

**Pathway Goal:** Community Partnerships

**Action Item #**

1-13

**Report:**

Mid-Year: December 2016

Year-End: April 2017 (Updated 7/20/17)

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**Action Item Description:**

Make it easy to work with UNLV.

**Submitted By:**

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Office of Community Engagement

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Sue DiBella on behalf of the Deans

Office of Community Engagement

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Purchasing

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**Provide a written overview of the year-long process for your working group.**

This group is seeking to better determine what practices/values constitute ease in working with UNLV and how to measure it. The given outcomes seek to inform this; they include roundtable discussions with UNLV college advisory boards to gain feedback on this goal, by 7-1-17; exploration of a survey of vendors, produced by Purchasing and others in Finance TBD, by 7-1-17; development of a survey of UNLV employers, conducted by Career Services, by 12-1-16; and data from survey of UNLV employers, report by Career Services, by 7-1-17.

**2016-17 Accomplishments**

Roundtables with UNLV College Advisory Boards to gain feedback on this goal are ongoing; exploration of a survey of UNLV vendors will be completed by Purchasing by 7-1-17; a survey of employers of UNLV graduates, conducted by Career Services will be reported on by 7-1-17.

### Recommendations

OCE should continue roundtable discussions with college advisory boards; Purchasing should administer a survey of vendors; and Career Services should administer a survey of employers who hire UNLV graduates.

### 2017-18 Next steps

- **What should the goals / activities be for the subcommittee?**
- **Who should be responsible?**

OCE should continue efforts to meet with all college advisory boards and, upon completion of these meetings, prepare a report detailing the feedback received; Purchasing should administer a survey to vendors and, upon completion of the survey, prepare a report detailing the feedback received; Career Services should prepare a report detailing the feedback received from its survey of employers who have hired UNLV graduates; and next steps for this working group should be determined after a review of all three reports.

**Please review the list below and “X” the appropriate box(es).**

- Potential resources required
- Any reports generated by this working group
- Metrics to be used
- No additional reference material

### Any additional information you wish to share.

7/20/17 Addendum – Regarding the “roundtables with UNLV Community Advisory Boards,” the Office of Community Engagement reports that it has met with all deans regarding attendance at college advisory board meetings to facilitate these discussions. In FY17, roundtable discussions were held with three college advisory boards (College of Sciences, Honors College, and School of Dental Medicine) and additional meetings will be scheduled in FY18.

Regarding “data from a survey of UNLV employers,” Raelynn Frazier submitted the “Internships at UNLV White Paper” and the “APPENDIX B -- Employers Approved in Hire A Rebel Careerlink” documents, which are attached, per the July 1, 2017 reporting requirement.

No report has been submitted on “Exploration of a survey of vendors.”

**University of Nevada, Las Vegas**

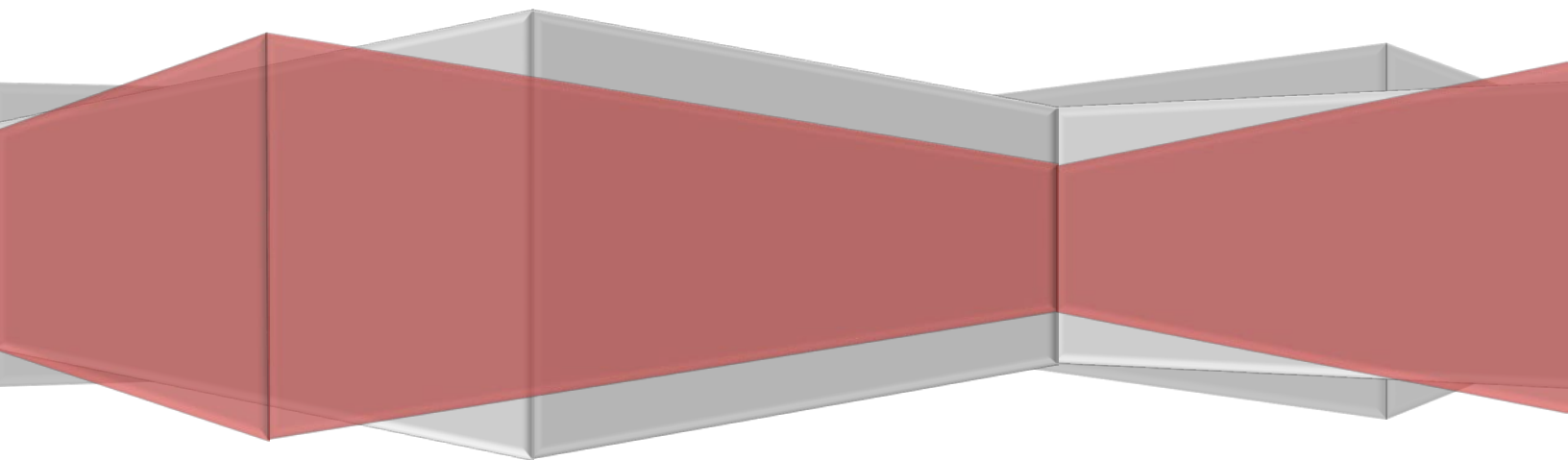
**Top Tier Subcommittee**

**Raelynn Frazier, Director UNLV Career Services**

**John Osborn, Assistant Dean for External Relations, Lee Business School**

**Caleen Johnson, Director of Foundation Relations, UNLV Foundation**

**Into the Looking Glass -- Internships at UNLV: Identifying  
and Increasing the Reporting, Tracking, and Course  
Offerings**



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## **Executive Summary**

Offering internships to university students is a valuable way to introduce the world of work to students while attending school and can act as a constructive extension of the classroom. In that, information learned from course work can often times be immediately and directly applied to the internship experience. It is not an easy task to identify, coordinate, and streamline internship experiences at the university level; however, UNLV is in a prime position to advance internship experiences for its students with minimal effort, coordination, and collaboration.

## **Introduction**

Our subcommittee was asked to research the concept of internships as they exist on campus at UNLV. The concept of internship is a term that most people in academia are familiar with, and generally understand that the transactions in an internship occur between an employer, a student, and a college or university. We found that when fully vetted and set up correctly, internships are a beneficial way for students to gain valuable work experience and exposure to the workforce while attending college, however, defining, tracking, and reporting internships across campus was an elusive task.

