



**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: **October 4, 2024****

(NOTE: This document and accompanying materials becomes public record once it is received by Clark County.)

This COUNCIL, created by ordinance on August 4, 1987, was formed to serve in an advisory capacity to the Board of County Commissioners on matters concerning the County's minority women and small procurement initiatives. On March 19, 1996, the ordinance was amended, and the name of the COUNCIL was changed to the CLARK COUNTY BUSINESS DEVELOPMENT ADVISORY COUNCIL. Also, the amended ordinance included local small businesses determined to be economically disadvantaged, expanded the COUNCIL members to include non-minority/gender business organizations and non-affiliated business representation, and establish an Equal Business Opportunity Program. The ordinance has been amended from time-to-time to add or delete member organizations, pursuant to approval by the Board of County Commissioners. These Bylaws reflect the latest ordinance amendment. The COUNCIL shall continue to exist to facilitate meaningful input from participating departments/agencies of the County, interested non-profit organizations involved in aiding and promoting such, and private citizens.

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1. Promote the County's equal business opportunity program;
2. Study and advise the Board of County Commissioners on methods to enhance the County's equal business opportunity program, including input on the County's website access and information for businesses;
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4. Work with the Nevada Governor's Office of Economic Development and the Clark County Small Business Opportunity Program (SBOP) to identify new businesses;
5. Provide an annual report to the Board of County Commissioners regarding the activities of the COUNCIL; and
6. Participate in the SBOP by being a mentor, contribute to the COUNCIL and newsletter, serve as a chair or member of a subcommittee to report activities and attend the COUNCIL meetings.



Ethics in Government Training

All applicants chosen to serve on the Business Development Advisory Council must watch and certify they have completed the Ethics in Government Law training course.

There are nine (9) videos in this course to complete.

<https://www.youtube.com/watch?v=agIAXcn8hQg&list=PLNq-tAMavKYluNGK9JefZx3EcxFlnw6t&index=1>

Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME John Amatucci

MAILING STREET ADDRESS [REDACTED]

CITY Las Vegas

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER eXp Commercial

OCCUPATION Broker



Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

N/A

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

20+ Years Business Development

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/04/2024

10/1/24

Date

John Amatucci

Print Name



JOHN AMATUCCI

Summary

Business & Commercial Real Estate Broker. An entrepreneurial leader with grit, analytical prowess, creative thinking, initiative and tremendous soft skills. Proficient in creating business opportunities through tactical utilization of marketing and networking. Sales expert and appointed Member of the Clark County Business Development Advisory Council.

Skills

- Mergers and Acquisitions
- Client management
- Due diligence
- Deal structuring
- Contract Preparation
- Financial Analysis
- Market trend expertise
- Marketing Strategies
- Trustworthiness
- Business Development
- Sales technique development
- Relationship Management

Experience

eXp Commercial | Las Vegas, NV
Business Broker
12/2020 - Current

- Analyze financial statements, business operations and market conditions to determine the value of businesses.
- Develop marketing strategies and plans for selling businesses.
- Negotiate buy-sell agreements between buyers and sellers of businesses.
- Conduct due diligence investigations into potential buyers and sellers of businesses.
- Research local & national markets to identify target buyers for businesses.
- Manage client portfolios by monitoring progress in the sale or purchase process.
- Provide guidance to buyers and sellers on the acquisition or disposition of Commercial Properties.
- Negotiate terms of lease agreements for commercial tenants. Maintained relationships with property owners, lenders, developers, and other industry professionals.

SBA Loan Group | Las Vegas, NV
SBA Business Development Officer
11/2018 - 12/2020

- Provided guidance to small businesses regarding loan eligibility requirements, financial documents, and other related matters.
- Assisted with the preparation and submission of SBA loan applications, ensuring accuracy and compliance with all regulations.
- Analyzed tax returns, income statements and credit reports from potential borrowers to determine their ability to repay loans.
- Organized & ran outreach activities such as trade shows, seminars, to develop lending opportunities with small business owners across multiple industries.
- Monitored progress of existing loans throughout their life cycle to identify any issues that may arise during repayment periods.

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

NAME Mike Bindrup

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER University of Nevada, Reno Extension

OCCUPATION Clark County Community & Economic Development Coordinator

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

Ambassador, Latin Chamber of Commerce

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

SEE ATTACHED

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/4/24

Date

Mike Bindrup

Print Name

My name is Mike Bindrup, and I am excited to submit my candidacy for the Clark County Business Development Advisory Council. With over 25 years of experience in small business development, consulting, and entrepreneurship, along with my current role as Clark County Community & Economic Development Coordinator, I am eager to contribute my expertise to support local businesses and foster economic growth in our community.

I was born and raised in Las Vegas, Nevada, and earned my undergraduate degree in Communications from the University of Nevada, Las Vegas. I also hold an MBA in Global Business Management from Thunderbird, School of Global Management in Phoenix, Arizona. Teaching is a true passion of mine. For the past 17 years, I've had the privilege of serving as a guest lecturer and Adjunct Faculty member, teaching courses in entrepreneurship, business, design, and marketing communications. My international experience includes living and working in Chile, Mexico, France, and Switzerland, which has broadened my perspective both personally and professionally. I enjoy watching documentaries, learning new languages, and playing guitar. I speak fluent Spanish and continually practice my French and Italian. Additionally, I'm the author of *Ten Evil Truths About Starting Your New Small Business*.

I'm a lifelong entrepreneur, having launched my first business at the age of 16. During college, I founded an advertising agency specializing in large-format digital printing for tradeshow, real estate sales offices, and food service signage, with clients in over 24 airports throughout the western U.S. I've also been involved in launching several start-ups in publishing, digital signage, and interactive media.

I've been with the Nevada System of Higher Education (NSHE) since 2007. I previously managed the Nevada Small Business Development Center (SBDC) program at the University of Nevada, Las Vegas, where I personally advised over 10,000 small business owners on management issues and delivered entrepreneurial training courses to the southern Nevada business community. The Nevada SBDC was part of the UNLV Office of Economic Development and Technology Transfer, where I assisted with the commercialization of university-funded research projects.

I currently serve as the Clark County Community & Economic Development Coordinator at the University of Nevada, Reno Extension office, where I manage the Small Business Education Program (SBEP). In this role, I lead the development and delivery of bilingual (English/Spanish) in-person and virtual classes for community-based entrepreneurs, covering key topics such as management, marketing, finance, operations, and business startup. One of our notable programs is "Conectando con Cafecito," a monthly business networking breakfast for Hispanic women entrepreneurs.

Additionally, I pioneered the Extension's Small Business Incubator program and co-host the BizLife Podcast with the Latin Chamber of Commerce, where I also serve as an Ambassador. I take pride in having led the SBEP team in developing and producing the curriculum for the Clark County SBOP program—a comprehensive 12-module training series, available in both English and Spanish, designed to help small business owners navigate the process of doing business with Clark County.

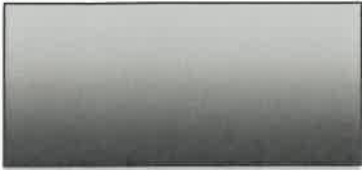
In conclusion, I am deeply committed to the growth and success of our local business community and would be honored to bring my diverse experience in business development, entrepreneurship, and community engagement to the Clark County Business Development Advisory Council. My background in supporting small businesses, fostering entrepreneurship, and delivering bilingual business education has equipped me with a unique perspective and set of skills that I believe would be a valuable asset to the council. I am passionate about contributing to the economic development of Clark County and look forward to the opportunity to collaborate with fellow council members to create impactful initiatives that support and empower our local business community.

Thank you for your consideration.



Mike Bindrup, MBA GM

MICHAEL BINDRUP, MBA GM



OBJECTIVE

To guide a creative educational team that aims to build sustainable prosperity through community economic development initiatives while collaborating with industry, government, community, and educational partners to prepare, mentor, and train student entrepreneurs to take active business leadership roles in the community.

CORE STRENGTHS

- Management Consulting with Emphasis on Startup and Early Stage Small Businesses
- Strategic Business Assessment, Planning, & Financial Analysis
- Community & Economic Development
- Curriculum & Online Learning Development
- Creative Multimedia Project Management
- College Level Classroom Instruction, Public Speaking & Conference Presentations
- Marketing, Branding & Corporate Communication
- Multilingual and Culturally Savvy

EDUCATION

Thunderbird, School of Global Management

Masters in Business Administration, Global Management

Custom Specialization: Marketing & Global Entrepreneurship

Study Abroad, Universidad Autónoma de Guadalajara, Guadalajara, México

Marketing Internship, CERN, the European Organization for Nuclear Research, Geneva, Switzerland

University of Nevada, Las Vegas

Bachelor of Arts in Communications Studies, Minor in Marketing

Art Director, AAF College World Series of Advertising Student Competition

President's Scholarship, Las Vegas Ad Club

Chapter President, Sigma Gamma Chi Fraternity

PROFESSIONAL EXPERIENCE

University of Nevada, Reno – Extension - Small Business Education Program

Las Vegas, NV

Clark County Community & Economic Development Coordinator

March '20 – Present

- Quantified and assessed data in the mining industry in Nevada for NEAP project
- Initiated and launched the Coping with COVID-19 Town Hall series for small business
- Delivered 73 town hall sessions in both English and Spanish in collaboration with our team
- Pioneered the creation of video content for the Virtual Classroom - filmed, edited and uploaded over 150 videos
- Co-hosted the BizLife Podcast in collaboration with the Latin Chamber - Edited and uploaded 20 episodes
- Spearheaded content creation for Clark County SBOP video training project. Filmed, narrated, and edited content.
- Designed marketing collateral materials for the Virtual Classroom and website distribution

University of Nevada, Las Vegas – Office of Economic Development

Las Vegas, NV

Economic Development Specialist

Jun '19 – March '20

- Reported to the Vice-President of Economic Development and Technology Transfer
- Marketed and promoted university patents for potential licensing and partnership deals
- Worked with inventors to promote university appointed intellectual property
- Responsible for department communications and social media initiatives

University of Nevada, Las Vegas – Nevada Small Business Development Center
SBDC Program Manager

Las Vegas, NV
Sep '07 – Jun '19

- Managed Nevada Small Business Development Center Program at UNLV
- Managed a team of 5 Business Development Advisors and student interns
- Responsible for budget and SBA reporting metrics
- Managed International Trade Program assisting export / import businesses
- Delivered management Consulting Services to small business owners
- Guest Speaker and panelist for SBA and community sponsored events
- Managed Community Development Block Grant program for City of Henderson

The Art Institute of Las Vegas
Adjunct Faculty, Graphic Design

Las Vegas, NV
April '07 – Dec '19

- Taught courses in Business, Marketing, Advertising Design, Corporate Branding, Typography, and Adobe Creative Suite software.

