

SPECIAL
REPORT

NEVADA BUSINESS MAGAZINE
FAMILY OWNED
BUSINESSES

Nevada
Business
THE DECISION MAKER'S magazine



NEVADA STATE BANK
THE DOOR TO YOUR FUTURE



Nevada State Bank is proud to sponsor this event celebrating the accomplishments of the 2019 Family Owned Business finalists. Although each family business is unique, successful companies share qualities like perseverance, ingenuity, teamwork, and community service – qualities exemplified by the businesses featured this year.

Small businesses are the backbone of our local economies, acting as hubs for social connectivity, and providing vitally needed jobs. Nevada State Bank has found in our annual survey of small businesses that they also have key insights to share on their business community, economic issues, and the biggest challenges they face. We were excited to recently see the results of the 2019 survey and we look forward to sharing the report with you on NevadaSmallBusiness.com.

At Nevada State Bank, we believe it matters who you bank with, and we have been serving Nevada business owners for nearly 60 years. We're familiar with the challenges and rewards of owning a family business. Whether it's providing capital to start up a business, helping with day-to-day cash flow needs, or funding an expansion, we've been there to provide the financial support needed to keep a company operating smoothly. And when the time

comes to hand the firm over to the next generation, our business specialists have the experience and the financial tools to assist with succession planning and provide retirement options.

Congratulations to all the 2019 Family Owned Business finalists, and especially to the winners honored by *Nevada Business Magazine*. We appreciate the chance to recognize your achievements and to be a part of this special event. We wish you continued success, both for your businesses and your families.

Best Regards,

Terry Shirey, President and CEO

Rick Thomas, SVP/Northern Nevada Executive

**Nevada
Business**
THE DECISION MAKER'S MAGAZINE

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Nevada Business Magazine, along with corporate sponsor Nevada State Bank and associate sponsor Eide Bailly, is honored to recognize and support family owned businesses across Nevada for their hard work. The Family Owned Business Awards began in 2010 as a way to recognize these families and the companies they've created. The event pays tribute to hard working Nevadans that are providing jobs and helping the economy of the Silver State. Congratulations to all of this year's finalists.

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Congratulations to Stable Development on their nomination for the Family Owned Business Awards!

Blume Restaurant Now Open!
Fine Dining - Henderson West
3145 Saint Rose Parkway
702.444.7820

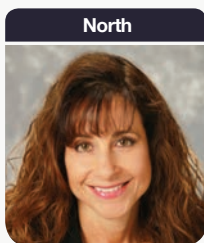


Judges

A special thank you to the distinguished panel of judges for their work in identifying this year's finalists out of hundreds of nominees and for the unenviable task of choosing this year's winners.



Dave Archer
Nevada Center for
Entrepreneurship and Technology



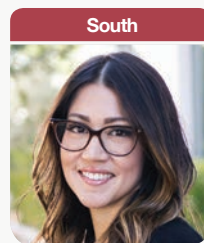
Jana Benton
Nevada State Bank



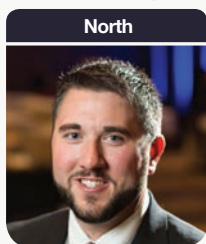
Mike Bindrup
UNLV Small Business
Development Center



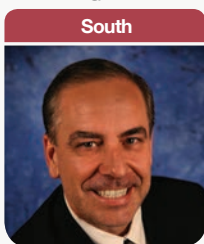
Connie Brennan
Nevada Business Magazine



Megan Comfort
Nevada State Bank



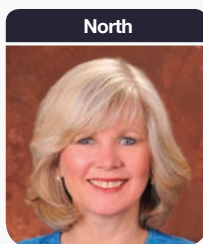
Andrew Haskin
Northern Nevada
Development Authority



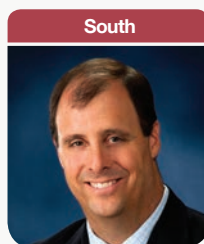
Jeff Leake
SCORE Las Vegas Chapter



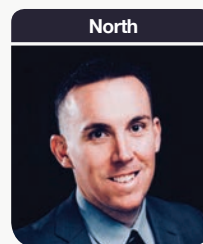
Sam Males
UNR Small Business
Development Center



Nancy McCormick
Economic Development
Authority of Western Nevada



Scott Muelrath
Henderson Chamber
of Commerce



Taylor Russo
Reno-Sparks Chamber
of Commerce



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CHUCK MOHLER

CPA, CGMA, CEPA, CVGA, CM&AA, CVA

As president of Eagle Corporate Advisors, Chuck Mohler uses his 25+ years in business to assist professionals who can't always know and do it all.

Is Chuck an "advisor," a "coach" or a "mentor"? People often use the terms interchangeably but they have distinct meanings.

An "advisor" is an individual with a background and skillset similar to yours, but has "been there, done that" and is eager to share hard-won lessons.

A "coach," similar to sports, helps you address specific challenges in the business arena. Coaches guide you through the rough spots and help you improve areas that need enhancement.