Throughout the past year during our subcommittee meetings, when discussing the specific nature of internship transactions, it can be reported that the general understanding of internships is intact; however the concept began to erode when we addressed the minutia of the topic and found that we were left with more questions than answers. For example:

- Do internships need to offer academic credit? If so, where does this credit come from?
- What constitutes an internship?
- Do employers need to pay students during an internship?
- Can a student participate in non-paid and non-credit bearing internships?
- Who provides the oversight during the internship process?
- How does an institution vet viable employers to provide internship opportunities?
- How does a university record the number of internships offered?
- Should/can internships be standardized across disciplines?

## **Governance and Internship Definitions**

In order to begin to understand the current policies and procedures of internships and answer some of these questions, it is important to know the governing bodies that provide rules and regulations for career service centers and employers throughout the United States. Two of these governing bodies are the National Association of Colleges and Employers (NACE) and the Department of Labor (DOL) - Fair Labor Standards Act (FLSA).

Note: Academic departments may have their own set of rules and accreditation bodies with specific internship requirements.

**NACE**

NACE is a professional organization for colleges and employers that helps to establish guidelines for the two professions. NACE's mission is to shed light on the synergistic relationship between campus and career. NACE defines internships as "a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent" (NACE Organization History).

This definition can be implemented on college campuses and can be utilized by career centers and employment recruiters with an additional framework for what is considered a legitimate internship opportunity. The legal considerations of an internship are addressed by the Department of Labor, Fair Labor Standards Act.

**FLSA**

United States Department of Labor, Fair Labor Standards Act. : Administers laws that protect the rights of job seekers and wage earners (U.S. Department of Labor-wage and Hour Division).

For unpaid internships, The Department of Labor, Wage and Hour Division (WHD) clearly defines six criteria that need to be met to ensure that there is not an employment relationship between a student and an employer. They are as follows:

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

In 2010, a NACE survey of colleges and employers responded to the six criteria and found that both parties agreed with five of the six areas. They disagreed with the criterion that an employer does not receive any advantage from the activities of the intern. They indicated that “Students pursue internships because they want to gain professional experience that links their academic coursework to the disciplines they want to pursue for their careers. To gain this experience, students want to engage in projects and tasks that contribute to the professional work of the organization. This means that the employer *does* benefit from the work of the intern while, at the same time, it provides a meaningful experience that allows for the application of academic knowledge” (NACE, Position Statement: U.S. Internships).

Furthermore, NACE provided additional clarification on internships to ensure that an internship is educational, whether it is a traditional internship in a brick and mortar setting or conducted remotely or virtually and therefore qualifies as a legitimate internship experience. (NACE, Position Statement: U.S. Internships) states that all of the following criteria should be met for the internship experience to be considered a true internship;

1. The experience must be an extension of the classroom: a learning experience that provides for applying the knowledge gained in the classroom. It must not be simply to advance the operations of the employer or be the work that a regular employee would routinely perform.
2. The skills or knowledge learned must be transferable to other employment settings.
3. The experience has a defined beginning and end, and a job description with desired qualifications.
4. There are clearly defined learning objectives/goals related to the professional goals of the students’ academic coursework.
5. There is supervision by a professional with expertise and educational and/or Professional background in the field of the experience.
6. There is routine feedback by the experienced supervisor.
7. There are resources, equipment, and facilities provided by the host employer that support learning objectives/goals.

Overall, when provided with NACE and DOL criteria for internships universities and career centers situated on a college campus should be mindful of the standards that are in place when evaluating and providing internship opportunities for its students.



## **Exemplars**

### ***Leading Internship programs in the United States***

In 2016, U.S. News and World Report asked approximately 1,500 Higher Education Institutions from across the United States to nominate 10 institutions that model the best internship/co-op program for students. The following schools were taken from that list as exemplars for this report as they serve close to or above the same student population as UNLV. They are: Cornell University, Drexel University, Purdue University, and Virginia Tech.

Note: The term cooperative education or “co-op” and internship are often times used interchangeably by universities and employers. While both an internship and a co-op offer work experience to the student, a student stays enrolled in college courses while engaging in an internship, where a student engaged in a co-op stops course work to work full-time and then re-enters the classroom upon completion of the co-op.

### ***Cornell***

Cornell has a career service office in all of the undergraduate colleges, which provide tailored support for internship guidance. The main career service office consists of 16 employees with a student enrollment at 21,904 (Student Population | Cornell University). Cornell’s career service office provides services very similar to UNLV’s main career center, however, Cornell provides their students with multiple process guides to assist students in joining their career services management system, applying for internships and study abroad, as well as a career handbook.

Cornell offers a program similar to a co-op which is called Gap or Bridge year, which assists students in furthering the exploration of their passions within the work place. Cornell offers internships that are funded specifically by their alumni to work in the non-profit sector and in leading environmental advocacy groups. Cornell also has a list of formal internship programs that are provided by the state and private sector that are exclusively for Cornell students. Cornell uses Handshake as their career management system and OptiminalResume, to assist students with resumes, cover letters, and interviewing.

### ***Drexel***

Drexel has one career service office with 11 employees and 43 faculty and staff supporting a co-op program for a population of 25,595 (Student Population | Drexel University). Drexel offers

an extensive co-op program and also shuttles students to New York that are interested in finance and marketing. Drexel not only offers programs to its university students but also partners with the City of Philadelphia to provide internship experiences throughout the university for local high school students.

Drexel devotes a number of online resources for internships/co-ops to navigate policies and procedures. Drexel provides students with at least 28 electronic guides for navigating various subjects for career success. Drexel operates Symplicity as their career management system.

### ***Purdue***

Purdue has a staff of 25 employees in its career service office and services a student population of 40,472 on their main campus (Student Population | Purdue University). Purdue highlights 40 of the top employers on its career services website that intern or hire Purdue students. This illumination functions to provide visibility to the companies interacting with its students and enhances recruitment to those companies. Given the complexity of its diverse campus population, Purdue's career service office devotes numerous career-related website pages for students with disabilities, veterans, international students and the LGBTQ community. The career service office also has a program that provides professional clothing for its students as they participate in job and internship interviews.

Purdue operates a home grown career management system. They also offer the Pathmaker Internship program that focuses on technical internships with specific corporate partners.