Sanford-Brown College
Adjunct Faculty, Visual Communications

Las Vegas, NV
April '07 – April '17

- Taught courses in Entrepreneurship, Digital Imaging, Web Design, and App Development.

Intel Semiconductor / CERN, the European Organization for Nuclear Research
Marketing Internship

Geneva, Switzerland
Jan '06 – Jul '06

- Coordinated Intel marketing activities at CERN, the world's leading particle physics lab.
- Integrated communication project content for CERN Openlab with Hewlett Packard and Oracle.
- Assisted channel marketing partners with on-site customer visits and presentations.
- Planned and coordinated events for Intel High Performance Computing EMEA Conference.

Mixed Media Advertising, LLC
Founder / Managing Director

Las Vegas, NV
Nov '97 – Dec '04

- Led a team of seven full-time employees. Managed P&L, finance activities, marketing, & PR.
- Clients included: large retail, automotive, food service, homebuilder, real estate, and professional.
- New Media marketing projects included web, CD-Rom development, and email marketing campaigns.
- Published Home Source magazine, a Las Vegas area full-color monthly home services guide.

ACCOMPLISHMENTS

- Ambassador – Latin Chamber of Commerce
- Advisory Board Member – Citadel of Freedom
- Adjunct Professor of Entrepreneurship, Guest Lecturer – University of Nevada, Las Vegas
- Unit Commissioner, Eagle Scout, Boy Scouts of America

PERSONAL INFORMATION

Languages: English (Native)
Spanish (Fluent)

Computer Skills: Windows & Mac
Design: Adobe Creative Cloud
A/V: iMovie, Garageband
Web: Wordpress, Wix, Weebly, HTML, CSS
Programming: Python, Visual Basic, Java Script, PHP
Database: Filemaker Pro, SQL
General: Microsoft Office 365
Data Analysis: SPSS, Best Fit, Management Scientist

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME David Eclips

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Clark County Dept. of Aviation

OCCUPATION ACDBE/DBE Liaison Officer

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

1. Nevada Unified Certification Program (NUCP) board - certify applicants interested in Airport Concessions Disadvantage Business Enterprise (ACDBE) / Disadvantage Business Enterprise (DBE) certification. Serve as board Chair from 2017 to Present.
2. Business Development Advisory Council (BDAC) - serve as board chair from 2022 to Present.
3. Committed To Our Business Community (CTOBC) Chair from 2019 to Present.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

I currently help small, woman-owned, and minority-owned businesses obtain the ACDBE/DBE certification through the USDOT program. I also assist companies in promoting their business through networking and outreach events. Additionally, I help companies develop their Capability Statement and provide guidance for obtaining other certifications such as Minority Business Enterprise (MBE) certification, Woman Business Enterprise (WBE) certification, and Emerging Small Business Certification.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

9.16.2024

Date



Print Name

DAVID ECLIPS

ACDBE/DBE LIAISON OFFICER

Full name David Paul Eclips

Address

Email Work

Email

Phone

WORK EXPERIENCE

4/2016 -
PRESENT

Harry Reid International Airport
ACDBE/DBE Liaison Officer

Provide DBE Certification for qualified Minority, Women-Owned Small Businesses. Nevada Unified Certification Program (NUCP) Chair

04/2006 -
04/2016

McCarran International Airport
Senior Management Analyst

Senior Project Coordinator for Construction Responsible for Capital, In-House, and Tenant Improvement construction projects. Emphasis on project management

09/1988 -
10/2018

United States Army Reserve
Colonel (Retired)

Served 30 years in US Army Reserves with two (2) deployments to the Middle East in support of Operation Iraqi Freedom and Operation Spartan Shield

EDUCATION

Los Medanos College, Pittsburg, California

Associate of Science Degree & Certificate in Management

University of Nevada-Reno, Reno, Nevada

Bachelor of Arts Degree

Command and General Staff College, FT Leavenworth, KS

Senior Military Officer Courses

Department of Transportation

DBE Certification Course - 12 Hours

SKILLS

- Contract Language
- Construction Management
- Bidding and Estimating
- Microsoft Office
- Conduct Webinars and Outreach events
- Training
- Conduct Small Business Workshops

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Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Monica Coburn

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Self - Nevada Business Advisors

OCCUPATION President and Managing Director

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Currently serve as an alternate member of the Business Development Advisory Council (BDAC) for Clark County and do not serve on any other relevant committees.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

With over 25 years of experience working with small businesses as a former commercial banker and lender, currently as a small business owner based in Clark County and as both an alternate member and formerly a member of the Business Development Advisory Council for Clark County, I believe I bring a unique set of skills and experience to the Council. I'm also actively involved in the business community and currently serve as a Business Coach for the SBA T.H.R.I.V.E. program for the Las Vegas cohort working with businesses in a business advisory role. Previously served

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I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/4/24

Date

Monica Coburn

Print Name

Monica Coburn

QUALIFICATIONS AND MANAGEMENT EXPERIENCE

- *Senior Management*
- *Leadership Training and Development*
- *Moderator, Facilitator and Speaker*
- *Money Coaching Training*
- *Technical Assistance*
- *Project Management*
- *Diversity Certifications Assistance*
- *Financial Literacy Training*
- *Entrepreneurship Program Development*
- *Vendor and Supplier Sourcing and Training*

BUSINESS AND INDUSTRY EXPERIENCE

July 2019 to Present *Nevada Business Advisors* *Las Vegas, NV*
President

November 2017 to May 2019 *Mutual of Omaha Bank* *Las Vegas, NV*
Senior Vice President
Commercial Lending

May 2015 to November 2017 *Bank of America Merrill Lynch* *Las Vegas, NV*
Vice President, Senior Relationship Manager
Business Banking Group

- *Portfolio management of business banking clients with gross annual revenues from \$5MM to \$50MM+*
- *Be current with market trends, industry reports, etc. with existing clients and companies looking to prospect*
- *Responsible for growth of existing portfolio which includes cross-selling opportunities of other bank products and services including collaborating with internal partners to find strategic solutions for the client.*
- *Work closely with other banking partners such as Middle Market, Treasury Management, Merchant Services, FX, etc.*
- *Work closely with affiliate partners including Merrill Lynch, US Trust, Equipment Finance, Practice Solutions, etc.*
- *Develop and maintain business relationships both internally and through external COI's*
- *Origination of new credit opportunities (lines, loans, commercial card) and credit analysis of financing requests*

- *Assists in the structure and recommendation of loans and credit facilities to include terms, pricing, etc.*
- *Work closely with the documentation team and assists with the closing process in gathering due diligence documentation*
- *Assist credit team with annual financial reporting*
- *Ensures compliance by adhering to bank policies and regulations*
- *Responsible for acquiring new business including deposit growth, loan growth, etc.*
- *Assist with servicing of existing client needs i.e. fraud, wire approvals, etc.*
- *Coaching and mentoring a team of small business bankers*
- *Conduct presentations and represent Bank of America Merrill Lynch at various business and community related events*
- *Designated team lead/ Business Integration Champion between Business Banking Group and leadership to discuss opportunities to cohesively work in partnership*

September 2010 to May 2015

Wells Fargo Bank

Las Vegas, NV

Vice President Principal Relationship Manager

Business Banking Group

- *Senior member of business banking team (staff of 10)*
- *Portfolio management of business banking clients with annual revenues from \$2MM to \$20MM+*
- *Responsible for growth of existing portfolio which includes cross-selling opportunities of other bank products and services*
- *Credit analysis of financing requests including write-ups of \$2MM+*
- *Covenant monitoring of existing portfolio including renewals, annual reviews, etc.*
- *Responsible for acquiring new business including deposit growth, loan growth, etc.*
- *Work closely with other banking partners such as Treasury Management, Payroll, Merchant Services, etc.*
- *Work closely with affiliate partners including Equipment Finance, Insurance, Practice Finance, etc.*
- *Assist with servicing of existing client needs i.e. fraud, wire approvals, etc.*
- *Responsible for assisting, coaching and leading a team of business specialists in designated territory in the retail channel with meeting and exceeding business banking goals*
- *Conduct presentations and represent Wells Fargo at various business and community related events*
- *Responsible for credit analysis of business credit applications including conventional and SBA*
- *Designated team lead between Business Banking Group and retail channel to discuss opportunities to cohesively work in partnership; work with district and senior management*
- *Member of national Wells Fargo Business Banking team representing corporate in national sponsorship of woman based organization*

August 2009 to August 2010

*FDIC Receivership
Community Bank of Nevada*

Las Vegas, NV

- *Assisted in the disposition of assets for seized community bank specific to SBA loan portfolio*
- *Served as team lead assisting in review of SBA loan portfolio, identifying potential issues and resolving as noted*
- *Submitted guaranty purchase packages to SBA for review to obtain SBA guaranty fee*
- *Completed various reports as it related to the receivership, dictated by FDIC*
- *Participated in daily conference calls providing updates to asset disposition*

February 2006 to August 2009

*Community Bank of Nevada
Senior Vice President, SBA Lending Manager*

Las Vegas, NV

- *Oversaw SBA lending department for operations in Nevada, Arizona and southern California*
- *Planned expansion into other markets as dictated by Chief Operating Officer/CEO*
- *Created department policy and procedures manual; created worksheets and tools for department use*
- *Managed a staff of 12 including loan officers, loan assistants, business development officers and administrative assistant*
- *Review of CAPs, credit memorandum and make recommendations of credit decisions*
- *Responsible for department production goals; production volume increased consistently since management change during tenure*
- *Budget planning and forecasting; weekly sales reporting to executive management*
- *Conducted presentations and workshops to potential clients, COI's which included groups, associations, etc.*
- *Prepare proposals and terms sheets for financing scenarios to lending prospects/customers*
- *Attended senior management meetings; presentation of loans at loan committee as needed*
- *Created SBA marketing material*
- *Conducted bank wide training on a quarterly basis*
- *Adherence to SBA rules and regulations; compliance review, etc.*
- *Responsible for recruiting, interviewing, hiring, employee reviews, etc.*

February 2003 to February 2006

*C.I.T. Group
Regional Manager, Business Lending*

Las Vegas, NV

- *Oversaw lending operations for the state of Nevada for top SBA lender nationally*
- *Developed business via referral network including brokers, CPA's, etc.*
- *Prepared proposals for client presentations and conducted group presentations*
- *Responsible for business development of both SBA 7a and 504 loans; conventional financing.*
- *Responsible for preparation, review of loan packages and credit analysis*
- *Attended various tradeshows and events, representing C.I.T.*

Other Banking Experience

April 1999 to February 2003	U.S. Bank Asst. Vice President, Business Banking Officer	Las Vegas, NV
December 1993 to April 1999	Bank of America Senior Credit Officer, SBA Lending Retail Positions-Branch Management, etc.	Las Vegas/HI
	Bank of Hawaii Business Banking/Private Banking	Hawaii

