: 34

Current job: Vice President of Marketing, Hard Rock Hotel & Casino

Education: B.A. Iowa State University

About Philip Shalala: Hands on is Philip Shalala's approach as the Hard Rock Hotel's marketing man. Amidst the celebrity musicians and rock n' roll paraphernalia that adorn the well-known destination among the 21-40 year olds, Shalala stands his ground in continuously reinventing the allure of the icon. As if the Hard Rock Hotel's gigantic guitar that graces the front of the building isn't enough to draw attention to the joint, Shalala has the sensational task of bringing back the "marquee" perception of the hotel. Since, what happens in Vegas, Shalala would say, happens at the Hard Rock. Shalala develops and executes top events such as Maxim Hot 100, MTV Video Music Awards, World Music Awards and the Independent Film Festival. He's developed inroads with media outlets such as US Weekly, Extra, VH1 and MTV to keep the property in the targeted demographic group's eyes. In 2009, most of Shalala's time will be spent overseeing the hotel's multi-million dollar expansion to fine tune its operation and serve customers from all over the world.

The most important issue facing the valley: Education. The lack of teachers, funding and low salaries are a national problem. Teachers should be the highest paid profession in the workforce.

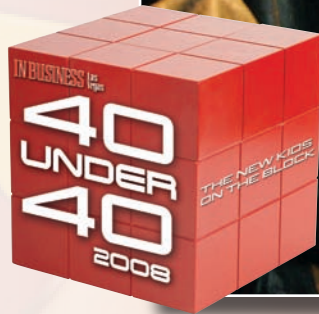
My mentor and why: My dad. He's a self-made, old-school, hardworking, extremely respected and decorated businessman who was raised without a father. He has every quality I strive for daily.

Favorite Web site: www.rookecustomers.com

Hobbies: Outdoor sports, snowboarding and hockey

Fantasy job: Pro surfer

One-word description of self: Focused



Congratulations!

Kipp Cooper

Government Affairs Director

On being honored as one of In Business Las Vegas'

"Top 40 under 40"

from the Greater Las Vegas Association of REALTORS®

*Thank You For Your Commitment to
Securing a Positive Future for Real Estate.*



1750 E Sahara Ave • Las Vegas, NV 89104
702.784.5000 • www.LasVegasRealtor.com





SHAWN DANOSKI

Age: 37

Current Job: CEO, Danoski Clutts Building Group

Education: B.S. Construction Management, University of Nevada, Las Vegas

About Shawn Danoski: After cashing in \$30,000 in savings bonds to start his own construction company, Shawn Danoski could be seen as the picture of determination. Especially, since his firm, Danoski Clutts Building Group, is set to bill \$32 million in 2008, only six years after opening its doors. But Danoski likes more of a high road approach to both business and life. Asked what he's most proud of? "My family," he responds, not going much further into it. His company is also becoming known for its community involvement efforts, sometimes taking on jobs for local nonprofits that have a thin, even nonexistent, profit margin. The company won the Corporate Citizen award from the local chapter of the Associated General Contractors for these efforts, and Danoski continues with his involvement with some local nonprofits and charities, which in-

clude the Nevada Childhood Cancer Foundation and Canyon Ridge Christian Church building committee. He is also a board member of the UNLV advisory board for construction management programs and is an active member of the Nevada Development Authority and Las Vegas Chamber of Commerce.

The most important issue facing the valley: Current home values and foreclosures

My mentor and why: My mentors include Phil Thomas, Kevin Parsons and Frank Martin. Each of these men have invested time out of their lives to contribute to the betterment of my faith and career. I also have to credit my father, who I am exactly like. He continues to keep me grounded.

Favorite Website: www.danoski-clutts.com

Hobbies: Family, motorcycle racing, snow skiing

Fantasy job: Motorcycle racing

One-word description of self: Dedicated

BRYCE CLUTTS

Age: 31

Current Job: President, Danoski Clutts Building Group

Education: B.S. in Business Administration/Management, University of Nevada, Las Vegas

About Bryce Clutts: A rare breed, Bryce Clutts is a native of Las Vegas, as is his father. The long-time resident, at only 31, is heading into a record business year where his construction company, Danoski Clutts Building Company, is projected to bill \$32 million — quite a feat for a company that was only started in 2002. Like his partner, Shawn Danoski, Clutts prides himself in being grounded in family life while shaping a company that will likely bill \$50 to \$100 million in the coming years. "I am a pretty simple and quiet guy but very passionate and protective of the people and organizations that make up my world. It is humbling to be a part of the tremendous success our company has achieved and still be able to go home each night to a solid [family] foundation," he said. Danoski Clutts Building Company was recently awarded the Corporate Citizen Award from the Las Vegas chapter of the Associated Gen-

eral Contractors (AGC). Clutts is also a board member of the Girl Scouts of Frontier Council, serves as a construction consultant to Safe Nest, and is a board member of AGC.

The most important issue facing the valley: Transportation. My concern is how we are going to get the thousands of people to Las Vegas to fill the hotel rooms coming on line and sustain this healthy level of growth in the future.

My mentor and why: My two grandfathers. Since I was a little boy, they have "beat into me" the following core values: believe in the Lord and go to church; work hard; be a man of your word; pay your bills.

Favorite Web site: www.msn.com

Hobbies: Anything that has to do with spending time with my wife and kids. We enjoy spending time with our horses, hunting, fishing or just camping

Fantasy job: Own and operate a large, working quarter horse ranch

One-word description of self: Determined

YALE ROWE

Age: 37

Current Job: Vice President, General Manager Silverton Casino Lodge

Education: B.S. Hotel Management, University of Nevada, Las Vegas

About Yale Rowe: Yale Rowe has spent his entire professional career in the gaming industry. With executive stints at Paragon Gaming Inc., the Hard Rock Hotel & Casino, Circus Circus Corp., among others, Rowe is currently leading the Silverton through a \$130 million expansion effort that involves the resort's casino, dining and entertainment amenities. The extensive project is expected to be completed by early 2009 and will add 35,000 square feet to the casino, 800 more slot machines, a high-limit gaming salon, a \$15 million entertainment and pool venue as well as a 1,500-space parking garage that will be expandable to 4,000 spaces. Early in the expansion effort, Rowe was also tasked with closing and reopening the award-winning Twin Creeks restaurant, which closed its doors temporarily in late October and opened in early December with a fresher look and new menu. Rowe also gives back to the community with his involvement with the Make-A-Wish Foundation. He puts together several benefit events for the charity each year at the Silverton.

The most important issue facing the valley: Short term, the housing crunch facing the valley, but longer term, the water shortage.