A "mentor" is not only capable of training you for business success, they also help you become a better, more well-rounded person.

What role does Chuck serve? He's well equipped to be all three, but his long-time clients know he strives to be their mentor from day one.

ADVERTORIAL PROFILE

Eide Bailly

HELPING BUSINESS NAVIGATE THE FUTURE

Founded in 1917, Eide Bailly is one of the top 25 accounting firms in the nation. In Nevada, the CPA firm has offices in Elko, Las Vegas and Reno and experts with years of experience to help business owners and decision makers navigate a path to success.

Through the years, Eide Bailly has adapted to the times and become a success by embracing change and focusing on innovative ideas. This has allowed the firm to grow with their clients. Eide Bailly has the corporate philosophy that, while accounting may focus on numbers, their business is all about relationships.

Mike Klaich serves as the partner-in-charge for the Elko and Reno office and brings with him over 30 years of experience in tax and consulting services. Klaich specializes in working with high wealth individuals, medical practices and the gaming industry.

Leading the Las Vegas office as partner-in-charge is Chris Wilcox. Wilcox prides himself on his ability to find solutions to tax planning and accounting needs. He specializes in income and estate tax planning for high-wealth individuals as well as business transitions.

Whether it's starting a business, a new career or a new project, Eide Bailly has the tools and people necessary to drive success. The organization's leadership is inspired by their client's visions for the future and they work hard to make that future a reality.

Whippersnapper

A business, less than 10 years old, in the first generation of succession with expectations for future generations to run the company.



Kurt & Chris Thigpen

Ace Studios EST. 2016

Kurt & Chris Thigpen founded Ace Studios at the start of 2016. Utilizing over a decade of experience Kurt has in web and digital marketing along with Chris' artist/photographer background, they started the agency to help organizations, business owners and entrepreneurs. "We help organizations find their voice, look awesome online and become successful with their online marketing and brand strategies," said Kurt. "We work hard to help local businesses thrive and are proud to keep everything we do local."

north



Chuck & Relina Shirley

HIDEit Mounts EST. 2009

Founded by Chuck and Relina Shirley, HIDEit Mounts was born out of the common household problem of needing more space. While HIDEit Mounts was

started in their garage, the company is now a storage solution expert for technology, gaming and sports gear with their custom wall mounts. It was launched in 2009 and by 2018 the company made Inc. Magazine's list of "Fastest Growing Companies" for the year. Through online marketing and social media, they have reached nearly 50 million consumers.

The Urban Market EST. 2017

As the owners and founders of The Urban Market, Denise and Dale Barcomb wanted to create a hybrid-store: stocking the same quality foods of high-end markets while maintaining the convenience of a small, neighborhood store. After selling their Carson City 7-11 store, the couple wanted to use their 17 years of convenience store experience to cater to downtown Reno. From groceries, beer and wine, to coffee and sandwiches, The Urban Market offers their customers a little bit of everything.



Denise & Dale Barcomb



Lindsay & Paul Sallach

All in Aviation EST. 2016

Both flight instructors with thousands of hours of experience, Paul and Lindsay Sallach founded All In Aviation in June

of 2016. As a full-service aviation company, they offer flight training and pilot certifications as well as aircraft rentals, sales, management and storage. While currently serving Clark County, All in Aviation is undergoing an expansion to the Henderson Executive Airport. The complex will include a 25-hangar facility, 9,000 square feet of office space, five training pilot rooms, an avionics workshop and more. With so much development already underway after only a few years, All in Aviation aims to be Southern Nevada's premiere flight school.

south

Lovelady Brewery EST. 2016

Having started brewing their own beer at the age of 17, twins Richard and Robert Lovelady decided to finally make it a business. They founded Lovelady Brewery in 2016. Now joined by their older brothers, Jerry and Jeffrey, as well as life-long friend and beer collaborator, Mike Brook, the Lovelady family offers fresh and original beers, including signature, local varieties. Their family has been a part of the Henderson community since the 1950s and they are eager to contribute to the community that raised them.



Lovelady Brothers



Dave Williams & Jae Boyd

Slice of Life Foods EST. 2016

Co-Founders Ian Kessler, Dave Williams and Jae Boyd began Slice of Life Foods in 2016 in hopes of becoming the world's best jerky manufacturer. With respective backgrounds in law, the San Bernardino County Sheriff's Department and artisan beef jerky, the partners of Slice of Life Foods bring their diverse backgrounds together to serve the Las Vegas area. Their state-of-the-art manufacturing facility, adventurous flavors and top notch working conditions make Slice of Life Foods a pioneer in the world of jerky.

Don't Forget to Share

A business that has made significant contributions to the community and prides itself on giving back.



