



Nevada's Workforce Investment System

Annual Report

July 2004– June 2005

Presented by:

Nevada's Workforce Investment Boards

Coordinated by:

Nevada Department of Employment,
Training and Rehabilitation

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State of Nevada
Workforce Investment System
Annual Report – Program Year 2005

Preface

Nevada continued its rapid economic growth during program year 2005. The State produced jobs at an average annual rate of 5.9 percent over the 12-month period, nearly four times the national average of 1.5 percent. The statewide unemployment rate averaged less than four percent during the program year, keeping labor markets tight.

As in recent years, about three-fourths of all new jobs in the State were in the Las Vegas area. However, other areas of the state have fared well economically. The growth rate in the Reno-Sparks metropolitan area averaged more than 5 percent in the second half of the program year, while a strong gold and copper mining industry has provided an economic boost in many of the state's rural areas.

Since the end of the last economic downturn in January 2002, the construction sector has provided nearly one-fourth of Nevada's employment gains. Although both the U.S. and Nevada housing markets slowed in the latter part of program year 2005, the continued influx of new residents to the State should keep demand for housing at a high level.

Meanwhile, commercial construction could reach new heights in coming years. Project City Center, the largest private development in the state's history, begun recently on the Las Vegas Strip, and numerous other hotel-casino projects are planned. The Reno gaming market could see its first significant additions in many years before the decade is out as Station Casinos is expanding into the area. Industrial construction remains strong in both the Las Vegas and greater Reno areas, and new retail centers will be needed to support the state's growing population. In addition, current and proposed power plant projects in rural areas of Nevada could provide a multi-year boost to construction activity in Eureka, White Pine, and Lincoln counties.

The ongoing economic boom has put considerable pressure on the state's labor markets. Qualified workers, especially skilled craftsmen in the construction trades, are at a premium. In addition, there are concerns in the rural counties that available housing is insufficient to handle the hundreds of workers that will be needed for new projects. The housing shortage, in particular, presents a new challenge for state workforce agencies in meeting the needs of prospective workers.

Nevada's uniquely dynamic economy, coupled with low unemployment in much of the nation, makes it difficult to attract a sufficiently skilled workforce to keep up with demand. The State's workforce investment system is working to meet these challenges.

Current Unemployment Rates			
	Aug-06*	Aug-05	July-06
Nevada**	4.2%	4.0%	4.5%
Las Vegas-Paradise MSA	4.1%	4.0%	4.6%
Reno-Sparks MSA	3.7%	3.6%	4.2%
Carson City MSA	4.5%	4.2%	5.1%
Elko Micro Area	3.7%	3.7%	4.3%
United States**	4.7%	5.0%	4.8%

*Preliminary estimates.
 **Rates are seasonally adjusted for Nevada and the U.S.

Governance of the Nevada JobConnect System

Nevada's State Workforce Investment Board (SWIB), also known as the Governor's Workforce Investment Board, has continued to expand its role and responsibility for the strategic planning and oversight of the Nevada JobConnect system.

The SWIB has established seven standing committees, each of which have 51 percent representation from Nevada businesses. These standing committees are:



- Youth Council Taskforce
- Governor's Reserve Budget Committee
- Marketing and Business Support Committee
- Legislative Committee
- Individual Training Accounts Workgroup
- Employment of Persons with Disabilities Committee
- Workforce Information Committee

These standing committees hold public meetings and prepare written reports, which are included in the board packets for SWIB meetings. Committee chairmen are asked to provide additional verbal comments to these written reports at the meeting. The SWIB

Chair entertains discussion regarding the reports from board members and other interested parties. All SWIB and standing committee meetings are open to the public and posted according to Nevada Revised Statute (NRS), Open Meeting Law (*NRS 241.020*).