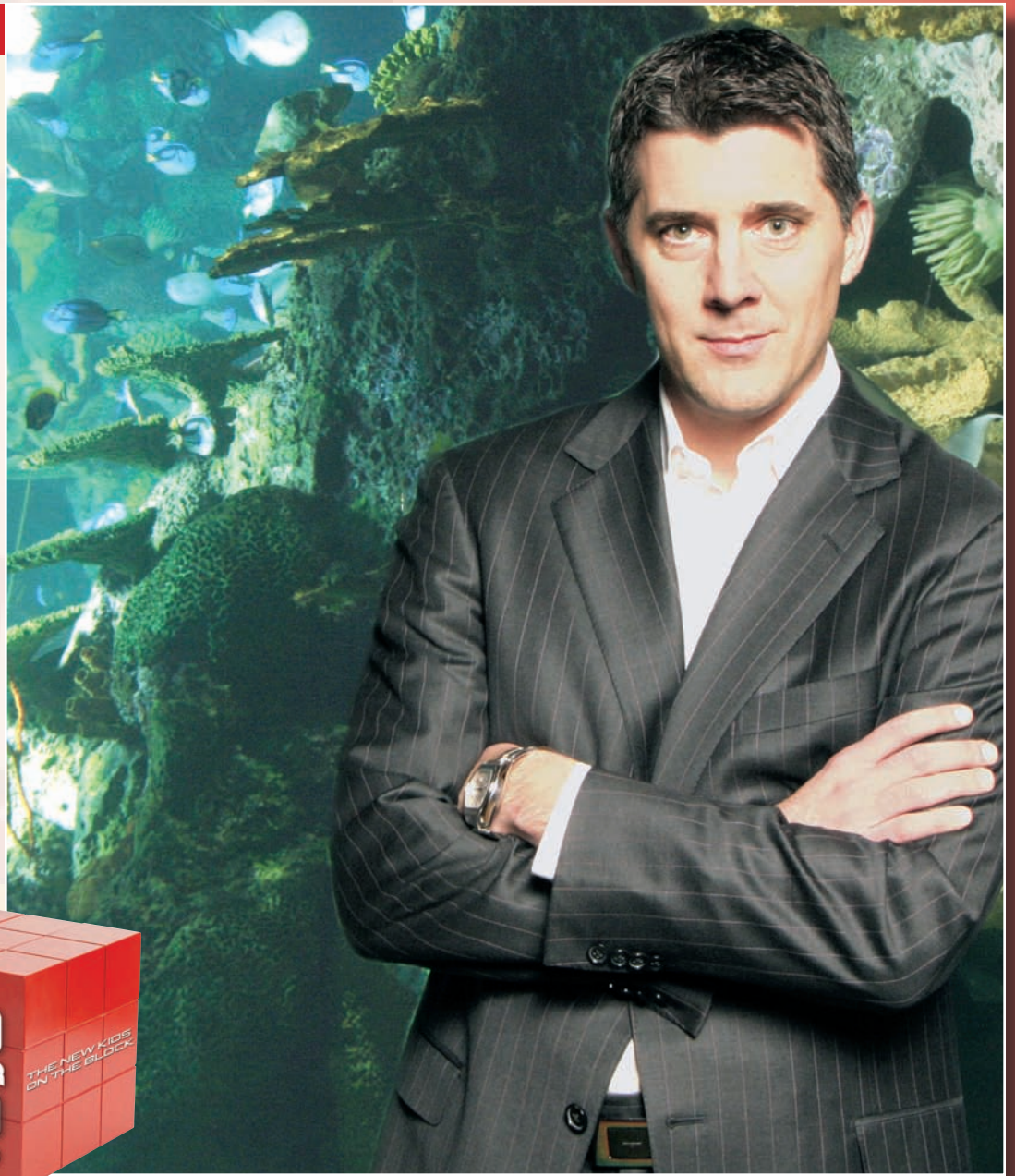
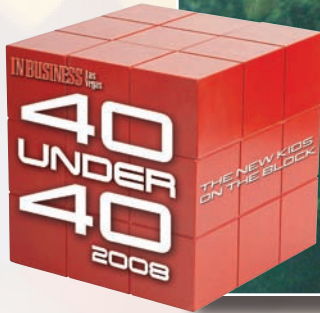
My mentor and why: Scott Menke, principal and president of Paragon Gaming Inc. He was my first boss when I came out of college and worked with him on and off for 13 years. He really helped me develop my management style, which involves being very visible and having open lines of communication, as well as valuing accountability.

Favorite Web site: www.yahoo.com (finance link)

Hobbies: Golf, reading, fly-fishing and travel

Fantasy job: Golfer, trial lawyer

One-word description of self: Determined



Konami Gaming



Paradise Aviation - Jet Hanger 7



Boca Raton Luxury Condominiums



Northern Beltway

Arroyo Office Park Buildings 1 & 2

MARTIN HARRIS CONSTRUCTION

"The Best"

www.martinharris.com

YOUNG ASSOCIATES BUILD THEIR FUTURE WITH MARTIN-HARRIS CONSTRUCTION.

Main Office: 3030 South Highland Drive / Las Vegas, NV 89109 / 702.385.5257 / Fax: 702.474.8257
 Phoenix Office: 4836 East McDowell Road, Suite #100 / Phoenix, Arizona 85008 / 602.288.1325 / Fax: 602.288.1329
 Licensed in Nevada since 1976 - Licence No. 13982 / Arizona Licence No. ROC 115108 / Also licensed in CA, UT & NM

HILARIE ROBISON

Age: 32

Current job: Executive Director, Nevada Public Education Foundation

Education: B.A in Political Science, Brigham Young University; Master's in Ethics and Policy Studies, UNLV,

About Hilarie Robison: Since 2004, Hilarie Hicks Robison has served as the executive director of Nevada Public Education Foundation, a nonprofit intermediary organization and the statewide convener of the Ready for Life movement, a collaborative effort of more than a dozen youth-serving agencies established in 2005 to improve Nevada's high school graduation rate. With Robison at the helm, the Ready for Life movement works to build a community ethic that values education and is a catalyst for quality education statewide. The movement continuously evolves by recognizing and addressing the complicated issues that affect the overall goal of helping young people complete high school and successfully transition to adulthood. A third-generation native Las Vegas, Robison previously served as the education coordinator for the Southern Nevada Water Authority, where she developed and managed education and youth participation programs, including the nationally-recognized Youth Advisory Council. She serves on the board of Kids Voting Greater Las Vegas, Desert Valley Academy and RSVP, a community theater organization.