ACCOMPLISHMENTS AND AWARDS

- 2023 Woman Owned Small Business of the Year, State of Nevada, SBA
- 2018 Women in Business & Politics Award, Urban Chamber of Commerce
- 2016/2015 Delivering One Company Award, Bank of America Merrill Lynch
- 2016 Silver Presidential Award for Volunteerism, Obama Administration
- 2015 Top Gun Award for Top Performance, Bank of America Merrill Lynch
- 2015 Woman of Distinction Award Nominee for Glass Ceiling Award by NAWBO
- 2014 Woman of Distinction Award Recipient for Professional Services by NAWBO (National Association of Women Business Owners) Southern Nevada
- 2013 Woman of Distinction Award Nominee for Professional Services by NAWBO (National Association of Women Business Owners) Southern Nevada
- Wells Fargo Business Banking Group Quarterly Loan Club for Top Performance, Wells Fargo, 2013-2015
- Wells Fargo Annual Awards Recipient for Treasury Management, 2011-2015
- Wells Fargo Annual Award for Top SBA Referrer for the State of Nevada-2012-2015
- Small Business in Excellence Award for the state of Nevada, presented by the U.S. Small Business Administration(2006)
- Highest Dollar Volume Achievement in SBA loans for a Regional Lender for the state of Nevada (2003)

COMMUNITY INVOLVEMENT

- Founder, POWHer of WE (2016 - present)
- Founder, Women in Business Summit/Women Entrepreneur Boot Camp (2011-present)
- Reno Startup Week, DEI Committee Member, 2024
- Board Chair, B.E. A. S.H.E.R.O. Foundation (2015-2021)
- Advisory Board, Global Charity Foundation (2017-2023)
- Business Development Advisory Council, Clark County, Alternate Member (2022-present)
- Business Development Advisory Council, Clark County (2017-2019)
- Board of Directors, Dress for Success Southern Nevada Chapter (2012-2017)
- Board Member, Nevada Business Opportunity Fund (2016-2024)
- Emerging Leaders Program (SBA) Mentor (2014-2022)
- SBOP (Small Business Opportunity Program), Mentor (2014-present)
- Spring Gala Event Chair (2013 & 2014), Dress for Success Southern Nevada Chapter
- The Stevie Awards for Women in Business, 2014, Judge
- Loan Review Committee Member, Nevada Microenterprise Initiative, (2011-2016)
- Mentor, White House Economic Forum, Las Vegas, NV, 2012
- U.S. Small Business Administration Annual Awards Judge (2006-2012)
- UNLV Entrepreneurship program – Business Plan Competition Judge (2008-2012)

OTHER COMMUNITY RELATED SERVICE

- Workshop Instructor, Nevada Small Business Development Center, 2022-Present
- Vegas Chamber EDGE Program, 2023-Present
- Speaker and Moderator, Reno Startup Week, September 2024
- Speaker, Women & Money Summit, NV State Treasurer's Event, 2024

**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: October 4, 2024**

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MEMBER DUTIES:

1. Promote the County's equal business opportunity program;
2. Study and advise the Board of County Commissioners on methods to enhance the County's equal business opportunity program, including input on the County's website access and information for businesses;
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Ethics in Government Training

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There are nine (9) videos in this course to complete.

<https://www.youtube.com/watch?v=aglAXcn8hQg&list=PLNq-tAMavKYluNGK9JefZx3EcxZFlnw6t&index=1>

Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Frانشا Hayes

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER _____

EMPLOYER Self Employed

OCCUPATION Marketing Consultant

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

American Marketing Association (AMA) Las Vegas:
President Elect. 2024-2025, President 2025-2026

Mastering Mindsets Las Vegas:
Director of Communications & Web Design


Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

I am a results-oriented marketing strategist with a decade of experience in diverse industries. My expertise spans internal workflows, marketing strategies, data analytics, web design, graphic design, and integrated marketing (certified by the University of Washington).

As a board member of [AMA], I have a proven track record of organizing and executing large-scale events that educate business owners on industry trends and techniques.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

09/13/24

Date

Franisha Hayes

Print Name



MARKETING STRATEGIST | INDUSTRY SPEAKER | MINDSET COACH

13 September 2024

To whom it may concern,

I am writing to express my keen interest in serving on the Clark County 2025-2026 Business Development Advisory Council. As a seasoned marketing strategist with a decade of experience in diverse industries, I am confident in my ability to contribute valuable insights and expertise to the council's efforts to promote the county's equal opportunity business program.

Throughout my career, I have had the privilege of working with businesses of all sizes, helping them to develop and implement effective marketing strategies that drive growth and success. My expertise in web design, SEO, content marketing, digital strategy, and data analytics has enabled me to identify and capitalize on new opportunities, improve online visibility, and enhance brand awareness.

In addition to my technical skills, I am passionate about empowering businesses and individuals to achieve their full potential. I believe that everyone deserves equal opportunities to succeed, and I am committed to working with the Clark County Business Development Advisory Council to create a more equitable and inclusive business environment.

I am eager to share my knowledge and experience with the council and to collaborate with other dedicated professionals to promote the county's equal opportunity business program. I am confident that my skills and experience will make a valuable contribution to the council's mission.

Thank you for your time and consideration. I would welcome the opportunity to discuss my qualifications further.

Sincerely,



Franisha Hayes

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

NAME Andre' Haynes

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Stealth Monarch Consulting

OCCUPATION Business Development Consultant

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

Adjunct Instructor at College of Southern Nevada (CSN) from 2017-19
SCORE Las Vegas mentor from 2018-present
City of Las Vegas Master Plan Citizens Advisory Committee from 2020-21

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

As Founder and CEO of the Armed Forces Chamber of Commerce, I have spearheaded initiatives that have supported over 5,000 veteran-owned businesses. My commitment to entrepreneurship extends to counseling and mentoring numerous business owners and entrepreneurs through Las Vegas SCORE. I have also provided guidance to business owners referred by the Nevada Women’s Business Center, leveraging specialized skills in fostering growth and sustainability.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

09/10/2024

Date

Andre’ Haynes

Print Name

Andre' Haynes

Business Cell:

Email:



BIOGRAPHY

Andre' Haynes is a distinguished business development consultant and subject matter expert renowned for his substantial contributions to various government and municipal entities. His leadership within numerous committees highlights his profound impact on these organizations. Beyond his professional accomplishments, Andre' extends his expertise to academia, having served as an adjunct instructor at multiple community colleges.

Andre's career includes successful tenures as an executive in the music industry, where he guided two independent record companies from their startup phases to achieving international distribution with major labels. He has also organized national tours and concerts featuring

Grammy-winning artists and groups. Additionally, he has represented retired professional athletes who played for championship teams in professional football and women's basketball leagues plus award-winning actors and reality television personalities.

This diverse experience underscores Andre's versatile skill set and his ability to drive success across multiple industries. His commitment to excellence and innovation continues to make a significant impact in both his professional and academic endeavors.

LEADERSHIP

City of Las Vegas:

- [Master Plan Citizens Advisory Committee](#)

State Bar of Nevada:

- [Fee Dispute Committee](#)
- [Southern Nevada Disciplinary Board](#)

State of Nevada:

- [Council to Establish Academic Standards for Public Schools](#)
- [Nevada Early Intervention Interagency Coordinating Council \(ICC\)](#)
- [Nevada Governor's Challenge](#)

MISCELLANEOUS

Adjunct Instructor:

- [College of Southern Nevada \(CSN\)](#)
- [Mohave Community College \(MCC\)](#)

Licenses:

- Document Preparer
- Immigration Forms Specialists
- Loan Signing Agent & Notary Public
- Management & Consulting

Membership:

- U.S. Air Force, Civil Air Patrol, Vegas Valley Composite Squadron
- Sons of The American Legion Squadron 22, Pahrump, Nevada

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Bedford Jackson III

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Independent Contractor

OCCUPATION Commercial Real Estate Broker

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.


I presently serve as Vice Chair of the Business Development Advisory Council. This is the only committee that I serve on. The Term of Appointment is the 2023-2024 term. I seek appointment to serve on the 2025 - 2026 council by the same committee that has granted me permission to serve in past appointments.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

The special skills that I bring to the Business Development Advisory Council are internal, which lead to external. I believe that the core of an upward-moving community is its local business core, which creates opportunities for others through entrepreneurship. I have interest in expanding the Economic Development training that is coming down the pipeline to women owned, minority owned, veteran owned, disabled owned, and emerging small businesses. Please see the attached document.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

October 3, 2024

Date

Bedford Jackson III

Print Name

BEDFORD JACKSON III

EDUCATION

University of Nevada, Las Vegas

Dec 2010

Dual Degree – Economics, Bachelor of Science in Business Administration

College of Southern Nevada

May 2005

Degree – Business Administration, Associates

RELEVANT COURSEWORK

Intermediate Macro-Economics	International Trade	Real Estate principles/law
Intermediate Micro-Economics	Econometrics	CCIM 101,102,103,104
Intermediate Financial Management	Risk Management	Negotiations

PROFESSIONAL EXPERIENCE

Broker Salesperson, Key Advantage , Las Vegas, NV

June 2024 - Present

- Intermediate negotiation processes, consults clients on market conditions, prices, mortgages, legal requirements, and related matters, ensuring a fair and honest dealing.
- Remain knowledgeable about Real Estate markets and best practices.
- Manages inbound and outbound calls that meet deadlines and enhance customer service

Business Development Advisory Council, Clark County, Las Vegas, NV Dec 2023 – Dec 2024

- Responsible for promoting the County’s equal business opportunity program.
- Develops a list of contacts in order to work with agencies and organizations involved in aiding and promoting local, women-owned, minority business enterprises and merging small businesses.
- Serve as chair or member of a subcommittee to report activities and attend the Council meetings
- Study and advise the Board of County Commissioners on methods to enhance the County’s equal business opportunity program.

COMPUTER SKILLS

- Effective usage of Office 365 Excel, PowerPoint, Word, Outlook, Social Platforms

ACHIEVEMENTS

- Entrepreneurship Bootcamp for Veterans Member – 2010 Anderson School of Mgmt.
- Realtor of the Month, Greater Las Vegas Association of Realtors 2018

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper. Continued.....