### ***Virginia Tech***

Virginia Tech has a staff of 28 employees for a student population of 32,663 (Student Population | Virginia Tech University). At Virginia Tech, its career service office provides career-related policies and procedures in a very visible and easy-to-access website and also offers a site devoted solely to internships. They have an internship program referred to as the Cooperative Education and Internship program (CEIP). CEIP provides academic credit for students that want to engage in internships or co-ops. They also have a plethora of programs to assist interns and co-ops, such as On-Campus Interviewing Program (OCI), which facilitates close to 400 employers coming on campus specifically for interviewing, in addition to their standard career fairs which only brings employers to campus that might not turn into interviews. Virginia Tech also provides a clothing bank for students in need of professional dress.

Virginia Tech uses GradLeaders as their career management system. They also use Career Spots, which provides videos for basic career and internship advice.

## **UNLV**

UNLV has a main career center with 4 full-time employees that services a student population of 29,000. These 4 full-time employees are comprised of a Director, Employer Relations Specialist, Internship Coordinator, and an Administrative Assistant III. UNLV also has career staff within academic departments (e.g. Business, Engineering, and Hotel).

UNLV Career Services offers its own credit-bearing internship course IDS 299, governed by the Interdisciplinary Studies Department where students can participate in an internship for credit if their program of study does not offer an internship option.

Overall, UNLV currently offers students a wide array of internship opportunities; however, internships are not standard across disciplines. (See Appendix A) Some colleges and departments may offer and track their internship participation for their own reporting needs; however, there appears to be a void in the reporting and tracking of internships up to the institutional level.

UNLV currently utilizes Symplicity as its career management system and also has a program that offers professional clothing at no cost to its students.

### ***Hire A Rebel***

UNLV's career management system, branded on our campus as 'Hire A Rebel' provides a conduit for employers and students to engage in employment-related activities, (e.g. employment opportunities, including internships) among other career-related functions.

A main job function within UNLV Career Services is to vet all employers that seek to create an account in Hire A Rebel to ensure that the company is suitable for our student population and to reduce if not eliminate any untoward companies.

Looking specifically at the flow of internship opportunities that have been processed through Hire A Rebel, we found that over 750 individual postings were approved using the label of **internship – unpaid**, or **internship – paid**. The data also indicate that there were almost 1,100 employers that were vetted and approved through Hire A Rebel from July 1, 2016 – June 30, 2017. (See Appendix B)

Within the data, it is important to note that the internship and employer data reflects a flow into the university that is organic, in that, the employers sought out the university and were not actively recruited to participate. This is significant information for the university as there

appears to be significant room to expand and increase not only our employer relations but our internship opportunities as well.

Additionally, some of the employers listed could be new contacts within a company and not a new company. For example, Boyd Gaming is a major supporter of the university and on the list only new contacts were approved, not the employer.

**Survey Findings - Internships at UNLV**

In an attempt to provide a starting point in collecting internship data and to create a baseline understanding of the need/demand of internships at UNLV, UNLV Career Services recently surveyed students and employers that attended the Internship & Summer Job Fair 2017 along with the parents of new students at New Student Orientation sessions.

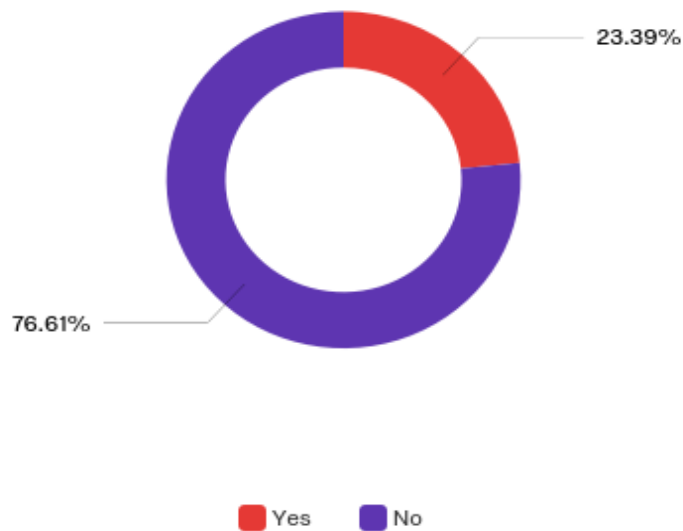
Below are the results of the survey questions:

Student Survey Responses – 250

Employer Survey Responses – 80

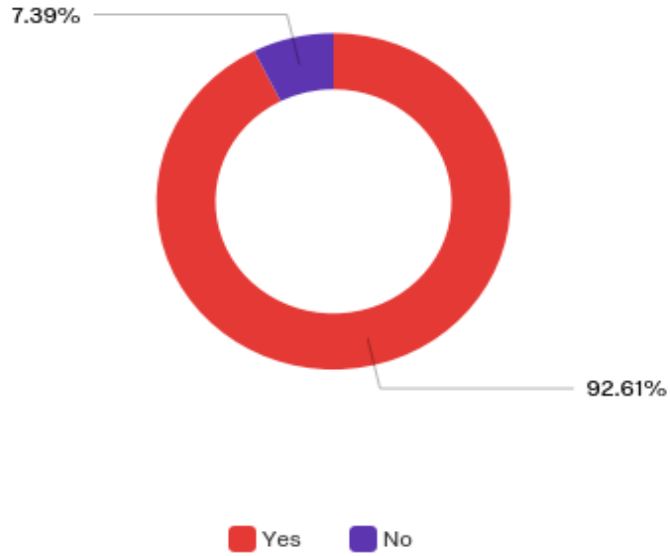
Parent Survey Responses – 95 (information is being collected throughout the entire summer)

**Student Question - Have you ever participated in an internship?**



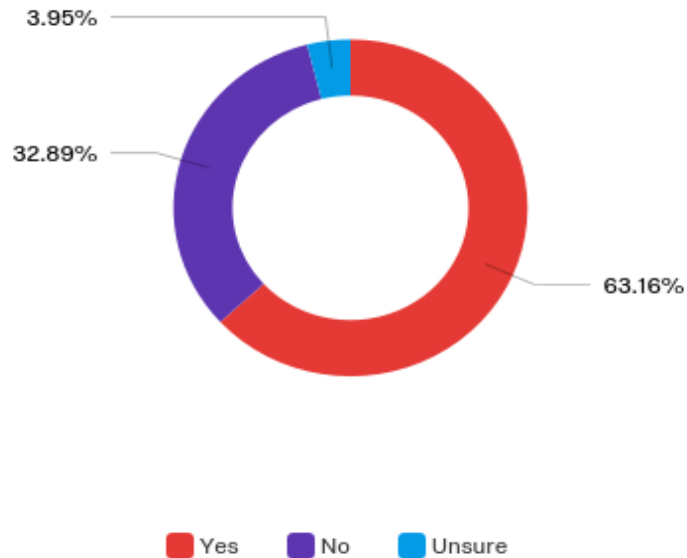
The response is overwhelmingly positive when students were asked if they would consider participating in an internship, 92.61% of the students responded affirmatively, and 7.39% responded negatively.