Kelly Brye

Carpet King Interiors

EST. 1969

Kelly Brye, owner of Carpet King Interiors, knew that he needed a change. Previously owning his own insurance company, Kelly decided to work under the wing of the Carpet King's previous owner, eventually taking over the business. Carpet King provides the Fernley community with carpeting, flooring, blinds, mattresses and interior design while also giving back. In 2018, the company contributed over 100 hours of service to numerous non-profits, including Rotary Park and the Fernley Chamber Golf Tournament.

north



Vinnie & Anthony Lucindo

CoAuto

EST. 2014

Brothers Vinnie and Anthony Lucindo founded CoAuto in 2014 because they wanted to offer something different in the world of auto-

motive services and repairs. To help support the community, their store features artwork from local artists. In addition, the brothers also partner with the Veteran's Resource Center of Nevada to give away one car per year to a local veteran in need. CoAuto makes it a priority to help the Reno community however they can, both on and off the road.

Flag Store Sign & Banner

EST. 1986

Founded by Marty and Val Smith, Flag Store Sign & Banner has been manufacturing flags, flagpoles, signs and banners since 1986. The business started out in a 300 square foot office space and is now one of the largest manufacturers and distributors of flags and flagpoles on the West Coast. Along with being a staple in the Reno area for over 30 years, they also give back to multiple organizations in the community. For example, their contributions to the Veteran's Guest House, just one of the non-profits the Smiths support, is over 20,000 hours and more than \$150,000.



Eric, Val & Marty Smith



Pam Abbatte & Tracey Bruggeman

Just Like Home Doggie Hotel & Grooming

EST. 2007

Some of the most creative businesses get their start out of

someone's home. This was the case with Just Like Home Doggie Hotel & Grooming. Pam Abbatte, founder and co-owner with Tracey Bruggeman, started the dog boarding, grooming and day care business in 2007 out of her home. They moved into a larger facility in 2010 to keep up with customer demand. The company contributes to the health and care of animals and are also very generous to the community. They have given financially to several dog rescues as well as supporting organizations such as St. Baldrick's and Boy's and Girl's Club, among others.

south

Kingz Tattoo Parlor

EST. 2015

Jenny and Stanley King, owners of Kingz Tattoo Parlor, realized in 2015 when they opened their business that they could offer more than the typical tattoo shop. They could also provide services to improve their customers' quality of life. Some of these services include microblading for cancer patients and areola restoration for those who have had to undergo a mastectomy—both of which are offered at half-price. They also provide makeovers to women in shelters, give service vouchers annually to Safe Nest and have volunteered at Habitat for Humanity as a group to teach high school students the importance of personal economics.



Jenny & Stanley King



Michael E. Minden

Michael E. Minden Diamond Jewelers

EST. 1988

Coming from a long line family members in the jewelry business, the first Michael E. Minden Diamond Jewelers opened in Las Vegas in 1988. With an "A+" rating from the Better Business Bureau, they are one of the most highly regarded jewelry businesses in Las Vegas and a staple in the community. The jeweler also gives extensively back to the Southern Nevada community. Along with volunteering at numerous organizations, they also donate designer jewelry to approximately 60 non-profit organizations each year.

When the Going Gets Tough...

A business that has faced adversity and made changes to adapt to difficult times.

Burgarello Alarm

EST. 1972

A sign of a strong company is the ability to adapt with the times and Burgarello Alarm has done just that. Louie Burgarello began the alarm company nearly 50 years ago and, while 60 percent of the firm's customers are residential, they have made a name for themselves catering to other businesses as well. Burgarello has kept up with innovations in the marketplace. They recently remodeled their facilities to house computers that electronically receive both telephone and radio signals from clients in their service area. Leadership at Burgarello Alarm is always pushing the organization to improve and works to ensure their equipment is the most advanced while catering to each of their clients.

north



Rena Zatica & Loretta Bonilla

Front Office Staff

EST. 2008

Rena Zatica and Loretta Bonilla, who founded Front Office Staff, had to make some big adjustments in order to keep their business strong. The

Reno-based virtual receptionist and call answering service was hurt by both the recession and illness. Rena became sick for a time and had to take a step back, forcing Loretta to take charge of the business until her partner got better. Fortunately, through their determination and strength as a team, they held on and are thriving with more good years on the horizon.

Roundabout Catering

EST. 2007

Roundabout Catering and its team have undergone many transformations over the years. When the recession hit, Colin and MaryBeth Smith (co-founders) switched gears and moved towards catering instead of their originally opened bistro. Along with drastically changing business models, over the years, there have been those on staff at the catering and event planning company who have struggled with addiction. Not only have MaryBeth and Colin helped their team members in need, they mentor them as well. They leave no one behind, whether customer or employee, and it has gotten them where they are today.



MaryBeth Smith



Johnny D's Auto

EST. 1999

John and Erin Dawson, founders of Johnny D's Auto, have been

Elisa, Adam & John Dawson, III with their Nana

providing Henderson customers with automotive repair services for nearly 20 years. Recently, the company had to relocate their place of operations with very short notice. They endured legal battles over the matter for years until eventually, they decided to move voluntarily. Despite the numerous obstacles they have faced, Johnny D's has persisted. Currently, they are in a new location where they can continue to serve the needs of their customers with greater peace of mind.

south

Real Property Management Las Vegas

EST. 1986

Tod and Holly Wever, founders of Real Property Management Las Vegas, are true examples of integrity. In 2015, adversity hit them hard when a broker embezzled over \$1 million from the tenant's security deposit trust account. Even though they were victims as well, the Wevers worked hard to make it right for everyone affected by the crime. They replaced close to \$400,000 of the stolen deposits out of their own pockets and, in some cases, walked the victims through the process of going to small claims court. They have met and conquered every challenge thrown at them while doing right by their clients every step of the way.