The special skills that I bring to the Business Development Advisory council consist of clientele experience as an Independent Contractor, in the Commercial Real Estate space. Anyone can share a message, but it must be delivered in a way that appeals to the audience. As a business owner, I have experience in a field that creates synergy between the business owners and myself. Our platform of communication expands due to shared experiences and wants. Meaning the fundamental backing of every business is Real Estate. From rental real estate to actual ownership, most business owners have participated in this space. I am very interested in helping other businesses gather information about finances, employees, legal, and available opportunities with the municipalities, city, state, and county. My background in Economics and Real Estate is the gateway to trustworthy conversations, which lead to contact information and invitations to County events. I have taken the Code of Ethics training with Clark County which enables me to perform with precision and respect for others. One of the programs that I worked on for the county is the Small Business Opportunity Program Alumni and Friends Mixer. It has made it to its 7th year, and we hope to continue to build upon it with input from the Commissioners to the actual businesses themselves. All feedback counts, which is why past speakers and council members led us to this year's event in the Rotunda Gallery, as an expo mixer style of event, opposed to the traditional methods used. We want to be transparent, flexible, and deliver high quality marketing for the Commissioners, as that is why we have been appointed, and have been chosen to fulfill this duty for our city's leadership. I anticipate performing as Chair for the next Business Development Advisory Council, and keeping up the tradition of past chairpersons, with energy and enthusiasm that will grow the platform. I have the sales skills to share with other council members about how to have a believable conversation with new business owners, who may not know about us, the program, and why we exist. We talk about marketing materials often, how to get businesses to follow us to the program, and how to share who we are. A great start would be to understand the personality types that are in the business community, what they want, and need to hear, to explore other funnels of business, which are doing business with the city, county, state, and municipalities.

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Keya Jones

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Clark County School District

OCCUPATION Educator / Entrepreneur

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

Currently, I am seeking to become more involved within the business community in Clark County.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

Owning a small business has been an invaluable learning journey for me, marked by diverse experiences in both the call center industry and small-scale manufacturing. Each venture presented its own unique set of challenges and rewards, shaping my perspective as both a business owner and educator.

In my call center business, I had the opportunity to manage the fast-paced world of customer service, coordinating teams to deliver exceptional service while maintaining

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/03/2024

Date

Keya Jones

Print Name

Keya L. Jones

- Azure Cloud Administrator
- Junior Cyber Security Associate
- Independent Self-Starter
- Assertive & Systematic
- Establish & Maintain Relationships
- Supportive & Resolution Driven
- Cooperative & Flexible
- Team Player
- Effective Time Management
- Exceptional Communication Skills
- Works well under pressure*Great multi-tasker*People person

SUMMARY

- Seven Years of Training, Implementation, and Teaching experience
- Ten Years of Sales and Marketing experience
- Seven Years of Business Administration experience
- Three Years of Research, Political Advocacy, and Policy Implementation experience
- Three Years of Social Media Marketing experience
- One Year of Azure Cloud Administration
- One Year of Junior Cyber Security Associate
- Two Years of Use technology and Learning Management System to assist in monitoring and facilitating student progress and maintaining student records including attendance.

Education

- Harvard EDx 2024: Introduction to AI and Machine Learning Present
- Microsoft Azure Cloud Administration 104 Certification 2024
- Cisco CCNP Cybersecurity Certification 2023
- University of Nevada Las Vegas: Bachelors of Arts: Interdisciplinary Studies 2016
- Nevada Teachers Corp 2016

PROFESSIONAL EXPERIENCE

Von Tobel Middle School Social Studies/History Teacher

October 2023 - Present

- Wrote and implemented curriculum for United States history.
- Implemented state mandated educational standards.
- Assessed comprehension of implemented curriculum covered in course.
- Implemented learning strategies for all students including: English as Second Language, Learning Challenged students, and Behaviorally Challenged students.
- Improved Reading and Comprehension state scores.
- Collaborated with case managers and administrators for students' learning success.
- Use technology and cloud management for student curriculum and performance.

Acceleration Academy Graduation Candidate Retention Advocate: October 2021 - July 2023

- Provide one-on-one academic support/intervention to support student learning and facilitate the work of center professionals.
- Work closely with the students support team to monitor the learning pathway, behavior, and transition plans (including incentives) to improve student achievement.
- Use technology and Learning Management System to assist in monitoring and facilitating student progress and maintaining student records including attendance.
- Support academic development through participation in professional development.
- Serve as a case manager for a cohort of students to monitor and report regular attendance
- Implement the Acceleration Academy Retention Protocol daily via outreach communications (i.e. texts, calls, home visits)

- Use technology tools to assist in daily monitoring and maintenance of student attendance and retention records.

Jay Jeffers Elementary Teacher

March 2017 - August 2021

- Teach and instruct students with State mandated curriculum.
- Assess comprehension of curriculum covered in the course.
- Engage learning strategies and techniques for all learning types. Ie: Visual learners, Auditory Learners, and Tactual Learners.
- Organize and prepare monthly and weekly lesson plans for submission to Assistant School Principal,
- Meet and engage parents in students' learning plans and assess progress.
- Participate in further Professional Development and Training.

Clark County School District-Guest Teacher

March 2016 - March 2017

- Teach and instruct students with State mandated curriculum.
- Assess comprehension of curriculum covered in the course.
- Engage learning strategies and techniques for all learning types. Ie: Visual learners, Auditory Learners, and Tactual Learners.
- Organize and prepare monthly and weekly lesson plans for submission to Assistant School Principal,
- Meet and engage parents in students' learning plans and assessed progress.
- Participate in further Professional Development and Training.

BART (Being a Responsible Teen/ State of Nevada)

May 2015-December 2015

Las Vegas, NV

- Coordinate and Manage Teen and Parent class sessions per BART curriculum
- Collect and Manage State required data collection of all program sessions site and class surveys used to determine progress of program efficiency.
- Assist in grant writing for new State funded Public Health community education programs.
- Developed strategic partnership opportunities with agencies, groups, and churches in order to promote healthy sexual lifestyles amongst teens.
- Assists in responding to emerging community issues in HIV/AIDS prevention link to care through development of innovative outreach education, health promotion, and community development programs.
- Collaborate with representatives of other related agencies to communicate information, resolve problems and develop partnership opportunities for outreach.
- Coordinate with representatives of diverse ethno-cultural communities, HIV/AIDS service organizations and other service agencies providing communicable diseases /chronic disease prevention and health promotion, education and access to care in a coordinated effort.
- Deliver workshops, training, education opportunities and networking events

Virtual Call Center Solutions, Customer Service Agent

August 2013-On Going Seasonal

Client: Carnival Cruises and Pizza Hut

Las Vegas, NV

- Provide exceptional informative and professional help to callers looking to book vacation cruises, while engaging in a friendly and excited manner; creating memorable interactions.
- Provides clear explanations of billing and charges; setting clear and concise expectations.
- Takes orders from customers and setting up deliveries for one of the largest Pizza restaurants in the country.
- Attention to detail and the ability to do multiply tasks at the same time while providing great customer engagement and service.

Cosmopolitan of Las Vegas, Resort Services Agent

November 2010 – 2016

Las Vegas, NV

- Ranked in 97th Percentile for calls to revenue conversions for room night sales for March 2014.
- Earned \$150k in sales, March 2014. Consistently earn \$90k- \$120k top 10%, ranking at above average performance.
- Regularly earns bonus for call length, quality, and top tier performance.
- Employ excellent call follow-up ensuring a fit tailored for each client's needs. Able to quickly and accurately identify serious callers versus those who are just browsing.
- Neutralized guest opportunities (guest complaints) by providing stellar service.

- Sold and promoted the amenities and services and accommodations.
- Maintained knowledge of current inventory levels, in room offerings, and current service offerings.
- Maintained full knowledge, understanding, and adherence to company and department rules, policies and procedures, and sequence of service.
- Impeccable conflict resolution skills
- Responsible for complying with Title 26 policies and procedures.
- Assists with email management and correspondence to appropriate departments and guests.

Rampart Casino, Cocktail Server

May 2008 – February 2011

Las Vegas, NV

- Routinely earned within the top 3% of all shift workers.
- Built great rapport with VIPs and regular clientele.
- Knowledgeable about patron's beverage preferences, able to provide resources to facilitate an enjoyable casino experience.
- Maintained constant interactions with clients to augment beverage sales. Upsold premium liquor.

Kemado Cosmetics, Research and Development Lead

October 2007 – January 2008

Culver City, Ca

- Full cycle product conceptualization, development, human testing and sampling.
- Created surveys to monitor product usage and designed controlled experiments to determine efficacy of product line.
- Responsible for laboratory maintenance and equipment requisitions. Measured product chemical composition for purity.

Regional Sales Manager

January 2004 – October 2007

Culver City, Ca

- Performed at 120% of goal month over month.
- Refined B2B and consumer direct sales and marketing strategies by nurturing relationships with key decision makers.
- Developed brand identity and new product line.
- Successfully executed group product demonstrations and trainings. Introduced product line to niche boutique and physician market with a new contract closing rate of 60%.
- Recruited, hired and trained staff of eight.
- Corresponded with company vendors and wholesalers.
- Designed and facilitated presentations for staff meetings utilizing PowerPoint.
- Performed various administrative duties such as, answering phones, T&E reports, faxing, filing, database maintenance etc.
- Effectively managed an annual budget of approximately \$200,000

Neutrogena Skin Care, Retail Store Manager

November 2002 – January 2004

Hollywood, Ca

- Created a client questionnaire which was later adopted companywide which tracked product feedback. Upon the success of my leadership, store was designated as a pilot retail location.
- Managed and organized schedules of six staff. Tracked marketing trends and reported findings to corporate along with weekly financial earnings and market findings.
- Tapped to facilitate new product trials and sales.
- Responsible for project marketing and incentive plans. Oversaw store merchandising.
- Conducted regular employee trainings.
- Successfully minimized product in store loss via inventory tracking. Interacted with mall management to disseminate monthly sales reports.
- Earned recognition for exceeding goals routinely.

TRAINING & IMPLEMENTATION

- Recommend, Present and Install proper Systems for processing credit & gift cards, checks, etc. based on Business model.
- Responsible for the management, planning, and coordination of the Merchant Services Implementation and Operations at the Merchants place of Business.
- Responsible for training the Staff on how to use new Systems.

- Managed various third party vendor relationships.
- Consulted and communicated with Operations Staff.
- Contributed to strategic planning and short-term initiatives.

**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: October 4, 2024**

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2. Study and advise the Board of County Commissioners on methods to enhance the County's equal business opportunity program, including input on the County's website access and information for businesses;
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Ethics in Government Training

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There are nine (9) videos in this course to complete.

<https://www.youtube.com/watch?v=agIAXcn8hQg&list=PLNg-tAMavKYluNGK9JefZx3EcxFlnw6t&index=1>

Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

NAME LaTonya Miller

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Pathways Mentorship, LLC

OCCUPATION Business Psychologist

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.