Student Question - Would you consider participating in an internship?

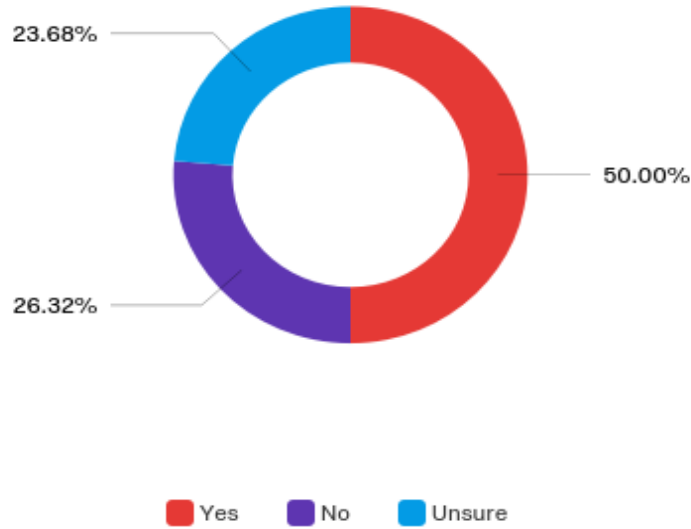


Again, this response was overwhelmingly affirmative that students would consider participating in an internship.

Employer Question - Does your company currently have an Internship Program?

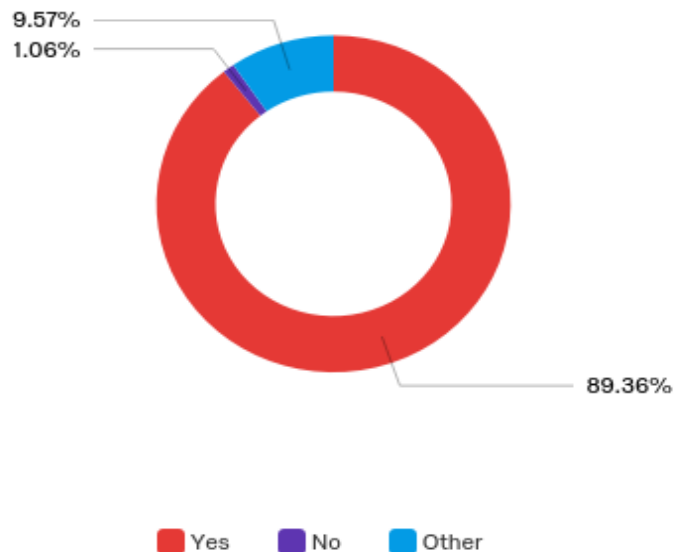


Employer Question - Would you like to develop an Internship Program and offer internships to students?



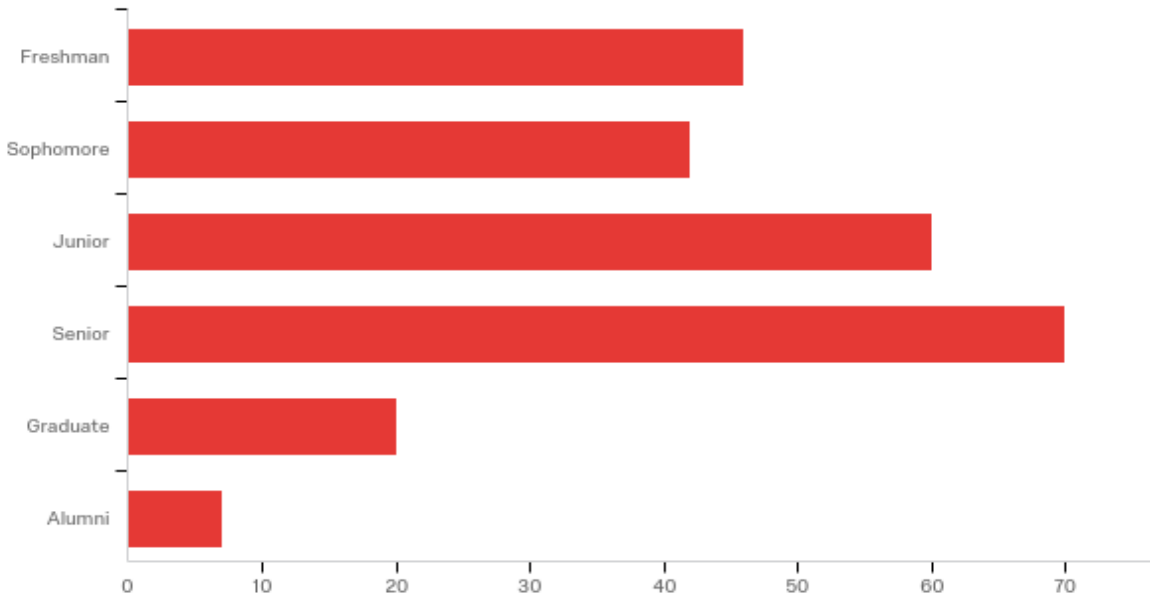
The No and Unsure responses may relate to the infrastructure and relevance of specific industries and employers' ability to offer internships and may not reflect specifically a desire to **not** engage with UNLV.

Parent Question at New Student Orientation Sessions – While at college, would you like your student to participate in an Internship?