GOVERNOR'S WORKFORCE INVESTMENT BOARD

Representation List

MEMBER NAME	REPRESENTS:
Baez, Debra	Business – Southern Nevada – Graphics Design
Bahn, Michael	Business – Northern Nevada – Information Technology
Bertoldi, Michael	Business – Northern Nevada - Technology
Brewer, Robert E.	Chair-Southern Nevada Workforce Investment Board - Business – Southern Nevada – Utilities
Brower, Maureen	Office of the Governor
Brown, Mary-Ann	Youth – Northern Nevada
Carpenter, Dr. Richard	Nevada System of Higher Education
Egan, Pamela	Nevada State AFL/CIO
Forbes, Lee (Vice-Chair)	Business – Statewide – Retail
Furman, Marc	Southwest Regional Council of Carpenters
Ghanem, Elizabeth	Business – Southern Nevada – Law
Glenn, Valerie	Business – Northern Nevada – Public Relations
Hendrickson, Sidney	Southern Nevada Chamber of Commerce
Vacant	Business – Northern Nevada
Hunewill, Phyllis	Local Elected Official – Northern Nevada Workforce Investment Board
Johnson, Terry	Director, Department of Employment, Training & Rehabilitation
Lee, Senator John	Nevada State Senate – Southern Nevada Business – Southern Nevada – Construction
Lee, Richard	Business – Statewide – Real Estate
Martin, Leslie	Business – Rural Nevada
Vacant	Business – Northern Nevada
Nathan, Arthur (Chair)	Business – Southern Nevada – Gaming
Ohrenschall, Assemblywoman Eugenia	Nevada State Assembly – Southern Nevada
Palmer, Cass	Business – Southern Nevada – Gaming
Peacock, Thomas	Education – Community College of Southern Nevada
Peltyn, Michael	Business – Southern Nevada – Gaming
Peyton, Jean	Persons with Disabilities Small Business – Southern Nevada – Mediation
Rheault, Keith	Nevada's Department of Education, Superintendent of Public Instruction
Rubald, Tim	Nevada Commission on Economic Development
Sorenson, Cameron	Business – Northern Nevada – Manufacturing
Taylor, D.	Culinary Workers Union of Southern Nevada
Townsend, Senator Randolph	Nevada State Senate – Northern Nevada Business – Northern Nevada – Chiropractic
Weber, Assemblywoman Valerie	Nevada State Assembly – Southern Nevada
Willden, Mike	Director, Department of Human Resources

Nevada JobConnect

Each Nevada JobConnect (NJC) office provides access to key partner programs including employment and training programs funded under Title I of the Workforce Investment Act, Trade Adjustment Assistance, Wagner-Peyser, and Unemployment Insurance. Additional partners include the Rehabilitation Division, an active NJC partner offering services to eligible individuals with disabilities to assist them in preparing for and obtaining meaningful employment; the Veterans Employment and Training program provides priority assistance to veterans seeking work or job training opportunities; and the Career Enhancement Program, funded by Nevada employers, helps to meet the training demand of the State's businesses for a skilled and productive workforce.

During Program Year 2005, the Employment Security Division (ESD) has continued its involvement in two initiatives to address workforce issues.

The first initiative is to assist ex-offenders with a second chance to join the workforce after prison release. NJC Reentry Teams meet with inmates to discuss services and to secure employment or purchase work-related clothing, tools, and work cards.

The second initiative is a collaborative effort between ESD, Nevada Partners, Inc., and the Culinary Training Academy to address the worker shortage in the hospitality trades. Individuals seeking work who show an interest in restaurant or hotel classifications are scheduled for an orientation to describe the employment opportunities within the area. If it is determined that they lack sufficient skill for immediate employment in this industry, they are referred to the Academy for possible enrollment. When appropriate, the cost of the training is shared among system partners.

Workforce Advisory Groups have been formed in Southern Nevada in the hospitality, manufacturing, and construction industries. These groups were formed in response to a Federal initiative intended to create linkages between private sector employers and the state workforce investment system. Additional groups are planned for the medical, retail, and services industries. The mission is to strengthen existing businesses and enhance the region's economic diversification through expanded workforce development, improved education, and on-going training.

Economic diversity is flourishing in northern Nevada. Area NJC offices have assisted with recruitment for many of the new businesses, such as the Wal-Mart Distribution Center, Sherwin Williams manufacturing plant, and Reno's new high-end retail mall – Summit Sierra.

Winnemucca and Elko NJC offices supply human resource assistance high growth mining industry in central northern Nevada. Ely's staff continued talks on recruitment plans with two major energy suppliers on the construction of one or two large power plants in eastern Nevada.



Northern Nevada's Local Workforce Area

The local workforce investment area of northern Nevada encompasses over 70,000 square miles and thirteen counties. The state lines of California, Oregon, Idaho, and Utah border the workforce service area, which extends to the remote rural interior of Nevada defined as the Great Basin Desert. Nevadaworks, the local workforce investment board, coordinates and oversees Workforce Investment Act services and activities in this area of the state.