State of Nevada Leadership Council (annual member)
American Psychological Association (annual member)
Honor Society (indefinite)

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

I am a business psychologist with a robust background in organizational development, specializing in enhancing workplace culture and employee wellbeing. My membership in the American Psychological Association allows me to stay updated on the latest research and practices in psychology and its application to business environments. As a State of Nevada Leadership Council member, I have actively participated in strategic discussions and initiatives aimed at improving community leadership and engagement. This role has honed my skills in stakeholder management and collaborative decision-making, which I believe will be invaluable to the Business Development Advisory Council. I have been honored to be part of the Honor Society, reflecting my commitment to academic excellence and ethical leadership. This aligns with my philosophy of continuous improvement and lifelong learning—principles I bring into all my professional endeavors. In my capacity as a mentor program developer, I have successfully designed and implemented mentorship frameworks that foster professional growth and resilience among emerging leaders. This experience has equipped me with the tools to facilitate knowledge sharing and support capacity building within the Council. As a business owner, I understand the intricacies of entrepreneurship, market dynamics, and strategic planning. This entrepreneurial experience has given me firsthand insights into the challenges and opportunities businesses face, enriching my contributions to advisory discussions. My interests in organizational psychology, leadership development, and community engagement drive my commitment to supporting businesses in achieving sustainable growth and resilience. I am excited about the opportunity to leverage my skills and experiences to benefit the Business Development Advisory Council.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

09/12/2024

Date

LaTonya Miller

Print Name

LATONYA MILLER



OBJECTIVE

Experienced Business Psychologist specializing in employee motivation, leadership development, and organizational culture. Dedicated to using psychological principles to optimize organizational performance, create a positive work environment, and drive business success by effectively utilizing human capital resources. Passionate about leveraging psychology to enhance workplace dynamics and facilitate organizational growth.

SKILLS & ABILITIES

Skilled in applying psychological principles to improve organizational performance, with expertise in employee motivation, leadership development, and organizational culture. Proven success in utilizing human capital resources to drive business growth. Strong analytical, communication, and problem-solving abilities; proficient in data analysis and research methodologies. Knowledgeable in organizational psychology best practices, able to work collaboratively with diverse teams to facilitate growth and enhance workplace dynamics and committed to continuous learning and professional development.

EXPERIENCE

BUSINESS PSYCHOLOGIST

JULY 2021- PRESENT

WORKFORCE DEVELOPMENT

FEB 2024- PRESENT

CVS SENIOR CASE COORDINATOR/ MENTOR PROGRAM DEVELOPER

SEPT. 2022-2024

EDUCATION

FRANKLIN UNIVERSITY COLUMBUS OH

MBA/ BUSINESS PSYCHOLOGY

a GPA of 3.86 and relevant coursework in Business Psychology, Leadership Development, Data Analysis, Employee Motivation, and Organizational Behavior. I received the Dean's List for Academic Excellence, Business School Outstanding Research, APA Campus Ambassador, and the Organizational Psychology Badge of Honor.

COMMUNICATION

I was honored to receive recognition for speaking at the Raymond E. Mason Jr Leadership Symposium on "Wellbeing in the Workplace." Additionally, I was awarded the Force XXIV Army Communications Award by the Department of Defense for my exceptional work in the field of Army communications. This award acknowledges my outstanding contributions to the successful implementation and execution of communication strategies that have effectively improved the organization's overall communication effectiveness and efficiency.

LEADERSHIP

I am proud to have been inducted as the Vice President of Leadership for Phi Theta Kappa, a prestigious honor society recognizing academic excellence and leadership skills. Additionally, I am honored to have been inducted into the honor roll society for my outstanding academic achievements. I also received a certificate from LinkedIn for my dedication to promoting well-being in the workplace, reflecting my commitment to creating a positive and healthy work environment. Furthermore, I received an Administration Assistance Excellence Award for my exceptional work in providing administrative support and contributing to the overall success of my organization.

REFERENCES

JON PONDER

HOPE FOR PRISONERS

702.583.1371

THERESA BIMBELA

PATHWAYS MENTORSHIP

702.602.7624

**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: **October 4, 2024****

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Ethics in Government Training

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Daphine Moore

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER NAACP Las Vegas Branch #1111 & Moore Marketing Agency

OCCUPATION Branch Office Manager & Business Owner

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.


I currently serve on the NAWBO Southern Nevada Communications Committee as the Marketing Chair, appointed by TeChelle, the NAWBO President. In addition, I am a committee member of WIN (Women in the NAACP), where I previously served as Secretary for one year. My appointment to WIN was made by A'Esha Goins, the NAACP Vice President. I also hold the position of Marketing Chair for Missio Dei Community Corp., having been appointed by Dr. Brenda Braam, the Founder of the non-profit organization. All these roles are ongoing, and I actively contribute to each organization's mission and goals.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

I have had the privilege of serving both government and minority-owned small businesses across the valley, providing them with the tools and strategies needed to thrive in today's competitive marketplace. My dedication to business advocacy extends to my role as Marketing Chair for NAWBO Southern Nevada, where I actively support and advocate for women-owned businesses, helping them amplify their voices and expand their reach. Additionally, as the Office Manager at the NAACP Local Branch, I have gained firsthand insight into the unique challenges faced by women-owned businesses, which inspired me to join WIN (Women in the NAACP) to tackle the issues women encounter in business and leadership. This blend of marketing expertise, community advocacy, and hands-on experience makes me a strong candidate for the Business Development Advisory Council, where I can leverage my skills to support and empower businesses within our community.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

09/24/2024

Date

Daphine Moore

Print Name

September 24, 2024

DAPHINE MOORE

Business Development Advisory Council Selection Committee

Clark County Community & Economic Development

500 South Grand Central Parkway, 5th Floor Las Vegas, NV 89155

Dear Members of the Business Development Advisory Council Selection Committee,

I am writing to express my interest in joining the Business Development Advisory Council, where I believe my experience, skills, and dedication to community and business growth will be a valuable asset. With a proven track record in marketing, business advocacy, and leadership, I am confident that I can contribute effectively to the council's mission of supporting business development.

A personal goal has always been to align myself with something bigger than me, something that is meaningful and truly makes a difference in our community. Being part of the Business Development Advisory Council represents exactly that—a chance to contribute to an organization that shapes the future of our local business landscape and advocates for growth and opportunity for all. This aligns with my core belief that we each have the power to influence positive change when we come together with shared purpose.

I began my marketing journey as a Marketing Coordinator with Sumnu Marketing, where grassroots outreach introduced me to the powerful dynamics of business advocacy and development, especially for minority-owned businesses. This experience taught me the importance of understanding the unique needs of diverse communities and fostered my passion for helping business owners overcome challenges to thrive. Currently, as the owner of Moore Marketing Agency, which I founded in 2017, I have dedicated myself to empowering small business owners, particularly those in government and minority sectors, by providing tailored online marketing and branding strategies. Under the mentorship of Shaundell Newsome, I have

Las Vegas, NV 89115

developed a deep understanding of the challenges faced by businesses lacking a strong online presence, and I am committed to helping them navigate and succeed in today's competitive market.

In addition to my professional experience, I actively serve on multiple committees that align with my dedication to business development and advocacy. As the Marketing Chair for NAWBO Southern Nevada, I have supported women business owners in expanding their reach and influence. My role as a committee member (and previously Secretary) with WIN (Women in the NAACP) has allowed me to address the unique challenges that women face in business and leadership. Additionally, my work as the Marketing Chair for Missio Dei Community Corp. and as Office Manager for the NAACP Local Branch has provided me with a platform to advocate for the needs of underserved communities and women-owned businesses, giving me firsthand insight into the obstacles they face.

I am excited about the opportunity to be in the midst of this incredible work, ready to learn, grow, and contribute alongside like-minded professionals. Being part of the Business Development Advisory Council would allow me to gain new knowledge, insights, and perspectives, which I believe is crucial for my own growth as well as for the betterment of the communities we aim to serve.

Thank you for considering my application. I would be honored to bring my dedication, experience, and enthusiasm to the council, and I look forward to the possibility of working together to make a meaningful difference.

Please feel free to contact me at [REDACTED] should you need any further information.

Respectfully,

Daphine Moore

**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: October 4, 2024**

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME TUAN A. PHAM

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER same as above

EMPLOYER Retired

OCCUPATION Retired

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

Member of BOD (Board of Directors)
- Las Vegas Asian Chamber of Commerce
- Vietnamese American Community of Las Vegas
- Voice of Viet Vegas

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

See attachment.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

9/25/2024
Date

TUAN A PHAM
Print Name

Tuan A Pham



Tuan Pham is a highly accomplished retired financial advisor with a distinguished career that spans four decades in the financial and insurance industry. He is the Principal and Founder of Trusted Financial and Insurance and P & P Advisory Group, LLC, a prominent Insurance and full Financial Service Firm that has achieved remarkable success under his leadership.

Throughout his illustrious career, Tuan has received several accolades and recognitions, attesting to his outstanding contributions to the industry. In 1989, he was named "Most Intriguing Entrepreneur in Central Massachusetts" by Business Digest, a state business publication. His firm also received "Best Small Business Firm" in the Banking, Insurance, and Finance category in 2004, awarded by The Greater Las Vegas Asian Pacific Community. In the same year, Tuan was named Nevada's "2004 Businessman of The Year" by the Congressional Committee of Business Advisory Council. His recognition was published in the prestigious Wall Street Journal.

Aside from his professional achievements, Tuan is also deeply committed to community service and advocacy, particularly for the Asian community. Since 1980, he has been actively involved in various events promoting federal and local government fiscal discipline and stability. In 1991, he was appointed Executive Director, and in 1992, as Chairman of Minorities Confederation and Friends of Massachusetts, a non-profit organization that worked with Massachusetts Taxpayers Committee Educational Foundation, a 501(c)(3) non-profit charitable, educational organization that trains minority-business to succeed. More recently, in 2019, he was appointed Commissioner and Vice Chairman of the Asian American Pacific Islander Commission of Clark County, Nevada, further highlighting his steadfast commitment to promoting diversity and inclusion.

Tuan resides in Henderson, Nevada, with his wife CamTu, to whom he has been married since 1983. Despite his retirement from the financial industry, Tuan remains actively involved in his community, volunteering in several humanitarian organizations worldwide and serving on the Boards of Directors of numerous charitable organizations.

Tuan A Pham

[Redacted]

September 25, 2024

Office of Community & Economic Development
Clark County Government Center
500 S. Grand Central Pkwy, 6th Floor
Las Vegas, NV 89155

Dear Members of the Selecting Committee,

I am sincerely interested in serving on the Business Development Advisory Council. With my background in managing a small firm for 40 years before I retired, I believe I can contribute meaningfully to the Council's mission of fostering growth and innovation within the business community.

Throughout my career, I have developed a keen understanding of business strategy, market trends, and the importance of nurturing strong relationships with local businesses. I believe my marketing and project management skills would be valuable to the Council's initiatives.

I am enthusiastic about the opportunity to contribute to the success of the Business Development Advisory Council and am available for further discussion. Thank you for considering.