The Wever family



Todd Clore

Todd's Unique Dining

EST. 2004

The "unique" in Todd's Unique Dining is meant to describe the French-trained chef's cuisine; it could describe his story just as easily. Todd Clore joined Bally's in 1995 to run their Sterling Brunch. While demand increased at work, he realized he wasn't able to put in the time at home to be with his daughter who has cerebral palsy. Todd opened up his own restaurant in hopes that he would be able to spend more time with his family. The move proved to be for the best when his wife, Terry, was diagnosed with cancer five years after the restaurant opened. Thankfully, Terry is now a near-10 year survivor and, after 15 years in business, Todd's Unique Dining is still serving up top-notch food with the heart to go with it.

Shape Up

A business that has made significant efforts to promote healthy lifestyles for employees and the community.



The BeaverFit Team

BeaverFit

EST. 2014

When it comes to fitness, BeaverFit is unique. Co-owners Alex Roodhouse, Mike Taylor and Tom Beaver started the business in 2014 to create and provide training equipment to the US Military. Their first patented product was a shipping container they had converted into a portable and deployable fitness center. They have supported such companies as Google, YouTube, Nest, American Express and more by improving their corporate wellness offerings. Additionally, with on-site training centers, company participation in the Reno-Tahoe Odyssey and encouragement to spend one or two hours each work day with exercise, BeaverFit's clients aren't the only ones who benefit from their focus on fitness.

north

Reno Sports and Spine Institute

EST. 1990

Founded almost 30 years ago, Reno Sports and Spine Institute's humble beginnings included one physical therapist, Brad Sidener, operating out of a tiny office inside what was then the Reno Athletic Club. Over the years, the practice has become a household name in northern Nevada with four locations and nine physical therapists. Owners, Brad and Kathy Sidener, are passionate about helping their patients return to, or exceed, prior levels of function and efficiency. They have created a work family (including three therapists that have been with them for over 18 years) that embraces their culture of helping others succeed.



Kathy & Brad Sidener



Gail, Jeff, Tamara & Nathan Strum & Tamara Dean

Abby Connect Virtual Receptionists

EST. 2005

Founded by Nathan Strum, Abby Connect Virtual Receptionists was born from his passion for innovation. The company's first receptionist was Nathan's mom and they are joined today by his father and sister. A healthy lifestyle is important to the Strums and they encourage the company's 33 employees to live well through health and running group challenges and fitness team-building activities. Employees receive prizes for meeting health goals. In addition, the company will help pay for employees to quit smoking and offers yoga balls, gym equipment and healthy food alternatives in the office.

south

Nigro Construction, Inc.

EST. 1979

Now in its second-generation of leadership, Nigro Construction was founded 40 years ago by Edward Nigro. Today the construction company is owned by brothers Michael and Todd Nigro. The Nigos are particularly focused on encouraging healthy living for their 28 employees. They offer a full gym for employee use. "Health and wellness are essential for a successful business," said Michael Nigro. "We understand that your environment and day-to-day activities can be crucial to your wellness. This is why we try our best to provide everyone with, not only an open workspace, but a friendly environment as well."

←



Michael & Todd Nigro



Jesus Chuy Gutierrez

Mari Chuy's Mexican Kitchen

EST. 1998

It's a sure bet that anyone who lives in Midtown Reno and enjoys fresh,

local eats has heard of Mari Chuy's Mexican Kitchen. Originally known as Fresh Mex, this Northern Nevada staple has made a name for itself by creating dishes that are both tasty and healthy. All of the produce that goes into their dishes—including their signature jicama tacos—is locally grown and they offer plenty of vegetarian/vegan options as well. Owner Jesus "Chuy" Gutierrez sets an example of health with his business and with himself. Since July 2016 he has lost 170 pounds. With his personal achievements being just as big as his professional ones, you can bet Chuy and his business aren't going to slow down anytime soon.

Ignite Teen Treatment

EST. 2017

Ignite Teen Treatment is a center that creates customized programs to meet the needs of adolescents and help them create healthy patterns and lifestyles. The center was



Mendi Baron

founded by Gryphon Ward and Mendi Baron who both have extensive experience in drug and mental rehab for teens. Together they've worked to create a center that inspires young people and addresses the unique needs of teens with acute mental health and addiction issues. The organization promotes healthy living for both the body and mind and pushes teens to create healthy lifestyles for themselves.

Swimming Upstream

A business that is minority- or woman-owned.