Northern Nevada continues to experience low unemployment levels, and economic expansion efforts have resulted in a continual need for skilled workers to support the expanding manufacturing and distribution industries in Carson City, Washoe, Lyon, Storey, and Douglas counties. The construction industry remains strong, with a slight slowdown in new housing development as a result of the stabilization in the real estate market due to higher interest rates. The new high end Sierra Summit retail mall brought new retail industries to northern Nevada, supporting the growth in population in the urban centers.

Rural Nevada counties are also experiencing substantial growth in population and new business expansions. The mining industry remains steady in Elko, Eureka, Lander and Humboldt counties, with substantial increases being seen in the transportation and utility sectors in all rural areas. Mineral County has seen an influx of economic activity with the opening of the Sky View Academy, a private, educational facility serving youth, and SOC Security providing special units training for the military and private industries.

Nevadaworks opened ancillary Nevada JobConnect sites in Mineral, Lander, and Storey counties:

- Mineral County Economic Development Office
- Battle Mountain Family Resource Center
- Virginia City Community Chest

Services and resources are available to both citizens and businesses and supported by several workforce liaisons dedicated to the rural communities.

Nevadaworks faces the challenges of a rural economy, which include:

- A workforce with out of date skills;
- Low unemployment;
- A shortage of affordable housing,
- Limited public transportation, and
- Inadequate medical services.



Nevadaworks has embraced these challenges by providing employment and training services that connect businesses with the resources necessary to meet their economic and workforce development needs.

Nevadaworks' primary mission is to work with businesses and understand their workforce needs in order to distribute funding and coordinate resources appropriately. In order to accomplish this mission, Nevadaworks reaches out to area businesses, Chambers of Commerce, business associations, economic development authorities, and local governments. Presentations were made to over 20 businesses on workforce issues, which included several articles written by Tom Fitzgerald, CEO, Nevadaworks.

Northern Nevada's JobConnect System

start here.

The northern workforce investment system consists of comprehensive and affiliate Nevada JobConnect Centers (NJC) strategically located and managed by the Nevadaworks JobConnect Consortium. The Consortium manages a successful and innovative workforce system by leveraging human and financial resources; a regional structure enables the shifting of staff and resources to meet the immediate needs of an area, community, or business venture. In 2005, the Carson City NJC Center was remodeled and integrated into the northern workforce system.

Business Discovers JobConnect Employer Services

The Reno NJC Center is the primary hub for employer services in northern Nevada. The job fair, a popular and effective method of recruitment, has become a consistent and proven strategy to connect a larger number of potential employees to the employer. During February 2006, an on-site job fair for Reno's Summit Sierra Mall was held. This event brought together over 40 employers and 1,000 jobseekers and received local media coverage.



The facilities and services of the Sparks NJC Center have become increasingly popular for business recruitments. An example of this is a new industrial center attracting warehouse distribution business. Wal-Mart opened their largest distribution operation in this industrial center and more than 1,400 applications were processed.

Job Seekers Find Employment Assistance

Job Opportunities In Nevada, Inc. (JOIN, Inc.) - NJC Center Services - JOIN's partnership with Nevadaworks, to provide Workforce Investment Act services, has resulted in the co-location of all previously autonomous JOIN, Inc. offices within regional NJC Centers. JOIN implemented the successful model established at Reno, Sparks, and Fallon in Carson City during 2005-2006 and includes the JOIN Learning Lab. This office also serves several surrounding counties.

JOIN staff in the Fallon and Carson City offices has expanded outreach to Fernley, a new bedroom community of the northern rural area. Staff also maintains a visible presence in the nearby Lyon County communities of Dayton, Stagecoach, and Silver Springs. Furthermore, approximately 15 percent of JOIN's client pool now comes from neighboring Douglas County because of outreach efforts in that area.

JOIN services include:

- Life Skills and Employment Preparation Workshops;
- Bus pass program to assist clients without transportation look for jobs; and
- Supportive services:
 - DMV printouts
 - Work clothing and tools
 - Interview attire
 - Housing and utility assistance
 - Childcare
 - Eye exams and corrective lenses



JOIN's rural staff is committed to a community-based concept of service delivery. In Ely, Elko, and Winnemucca, staff focused on matching qualified jobseekers to employer needs. In Ely, resources were targeted to on-the-job training contracts where employers are reimbursed for a limited number of hours to train an employee in a specific set of job skills

with the goal of retaining the trainee after the contract ends. The Work Experience Program for youth was promoted in Elko where youth were groomed for the job market and placed with employers to practice their new job skills. In Winnemucca, JOIN worked with Turquoise Ridge Mine officials to assess job applicants onsite in their understanding of the mining industry. They also conducted the Adult Basic Education Program to assist in creating qualified employees for local businesses.

