

DISCLOSURE OF OWNERSHIP/PRINCIPALS

Business Entity Type (Please select one)						
<input type="checkbox"/> Sole Proprietorship	<input type="checkbox"/> Partnership	<input type="checkbox"/> Limited Liability Company	<input checked="" type="checkbox"/> Corporation	<input type="checkbox"/> Trust	<input type="checkbox"/> Non-Profit Organization	<input type="checkbox"/> Other
Business Designation Group (Please select all that apply)						
<input type="checkbox"/> MBE	<input type="checkbox"/> WBE	<input type="checkbox"/> SBE	<input type="checkbox"/> PBE	<input type="checkbox"/> VET	<input type="checkbox"/> DVET	<input type="checkbox"/> ESB
Minority Business Enterprise	Women-Owned Business Enterprise	Small Business Enterprise	Physically Challenged Business Enterprise	Veteran Owned Business	Disabled Veteran Owned Business	Emerging Small Business
Number of Clark County Nevada Residents Employed: 39						
Corporate/Business Entity Name: SAP Public Services, Inc.						
(Include d.b.a., if applicable)						
Street Address:	3999 W. Chester Pike			Website: www.sap.com		
City, State and Zip Code:	Newtown Square, PA 19073			POC Name:		
Telephone No.:	610-561-5281			Email:		
Nevada Local Street Address: (If different from above)	No office - all employees are virtual			Fax No.:		
City, State and Zip Code:				Website:		
Local Telephone No.:				Local Fax No.:		
				Local POC Name:		
				Email:		

All entities, with the exception of publicly-traded and non-profit organizations, must list the names of individuals holding more than five percent (5%) ownership or financial interest in the business entity appearing before the Board.

Publicly-traded entities and non-profit organizations shall list all Corporate Officers and Directors in lieu of disclosing the names of individuals with ownership or financial interest. The disclosure requirement, as applied to land-use applications, extends to the applicant and the landowner(s).

Entities include all business associations organized under or governed by Title 7 of the Nevada Revised Statutes, including but not limited to private corporations, close corporations, foreign corporations, limited liability companies, partnerships, limited partnerships, and professional corporations.

Full Name	Title	% Owned (Not required for Publicly Traded Corporations/Non-profit organizations)
DJ Paoni	President	N/A - Publicly Traded Org
Mary Hanss	SVP & General Counsel	N/A - Publicly Traded Org
Thack Brown	COO	N/A - Publicly Traded Org

This section is not required for publicly-traded corporations. Are you a publicly-traded corporation? Yes No

- Are any individual members, partners, owners or principals, involved in the business entity, a Clark County, Department of Aviation, Clark County Detention Center or Clark County Water Reclamation District full-time employee(s), or appointed/elected official(s)?
 Yes No (If yes, please note that County employee(s), or appointed/elected official(s) may not perform any work on professional service contracts, or other contracts, which are not subject to competitive bid.)
- Do any individual members, partners, owners or principals have a spouse, registered domestic partner, child, parent, in-law or brother/sister, half-brother/half-sister, grandchild, grandparent, related to a Clark County, Department of Aviation, Clark County Detention Center or Clark County Water Reclamation District full-time employee(s), or appointed/elected official(s)?
 Yes No (If yes, please complete the Disclosure of Relationship form on Page 2. If no, please print N/A on Page 2.)

I certify under penalty of perjury, that all of the information provided herein is current, complete, and accurate. I also understand that the Board will not take action on land-use approvals, contract approvals, land sales, leases or exchanges without the completed disclosure form.

Documented by:

Len Collett

Signed/Signature/Stamp

Len Collett

Print Name

Counsel

12/10/2025

Title

Date

DISCLOSURE OF RELATIONSHIP

**List any disclosures below:
(Mark N/A, if not applicable.)**

NAME OF BUSINESS OWNER/PRINCIPAL	NAME OF COUNTY* EMPLOYEE/OFFICIAL AND JOB TITLE	RELATIONSHIP TO COUNTY* EMPLOYEE/OFFICIAL	COUNTY* EMPLOYEE'S/OFFICIAL'S DEPARTMENT
N/A			

• County employee means Clark County, Department of Aviation, Clark County Detention Center or Clark County Water Reclamation District

Relationship by blood. "Affinity" is a relationship by marriage.

"To the second degree of consanguinity" applies to the candidate's first and second degree of blood relatives as follows:

- Spouse – Registered Domestic Partners – Children – Parents – In-laws (first degree)
- Brothers/Sisters – Half-Brothers/Half-Sisters – Grandchildren – Grandparents – In-laws (second degree)

For County Use Only:

• If **any** of Relationship is noted above, please complete the following:

If any Disclosure of Relationship is noted above, please indicate whether or not this individual was involved in the contracting/selection process for this particular agenda item?

Yes No Is the County employee(s) noted above involved in the competitive bidding process for the performance of the contract?

Yes No Is the County employee(s) noted above involved in any way with the business in performance of the contract?

Notes/Comments:

Signature

Print Name
Authorized Department Representative

**SAP North America oversees the company's business
operations in the U.S. and Canada**

**DJ Paoni
President**

**Anthony Coletta
Chief Financial Officer**

**Thack Brown
Chief Operating Officer**

**Dan Healey
Head of Human Resources**

**Stephanie Nashawaty
Chief Customer Innovation Officer**

**Mary Beth Hanss
General Counsel**