Patty Herzog

Global Coffee EST. 1998

Global Coffee has changed ownership since it was founded in 1998 in Winnemucca, but has always been woman owned. The current owner, Patty Herzog, bought the shop in 2006 and expanded to a second location in Reno in 2015. The Reno location is in the historic Downtown Post Office, where she works side by side with other small business owners. Over the years, Patty's son's, Zack and Ian, have worked in the business and she's proud of the team she's been able to build. Fully engaged in the community, the shop's "best results have come when we are having fun," commented Patty.

north



The Mix Bakeshop Team

Mix Bakeshop EST. 2009

Mary Allstead, a single mom, has tenacity. She started Mix Bakeshop a decade ago with a big dream, and little resources. She and her sons sacrificed a lot during

the early years of the business, sometimes going without heat in the winter for a few days. But she never considered giving up on the business. And her determination paid off. Mary works with co-owner Kristen Daters and their bakery specializes in gourmet cupcakes and handmade pies. Their success has prompted multiple expansions since opening in 2009.

Sugar Love Chocolates EST. 2015

When she started Sugar Love Chocolates, Krysta Jackson was often asked if her parents owned the shop due to her young age. However after having established herself, those types of questions are less frequent. While most of us love the taste of chocolate, Krysta is fascinated with the science, geography, history and art of chocolate. She loves spreading the joy of chocolate as an online retailer and at the retail store in the Old Post Office in Downtown Reno. Aside from her business, she teaches "Sugar Love University" at Truckee Meadows Community College, where students learn by tasting.



Krysta Jackson

south

Juan's Flaming Fajitas and Cantina EST. 2013

Founded by Juan and Darcey Vazquez, Juan's Flaming Fajitas has been successful because of the team's hard work and the extensive experience of the restaurant's head chef and Juan himself, both of whom previously worked at Viva Mercado's Mexican restaurant before it closed. Add in delicious food and a fun vibe and Juan's Flaming Fajitas has been a hit. The restaurant recently opened a second location and Juan has plans to open a third in the north-west. The Vazquez' work alongside several family members including their daughter, sister and nephew, among others.



The Juan's Flaming Fajitas Team



Stacey Lindburg

C&S Company EST. 1953

Originally founded over 65 years ago by Ken Clark and Tom Stewart, C&S Company was acquired by Stacey and Brad Lindburg

in 2003. An underground utility contractor, C&S Company today is both women- and minority-owned as Stacey is Native American. As a woman in a primarily male-dominated industry, Stacey has worked to adapt in order to thrive. C&S was recently involved in completing phase one of the I-11 bypass and Stacey's dedication has helped the organization provide service to some of the largest projects in Southern Nevada.



Ginnie Salazar

Logistical Solutions EST. 2008

Certified by the Women's Business Enterprise Council as well as the Small Business Administration as a woman-owned small business, Logistical Solutions is a subcontractor. The company specializes in environmental, health and safety, industrial services and construction and development and was founded in 2008 by Ginnie and Ty Salazar. They have grown from a home-based operation into a 8,060 square foot office. "I have a passion for learning and am constantly improving myself to be a mentor and support for my staff," explained Ginnie when asked what skills help her be successful.

It's Good to be on Top

A business that is at the top of its game,
doing better than ever.



Renee Plain & Kathie Taylor

In Plain Sight Marketing

EST. 2011

Renee Plain opened In Plain Sight Marketing just after the recession to provide strategic marketing solutions. Her mother, Kathie Taylor, brought years of public relations, planning and operational experience to the firm when she joined her daughter a few years after the firm opened. In 2016, Renee and Kathie became full partners. The company has enjoyed exponential year-over-year growth, including a staggering 977 percent increase in gross income, since 2013.

north



Sean Cary & Anton Novak

Rounds Bakery

EST. 1990

Rounds Bakery has become an institution in Northern Nevada after three decades of providing locals with fresh-out-of-the-oven baked goods.

Famous for its bagels, the bakery also is a source for artisan breads, gluten free items and authentic Challah. Formerly the Bagel Stand, Rounds Bakery is owned and operated today by Sean Cary and Anton Novak. The company donates all excess products to feed the homeless and partners with Sparks Gospel Mission. The owners believe it's the bakery's job to, "fill bellies and warm hearts because nobody should go hungry, ever."

The Liberty Group of Nevada

EST. 2004

Brad and Hollie Bottoset, founders of The Liberty Group of Nevada, have created a successful business helping other business owners buy or sell their companies. They survived the economic downturn and continued to invest in their business through Value Builder, a method that helps owners increase the worth of their business. Positioned as one of the top business brokerage firms in northern Nevada, the firm is doing better than ever. With six employees, the entire team embraces the company's core values including, "doing the right thing for our clients."