Sincerely,

[Redacted Signature]

Tuan A Pham

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DEADLINE: October 4, 2024**

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

NAME Frances Stephens Richards

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Arlean Richards LLC

OCCUPATION Founder

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

WBEC-West Vice Chair 1/2022 - 12/31/2024
National Hispanic Construction Alliance - Membership Director

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

I bring a wealth of practical entrepreneurial experience and skills that align with the mission of the Business Development Advisory Council (BDAC). Here's a summary of my qualifications:

Extensive Entrepreneurial Experience: With over 15 years of running my own business, I have a deep understanding of the challenges and opportunities faced by disadvantaged entrepreneurs. My hands-on experience has equipped me with

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

9-11-2024

Date

Frances Stephens Richards

Print Name

FRANCES RICHARDS



SUMMARY

A proven visionary and organized professional with expertise in managing data, reports and records. Strength in developing and managing people, problem solving and process improvements. Excellent role model; setting high standards for expectations and quality service in fast-paced, dynamic markets

SKILLS

- Strong problem-solving
- Interpersonal Skills
- Collaboration
- Critical thinking
- Analytical skills
- Communication
- Leadership
- Attention to detail

RELEVANT EXPERIENCE

Kelly Education

Substitute Teacher • 3/2024 - 5/2024

- Assume duties of the classroom teacher in accordance with school district lesson plans, school rules, and Kelly policies.
- Leading instruction in the classroom by conducting the teacher's existing lesson plans, assigning reasonable tasks and homework.
- Empower students to learn, and encourage classroom participation.
- Build a classroom environment that's conducive to learning and appropriate to the ability and interests of students, adapting to the various learning styles of students.

Arlean Richards Media Co.

CEO/Owner • 5/2014 - Present

- Collaborate with cross-functional teams, including scheduling, engineering and editing to deliver high-quality podcast episodes.
- Proven track record of securing grants, management, and compliance/reporting and funding opportunities to sustain operations.
- Oversee the financial aspects of the company, including budget management and strategic leadership.
- Problem-solving, innovation, adept at effective communication with clients and managing projects.
- Proficient in advocating for small businesses and skilled in dealing effectively with various stakeholders.

Mindoula Health

Program Coordinator • 11/2019 - 8/2021

- Managed and review allocated budgets for initiatives and activities, while consistently exhibiting leadership quality.
- Facilitated seamless communication among executives, peers, and cross-functional stakeholders.
- Defined value propositions in collaboration with business partners to justify and guide strategic investments.
- Lead a team comprising program leads and staff.

Western Governors University

Progress Mentor • 11/2006-9/2017

- Used technology-based teaching and communication platforms for academic progress.
- Engaged in a consultative capacity to assist diverse students with academic success and graduation.
- Generated and analyzed reports, ensuring strict deadlines were met.
- Served as mentor and coach to adult college students while improving the academic standards of the University.

Purchasepro.com

Project Manager/Supplier Diversity Manager/Account Executive • 6/1998-8/2001

- Handled human resource functions, business administration, compensation, and performance evaluation.
- Resolve complaints and grievances, handle diversity awareness and provided software training.
- Collaborated with various stakeholders to drive economic diversification and small business development.
- Demonstrated proficiency in planning, developing cooperative working relationships, and leading professional teams.

College of Southern Nevada

Adjunct Speech Professor • 8/1994- 12/1998

- Communicated effectively, including oral and written communication to engage with diverse stakeholders.
- Developed constructive and cooperative working relationships with staff and students.
- Instructed college speech and communication courses, developed curriculum, syllabi, and course materials.
- Demonstrated knowledge and understanding of institutional policies and procedures, and the regulatory environment within Nevada higher education.

FRANCES RICHARDS



[Redacted]



[Redacted]



[Redacted]

EDUCATION

Doctor of Philosophy in Business

Jacksonville Theological Seminary

Master in Business Administration

City University

Bachelor of Arts in Communications

Marquette University

TRAINING

Volunteer Training

Nevada Department of Corrections • 05/2024

Entrepreneurship Development for Growth and Excellence

Vegas Chamber • 12/2023

Platinum Supplier Program

WBENC-West • 4/2023

Black in Business

Goldman Sachs • 5/2023

NxLevel for Entrepreneurs

Nevada SBDC • 8/2022

Women's Entrepreneurship

Cornell University • 8/2021

WeThrive Digital

WBENC-West • 11/2021

Cybersecurity Starter Kit

WBENC-West • 12/2020

Diversity: Seeking Commonality

Mindoula Health • 7/2020

CERTIFICATIONS

- Nevada Department of Transportation: MBE/DBE/WBE
- Women-Owned Small Business WOSB
- WBENC-Certified WBE

AFFILIATION

- Vegas Chamber
- Statewide Hispanic Chamber of Commerce of NJ
- Urban Chamber of Commerce

TECHNOLOGY

- Microsoft: Word, Excel, PowerPoint, Outlook
- Google: Drive, Docs, Sheets, Gmail, Forms, Meet, Forms
- Canva
- Libsyn
- Callin App
- Restream

**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: **October 4, 2024****

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public record once it is received by Clark County.)**

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<https://www.youtube.com/watch?v=agIAXcn8hQg&list=PLNq-tAMavKYluNGK9JefZx3EcxFInw6t&index=1>

Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

NAME Kaitlyn Schwantes

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Nevada SBDC

OCCUPATION Grant and Project Manager | Business Advisor

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

I am not currently on any committees. I am affiliated with Clark County Economic Development through my job at Nevada SBDC as a project manager of the TA grant provided for the TEAP program. Otherwise, I do not have any other relevant affiliations.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

For almost ten years now, I have had the pleasure of supporting small business communities through Small Business Development Centers. I have grown from a Business Development Advisor and Consultant into leadership roles such as an Assistant Director and a Grant and Project Manager. I am passionate about growing local economies and providing connections for small business owners to succeed. Part of my specialty in advising has been government contracting as I served as a PTAC (now APEX) advisor for many years. Connecting the dots and providing guidance for small businesses to take opportunities they had not thought of, such as contracting, is where I thrive. I would be honored and excited to work with BDAC to provide this support in growing our Clark County small business ecosystem as well.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/04/2024

Date

Kaitlyn Schwantes

Print Name



Clark County Board of County Commissioners
500 S. Grand Central Parkway
Las Vegas, NV 89155

October 4, 2024

To Clark County Board of County Commissioners and Office of Economic Development:

I am writing to express my interest in joining the Clark County Business Development Advisory Council. With extensive experience in business development, grant management, and community engagement, I am eager to contribute to the Council's mission of promoting equal business opportunities and supporting minority, women-owned, and emerging small businesses within our county. I want to be a voice and an advocate for these business owners I work with daily by creating more opportunities with less hurdles.

As a current Grant and Project Manager for the Nevada Small Business Development Center (SBDC), I have experience working with Clark County through the TEAP program by managing advising services to secure \$3 million in grants for unincorporated licensed businesses. Additionally, I have worked closely with the Nevada Governor's Office of Economic Development (GOED) as the technical assistance provider for the State Small Business Credit Initiative (SSBCI). Through these efforts, I have gained valuable insights into the needs of small businesses, particularly those in underserved areas, and how we can provide them with access to capital and support programs.

In my role as a Business Advisor, particularly focused on Henderson and our rural communities in Southern Nevada, I have consulted with over 300 small business owners and helped them secure more than \$20 million in capital funding. This work has allowed me to build strong partnerships with local chambers of commerce and outreach programs, and I have been an advocate for rural communities through collaborations with USDA's Rural Partners Network.

My experience aligns well with the Council's responsibilities, from promoting equal business opportunities to providing mentorship through the Small Business Opportunity Program (SBOP). I am particularly excited about the opportunity to contribute to the

development of outreach programs and enhance access to information for local businesses. Too often I see business owners struggling to find the right resources, or more so facing the hurdles to access the programs.

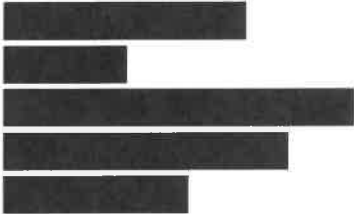
I am confident that my skills in business development, economic empowerment, and community engagement will enable me to make meaningful contributions to the Council. I look forward to the possibility of collaborating with fellow members to further advance the Council's important work and create more opportunities for our small businesses.

I would be honored to serve as a member of the Clark County Business Development Advisory Council. Thank you for your consideration.

Sincerely,

A large black rectangular redaction box covering the signature area.

Kaitlyn Schwantes

A series of five black rectangular redaction boxes of varying lengths covering contact information.

**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: **October 4, 2024****

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

NAME **Vik Shrestha**

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER _____

OCCUPATION **Advisor and Board Member**

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

I hold an MBA and have 10+ years of business development and commercial strategy experience in the gaming industry having led divisions for major global companies including IGT, William Hill (acquired by Caesars Entertainment), Sega Sammy, and Gaming Laboratories International. In 2021, I raised approximately \$20m in capital and co-founded a software development firm called SB22 that employed 70+ employees, and I sold my equity stake in January 2024. Since then, I have been consulting and advising large corporate companies and start-up firms on their business strategy including a Las Vegas based cyber security firm called DruvStar where I serve as a Board Advisor.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

09/20/24

Date

Vik Shrestha

Print Name

Vik Shrestha

Profile

Accomplished leader with 10+ years of experience in gaming industry with proven results in developing and executing long-term strategic growth plans. Selected for the prestigious Emerging Leaders of Gaming 40 Under 40 Class of 2022.

Education

Executive Education in Communications | Duke University | 2019

Master of Business Administration | California State University Dominguez Hills | 2013

Bachelor of Business Administration, Finance | California State University Fullerton | 2010

Professional Experience

Chief Commercial Officer | SB22 | 09/21-01/24

- Co-founded and raised an investment for B2B online sports betting platform with over 70+ employees and successfully exited the business via an equity sale.
- Secured partnerships with over 20+ technology suppliers and clients which led to the company receiving the SBC B2B Rising Star Award in May 2023.
- Negotiated key agreements to drive investments with technology partners including major companies such as ByteDance for VR App Development.

Senior Director, PlaySports | IGT | 04/19-08/21

- Won numerous high-profile partnerships and grew transactions from \$30m to over \$1b per year with major online gaming operators including FanDuel, PointsBet, and Tribal and Commercial Casino operators.
- Achieved significant revenue growth with multiple successful launches to secure over 30% market share of the US industry in 2020 and 2021 with P&L Management responsibilities.
- Directly built and managed the US based organization and provided cross-functional leadership to multiple departments of 170+ global team members including Sales, Product, Legal, Operations, Marketing, and Finance.

Director of Business Development | William Hill | 07/18-04/19

- Managed corporate strategy and financial evaluation process for all market access partnerships, joint ventures, and acquisition targets to drive the growth of the William Hill US business which was acquired by Caesars Entertainment.
- Researched newly regulated markets to understand requirements and developed pro-forma P&L forecasts to identify ROI for executive buy-in.
- Responded to all RFPs and secured the first sports betting partnership with a stadium in the U.S. with Capital One Arena for \$100m deal value.

Director of Business Development | Sega Sammy | 11/16-02/2018

- Led the launch of the social casino project launched in iOS and Android.
- Managed the business development and licensing team and secured all the first casino operator partnerships.