The most important issue facing the valley: I would have to say preparing young people for successful adulthood and ensuring they receive the necessary education and support.

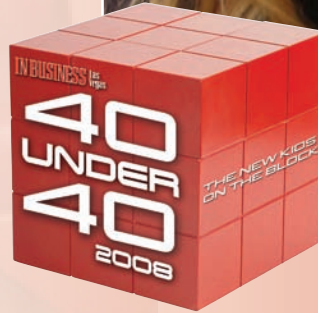
My mentor and why: Dr. David Magleby, a professor I worked for in college at BYU. He really helped me understand what I was interested in and how I could use my interests and abilities to make a difference.

Favorite Web site: www.civicuse.org

Hobbies: Camping, ATV riding, reading, church service and spending time with family

Fantasy job: Vice president of a small liberal arts college

One-word description of self: Determined



JEFFREY OGDEN

Age: 38

Current Job: Vice President, Community and Resource Development, United Way of Southern Nevada

Education: B.A. communications, California State University, Sacramento

About Jeffrey Ogden: Arriving at the United Way of Southern Nevada in May 2006 from a United Way position in another city, Jeffrey Ogden has enjoyed a distinguished career with the well-known nonprofit. In his 10 years with United Way, he has participated in helping to generate more than \$100 million in funding for United Way and its programs.

Ogden spent six years in the Navy, an experience that allowed him to see more than 25 countries. He then enrolled at California State University, Sacramento. During college, what was initially a part-time temporary position at United Way became a career. He enjoys his job because "it's about creating change," he said, while recalling time spent helping Hurricane Katrina victims. "In that experience, people weren't asking for things, they were asking 'where are the jobs?' People don't want a handout, they want a hand up."

The most important issue facing the valley: Education. And it's not higher education, it's children and getting them ready to learn so they can have the tools to be successful.

My mentor and why: My mom. She always told me I could do whatever I put my mind to. She never judged or criticized and always encouraged me.

Favorite Web site: www.foxnews.com

Hobbies: Bicycling, running, watching sports. I love basketball; I'm a big Sacramento Kings fan.

Fantasy job: I would like to be on one of those TNT analysis shows with Charles Barkley. He tells it the way it is.

One-word description of self: Energetic.





ANGIE CERRETA

Age: 25

Current job: Project Manager, Glen, Smith and Glen Development

Education: B.A. from Claremont McKenna College, Claremont, Calif.

About Angie Cerreta: When others shrink from intimidating challenges, Angie Cerreta meets them head on. "A big part of success is being willing to get outside of your comfort zone and say 'yes' when an opportunity presents itself. I try to look at challenging situations as a chance to grow and evolve as a person," Cerreta said. So, at 21, when she interned with MGM Grand Hotel and Casino and was asked to stay and serve as restaurant manager for the grand opening of the casino's Diego restaurant, she agreed.

After a successful opening, she managed the restaurant for six months before returning to school at Claremont McKenna College to finish her bachelor's degree. Later, she was hired back by MGM Grand to open two new restaurants by French Master Chef Joël Robuchon, L'Atelier de Joël Robuchon and Joël Robuchon, and was sent to France to train in his Paris restaurants. Fluent in French, Cerreta played an integral role as a liaison and consultant between MGM's food and beverage upper management and Robuchon's French management team.

Following that, Cerreta declined another MGM opening project in

favor of a business opportunity with developer Glen, Smith and Glen Development, where she was named assistant project manager. Six months later, she was promoted to project manager, assuming responsibility for eight multi-million dollar projects.

The most important issue facing the valley: Like many communities in the Southwest, I think Southern Nevada's greatest challenge is to address the water shortage that threatens our ability to grow and thrive as a community.

My mentor and why: I've been lucky enough to have several wonderful people as mentors including Kenneth Smith and Dave Kohlenberger at GSG Development, and Avi Haksar and Tony Angotti at MGM Grand Hotel & Casino. They've shown me that being successful comes by doing what you believe in and what makes you happy.

Favorite Web site: www.epicurious.com

Hobbies: Travel, food and wine, yoga, Latin dance, reading and acrylic painting

Fantasy job: To open a boutique hotel and restaurant chain with a fully sustainable operations cycle

One-word description of self: Passionate

Congratulations!

ALEX EDELSTEIN

CEO, Gemstone Development

The Ryness Company congratulates you on being honored as one of In Business Las Vegas' "Top 40 under 40"



LIN & ASSOCIATES

A PROFESSIONAL LAW CORPORATION

Business Lawyers for Business Peoplesm

FOCUSED AREAS OF PRACTICE:

- Corporate and Real Estate Transactions
- Commercial Litigation, Business/Partnership Disputes
- Franchise Law • Strategic Business Advisory

In today's dynamic business environment, Lin & Associates has been the trusted source for legal counsel and business guidance for many of Southern Nevada's businesses. With our focused areas of practice rather than a "jack of all trades" approach, our firm has built an unmatched reputation for delivering results. When solutions to complex legal and business issues are needed, business owners and executives turn to us.



Frank Lin, Esq.
JD/MBA



Kristine Brewer, Esq.



Jermaine Grubbs, Esq.
Member, International Franchise Association
Member, ABA Forum of Franchising

702.243.0900 | www.linassoc.com

MAXIMILIANO D. COUVILLIER III, ESQ.

Age: 34

Current job: Attorney, Lionel Sawyer & Collins

Education: California Western School of Law in San Diego, Calif., Cum Laude, J.D., University of California, San Diego, B.A. Political Science, Minor in Law

About Maximiliano D. Couvillier III, Esq.: Couvillier is one litigator that other attorneys want sitting next to them in the courtroom, instead of across the aisle. Couvillier maintains a robust law practice in all stages of litigation including appellate matters under the names of Lionel Sawyer & Collins. Among his many achievements, Couvillier successfully conducted a first-chair bench trial, counsels clients in employment-based immigration issues and still finds time to be actively involved in the Las Vegas and Latin Chamber of Commerce. Couvillier's involvement as a community leader brings further dimension to his law practice. He currently serves as president of the Southern Nevada Latin Bar Association board of directors and is a past board member of the Latin Chamber of Commerce. A force to be reckoned with, Couvillier also lends his expertise to the American Immigration Lawyers Association, the Justice of the Peace Judicial Selection Committee and the Clark County Public Defender Indigency Advisory Committee.