Brad & Hollie Bottoset



Larry Canarelli

American West Homes

EST. 1984

Founded by Larry Canarelli over 35 years ago, American West Homes has become well-known in Southern

Nevada for their traditional, yet innovative, houses. The company has won over 200 national and local awards for their home building. In addition, American West has built over 18,000 homes in over 100 new home communities. Larry, along with his wife Heidi, have a middle school in Las Vegas named after them to recognize their achievements in the community. The homebuilder consistently ranks among the top builders by volume and new-home contracts.

south

Stable Development

EST. 2005

Lance and Leilani Bradford founded Stable Development in 2005 and they have seen significant growth since then. There are several family members working for the organization. In addition to the Bradford's son and brother working for the company, principal Sal Guy works with his daughter, Alexa. Brothers Aaron and Jared Dean also work alongside their uncle Kevin. Stable employs a shared equity model with clients, helping them achieve a pathway to building ownership without a large cash investment. Moving forward, the Bradfords plan to continue to grow throughout Southern Nevada building relationships as well as actual buildings.



Back: Leilani, Lance and Brett Bradford Front: Aaron and Jared Dean, Alexa & Sal Guy



Dave Sarro

Promo Direct

EST. 1991

Promo Direct is a promotional product company that was founded by Dave Sarro in 1991. In 2010 he moved the company to Southern Nevada to take advantage of the business-friendly environment. Since then his organization has expanded with over one hundred percent growth in the last five years. Dave works alongside his wife Tina, brother and sister-in-law Dan and Rose and his niece, Amanda. He plans to launch a national independent representative and outside sales division in the future while leveraging Promo Direct's online and technology assets to further grow.

The More the Merrier

A business that has 50 employees or more.



Karl Hutter

Click Bond

EST. 1987

Charles and Collie Hutter, along with their son Karl, are at the helm of Click Bond, a global leader in the design and manufacturing of high performance platforms and systems. The company provides adhesive bonded fastening to marine, energy and other industrial sectors. Charles holds over 80 patents worldwide covering the related technology that keeps ships and planes together. When the company started 32 years ago, they employed five people. Today they are one of northern Nevada's largest employers with a team of over 400.

north

Cristek Interconnects

EST. 1985

At 23, Cristi Cristich founded Cristek to serve the military and aerospace industries. With a \$25,000 contract, a small loan, a few credit cards and big dreams, Cristi created what was to become a critical supplier to the government. With over 150 employees, Cristek Interconnects has consistently earned the trust of its customers by combining solid interconnect design and manufacturing expertise with a "can-do" entrepreneurial spirit. The company has earned its position as a preferred supplier

to several major military/aerospace prime contractors. In addition to providing jobs, the company supports and gives back to the community through numerous initiatives and organizations.



The Cristek Interconnects Team

RHP Mechanical

EST. 1950

RHP Mechanical, owned by Steven Scolari, specializes in HVAC, plumbing and mechanical work. The company is the area's leader in problem-solving design, value engineering applications and cost-effective mechanical construction. The company's permanent workforce consists of over 120 commercial/industrial HVAC and piping tradesman. RHP's field supervisors have all served apprenticeships through journeyman training and the mechanical service team has been factory trained by all major equipment manufacturers. With over 68 years in business, the company has provided services to hotels, shopping centers, office buildings, food service buildings, apartments and environment-controlled facilities.



Carol SilverLutza
& Dr. Nissan Pardo

Dynamic

EST. 1987

A home care agency, Dynamic was founded by Carol SilverLutza and Dr. Nissan Pardo in Los Angeles in 1987. Dynamic moved to Nevada in

1996 and has only grown from there. With over 160 full-time employees and over 600 part-time employees, the company's leadership takes pride in the many family members, both of the founders and within the employee pool, that work for the organization. Dynamic maintains a family atmosphere from the top down and company leaders make sure employees know that they are family-owned and operated by providing open lines of communication and a family work atmosphere.

south

Les Olson Company

EST. 1956

Providing office and information technology services to businesses, Les Olson Company has a remarkable story. Founded by Les Olson who began working at the age of 14 during the Great Depression to support his family, Les Olson Company today has over 250 employees many of whom are Les' family.

When he first founded the company in 1956, he and his wife, Reva, invited each of their 12 children to buy into the venture, giving them some stake in the game from the very beginning. Over the years, Les Olson company has faced many hardships, but it remains family owned with Les' grandson James at the helm as CEO today.



Riva & Les Olson



The Lewis Family

Lewis Management Corp.

EST. 1955

With over 650 employees, 50 of whom are based in Nevada, the owners of Lewis Management Corp have a significant responsibility. The company was established in Nevada in 1961 by Ralph and Goldy Lewis. Today the company is owned by their children, Robert, Richard, Roger and Randall Lewis as well as John Goodman. Lewis Management oversees properties on both ends of the state and is currently

focusing on land acquisition and sales in Southern Nevada. The Lewis' value their employees and it shows; 12 percent of the organization's Nevada employees have worked for the company for over 20 years.

Outside the Box

A business that offers a product or service that is unique to Nevada.