- Promoted in 2017 to oversee global sales for EGM's and developed execution plans to expand the business from Asia to North America.

Business Development and Client Services | GLI | 06/14-11/16

- Key account manager for technical compliance testing services for Aristocrat Technologies, Aruze Gaming, Incredible Technologies, Sega, VGT, and all sports betting and pari-mutuel suppliers.
- Developed complex client dashboards utilizing JIRA to provide clients an in-depth understanding of the types of bugs and software quality issues raised during testing.
- Led Quarterly Business Reviews for key clients to ensure all KPI's were being met and executed action plans with management.

Board Memberships and Consulting

Advisory Board Member | DruvStar | 09/22-Present

Served on the advisory board for cyber security services firm and established the company as the top competitor to the dominant company in the gaming industry by providing a successful sales and growth strategy.

Advisory Board Member | ASW Inzenjering | 05/23-11/23

Served on the advisory board for established AI and Machine Learning software development firm based in Europe with over 30+ year company history to develop global growth strategy.

Founder and Managing Consultant | Chorus Gaming | 08/21-02/22

Founded a consulting firm and served as Interim President for Meruelo Gaming's digital business vertical and provided product and business strategy to PointsBet, iPro, Turtle Mountain Chippewa Indians, and Digital Mind.

Skills

Business Development, Commercial Strategy, Product innovation, Go to Market Planning, P&L management, Leadership, Marketing, Communications, Contract Negotiations, M&A, Financial Modeling, Market Research and Emerging Technology.

Software

MS Word, PowerPoint, Excel, Outlook, Dynamics, Salesforce, Accenture CAS, Apple Suite, Google Suite, Adobe Acrobat, JIRA, Hyperion, MicroStrategy, and Tableau.

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Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Lori Trujillo

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Clark County Department of Aviation

OCCUPATION Management Analyst

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.


Currently on the Committed To Our Business Community Committee.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

I am certified through the National Highway Institute for the DBE/ACDBE program. I'm currently a Management Analyst at Harry Reid International Airport for the DBE/ACDBE program and work closely with disadvantaged businesses through the DBE/ACDBE application process, outreach events, workshops, etc. I am passionate about helping to even out the playing field and give our disadvantaged businesses a chance to succeed in our community.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/2/2024

Date

Lori Trujillo

Print Name



Department of Aviation
Rosemary A. Vassiliadis, Director
P.O. Box 11005
Las Vegas, NV, 89111-1005
(702) 261-5211
Fax (702) 597-9553

October 2, 2024

Sent Via Email:

ccecondev@clarkcountynv.gov

Clark County Office of Community & Economic Development
500 S. Grand Central Parkway, 6th Floor
Las Vegas, Nevada 89155

To whom it may concern:

My name is Lori Trujillo, I am a Management Analyst II for the Diversity Team at Harry Reid International Airport. I served as an alternate on the Business Advisory Council (BDAC) for David Eclips during the 2024 – 2025 term. I enjoyed being a part of something that serves to facilitate the growth of disadvantaged businesses throughout the county by promoting equal business opportunity programs, and more.

I have worked in the Diversity Division assisting Disadvantaged Business Enterprises (DBE) become certified since October 1, 2022. Before Diversity, I worked in our Business Division as part of the Concessions Team here at Harry Reid International airport, and Family Services prior to the airport. I have been a Clark County employee for 22 years and am passionate about working in public service. I truly enjoy working with the disadvantaged and small businesses to help them increase their chances to succeed and compete in the business industry.

I would be honored to serve as a BDAC member or alternate member again and do my part to attend meetings regularly and contribute to the goals of the council during the 2025-2026 term.

Thank you for taking time to read my expression of interest in being a BDAC member.

Sincerely,

Lori Trujillo



Clark County Board of Commissioners

Tick Segerblom, Chair • William McCurdy II, Vice Chair • James B. Gibson
Justin C. Jones • Marilyn Kirkpatrick • Ross Miller • Michael Naft

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Application Overview

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Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Demetrius Ware

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER Same

EMPLOYER V.E.W. Emerging & Corporate Advisory

OCCUPATION Executive

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

I currently serve on the Nevada Minority Affairs Commission.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

Kindly see attached resume and letter of interest detailing skills and interest.
Thank you

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/3/2024

Date

Demetrius Ware

Print Name

Dear Business Development Advisory Council,

I am writing to communicate my earnest interest in using my skills, experience, and commitment to community service for the benefit of the Business Development Advisory Council. As a seasoned executive in the finance, strategic planning sector, I believe that my 20 years of experience in scaling emerging & middle market businesses equips me uniquely for this opportunity.

Throughout my professional journey, I have facilitated over \$2 billion in business transactions, primarily focusing on local infrastructure in small emerging companies, healthcare, commercial, and business finance.

A landmark moment in my career was orchestrating the development banking for the \$1.4 Billion Four Seasons Residences McDonald Highlands project (under construction) while VP- Strategic Planning US Bank, the largest of its kind in US Bank market history. Moreover, this development gained international recognition leading to invited as the sole African American representative from the US to speak alongside global finance and political leaders at one of the largest international finance conferences held in Dubai, UAE. I delivered a thought-provoking presentation on "Advancing Financial Literacy" reflecting my commitment to empowering economically sustainable communities.

Leveraging my corporate experience, I founded a company that provides comprehensive business and legal advisory services, and strategic planning geared toward market sustainability and scalability. I'm also advisory national and international companies including real estate development, VCs, and healthcare among others, drawing upon my extensive industry knowledge and strategic acumen.

Given my professional background and my unwavering commitment to promoting economic development interests, I believe I am a strong candidate for serving on the Business Development Advisory Council. I look forward to the opportunity to discuss further how I can contribute to the council's efforts and objectives.

Thank you for your consideration.

Best Regards,

Demetrius Ware

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Clark County Community & Economic Development
500 South Grand Central Parkway, 5th Floor
Las Vegas, NV 89155

NAME Wayne Wedlow

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER Retired

OCCUPATION Business Advocate/Small Business Owner

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Currently, I serve on the CCBDAC as an Alternate member for the Vice President. I have served in the capacity for approximately 1 year. Prior to my retirement August 6, 2020, I served as a Senior Management Analyst in the Real Property Management Department, Facilities/Park Maintenance Division. In this capacity I was responsible for the majority of the Purchasing and Contracts to obtain supplies and services. Including providing small business opportunities and an opportunity to compete on a level playing field.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

With over 30 plus years of local government procurement and business development experience in the Clark County and local government arena. I have served as the Minority/Small Business Liaison assisting, guiding, and directing small businesses in their quest to do business with Clark County and other local government entities in the greater Las Vegas area. In addition, I have been awarded the SBA Minority Business Advocate of the year award, and a past member of the National Association of Purchasing Management, National Contract Management Association, and a past board member of the Nevada Minority Purchasing Council. Since 1989, I have been an active advocate for small businesses in one capacity or another.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.



Applicant Signature

10/04/2024

Date

Wayne A. Wedlow

Print Name

Wayne A. Wedlow

"...Wayne's willingness to assist and share his knowledge with the small business participants in the CCBED Program is above and beyond."

Akers & Associates...

"...over the years, Wayne has displayed a genuine interest to get involved and assist the small businesses. Even in his current capacity, Wayne is contact to make sure we are aware of upcoming business opportunities with Clark County."

The Battery Source...

" My personal mission is to identify the targeted business groups and match them with potential business opportunities. With the intent of educating them on a process it could take years to grasp! Ultimately, the goal is to increase the number of small businesses doing business with Clark County. As well as increase the amount of business existing businesses are doing with Clark County where possible..."

*Wayne A. Wedlow
RPM Facilities/Park
Maintenance Division*

Business Development Advocate

Dedicated to creating, developing, and educating small, minority, woman-owned businesses on the intricacies of doing business with Clark County (state and local government) since 1989. Specializing in identifying potential opportunities and assisting targeted businesses with positioning their business to market products and services to the County. In addition, thoroughly knowledgeable in the application of local purchasing laws and policies (NRS 332, 338, and Fiscal Directive 6). Combined with over 17 years of experience in procurement, bid development, tracking small business utilization, construction projects less than \$100k, RFP development, and all aspects of the County Purchasing process.

Core Competencies

- Small Business Inclusion in the procurement process
- Marketing to Local Government
- Sensitivity Training for staff & small business owners
- SAP: PR review and approval
- Reporting MWDBE Utilization
- Statistical Report Development
- Increasing Business awareness
- Public/Community Relations
- Conducting Supplier Fairs
- SAP: Accounts Payable, reports, etc

Professional History

Clark County, Las Vegas, NV

Real Property Management, 2/10 to Present (Management Re-alignment)

Parks and Recreation, 3/02 to 2/10

Purchasing and Contracts, 9/98 to 3/02

Hired as a Buyer in 1987 with Clark County Department of General Services. Responsibilities included bid development, processing requisitions for purchase order conversion. Duties included supplier development and ultimately concentration on small/minority/woman-owned business enterprise utilization. Specializing in inclusion of small businesses in all aspects of the procurement process. Expanded the first Clark County Business Utilization Directory from a list of 34 businesses to over 450 business listing including small/minority/woman-owned business. Recruited the targeted business community to actively participate in all aspects the County's procurement process.

Key Contributions:

- Directly or indirectly responsible for assisting numerous small business with obtaining their first County issued purchase order, bid or contract.
- Worked with various municipalities to consolidate efforts and host Supplier Diversity Trade Fairs semi-annual and annual.
- Conducted on-site visits to various businesses to learn more about the nature of business and develop marketing plans to assist small business efforts to market their products and services to Clark County.
- Assisted with facilitating the procurement and logistics of all the goods and services necessary for the grand opening of the Clark County Shooting Park in the amount of \$950k). Including ensuring inclusion of small, minority, and woman-owned businesses participation in the process.
- Served on various professional and industry specific boards as the County's minority business liaison to increase awareness of potential bid/contract opportunities with Clark County.

Education: Bachelor of Science Degree, Marketing

Grambling State University 1987

**APPLICATION FOR
BUSINESS DEVELOPMENT ADVISORY COUNCIL (BDAC)
DEADLINE: October 4, 2024**

**(NOTE: This document and accompanying materials becomes
public record once it is received by Clark County.)**

This COUNCIL, created by ordinance on August 4, 1987, was formed to serve in an advisory capacity to the Board of County Commissioners on matters concerning the County's minority women and small procurement initiatives. On March 19, 1996, the ordinance was amended, and the name of the COUNCIL was changed to the CLARK COUNTY BUSINESS DEVELOPMENT ADVISORY COUNCIL. Also, the amended ordinance included local small businesses determined to be economically disadvantaged, expanded the COUNCIL members to include non-minority/gender business organizations and non-affiliated business representation, and establish an Equal Business Opportunity Program. The ordinance has been amended from time-to-time to add or delete member organizations, pursuant to approval by the Board of County Commissioners. These Bylaws reflect the latest ordinance amendment. The COUNCIL shall continue to exist to facilitate meaningful input from participating departments/agencies of the County, interested non-profit organizations involved in aiding and promoting such, and private citizens.