The most important issue facing the valley: Growth and education

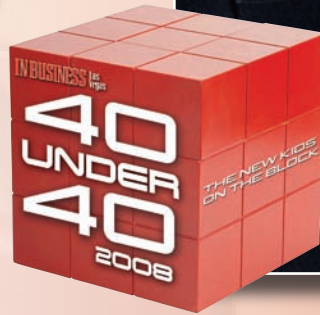
My mentor and why: Maximiliano and Eugenia Couvillier and Todd Kennedy. My parents gave me a foundation and taught me about parenting. Todd Kenney led me on the right path as an attorney.

Favorite Web site: www.google.com

Hobbies: Playing with my sons, Ethan and Evan

Fantasy job: General counsel for the San Diego Padres

One-word description of self: Driven



GWEN MIGITA

Age: 36

Current Job: Corporate Director of Corporate Social Responsibility, Harrah's

Education: B.A. Business, University of Washington, M.B.A., University of Nevada, Las Vegas

About Gwen Migita: Gwen Migita has lived or traveled in 28 different countries. The native of Hawaii has taken her passion for learning about different cultures to the corporate gaming environment, and is now the leading force behind Harrah's Entertainment's \$80 million in annual giving to more than 13,000 different organizations and more than 100,000 volunteer hours. "I have an interest in learning more about what we do as well as what we could be doing," she said of her recently created position.

Migita also serves as a corporate leader in Harrah's diversity strategy programs, and is a member of the Las Vegas steering committee and national diversity trainer for the Human Rights Campaign. She is also the past president of the Las Vegas chapter of the American Marketing Association and is a member of the National Gay & Lesbian Journalist Association and board member of the Gay & Lesbian Center of Las Vegas.

The most important issue facing the valley: Social, economic and environmental sustainability.

My mentor and why: Jan Jones; she is someone I've worked directly for in the last several years. I call her a groundbreaker with a big heart, a visionary, very grounded, insightful, everything you'd hope a mentor would be.

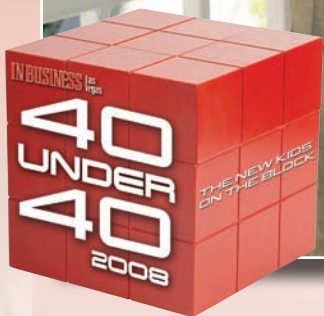
Favorite Web site: www.hrc.org

Hobbies: Political and social activism with different organizations locally and nationally; soccer, muay Thai (Thai boxing)

Fantasy job: Off the beaten path travel journalist, or a culture or extreme exploration type of journalist or researcher.

One-word description of self: Intuitive





ALEXANDER EDELSTEIN

Age: 39

Current job: CEO, Gemstone Development

Education: A.B.(Bachelor of Arts) Harvard University, M.B.A., University of California at Berkeley

About Alexander Edelstein: At a time when the residential real estate market has been tumultuous, one developer is finding unparalleled success: Alexander Edelstein. In 2006, the Las Vegas-based builder directed the design, development and construction of the \$230 million, 700-unit Manhattan Condominiums. Before that project was complete, he began planning ManhattanWest, a \$350-million, 700-unit mixed-use development. ManhattanWest has not only won the 208 National Association of Homebuilders' 'Nationals' Award as one of the five best urban condominium communities in the country, but it also is one of the top-selling condominium communities in the U.S. In 2006, Gemstone Development was the city's second largest condominium developer and one of its top 10 homebuilders. "Our vision is to try to connect people to one another," Edelstein said. "We design our projects with that in mind."

Edelstein began his career at Microsoft, where he was part of the design team that developed what became Microsoft Outlook. At Netscape, he product managed the legendary Netscape Navigator in its

early versions, and at Inktomi he managed the search engine business that was later sold to Yahoo to form the base of Yahoo's search technology.

The most important issue facing the valley: Lack of transportation infrastructure is going to throttle Las Vegas' growth five years from now unless some real leadership kicks in. We need a monorail or subway down the center of the Strip, an environmental impact report for the new airport that doesn't take five years and a high-speed rail line to Los Angeles.

My mentor and why: I've had several excellent bosses at Microsoft, Netscape, and Inktomi [but] my father is probably my most significant mentor.

Favorite Web site: These days I'm reading a lot of www.RealClearPolitics.com. I'm also a big fan of theonline.com, www.wikipedia.com and www.nytimes.com.

Hobbies: I read books and play the drums. Occasionally, I read about drums and sometimes I drum on books, creating some really kick-ass cross-hobby synergy.

Fantasy job: President of the USA

One word description of self: Aspirational



Focused Exclusively on Financial Talent

Las Vegas • (702) 734-1110
3770 Howard Hughes Pkwy., #250
Las Vegas, NV 89169
lv@accountantsinc.com
www.accountantsinc.com



At Accountants Inc. we understand how critical it is to find the right people with the right skills for your accounting and finance department.

Our exclusive focus in accounting and finance means our team of staffing professionals has a greater understanding of the unique needs of accounting and finance departments. This in-depth knowledge combined with our established relationships with qualified accounting and finance professionals, makes us an ideal recruiting partner for companies of all sizes across all lines of business. Whether your needs are on a project or direct hire basis, let Accountants Inc. focus on your financial talent so you can concentrate on the business at hand.

We invite you to experience the difference and see how our people and our approach make us your best source for accounting and finance staffing. Call us at (702) 734-1110 or visit our website at www.accountantsinc.com for more information.

Congratulations to
our own Johanna Blake
on her outstanding
achievement of
being named to the
40 Under 40 List.

U.S. TRUST

Bank of America Private Wealth Management

U.S. Trust, Bank of America Private Wealth Management operates through Bank of America, N.A., a wholly owned subsidiary of Bank of America Corporation. © 2008 Bank of America Corporation. All rights reserved.

TERRI L. MARUCA

Age: 38

Current job: Vice President, Kirvin Doak Communications

Education: Pennsylvania State University (Penn State)

About Terri L. Maruca: Terri Maruca is lauded not only for her expertise in the public relations arena and her countless successful PR campaigns, she's also known as a hands-on manager who encourages employees to excel, work as a team and enjoy their jobs to the fullest. Recognized as the "go-to girl" for information on anything and everything that's happening in Las Vegas, Maruca has spent her career striving for excellence, serving as the talent behind numerous successful public relations campaigns for clients including Wolfgang Puck Fine Dining Group, Bette Midler, Miracle Mile Shops, Sunrise Hospital & Sunrise Children's Hospital, Silverton Casino Lodge and Golden Gaming.

A self-proclaimed media junkie, Maruca is known by her colleagues as a professional who is passionate about her work and devoted to building long-term, quality relationships with clients and coworkers. Clients trust her judgment, knowledge and experience and know that Maruca will consistently provide straight answers and a clear vision for how their PR project will unfold.