Nevadaworks Special Projects

Truckee Meadows Community College (TMCC) Nursing Pipeline Project, a partnership between TMCC and Washoe County School District, has just finished the second-year of a three-year pilot program. This project enables students, who are interested in a career in nursing, to earn dual credits while still in high school and to complete an Associate Degree in Nursing in just twenty-two months.

Thirty-three high school juniors and seniors have been enrolled into the program, ten have completed, with 18 students currently continuing their nursing training courses into 2006. In order to get a firsthand look into the nursing field, students also spent time in hospitals and long-term care facilities.

Western Apprenticeship Coordinators' Association (WACA)

program professionally recruited for all 14 building trade apprenticeship programs in the 13 urban and rural northern Nevada counties. Over 5,800 contacts were made at high schools, career fairs, school districts, and NJC offices. Recruitment was directed towards minorities, women, youth, special population groups, unemployed, under-employed, displaced workers, and incumbent workers. Over 270 applicants were directly linked to the WACA effort.



"WACA would like to thank Nevadaworks for their support, both financially and through their staff, for this program the past two years. In early 2003, WACA first defined the need for an on-going, coordinated marketing and outreach program to serve the growing construction industry in northern Nevada. WACA is extremely pleased with this program and its results. The program will be continued into 2006 and beyond."

Associated Builders and Contractors "Wheels of Learning" Residential Plumbing/Installer Program offered participants the ability to gain valuable preparatory experience and knowledge for successful employment in this high-demand construction trade. Eleven individuals have remained enrolled in the program, ten have successfully completed and are employed in apprenticeships with sponsoring employers, and one is on military leave of absence.

Mineral County Economic Diversification Plan –



Mineral County's Hawthorne Army Depot, was included on the 2005 Base Realignment and Closure (BRAC) Commission's list of military installations to be realigned or closed. However, in August 2005, the BRAC Commission announced that the depot would remain open. It became clear that closure of the base would have had a devastating impact on the area's economy. Therefore, Nevadaworks, in partnership with the Nevada Department of Employment, Training and Rehabilitation, applied for and received a Federal grant to prepare and develop a comprehensive plan for diversifying the county's economic future. In June 2006, the final plan was approved by the Mineral County Commission.

Nevadaworks Council

Member's Name	Representing
Annis, Jim	Business, Community-Based Organization
Clark, Nathan	Business, Education
Clausen, Kirk V.	Business
Coleman, Mick	Mandatory Partner
Conkey, Gail M.	Business, Economic Development
Darney, Alan	Labor
De Matei, Jeffrey P.	Business
Dugan, Kenneth	Mandatory Partner
Fox, Lawson	Business
Glenn, Valerie	Business
Hunewill, Phyllis	Mandatory Partner
Jones, Cindy	Mandatory Partner
Killpatrick, Dr. Paul	Education
Korhonen, Aki	Business
Lucey Ph.D, Carol A.	Education
Miller, Wayne	Business, Community-Based Organization
Nelson, Jim	Business, Community-Based Organization
Newell, Vicki	Education
Nichols, Bob	Community-Based Organization
Ramirez, Tony	Mandatory Partner
Osborne, Larry M.	Community-Based Organization
Reymus, Edmund	Mandatory Partner
Ringle, Philip	Education
Robinson, Wayne	Business
Romine, Russ	Business
Ruffin, Tim	Business
Schaerer, Marcel	Business
Smith, Greg	Labor
Wells, Kris	Business
White, Tom	Business
Wilson, Geoffrey	Business
Wilson, Lori	Mandatory Partner
Woodring, Bradley	Business, Economic Development



Southern Nevada's Local Workforce Area

The Southern Nevada Workforce Investment Area is comprised of the counties of Clark, Esmeralda, Lincoln, and Nye. The Southern Nevada Workforce Investment Board (SNWIB) oversees Workforce Investment Act (WIA) services and activities to include:

- Development of a local plan;
- Management;
- Program guidance;
- Independent oversight;
- Selection of employment and training service providers to deliver youth, adult and dislocated worker services;
- Issuance of award of contracts through a competitive Request for Proposal process; and
- Establishment of sub recipients' performance standards.