MEMBER DUTIES:

1. Promote the County's equal business opportunity program;
2. Study and advise the Board of County Commissioners on methods to enhance the County's equal business opportunity program, including input on the County's website access and information for businesses;
3. Develop a list of contacts in order to work with agencies and organization involved in aiding and promoting local, women-owned, minority business enterprises and emerging small businesses;
4. Work with the Nevada Governor's Office of Economic Development and the Clark County Small Business Opportunity Program (SBOP) to identify new businesses;
5. Provide an annual report to the Board of County Commissioners regarding the activities of the COUNCIL; and
6. Participate in the SBOP by being a mentor, contribute to the COUNCIL and newsletter, serve as a chair or member of a subcommittee to report activities and attend the COUNCIL meetings.

Ethics in Government Training

All applicants chosen to serve on the Business Development Advisory Council must watch and certify they have completed the Ethics in Government Law training course.

There are nine (9) videos in this course to complete.

<https://www.youtube.com/watch?v=agIAXcn8hQg&list=PLNg-tAMavKYluNGK9JefZx3EcxZFlnw6t&index=1>

Application Overview

You may email completed application to ccecondev@clarkcountynv.gov or
Deliver to the following address:

Clark County Community & Economic Development
500 South Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

NAME Corinthia M Yancey

MAILING STREET ADDRESS [REDACTED]

CITY [REDACTED]

ZIP CODE [REDACTED]

EMAIL ADDRESS [REDACTED]

CELL PHONE NUMBER [REDACTED]

BEST DAYTIME PHONE NUMBER [REDACTED]

EMPLOYER General Security & Response Services, LLC

OCCUPATION SMALL BUSINESS OWNER

Relevant Affiliations: Please list below any other committees you are currently serving on. Please list, if applicable, the jurisdiction and term of appointment. If you were appointed by an individual and not by a local jurisdiction, please include that information. If you need additional space, please attach an additional sheet of paper.

No other committees are currently being served.

Skills and Experience: Please provide a brief description of your qualifications; include any special skills, interests, experience, or training with you possess or have completed that would benefit the work of the above BUSINESS DEVELOPMENT ADVISORY COUNCIL. If you need additional space, please attach an additional sheet of paper.

Qualifications: Certified as DBE, SBE, and ESB, and recognized as WBE and MBE. Extensive small business and leadership experience with 2.5 years of ownership and leadership at General Security & Response Services LLC. 4.5 years of experience in security management for transportation contracts in Las Vegas. Training: OSHA 30, FEMA and Homeland Security certification and training. Actively participated in Small Business Development events and webinars. Perused some law knowledge.

A resume or letter of interest is REQUIRED. Please attach it to this application.

I certify that the information provided is true and accurate to the best of my knowledge.


Applicant Signature

09/30/2024

Date

Corinthia M Yancey

Print Name

Letter of Interest

Corinthia M Yancey

September 30, 2024

Office of Community & Economic Development
Clark County Government Center
500 S. Grand Central Pkwy, 6th Floor
Las Vegas, NV 89155
BusinessClarkCounty.com

Dear Office of Community & Economic Development,

I am writing to express my keen interest in becoming a member of the Business Development Advisory Council. With a robust background in business strategy and development, my skills and experiences align seamlessly with the Council's goals.

Throughout my professional journey, I have held various positions that have sharpened my ability to identify growth opportunities, forge strategic partnerships, and implement innovative solutions. My tenure at Nevada Transportation and General Security & Response Services, LLC involved leading cross-functional teams to design and execute business initiatives. These efforts culminated in securing my DBE, SBE, and ESB certifications, along with recognition as a WBE and MBE. This experience has provided me with a profound understanding of the challenges and opportunities that businesses encounter in today's ever-evolving landscape.

I am particularly inspired by the mission of the Business Development Advisory Council, which aims to promote collaboration and the exchange of best practices among industry leaders. I am confident that my proactive mindset and dedication to continuous learning would allow me to contribute significantly to the Council's discussions and initiatives. I am eager to share my insights on the challenges faced by women-owned, minority, and small businesses, while also being enthusiastic about learning from the diverse perspectives of my fellow council members.

Thank you for considering my application. I look forward to the opportunity to discuss how I can support the mission of the Business Development Advisory Council.

Sincerely,

Corinthia M Yancey

President & Chief Executive Officer
General Security & Response Services, LLC

CORINTHIA M. YANCEY

BUSINESS OWNER RESUME

It is a privilege to serve as the President and CEO of GSRS TEAMS, where I take extraordinary pride in overseeing its operations. My diverse background encompasses a broad spectrum of ability in transportation, federal industry security, business development, project management, and occupational safety and health, which has prepared me to excel in this leadership role. One of my key strengths is the ability to identify the root causes of staffing shortages and devise effective strategies for revitalizing systems, ensuring they align with our company's strategic objectives. Over the course of my 12-year career, I have consistently led organizations toward significant growth, fostering strong partnerships and upholding a steadfast commitment to operational excellence.

PROFESSIONAL EXPERIENCE

General Security & Response Services, LLC, Las Vegas, NV

Owner, President & CEO, January 2022 – Present

- I embarked on an exciting venture of establishing a security services business from scratch, assuming complete responsibility for its success. I meticulously planned and managed every aspect of the business, from sales and business development to staff recruitment, vendor management, and marketing strategies.
- My expertise and dedication allowed me to provide top-notch security services to a diverse range of organizations, including schools, transportation companies, private sectors, and government sectors. With a strong focus on ensuring the safety and well-being of our clients, I implemented robust security measures and protocols that met and exceeded industry standards.
- By building strong relationships with clients and consistently delivering exceptional services, I earned a reputation for reliability and professionalism. I worked closely with each organization to understand their unique security needs and tailored our services accordingly. Through effective communication, attention to detail, and a proactive approach, I ensured that our clients felt secure and confident in our services.

Business Development
Operations Management
Tactical Comprehension
Safety & Security

Team Building and Frontline
Leadership
Manpower Planning &
Scheduling

Project Management
Processes & Procedures
Finance/Accounting

Regional Transportation Commission, Southern Nevada

Security Account Manager, May 2017 – October 2021

In addition to delivering security services, I also played a crucial role in implementing training programs to enhance the skills and capabilities of our staff. I recognized the importance of continuous development and improvement to meet the demands of our clients' contract agreements. By providing comprehensive training sessions, I ensured that our team was equipped with the necessary knowledge and skills to excel in their roles.

To maintain compliance with the contract agreements, I diligently prepared and submitted performance reports and invoices to our clients. This allowed them to stay informed about the progress of our security services and ensured that all contractual obligations were met.

I also took charge of creating and modifying Security Plans and Post Orders specific to the guidelines set by the Department of Homeland Security (DHS)/Transportation Safety Administration (TSA), the DHS National Terrorism Advisory System, and RTC Threat & Vulnerability Assessments for each assigned facility. By adhering to these guidelines and implementing proper policies and procedures, I ensured that our security measures were in line with federal, state, local, and RTC rules, policies, and regulations.

Furthermore, I developed an Evacuation Plan to ensure the safety of our clients' facilities in the event of an emergency. This comprehensive plan enabled our team and clients to respond effectively and efficiently during critical situations.

Overall, my commitment to continuous improvement, compliance, and adherence to industry guidelines allowed us to provide exceptional security services to our clients.

Rent-A-Center, Las Vegas, Henderson, Boulder City, North Las Vegas, NV

Security Manager, November 2021 – April 2021

- Implementing organizational skills within the stores.
- Managed budget and maintained statistical and financial records.
- Assisted the District Manager with improvement audits on 8 Nevada retail stores.
- Overseeing pricing and stock control
- Trained and Investigated 8 stores.
- Managing the sales and credit (Profit & loss) of the stores.

CVS/Pharmacy, Milwaukee, Madison, WI, Chicago, IL

Market Investigator (Security Manager), July 2012 – January 2017

- Serviced CVS/Pharmacy by investigating 12+ stores and managing over 500+ employees.
- Reduced shrinkage by planning guidelines to keep shrinkage to a minimum.
- Conducted Safety and security procedures within the company. Operating Direct Store Delivery (DSDs) and Code of Federal Regulations (CFRs).
- Observing and correcting internal shrink including creating written guidelines for reducing all shrink factors.
- Assisting the Regional Loss Prevention Manager and District Manager in Pre-Counts on inventory days.
- Conducted daily, weekly, and monthly reports including /ORCs (Organized Retail Crimes).
- Trained in Human Resources/Employee Relations comprehension. Detect and investigate fraudulent employees of all aspects.

Milwaukee County Court House/ Sheriff Department, Milwaukee, WI

County Court Officer (Weapon Security Screener), December 2009 -- July 2012

As a Correctional Recruit and Interim Officer for the County of Milwaukee Sheriff and Courthouse, my primary responsibilities included ensuring the safety and security of inmates and visitors within the facility. This involved serving as a guard for booking and visitation intake, where I screened and verified individuals entering the facility.

I also played a crucial role in safeguarding the release of inmates for the work program. This involved conducting thorough screenings and verifications to ensure that the inmates were eligible and suitable for the program.

In addition to my regular duties, I underwent training and obtained certification in Weapon X-ray screening. This enabled me to conduct thorough screenings of individuals and their belongings to prevent the entry of prohibited items into the facility. Furthermore, I served as a Team Lead, where I supervised and provided guidance to a staff of 20 daily.

I also completed basic training with the Milwaukee County Sheriff's Department, which provided me with the necessary skills and knowledge to fulfill my duties effectively. This training covered various aspects of law enforcement and corrections, ensuring that I was well-prepared to handle the responsibilities of my role.

Within the courthouse, I conducted proper jail visit check-ins, ensuring that visitors followed the proper procedures and maintained the security of the facility. Additionally, I patrolled internally, securing the premises, and responding to any incidents or emergencies that may have arisen. I was responsible for overseeing the safety and security of over 50 operating businesses within the courthouse.

EDUCATION

Milwaukee Area Technical College, Milwaukee, WI, *May 2011*

Messmer Catholic High School 2008

ADDITIONAL SKILLS

- Ability in business development, leadership, sales & marketing, branding & identity, prospecting & relationship building, and vendor management.
- Web and tech-savvy, social media tools & analytics, MS Office Suite, CRM

CERTIFICATION

- OSHA 30-1910 General Industrial
- FEMA - Incident Command System (ICS) 100 – 400
- Terrorist Activity Recognition and Reaction Training-TARR
- Reasonable Suspicion
- Cardiopulmonary resuscitation (CPR) and automatic external defibrillator (AED)
- ARMED certified