The most important issue facing the valley: Water

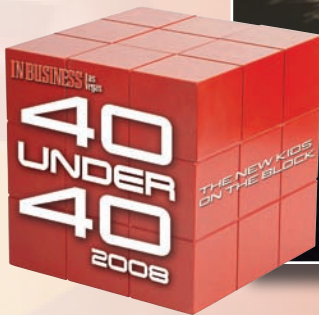
My mentors: My parents — Marti and Ted Maruca. They provided an amazing environment for me to grow and blossom. They supported me no matter what and let me follow my dreams no matter where they led me. They worked hard to provide me with every opportunity to be successful and most importantly, they believed in me.

Favorite Web site: www.msn.com

Hobbies: Watching sports, shopping, being active/involved in the community and working out

Fantasy job: NFL head coach

One-word description of self: Optimistic



CYNTHIA A. ENERSON

Age: 36

Current Job: Shareholder/CPA/Tax Director with Gerety & Associates

Education: A Degree in Accounting, UNLV

About Cynthia Enerson: As a shareholder and principal of Gerety & Associates, Cynthia Enerson helps manage one of the fastest-growing CPA firms in Las Vegas. Company growth exceeded 225 percent in 2007, due in large part to Enerson's leadership skills, which have created a following of other CPAs and accounting professionals.

Enerson became a business owner before the age of 36. Prior to assuming her current position, she was with the Las Vegas office of a national firm for more than 11 years where she fine-tuned her tax and managerial skills and achieved the position of tax director. Noted for her diverse areas of specialization, Enerson currently has a clientele that includes some of the most respected medical professionals in the community. She also has a diverse background in public accounting, where she has served real estate and construction companies, and over the years, has assisted her clients with tax-related issues concerning their employee benefit programs. Enerson has served on the board of the East Las Vegas Community Development Corporation since 2001, and is now a board member of Neighborhood Housing Services of Southern Nevada (NHSSN). She is also a member of the American Institute of Certified Public Accountants and the Nevada State Society of CPAs.

The most important issue facing the valley: I would have to say affordable housing and financial literacy education among first-time homebuyers. The number of homes available has increased, however, it seems that unsophisticated buyers are not always given the best information for their situation. There are education and assistance programs available for all types of homebuyers.

My mentor: I have had the opportunity to work with and for many great role models during my career. At the firm I worked at previously, there were a number of individuals I would have considered mentors, and from each person I have learned something different. Most of all I have admired the professionalism, dedication and genuine interest in co-worker's lives in the individuals that I would consider mentors. Additionally ... all made sure that family was put first.

Favorite Web site: www.eBay.com and www.vegaspaparents.com (I can find out what's going on around the valley for my little girl to enjoy.)

Hobbies: Spending time with my daughter, yoga and traveling anywhere

Fantasy job: I really enjoy my current job, but I think if I could do it without tax season hours and the summers off it would be perfect.

One-word description of self: Dedicated (my husband had to help me with this one)



SEAN MAHONEY

Age: 36

Current job: Partner, Mahoney Galloway Advertising

Education: B.A. Communications and Advertising, University of New Mexico, Albuquerque

About Sean Mahoney: Creative is Sean Mahoney's middle name, an important attribute in advertising. Mahoney is the new generation of creative, ambitious and inspired advertising professionals who eat up the competition with their wit and no-nonsense marketing savvy. Mahoney and his partner, Cameron Galloway, have evolved their company into the "go-to" agency for businesses that demand timely results. Biodermis, a Las Vegas-based biotechnical company and a client for more than 10 years, can attest to their success. Biodermis has gone from a traditional sales-based model to a combination of online eCommerce, traditional and combined efforts that have resulted in double-digit growth year after year. Since Mahoney launched www.biodermis.com nearly a year ago, the client's monthly online revenue has more than doubled. His motto is "Great creative is only as good as its delivery method, but that doesn't even matter if it's late." Mahoney says his business success would be shallow without his commitment to the community that he gives back to through his dedication to the Nevada Childhood Cancer Foundation and Nevada Partnership for Inclusive Education.

The most important issue facing the valley: Water shortage

My mentor and why: Jimmy Buffet who is a tal-



ented, creative, self-made marketing genius, and barefoot on the beach.

Favorite Web site: www.ebay.com

Hobbies: Building and racing cars, playing guitar, mountain biking, camping and tennis

Fantasy job: Replace Chip Foose on "Overhaulin'"

One-word description of self: Tenacious



SHAUNDELL NEWSOME

Age: 39

Current job: President and CEO, Newsome Marketing Enterprises

Education: United States Air Force Communications

About Shaundell Newsome: Shaundell Newsome began his marketing career when he was just 14 and attending the High School of Graphic Communication Arts. Following a 10-year career in the military, he went to work in the marketing department of Station Casinos. Looking for a niche market that would allow him to serve small businesses, Newsome launched Newsome Marketing Enterprises in April 2006. The company started with 12 clients, with Newsome and a single assistant handling the workload. As the company quickly established a growing client base, Newsome expanded to include public relations, advertising, Web design and Internet marketing. Annual sales for the first year (April-Dec. 2006) were \$170,000, with estimates for 2007 predicted to top \$400,000.

Newsome is recognized not only for his professional capabilities, but also for his willingness to share his expertise and mentor others. He employs UNLV interns and students, providing an opportunity to gain practical experience while learn-

ing the marketing profession from the ground up. He also created a workshop, titled Marketers Anonymous — A 12-Step Plan, and has presented it for North Las Vegas Chamber of Commerce members and the Nevada Small Business Development Center. In addition to his professional accomplishments, Newsome is known for extensive volunteer work with local youth.

The most important issue facing the valley: Education needs to be more diverse. Cultural teachings need to be enhanced.

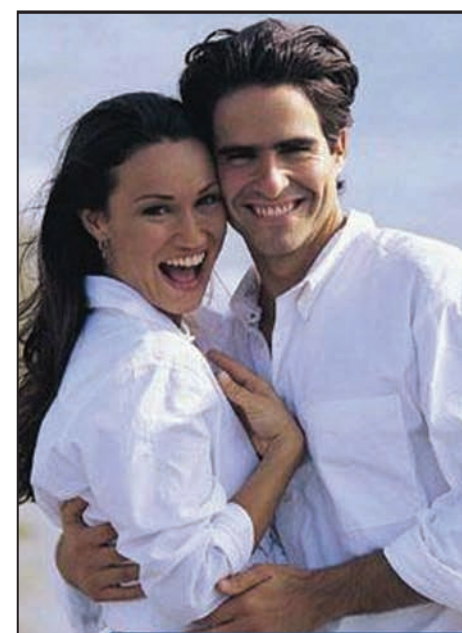
My mentor: My mother is my mentor for her focus on education and community. My father inspired me because of his thirst for knowledge.