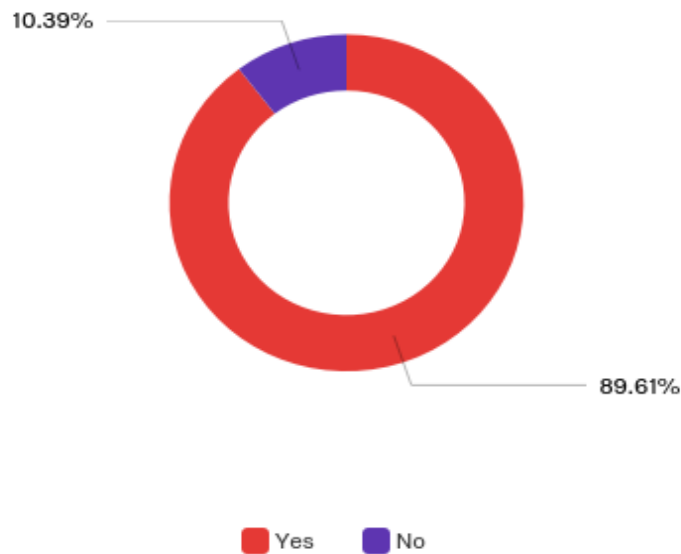


### General Internship Survey Information

#### Class standing of those students surveyed at the Internship & Summer Job Fair 2017

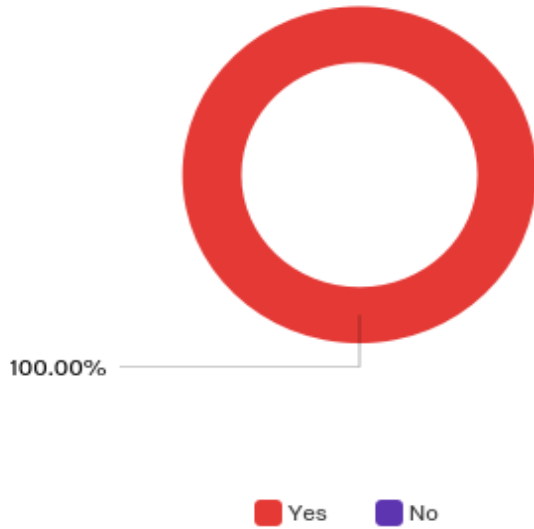


#### Employer Question - Overall, do our students possess the skills you demand?



Overall, this is a very positive result as it indicates that we are providing relevant course work and programming for those employers in attendance at the Internship & Summer Job Fair. This result may look different for different industries or when more specific criterion and curricular-based questions are being asked.

Employer Question - Will you be following up with anyone as a result of this event (Internship Fair)?



This question reflects the positive interaction and opportunities that job fairs provide to students. All employers surveyed indicated that they would be following up with students for interview or employment opportunities.



## **Proposed Solution**

The investigation into the nature and concept of internships at UNLV shed light on the fact that UNLV Career Services along with career staff within academic departments (e.g. Business, Engineering, and Hotel), and academic departments currently provide quality internship opportunities for UNLV students.

Additional work can be done at all department levels, both academic and non-academic, to improve the visibility and availability of internship opportunities through websites, email communications, within course syllabi, and through advising centers, etc.

The results of the surveys, while basic, greatly illuminate the desire for internship opportunities to be provided for our students. Consequently, UNLV Career Services recently redesigned an existing job position to dedicate a full-time resource to internships. This was done with the sole purpose to begin to address the campus wide internship needs and to grow its internship program.

UNLV is poised to elevate its internship opportunities available to its students with a few minor adjustments to how internships are advertised, offered, and tracked. Some of the subcommittees questions were answered within this report, however, in order for an institution to begin to track the number and nature of internships its students engage in, the questions previously posed need to be further vetted through the committee with the involvement of upper administration and answered to achieve some form of internship engagement continuity for the campus and the community. UNLV Career Services is in a position to assist with the tracking and streamlining of internships offered at UNLV through its personnel, Hire A Rebel, and collaboration with academic departments if so desired.

## **Conclusion**

According to the National Association of Colleges and Employers, (NACE) Job Outlook 2017 survey, almost 91 percent of employers preferred for their candidates to possess general work experience and 65 percent of that group indicated that they preferred their candidates to have relevant work experience prior to the recruitment to employment process. (See Appendix C)

Furthermore, feedback from employers that interact with UNLV directly indicate that they prefer our students to have work experience, with a general preference for related or relevant work experience. (Not including those fields where direct experience is imperative, e.g. nursing, architecture, etc.) Moreover, employers specifically conveyed that they are looking for students to

possess and demonstrate critical thinking skills, a strong ability to communicate both orally and in writing, a strong work ethic, openness to feedback, and the ability to evaluate the work that is being done and provide feedback for improvements, e.g. be a change agent. The employers further specify that they are willing to teach students the specifics of their industry if they possess the aforementioned attributes and have work experience that may or may not be directly related to their industry. Bottom line, work experience whether it is in the form of employment or an internship is vital to a new graduate's success after college.

**Appendix A (attached)**

Internship Courses Listed by College, 2016-17

**Appendix B (attached)**

Employers Approved in Hire-A-Rebel Careerlink, 2016-17

**Appendix C (attached)**

Internships Approved in Hire-A-Rebel Careerlink, 2016-17

## Appendix D

Figure 1: Employers' hiring preferences relative to experience

HIRING PREFERENCE	2017	2016	2015	2014	2013
I prefer to hire candidates with relevant work experience	64.5%	64.2%	72.5%	74.1%	71.0%
I prefer to hire candidates with any type of work experience (doesn't matter if it's relevant or not, just some type of experience)	26.1%	27.0%	20.1%	20.7%	19.9%
Work experience doesn't typically factor into my decision when hiring a new college graduate	5.1%	6.3%	3.9%	1.1%	4.8%
Other	4.3%	2.5%	3.4%	4.0%	4.3%

Source: *Job Outlook 2017*, National Association of Colleges and Employers

Figure 2: Employers' preference as to how work experience was gained

METHOD OF GAINING EXPERIENCE	PERCENTAGE OF EMPLOYERS THAT PREFER METHOD
Internship/co-op	56%
No preference	44%