Ruth Tippers

Happy Tales Spa Print

EST. 1994

Ruth Tippers is no stranger to animals. She grew up helping her family, who owned the largest boarding, grooming and guard dog kennel business in Orange County, California. Armed with the experience, and love of animals, Ruth opened Happy Tales in Yerington 25 years ago and recently relocated the business to a new facility on Main Street. Happy Tales is a full service pet resort, spa and salon, with a complete line of basic pet supplies. The wide array of services include day care, massage, training, grooming, sauna, skin therapy, spray tan and health coaching.

north



Steve Cerocke

IQ Technology Solutions

EST. 1993

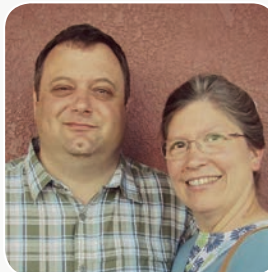
The year was 1993, when business owners were just starting to use computers and networks, and Steve Cerocke founded IQ

Technologies. He recognized the technical service, support and systems that would be essential for these new business tools and seized the opportunity. Now serving all of Nevada in a tech industry that has evolved and expanded, IQ Technologies employs 32 full time people and has become a leader in the technology solutions industry. The company currently has offices in Reno, Carson City and Las Vegas with plans for further expansion.

Pony Express Meats & Deli

EST. 2009

Formerly the Pony Espresso Deli, owners Curvin and Jean Martin changed the name of the shop when they bought it ten years ago to Pony Express Meats & Deli. The local restaurant is open in the morning and afternoons daily, except Sundays. When the Martin's two sons worked in the business, the market was known for processing wild game. Although both sons have pursued other careers, their daughter, Kendra, is still actively involved in running the shop. The family has made it their business to share with the community and are known for their generosity and helping those in need.



Curvin & Jean Martin



Katrina Bruce

Alternative Management

EST. 1990

As an association, there is an alternative to hiring a full time staff to manage events, client relations, strategic planning, financial management and a host of other tasks. Alternative Management, formed to provide management services for organizations, helps non-profit organizations operate at their full potential. At the helm is its founder, owner, president and full-time leader, Katrina Bruce. The company provides services for 18 associations, including its oldest and largest client, NAIOP, a commercial real estate association.

south

Derby Spirits

EST. 2016

Whiskey connoisseurs and novices alike appreciate the unique flavor of banana whiskey. A product of Derby Spirits in Henderson, Am-



Jeff Tomastik

bros Banana Whiskey is a unique blend of premium high quality whiskey infused with only 100 percent real bananas,

without the use of artificial flavors, sugars or preservatives. The concoction combines the most popular spirit in the world with the most consumed fruit on the planet. Founded by Jeff Tomastik and Sami Omar, the company recently launched in California and is growing on both the retail and business side. They have positioned themselves at the forefront of the whiskey industry.

Substrata

EST. 2018

Substrata is bio-chemical manufacturing company that produces four unique products. The diverse products are used to reduce dust, eliminate odor, condition soil and as a degreasing agent. They are enzyme based so they are organic, non-toxic and environmentally friendly. A former mechanical and electrical engineer, owner Royal Marty purchased the intellectual property of an existing company that had been in business for decades to launch Substrata. The company is also working with the marijuana industry to provide products that decreases water consumption for growing crops.



Royal Marty

Change is Good

A business intended for a second generation, or further. The company has successfully utilized a younger generation's ideas.



Mark Fore and Strike

Mark Fore and Strike

EST. 1966

Bought by the Piccinini family over 52 years ago, Mark Fore and Strike is an institution in northern Nevada and the area's longest operating sporting goods retailer. The elder Piccininis operated the store until 1987, when it was purchased by their children, Marty and Franci. Over time, a third generation, grandsons Todd and Dave Piccinini, bought into the business. There is now a fourth generation of the family that has worked at Mark Fore and Strike. In a retail industry that's becoming more challenging, the legacy of the Piccinini family is that of determination, hard work and family values.

north

Port of Subs

EST. 1972

What started as a single sub shop, founded by two brothers in Sparks, has become a successful franchise with more than 140 stores across the nation. The founding New Jersey brothers named the original store simply "Sub Shop." John Larson, a public accountant, and financial advisor to the original owners, seized the opportunity to purchase an interest in the business and three years after its formation bought the company. The result of a community-wide naming contest, the shop was renamed Port of Subs and the rest is history.

Sparks Florist

EST. 1960

Sparks Florist was established almost 60 years ago by Tony Fiannaca and Frank Foote in a tiny building located on "B" street in Sparks. Over the years, the business grew and relocated to a larger building and opened an additional store in Reno. Frank retired in 1993, and Tony's son, Mike, joined the business. Sparks Florists is the largest family owned and managed florist in the state with retail stores in Reno and Sparks, as well as a large floral design center and a Marketplace division that sells wholesale to the public.



Mike Fiannaca



Brian Caruso

Micar Fabrication

EST. 1958

Michael Caruso had founded Micar Fabrication in Long Island, New York in 1958 in order to provide prototype parts and machining for aircraft.