Favorite Web site: www.ESPN.com

Hobbies: Sports, chess, reading about Black history, writing poetry, old-school hip hop collections

Fantasy job: SportsCenter special show host: "Shaundell's Sports Secrets: Digging Out the Dirt on Sports Figures"

One-word description of self: Blessed



DATING FOR PROFESSIONALS

The Right Way to Meet the Right People.

Since 1996

InterActions
providing the solution

7391 W. Charleston Blvd. Suite 130
Las Vegas, NV 89117 | (702) 262-9600
www.interactionsdating.com

TODD PARMELEE

Age: 39

Current job: Director of Operations, Golden Gaming Inc.

Education: The Finger Lakes Community College, (Canandaigua, N.Y.), Associate Degree in Travel Tourism Management

About Todd Parmelee: Todd Parmelee has been immersed in the food and beverage industry for more than a dozen years and originally joined Golden Gaming in 2004. He was named to his current post in October 2007; he now plans, manages and coordinates the operations of Golden Tavern Group's 45 tavern locations in Nevada. He demonstrates strong leadership skills and self motivation, and has been successful in ensuring the development and implementation of policies, objectives and initiatives to achieve immediate and long-term goals. A 14-year resident of Southern Nevada, Parmelee and Golden Gaming take pride in their efforts with the nonprofit Center for Independent Living. He has helped the operations team with fundraising efforts and team member support for the organization. In October 2007, Parmelee contributed to Make A Difference Day by furnishing and revamping a number of apartments, putting roofs over the heads of homeless youth supported by CIL. He continues to have a strong passion for providing youth with hope for a brighter future.

The most important issue facing the valley: From where I sit, education.

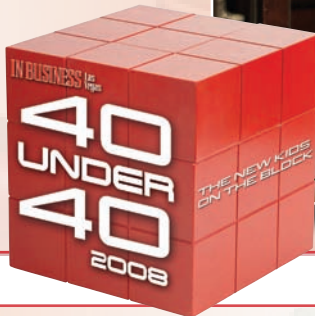
My mentor and why: M.J. Maynard, who was vice president of food and beverage at Hard Rock. In a nutshell, she just taught me how to be a better person in both my personal life and career.

Favorite Web site: www.espn.com

Hobbies: Football, snowboarding, water sports, hiking, rock climbing, live music and travel

Fantasy job: General manager of a professional football team

One-word description of self: Upbeat



CAMERON GALLOWAY

Age: 30

Current job: Partner, Mahoney Galloway Advertising

Education: B.F.A. in Advertising/Graphic Design, Columbus College of Art & Design

About Cameron Galloway: Cameron Galloway's passion for people and perfection has made Mahoney Galloway Advertising one of Southern Nevada's slickest "go-to" agencies. His fresh and edgy campaigns generate results, which translate into dollar signs for his customers. Along with his partner, Sean Mahoney, Galloway's strengths as a designer and visual communicator make him an invaluable mentor and resource for the agency's day-to-day operations. His clients appreciate his approachability, compassion and his vision that provide the foundation for their successes in the dog-eat-dog world of advertising. By far, his biggest coup has been stepping up as an industry leader to become the 2008 American Advertising Federation (ADDY) chairman. Galloway took the lead as chairman to rebuild the federation and play an active role in revitalizing a necessary component of this creative community. Galloway's dedication to revamping the federation in pursuit of excellence demonstrates his commitment to the advertising industry. Galloway is an avid supporter of Nevada Childhood Cancer Foundation and Nevada Partnership for Inclusive Education.

The most important issue facing the valley: Growing pains. Natural and cultural resources need to keep pace with growth.

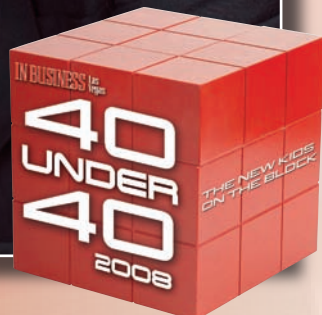
My mentor and why: Oprah Winfrey. She loves what she does and is ethical in her purpose.

Favorite Web site: www.mahoneygalloway.com

Hobbies: Art, being in the great outdoors, traveling and race horses

Fantasy job: Paleontologist

One-word description of self: Relentless



FRED HARMON

Age: 36

Current Job: President, CEO, Harmon Resources

Education: Attended University of Nevada, Las Vegas

About Fred Harmon: A Nevada native, Fred Harmon has made his name locally and around the globe in the human resources arena. Harmon has helped with staffing efforts at such big-name resorts as The Palms, the Aladdin Resort & Casino, as well as international gaming properties like the Venetian in Macau, China and the MGM Grand in Darwin, Australia. Harmon has seen more than 250,000 applicants in his career, and in 2003, in an effort to reach out to small and medium-sized businesses, started his own human resources consulting business, Harmon Resources. Harmon Resources works with companies as small as 10 employees to others as large as 75,000 staffers, and offers human resources training services to businesses as well. Harmon is also a board member and active volunteer for Family Promise, which helps families during their transition from homelessness to self-sufficiency.

The most important issue facing the valley: The economy — everybody is planning for a slow 2008.

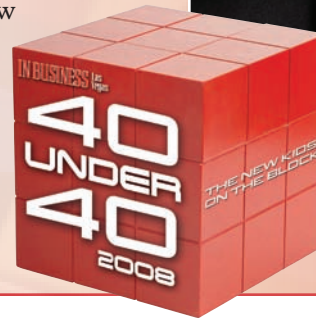
My mentor and why: Mario Ernst, owner of TLD Acquisitions, a tremendous mentor. I was a big HR professional, but having my own business was kind of a whole new world for me. He's kind of taken me under his wing to help me get a better understanding of how to grow my company.

Favorite Web site: www.google news, CNN

Hobbies: Travel, looking at model homes

Fantasy job: President of a global hospitality company

One-word description of self: Determined



JASON KUCKLER

Age: 35

Current job: I have three: father, husband, and president of PAR Development Inc.