Source: *Job Outlook 2017*, National Association of Colleges and Employers

## References

- NACE Organization History. (n.d.). Retrieved from <https://www.nacweb.org/about-us/history.aspx>
- Position Statement: U.S. Internships*. (2011). Retrieved from National Association of Colleges and Employers website: <http://www.nacweb.org/about-us/advocacy/position-statements/position-statement-us-internships/>
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- U.S. News and World Report. (n.d.). Internships/Co-ops. Retrieved from <https://www.usnews.com/best-colleges/rankings/internship-programs>
- United States Department of Labor: Frequently Asked Questions. (n.d.). Retrieved from <https://webapps.dol.gov/dolfaq/go-dol-faq.asp?faqid=478&faqsub=General+Information&faqtop=About+DOL&topicid=9>
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**Appendix B**

**Employers Approved in Hire-A-Rebel Careerlink  
July 1, 2016-June 30, 2017**

3D Exhibits	
3RNet	
4Wall Entertainment	
60East Technologies	
702 Laser	
A & M Distribution LLC	
A Cutting Edge Glass and Mirror Inc.	
A Place of Grace Counseling and Consulting	
A Reliable Pest Control	
A&E Auto Sales	
AAction Movers	
ABC Graphics Incorporated	
Abrams Eye Institute	
Academic Success Coaching	
Academy of Applied Science	
AccuSearch	
ACE Charter Schools	
Aces Dental	
Achievable Behavior Strategies	
ActivEngage	
Adelphi Hospitality Group	
AdvanStaff HR	
Advanta	
AFL-CIO on behalf of the Assembly Democratic candidates	
Africa Media	
Agency Within	
Aging and Disabilities Services Division-State of Nevada	
Agoda	
Ahern Rentals	
AIG	
Air Force Health Professions	
Air Force Life Cycle Management Center	
AIS-Advanced Imaging Solutions	
Aldec Inc	
Aldridge Pite LLP	
Alganix LLC	
All Washed Up Window Cleaning	
Allegiant Air	
Allegiant Airlines	
Allegiant Travel Company	
AllisonAvery	
Allstate	
Alo7.com	
Altea Research Institute	
Alterra Home Loans	

Alterra Home Loans	
Amazon	
America Reads-Counts Program	
AMERICAN Cast Iron Pipe Company	
American Credit Acceptance	
American Express	
American Homes 4 Rent	
American Homes 4 Rent	
American Homes 4 Rent	
American Income Life	
American Kiosk Management	
American Lung Association in Nevada	
American Queen Steamboat Company	
American Red Cross	
AmeriCorps NCCC	
Anderson Dairy Inc.	
Andi Lee Enterprises	
Angarola/Cotton Team BHHS NV Properties	
Angels of Las Vegas	
AnnaBee Jewelry	
Anning-Johnson Co	
Anthem Digital Media, Inc.	
Anthony & Sylvan Pools	
AnyConnect	
Aon Benfield Incorporation	
Arcadia Inc	
Argosy Casino Hotel & Spa	
ARIA Resort & Casino	
Aristocrat Technologies, Inc	
Artemis Capital Management LP	
Ascent Multifamily Accounting	
Asendy/MT4 LLC	
Asian American Legal Defense and Education Fund	
Asset Planning Pros	
ASU Preparatory Academy	
ATI Physical Therapy	
Atlanta Speech School	
Aupairia	
Autobuysmart. Lotus of Las Vegas	
AutoReturn	
Aveda Institute Las Vegas.	
AWG Destination Services	
AXA Advisors	
B&R Property Management	
Bags of Nevada	
Bank of Hawaii	
Barker Structural	
Bedrock Protection Agency	
Bedrosians Tile & Stone	
Behavioral Services of Nevada	
Beverly Hills Egg Donation	
Bilingual Center for Behavioral Health	

Black & veatch	
Blackford Dental Management	
Bling by Wilkening	
BlueBird, CPAs	
Bluegreen Vacations	
BlueStar Resort and Golf	
BMC	
Bonneville Real Estate Capital	
Boosterthon	
Border Construction Specialties	
Bose Corporation	
Bowlmor-AMF	
Boyd Gaming	
Boyd Gaming	
BrainGain	
Brand Vegas LLC	
Breakers, Palm Beach	
Breakthrough Collaborative	
Breakthru Beverage Group	
BresMed America Inc	
Bridge33 Capital	
Broadmoor Hotel	
Brown & Brown Insurance of Nevada, Inc.	
Brown and Caldwell	
Buffalo Wild Wings	
Buffalo Wild Wings	
Buggs & Rudy Discount Company	
Build Design Concepts	
Building Blocks for Business	
Building Educations LLC (DBA Bricks4Kidz)	
Burger King Corporate	
Burke Construction Group, Inc.	
Business Talent Group	
BW Management, LLC	
C.H. Robinson Worldwide, Inc.	
C3/Customer Contact Channels	
C5 Youth Foundation of Southern California (C5LA)	
CA Department of Parks and Recreation - Crystal Cove State Park	
Caesars Entertainment	
Caesars Entertainment	
Caesars Entertainment	
Cali English(Shenzhen, China)	
Calico Group	
California Department of Justice	
CalPortland	
Caltrol	
Camp Canadensis	
Camp Towanda	
Cantel	
Canyon State Credit Union	
Capitol Debate	
CaptionCall	



CAR Financial Services Inc.	
Cardinal Financial	
Caridad	
Carousel Industries	
Cars.com	
Carson City School District	
Casino Party Creations LLC	
Cathay Bank	
Catholic Charities of Southern Nevada Adoption Services	
Cato Institute	
CCMSI	
CCSD Ronnow Elementary	
CDA Productions Las Vegas	
Center For Autism and Related Disorders	
Center for Financial Empowerment	
Centrair Electric of Nevada	
Central Intelligence Agency	
Cerebro Marketing LLC	
Certified Nannies of America	
CG Technology	
Chainbridge Technologies	
Challenge Detroit	
Charles Abbott Associates	
Chick-fil-A Sahara at I15	
Childrens Bone & Spine Surgery LLP	
ChileVine.com	
China-US Business Summit	
Choate Rosemary Hall	
Choice Hotels International	
Choon, Inc.	
Christopher R. Martens Law Corporation	
CHSI Technologies Corporation	
Chugach Government Solutions, LLC	
Citizen Advocates Inc. - Northstar Behavior Health Services	
City National Bank	
City of Chandler	
City of Las Vegas	
City of North Las Vegas	
Civil Liberties & Public Policy	
Civitan Foundation	
Clark County Department of Family Services	
Clark County Law Foundation	
Clark County Parks and Recreation - Aquatics Division	
Clark County Water Reclamation	
Clearstone Coating, Inc.	
CMF Associates	
Cobalt Payments	
Code Central	
Cogent Valuation	
Cohere Technology Group, LLC	
College Nannies + Tutors	
College of Southern Nevada-Division of Workforce and Econ Dev	