The SNWIB continues to have one of the most challenging objectives in the country, ensuring that the delivery of employment and training services keeps pace with the fastest growing metropolitan area in the nation, the Greater Las Vegas Area. During this program year, SNWIB hired a Certified Public Accountant and two financial analysts to strengthen compliance oversight of their programmatic and fiscal responsibilities.

SNWIB One-Stop Delivery System

The SNWIB maintained oversight of the three comprehensive One-Stop Centers in the Greater Las Vegas Area and established a rural One-Stop Center in Pahrump. Training, education, and employment programs were integrated into a single, customer-friendly system called Nevada JobConnect (NJC). Core services include:



Businesses Services

- Recruitment and pre-screening of qualified applicants;
- Easy access to post job listings through Nevada's

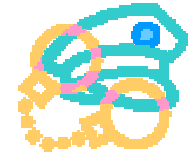
JobConnect Operating System, America's Job Bank, and SNWIB contracted service providers;

- Job and industry growth trends and forecasts;
- Wage data and other valuable labor market information; and
- Economic and business development assistance.

Jobseeker Services

- Information about Local, State, and National labor markets;
- Job and career resources (computers, fax, copy machines, telephones);
- Job listings;
- Hiring/employment requirements;
- Job referral and placement services;
- Information on the quality of education and training programs;
- Initial screening for training eligibility;
- Testing and assessment;
- Job search;
- Assistance in filing Unemployment Insurance claims; and
- Information about the availability of local supportive services, including: childcare, transportation, various aid programs, and other agencies and their complementary employment support services.

SNWIB Services to Targeted Populations



Adult:

- Service providers increased outreach to businesses and eligible adults;
- 2,014 participants received services during Program Year (PY) 2005;
- SNWIB continued to fund the City of Las Vegas ex-offender employment and training program to reduce recidivism; and
- Implemented initiatives to create partnerships to train underemployed incumbent workers to fill business' demands for supervisory and managerial positions.

CHR, Inc., Success Story: Dolores worked in several jobs prior to connecting with CHR, Inc. She worked as punch machine setter, earning \$8.34 per hour; data entry, earning \$ 6.91 per hour; and materials inspector, earning \$7.97 per hour. Finally, Dolores contacted CHR, Inc., and was enrolled in truck driver training. After receiving her truck driver credentials (licenses), Dolores obtained employment earning \$13.00 per hour, which was increased to \$16.00 per hour prior to June 30, 2006.

Dislocated Worker:

- 719 participants received services during PY2005;
- Almost no industry in the Southern Nevada Workforce Investment Area was spared from the impact of displaced workers; and
- The SNWIB achieved or was within 80% of all dislocated worker established performance measures for PY2005.

Youth Services:

- 1,034 participants received services during PY2005;
- The SNWIB Youth Council established new vision, mission, and goal statements:

Vision Statement:

"A prepared youthful workforce with skills, education, and training to fulfill future workforce demands."

Mission Statement:

"Develop a holistic workforce development system that builds youth job training skills and prepares them for lifelong careers."

Goals:

- *Sponsor a regional youth summit;*
 - *Direct funds to create the most complete menu of services;*
 - *Improve dialogue between organizations and service providers;*
 - *Improve opportunities for workplace learning and experiences for participants of all ages and backgrounds;*
 - *Develop performance accountability for all service providers; and*
 - *Encourage our future leaders' growth in confidence, commitment, competence, and good citizenship.*
- Services were tailored to meet employer needs, serve the most challenged participants, and to offer youth the greatest workforce opportunities; and
 - 75 youth obtained useful employment skills and GEDs through a special program that targeted disadvantaged youth residing in a low-income housing complex.

- Youth Initiatives:
 - Placed 120 youth in work experience jobs;
 - Eligible youth toured colleges in Georgia and Alabama;
 - Conducted “30 Days to Employment and 90 Days and Beyond” seminar;
 - Event that provided holiday food and gifts to families; and
 - Participated in a statewide youth conference in April 2006.



SNWIB Youth who participated in the 2006 Statewide Youth Conference sponsored by the Governor’s Workforce Investment Board.

Other SNWIB Initiatives:

President’s High Growth Job Training Initiative: This is a partnership with the Community College of Southern Nevada (CCSN) that certifies jobseekers in hospitality skills. The SNWIB provides input to CCSN regarding occupational skill training courses designed for specific purposes of training individuals or jobseekers for new employment opportunities. CCSN develops and teaches customized occupational courses upon request to meet employers’/businesses’ human capital demands.