Education: B.S. from the University of Minnesota, Mankato

About Jason Kuckler: Over the last several years, Jason Kuckler has become one of the leading developers in Southern Nevada. He recently served as development manager for Panattoni Development, a global company that specializes in industrial projects. Kuckler opened the company's Las Vegas division in January 2003 and directed all aspects of development including project marketing, entitlements, pre-development, construction and leasing. In 2007, he oversaw the completion, leasing and sales of more than 850,000 square feet of industrial space in the valley.

The success and experience Kuckler gained in this role positioned him as one of the top developers in Las Vegas, giving him the opportunity to launch his own development company, PAR Development Inc., at the end of 2007. The company name is derived from the initials of his wife, daughter and son respectively,

Paula, Ashley and Ryan. PAR Development's first project, Post Park, is scheduled to break ground in spring 2008. The \$31-million, 10-acre freestanding industrial project is slated for completion later this year.

The most important issue facing the valley: If tourism continues to increase at these record rates, McCarran Airport will soon reach capacity. Limiting tourism and gaming would have a devastating effect on our economy.

My mentor: Doug Roberts, senior vice president for Panattoni. After working under him for four years, I learned much more than just the development business, including the importance of relationships, keeping a sense of humor and having fun at work.

Favorite Web site: www.cabelas.com

Hobbies: Golfing and fishing with my kids

Fantasy job: Alaskan fishing guide

One-word description of self: Blessed



image
words
Publicity & Writing

Under 40.
Over Achiever!

CONGRATULATIONS
to World Market Center's **DANA ANDREW**
on her well-deserved 40 under 40 nod!

JOEL G. JARVIS

Age: 39

Current job: Sales Producer, Kaercher Campbell and Associates Insurance Brokerage; President, The LINK Las Vegas

Education: B.S. Accounting 1993, B.S Finance and Law 1993, Illinois State University

About Joel Jarvis: Joel Jarvis is a highly successful and innovative entrepreneur. As a commercial insurance agent for Kaercher Campbell and Associates Insurance Brokerage, Jarvis sells and services all lines of commercial insurance. Clients include gaming, manufacturing, accounting, law firms and small to mid-size businesses. Jarvis is also president of The LINK, a 25,000-member business and social networking Web site.

Jarvis' first position in Las Vegas was working with Las Vegas Sands Inc., the parent company for the Venetian, where he worked hand in hand with Sheldon Adelson and Richard Heller on accounting processes and reporting. During the course of his career, Jarvis has served as an independent contractor for Collings Incorporated of Nevada, where he assisted in turning around the accounting department for a mid-size premier millwork manufacturing company, working hand in hand with the company CFO and controller to devise new streamlining processes and procedures. Prior to that, he was co-owner of Diversified Recruitmen Advertising/Port Cyber, a "help wanted" advertising agency with Web element. Clients included names like Merck-Medco, MGM, Host Marriot, Superpawn, Mpower, the city of Las Vegas, the Las Vegas Housing Authority and other large employers in the local market.

The most important issue facing the valley: Economic diversity and sustained growth

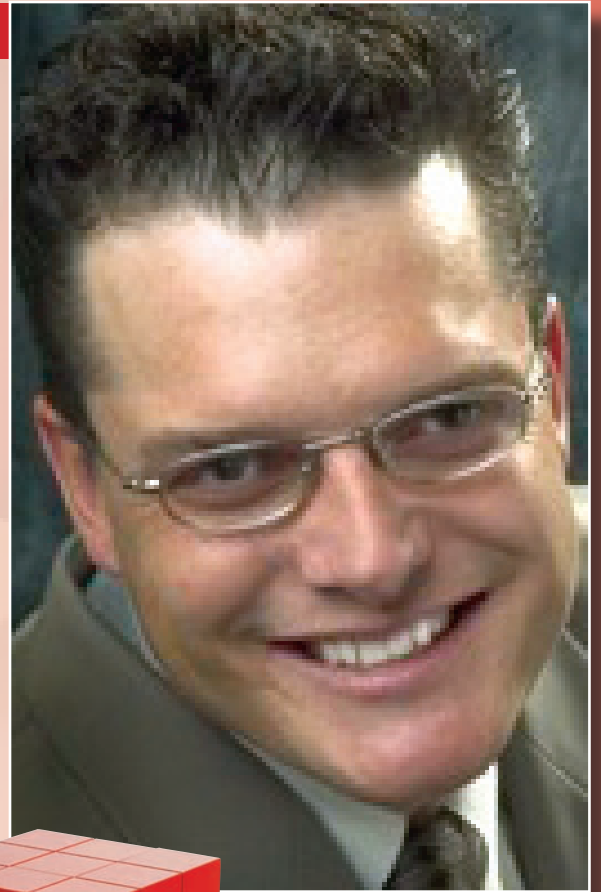
My mentor: Allen Kaercher, president of Kaercher Campbell and Associates Insurance Brokerage. Mr. Kaercher has proven to me that the good guy can WIN BIG, and he has also taught me a lot about the value of being good to people, as well as how to stay excited and motivated every day.

Favorite Web site: www.thelinklv.com

Hobbies: Travel, golf, water sports, making money and coin collecting

Fantasy job: Casino owner

One-word description of self: Driven



JENNIFER LAZOVICH

Age: 35

Current Job: Partner with Kummer Kaempfer Bonner Renshaw & Ferrario

Education: B.S. in Public Administration from University of Southern California and Juris Doctor from Southwestern University

About Jennifer Lazovich: An attorney with Kummer Kaempfer Bonner Renshaw & Ferrario since late 2001, Jennifer Lazovich's aptitude and success in negotiating development agreements and entitlements led to an expedited advancement. She was named a partner in the firm in 2007, two years earlier than is typically expected for a new associate.

With almost a decade of experience in the areas of zoning, land-use planning and government affairs, Lazovich is a highly-respected attorney who provides counsel to large casino/resorts, residential, industrial and commercial developers as well as educational institutions and other prominent businesses in Nevada. She regularly appears before county and municipal commissions, councils and boards on planning and zoning matters.

During the course of her career, Lazovich has negotiated numerous development agreements and land-use entitlements for Nevada's top master-planned communities, developers and gaming companies.

A well-respected player in the government affairs arena, Lazovich has participated in the past three sessions of the Nevada Legislature where she advocated the positions of various clients. Her experience includes the drafting, amending and advocacy of legislation and amendments covering land use, water and property rights, health care issues, gaming and business matters.

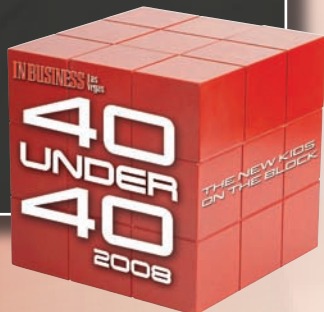
The most important issue facing the valley: Stabilization of the real estate market.