The company was involved in producing parts for the 1969 Apollo 11 Mission, which now sits on the surface of the moon. In 1986, the company moved to Las Vegas and Michael's son, Brian, joined a few years later. Under Brian's leadership, Micar Fabrication has expanded to work on military camera systems as well as provide service support to several gaming companies, medical, show productions, airport ground support and much more.

south

Nevada Trust Company

EST. 1995

When Peter Kingman founded Nevada Trust Company in 1995, he already had two decades of experience. Having worked for a leading financial firm in Chicago, New York and London, his experience included investment management, trust, corporate finance and bank lending and services. Peter's son, Phillip has learned every aspect of the business and helped the company expand to serve clients across the nation as well as internationally. With the father and son duo at the helm, the firm's net income growth has exceeded 50 percent annually over the past four years.



Peter H. Kingman



Tom & Sandra Roche
AJ, Thomas & Patrick Roche

Roche Constructors

EST. 1971

Established in Colorado by Patrick T. Roche, Roche Constructors is a general contracting firm. The company founded a regional office in Las Vegas in 1986. Upon the passing of the founder, his brother Michael took over the company. At the helm today is Thomas J. Roche, Patrick's son. He is joined by his sister, Sandra. A third generation, Thomas' two sons AJ and Thomas, have been with the company for five years. Thomas' son, Patrick, is also involved in the company. Roche Constructors has built grocery stores, shopping centers and more than \$400 million in schools for the Clark County School District since arriving in southern Nevada.

Wisdom of Age

A business that has been operating for over 25 years.



**Ewan, April, Andy
& Jillian Bath**

Economy Drug

EST. 1946

Dale Miller, arrived in Ely from California in 1946 and opened Economy Drug. His daughter, Margaret, a pharmacist, took over the business in the 1980s, when few women-owned businesses existed. Her son, Andy, followed in her footsteps and is the current owner. The pharmacy has survived the test to time, weathering the ups and downs of the small mining community. Through hard work, diversification and a deep rooted commitment to Ely, Economy Drug today employs a staff of 16, including two pharmacists and five technicians. This year, the company is expanding into downtown Eureka, where it will provide much-needed pharmacy services.

north



Paul & Cyrina Abowd

The Stone House Cafe

EST. 2005

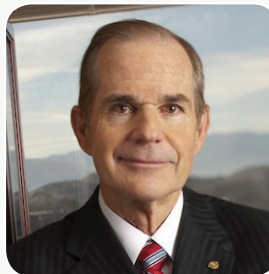
A chef for over 70 years, Paul and Adele Abowd, are legends in northern Nevada. Founders of the historic Adele's in Carson

City, Adele's at the Plaza and Peg's Glorified Ham & Eggs, the family has been serving up great food for decades. In 2004, Adele, inspired by the historic location where the city began, came out of retirement to establish The Stone House Cafe as a neighborhood restaurant. Although she passed away before her vision was fully realized, Paul and his daughter Cyrina, who is a co-owner, are at the restaurant every day.

Woodburn & Wedge

EST. 1918

Over 100 years ago, Former Washoe County District Attorney William Woodburn joined former Nevada Attorney General George Thatcher and former Nevada Supreme Court Chief Justice Frank Norcross in the new law firm of Norcross, Thatcher and Woodburn. The company continues today as Woodburn and Wedge. Under the leadership of John Murtha, managing shareholder, the law practice employs twenty attorneys with an equal number of support staff. The general practice firm focuses on litigation, insurance, corporate, finance, real estate, utility and land use law.



John Murtha



The Tomashowski Family

Mt. Charleston Realty

EST. 1992

Garry and Angie Tomashowski founded Mt. Charleston Realty with the mission of providing focused expertise to buyers

and sellers in the Mt. Charleston, Cold Creek and surrounding rural areas of Las Vegas. Over the years, the firm has addressed the unique needs of clients seeking alternative lifestyles in the scenic areas surrounding Las Vegas. The Tomashowski's have consistently been top producers in Nevada's rural real estate industry since 1994. They hope to continue to grow the company and add agents. Garry and Angie's two daughters, son and son-in-law are also actively involved in the company.

south

NAS Electronics Manufacturing

EST. 1991

With the unofficial motto of "not just a family business, but a business that is a family," NAS's work family includes 35 employees at the North Las Vegas manufacturing facility. The company assembles electronic circuit boards and manufacturers complete products for other companies as well as cable and wire harness assemblies. It is one of the few electronics manufacturers in the area and produces products such as hospital call button systems and roadside signs that affect many people daily. Owners Glen and Cheryl Wayne started the company in their California apartment prior to relocating to Nevada for its business friendly environment.



The Wayne Family



David Picerne

Picerne Real Estate Group

EST. 1925

While you may not recognize the name, chances are you drive by one of Picerne's apartment communities everyday. With 6,700 apartment homes throughout the valley, Picerne has been in business almost a century and in Nevada since 1987. Now in its third generation of ownership, the company is owned and managed by David Picerne, CEO, his brother Robert Picerne, COO, and Jeanne Picerne Peterchak who serves as senior vice president. The company employs 700, of which 200 work in Nevada. The owners attribute their longevity to strong family bonds that help with a smooth transition from generation to generation.

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