College Shout Out	
Colonial Life	
Colonial Life	
Colvin Construction, LLC	
Commercial Investments LLC	
Community Counseling Center	
Comp U Rent Computer & Audio Visual Rentals	
Comprehensive Cancer Centers of Nevada	
Comprehensive Dental Care	
ComPsych	
Congresswoman Dina Titus	
Congresswoman Jacky Rosen	
Conquer Athletics	
Consumer Financial Protection Bureau	
Contenders Clothing	
Cook MyoSite	
Coral Gables Police Department	
Coronado Concrete & Masonry	
Cortland Partners	
Cosmopolitan LasVegas	
Cote Hair	
County of Alameda	
Cowabunga Bay Water Park	
Cox Communications	
CPA Financial Architects	
CPLC-Nevada	
Crane Country Day School	
CRAWL LV	
CRESCENT ELECTRIC SUPPLY COMPANY	
CRI Counter Terrorism Training School	
Croach Services	
Crown Lift Trucks	
CRS SERVICES LDT	
Cubepros	
cuco.co inc.	
Cutter Law Firm	
CVS Health	
CycleBar Henderson	
D.B. Ford Insurance Adjusters Inc.	
Daehnke Stevens LLP	
Dallas Police Department	
Damo Textile Inc. DBA Tresics, femme, Tresics LUXE	
Dan Morphy Auctions LLC	
Dance Vision	
Danlaw/Azuga	
DAR PRO Solutions	
David Saxe Productions	
DaVita	
DaVita HealthCare Partners	
DC Media & Marketing	
DCG Engineering	
Deans & Homer	

Default Prevention, Inc	
Dental Dreams/ Dental Experts	
Denver Fellows- Denver Public Schools	
Department of Film	
Department of Health Care Administration	
Department of Homeland Security, CyberSkills Management Support Initiative	
DERMASENSA LABORATORIES INC	
Desert Diamond Industries	
Desert Rose Counseling Group	
Desert Springs Hospital	
Desert Wind Comics	
Design & Build Co	
Desigual	
Desvio LLC	
Deus Ex Machina Ltd	
Dewey Pest Control	
DHL Supply Chain	
Diane von Furstenberg	
DiBella Flowers & Gifts	
DineEquity	
Disability Law Marketing	
DIY Poki Bowl	
DLC Empire, LLC	
Docupace Technologies	
Dolce Aspen Meadows Resort	
Domain.com, Inc.	
Dominant Approach Digital Marketing	
Domino's Pizza	
Donna Italia USA	
DoorDash	
Dot Vegas Inc	
DP Technology	
DR Horton	
Dr. Bronner's	
Dr. Stephanie Holland	
Dream Inn, Santa Cruz	
Drive Thru Technology, Inc.	
Druid Hills Golf Club	
DS Worldwide	
Durham Jones & Pinegar	
Eagle Academy PCS	
Eagle Promotions	
Early Start Credit Services	
Earthjustice	
Easia Travel	
Easter Seals Nevada	
Eastridge Workforce Solutions	
ECC JAPAN	
Eco Insulation	
Ecuadorian Rainforest, LLC	
ED BOZARTH CHEVROLET	
Eden in Love Boutique	

Ediom	
EF Education First	
Eisenmann Corp.	
Eldorado Resorts IA	
Elite Home Health Care	
Elite Investigations	
Elite Motor Rentals, LLC	
Elite VIP Tours	
Ellis Island Casino, Hotel & Brewery	
Enclave LV, LLC	
Energy by the Hour	
EnergyFit Nevada	
Engaged Nation	
Engel & Volkers Las Vegas	
Enrollease, Inc	
Entertainment Cruises	
Epic Club Crawls	
ERA Brokers Consolidated	
ERP International.com	
ES&A, Inc., A Law Corporation	
Escape Reality	
Escapology, LLC	
ESG Gallery	
Eureka County School District	
Exbon Development, Inc.	
ExceleRate Tutoring Corps (GRCS)	
Exhibit City News	
Exhibit Fair International	
Expo Exhibits Inc.	
Extreme Escape Inc	
Fabian & Clendenin, PC d/b/a Fabian VanCott	
Faiss Foley Warren	
Family Music Centers, Inc.	
FDIC	
Feminist Majority	
Fernley Physical Therap, Inc.	
Field of Dreams / Tristar Sports & Celebrity Memorabilia	
Fiore Travel Lounge	
Firearms Policy Coalition	
First Choice Tree Service	
First Choice Tree Service	
First Leap China	
First Transit, Inc.	
FLASH	
Flashing Company	
Flight Centre Travel Group	
Fore Property Company	
Forte Family Practice	
Found Extra Money, LLC	
Fox Chapel School District	
Freedom Behavioral Health	
Freedom Mortgage	

FreezeCrowd, Inc.	
Friends of Nevada Wilderness	
Front Sight Firearms Training Institute	
FSE Talent	
Full Conceal Inc.	
G&K Services	
Gamblit Gaming	
GameAccount Network	
Gartner, Inc.	
GE	
GeckoWraps	
Gentle Dental	
Gentle Dentistry	
GeoCorp, Inc.	
Geotab	
Geotab	
Geotab	
Geotechnical Testing Services, Inc	
GeoVera Holdings, Inc.	
GERD Energy Inc.	
Gerson Company	
GES Shared Service Accounting Group	
Get Fresh Companies	
GiftMe Inc	
Gingerbread Shed Corporation LLC	
Giordano's	
GIROUX GLASS, Inc.	
Global C2 Integration Technologies	
Global Intelligence Trust	
Global Patent Solutions	
Global Promotional Sourcing	
Global TESOL College	
Global Zero	
Goettl Air Conditioning	
Golden Nugget	
Golden Nugget	
Golfstream	
Good&Co	
Goosehead Insurance	
GoPage	
Gopher Media LLC	
GPB Capital Holdings, LLC	
Grand Desert Psychiatry Services	
Grand Vision Gaming, LLC	
Grande Denali LLC	
Grant a Gift for Autism	
Great Basin Institute   Nevada Conservation Corps	
Green Mesa Capital, LLC	
Greystar	
Group Management Services	
Guadalupe Centers Schools	
Guardian Realty Investment and Property Management	