My mentor: Bob Gronauer has been my colleague for many years. He was instrumental in getting me to come work for Kummer Kaempfer. I have learned a great deal from him and I am very proud to call him my friend.

Favorite Web site: <http://gisgate.co.clark.nv.us/openweb/asp/openweb.asp>. This is an excellent Web site to find out information about properties throughout the valley. I use it on a daily basis. My other favorite Web site is www.southwest.com. Every chance I get to take a quick weekend trip, I use www.southwest.com.

Fantasy job: Given my love for the country, food and wine, my fantasy job would be the U.S. ambassador to Italy.

One-word description of self: Curious. I have never asked just one question; it's usually a dozen.



2007

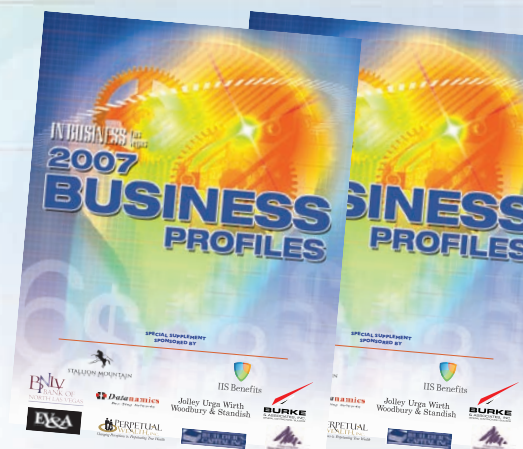
BUSINESS PROFILES

2007

**WE'LL TELL YOUR
STORY YOUR WAY.**



**Who are you?
What makes you special?
How long have you been in business?
Future plans for expansion?
Your additional goods or services?**



Share your success. In your own words.

Advertising deadline: June 26
Publication date: August 29

IN BUSINESS Las Vegas
For more information call 702.990.2443 today!

VINCENZO GRANATA

Age: 33

Current job: General Manager, Panevino Ristorante

Education: Istituto Professionale Alberghiero/Hotel and Hospitality Management Institute in Bari, Italy, a region of Puglia in southeastern Italy.

About Vincenzo Granata:

Vincenzo Granata says his focus at Panevino Ristorante is exclusively about the customer and recognizes that, above all, they want to be pampered. An incredible vibe fills the room when Granata enters, visiting each table and assuring diners that satisfaction is on the menu. Make no mistake, he's one serious Italian when it comes to pleasing the customer. He leaves most of the chef work to the guys behind the stove as he manages the day-to-day operations, but has been known to don a chef hat when his expertise is required. Granata personifies the American dream come true. Hailing from Italy, where he received his training in the hospitality industry, he followed his dream

to live and work in the United States. IL Posto, a well-known and successful restaurant in Michigan and Le Cirque at the Bellagio are prominent on his résumé. At 29, he became the assistant manager of Le Cirque and Circo where he met Tony Marnell, a regular customer, who made him an offer he couldn't refuse. That offer was to make Panevino what it is today.

The most important issue facing the valley:

Las Vegas is saturated with restaurants and the talent pool can't keep up. Consequently, the customer suffers.

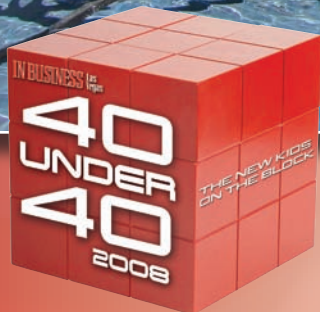
My mentor and why: Tony Marnell. He's a perfectionist and passionate about life and work.

Favorite Web site: www.ask.com

Hobbies: To cook for friends and family

Fantasy job: To teach European-style hospitality in Las Vegas hotels

One-word description of self: Passionate



DARRIN GAGNON

Age: 38

Current job: President of Nevada Pools in Las Vegas

Education: Chapman University, Orange, Calif.

About Darrin Gagnon: Las Vegas, Darrin Gagnon, has the bragging rights to being one of the few successful pool builders in Nevada since 1962. While other pool companies have come and gone, Nevada Pools, a family-owned company in its 12th year with Gagnon at the helm, has sustained itself through the years due to his tenacity and good business sense. Gagnon is credited for not only transitioning the business to the next generation of design and construction, but incorporating a creative landscape architect and a dedicated sales staff into the company. Gagnon dives into every phase of construction and makes a splash when it comes to design ideas and programming water features. With his father's blessings, who started the company

when Darrin was a mere boy, he's expanded the business' operations to Northern Nevada and worked to maintain the company's rock-solid reputation when it comes to transforming a backyard or commercial location into a sunbather or swimmer's paradise. In the community arena, Gagnon, has been instrumental in bringing the sport of lacrosse to Las Vegas.

The most important issue facing the valley: Las Vegas economy in light of the housing market situation.

My mentor and why: Guy Gagnon. He started with nothing and built a successful business.

Favorite Web site: www.ufs.com

Hobbies: Coaching lacrosse and lifting weights

Fantasy job: President of Disney Imagineering

One-word description of self: Ambitious

Congratulations from our "Under 40s" to the 2008 "40 Under 40s"



Stephanie Allen



Tom Amick



Lyssa Anderson



Tom Armstrong



Beau Bennett



Eric Blum



Will Bryson



Sev Carlson



Tony Celeste



Donna DiMaggio



Lucas Gjovig



Leslie Godfrey



John Griffin



Bob Gronauer



Scott Halvorsen



Tabitha Keetch



Jennifer Lazovich



Jeffrey Marks



Alexis Michaud



Chris Miltenberger



Andy Moore



Jordan Pinjuv



Brandon Roos



Mike Schwartzter



Mike Shalmy



Jim Smyth II



Elizabeth Sorokac



Eric Willis



Jason Woodbury



Tara Young



Lisa Zastrow

**KUMMER
KAEMPFER**

ATTORNEYS AT LAW

**KUMMER KAEMPFER BONNER
RENSHAW & FERRARIO**

You've Earned It

Late nights and weekends.

Airports and rental cars.

Working smarter and harder.

Only one bank understands the sacrifices you've made to get ahead. SouthwestUSA Bank. With perks that say, "I've arrived." Like no teller lines. Full service mobile banking capability. And your own personal Managing Director.

Not everyone gets to be a SouthwestUSA client. Aren't you glad you're not everyone?

SouthwestUSA Bank. Nevada's only private bank.

You've earned it.

las vegas, nv

853.4700

swusabank.com