Faith and Community-Based One-Stop Delivery Initiatives: The Educational and Vocational Opportunities Leading to Valuable Experience program, has served more than 500 ex-offenders, and has provided wraparound supportive services (i.e. housing and transportation assistance) and meaningful employment opportunities with an average wage of almost \$11.00 per hour.

Other services are provided to:

- Chronic substance abusers/offenders
- Women offenders

National Gaming Symposium

In September 2005, the SNWIB participated in a National Gaming Symposium at the Las Vegas Convention Center to inform the worldwide gaming industry about the resources available that will result in attracting and hiring quality human capital. Testimonials from business leaders who accessed SNWIB employment and training services were shared.

Business Outreach Initiatives

In May 2006, the Chairman of Nevada’s State Workforce Investment Board, Mr. Arte Nathan, opened the Arbor Education and Training business workforce outreach reception with remarks regarding the values of the workforce investment system and its connection to local businesses.

U.S. Conference of Mayors

In June 2006, the U.S. Conference of Mayors met in Las Vegas. The Employment and Training Council, a group within the U.S. Conference of Mayors consisting of Workforce Investment Act (WIA) professionals from across the country, toured one of the SNWIB’s local workforce activity facilities, Nevada Partners, Inc., and conducted a roundtable discussion centered on WIA reauthorization.

**Southern Nevada Workforce Investment Board
Local Elected Officials**

NAME BOARD POSITION	TERM DATES START/END	TITLE	COUNTY/CITY
Jack Clark	N/A	Councilman	City of Henderson
Mike Pacini	N/A	Councilman	Boulder City
William Robinson	N/A	Councilman	N. Las Vegas
Tommy Rowe	N/A	Commissioner	Lincoln County
Steven D. Ross (Chair, LEO)	N/A	Councilman	City of Las Vegas
Candice Trummel	N/A	Commissioner	Nye County
Tom Collins	N/A	Commissioner	Clark County

Southern Nevada Workforce Investment Board

NAME BOARD POSITION	TERM DATES START/END	TITLE	COMPANY
Arnold, Richard (O)	12/99-8/06	Executive Director	Las Vegas Indian Center
Bohner, Chris (L)	4/06-4/08	Research Director	Culinary Union, Local 226
Brewer, Robert E. (B)	12/99-8/08	Director	Southwest Gas Corp.
Brown, Hannah (B)	5/06-5/09	President	Urban Chamber of Commerce
Darling, Charles, Sr. (B)	12/99-8/08	Chairman of the Board	Darcor Construction Co., Inc.
Frilot, Kari (B)	5/06-5/09	Chief Executive Officer	Pahrump Valley Chamber of Commerce
Frosini, Kathleen (E)	10/99-8/06	Director	Clark County School District
Hollingsworth, Somer (B)	5/06-5/09	President/CEO	Nevada Development Authority
Kelly, Rose (B)	2/04-2/07	President	Sugarshack
Koschmann, Matt (B)	8/02-8/08	Executive Director	St. Rose Dominican Hospital
Lee, David (B)	12/00-8/08	President	Taiwanese Chamber of Commerce
LoBene, Kenneth (O)	12/04-12/06	Community Builder	Dept. of Housing & Urban Development (HUD)
Medina, Rhea	4/06-4/08	Supervisor	MTC Job Corps
Moormann, Kay (E)	4/06-4/08	Dean	CCSN
Murzl, Valerie	5/06-5/09	Corp. VP/HR	Station Casinos, Inc.
Vacant		Director	AARP
Parven, Lynda	2/06-2/08	Deputy Administrator	Dept. of Employment, Training & Rehabilitation
Ramadan, Mujahid	10/99-8/08	Owner	MR Consulting
Rebollal, Margarita	6/04-6/06	Executive Director	ELV Community Development Corp.
Richardson, Chester (B)	1/03-5/09	Surveillance Mngr	Luxor Hotel & Casino
Rose, Daniel (L)	10/99-8/06	Coordinator	SN Central Labor Council
Ruisi, Candace (C)	10/99-8/06	Executive Director	Women's Development Center
Simmons, Elsie (B)	2/04-2/07	President	EMC Business Institute
Thomas, Victor (B)	12/99-8/08	President	Thomas Enterprises
Timpa, Ronna (B)	2/04-2/07	CEO	Workplace ESL Solutions
Vasquez, Henry	5/06-5/09	Director/HR	Republic Services
Wyand, Sandee (O)	4/01-8/06	Field Supervisor	Nevada State Welfare Division