Habib restaurant	
Habitat for Humanity Las Vegas	
Hajoca Corporatopn	
Hakkasan Group	
Hall & associates	
Hamilton Exhibits	
Hands 4 Others	
Harris Associates	
Harvest Properties, Inc.	
Havaianas/Alpargatas	
Hawiyati	
Hayward Industries, Inc	
Healthcare Services Group	
HeBS Digital	
Heller Companies	
Henné Organics	
Henriksen Butler Design Group	
Hensel Phelps	
Herman Search	
Hersheys	
Heuser Team	
Hewlett Packard Enterprise	
Hi-Con, Inc.	
Hirschi Masonry, LLC	
Hispanic Scholarship Fund	
HMS	
Hoffman Company	
Holbrook Asphalt	
Hollister Co.	
Hollywood Casino St. Louis	
Hollywood Vitality	
Hooked	
Hopeful Resources Mental Health , LLC	
Hospice Del Sol, LLC	
Hotel Group	
House of Blues Music Forward Foundation	
Hubert's Lemonade (Coca Cola brand)	
Humana Inc.	
Hunt Las vegas	
Hunt Steel	
Hunter Douglas Hospitality	
Huntington Learning Center	
HyDRA Digital Retail Aggregating Corp	
IAPWE   International Association of Professional Writers & Editors	
ibuyrite	
Identifix	
IGT Global Solutions Corporation	
Immersa	
Incredible Technologies, Inc.	
Indian Health Service	
Infosys	
INSCRIPTAGRAPHS MEMORABILIA	

Insomniac Events	
InStyle Flooring and Designs	
Intellitext LLC	
Intenze Products	
InterContinental Boston	
Intercontinental Los Angeles Downtown	
Intermountain Healthcare	
International Center for Gaming Regulation (ICGR)	
International Currencies Company	
International Institution of Education (i2)	
Intuit Inc.	
Ionis Pharmaceuticals	
iRecon Marketing	
iStreamPlanet	
Italian Oasis Pizzeria	
JAECI	
James Kwon, LLC	
JCPenney	
Jefferson Dental Clinics	
Jekito Inc., DBA Fish Window Cleaning	
Jimmy John's Franchise, LLC	
JobGallery	
Johns Hopkins University Center for Talented Youth	
Johnson Advisors	
Johnstone Supply	
Jordan School District	
JR Promotions, Inc.	
JT3 LLC	
Just Windows	
juwi Inc.	
JW Marriott & Rampart Casino	
JYJ and Associates	
Kate Spade & Company	
Kaufman & Robinson, Inc.	
Kemp Broadcasting	
Kensington Hotel Saipan	
Kevin Barry Fine Art	
Kids Care Dental & Orthodontics	
King Holster Distributors	
Kingsbarn Realty Capital	
Kirvin Doak Communications	
Knutek Inc.	
Kona Grill Inc.	
Konami Gaming, Inc.	
Korte Company	
KPW Structural Engineers, Inc.	
KS&Co	
Lagomarsino Law	
Lake Club at South Shore, Lake Las Vegas	
Lake Mead National Recreation Area	
Lakeshore Management, Inc.	
LAPD	

Larkin Group - NAI Vegas	
Larry Methvin Installations Inc.	
Las Vegas Clark County Urban League	
Las Vegas Country Club	
Las Vegas Metropolitan Police Department	
Las Vegas Monorail	
Las Vegas Paving Corporation	
Las Vegas Sands Corp.	
Laser Pros Internatinoal	
Law Office of Rodolfo Gonzalez	
Lawrence Creative Group, LLC	
Leadership Excursion Co.	
Learning Center for Families	
LEBODESIGN	
Lee Canyon	
Legacy Lenz Entertainment	
LegalMatch	
Legends	
Leica Store Las Vegas	
Les Olson Company	
LHoist	
Liberty Mutual Insurance	
Life Care Centers of America	
Lifetime Dental Care	
Lincy Institute & Brookings Mountain West	
LinkTop Education Group	
Liquid Vessel	
LIT Group, LLC	
Little Vegas Chapel LLC	
LM Construction	
Local Motors	
Localis	
Logical Position	
Los Angeles County Probation Department	
Lou Ruvo Center for Brain Health, Cleveland Clinic	
Lovaas Center	
LP Insurance Services, Inc.	
LSG Sky Chefs	
Lucky Dragon Hotel & Casino	
Luhdorff and Scalmanini	
Lumos & Associates	
Luxury Estates International	
Luzzatto Company, Inc.	
LV.NET	
LVMPD Forensic Laboratory	
Lyfe Kitchen	
Lyft	
Lynx Protection	
M*Modal	
Madyson Capital Management	
Magic Memories LLC	
Maier Gutierrez Ayon	



Mandarich Law Group LLP (Chatsworth, CA)	
Marco Polo Hotels - Hong Kong	
Margolis Media	
Maritz Consulting Group	
Marketing Mix One, LLC	
Marksman Security Corporations	
MarMaxx Group	
Marmol Radziner	
MARRIAGE & FAMILY THERAPY DEPT	
Marriott International	
Marriott International	
Mars Reel Media Corp	
Master Built Construction LLC	
MasterCraft Floors	
Mastery Charter Schools	
Mater Academy of Nevada	
Mathnasium	
MaxTour LLC	
McCrimmon, Ltd	
McGuire Research Services	
MDF Holdings, INC	
Meadowood Napa Valley	
Medisca Pharmaceuticals	
megabus.com	
Melink Corporation	
Melissa Coppel	
Mercana	
Mercana Furniture and Decor	
Merchants Mortgage & Trust Corp	
Merge	
MGA Business Consulting, Inc	
MGT	
MIDWESTERN DENTAL	
Mixed Media Entertainment	
MMA World Cup	
Mobilitie	
Mobilitie	
Mode	
Mojave Adult, Family and Child Services	
Monarch Beach Resort	
Monotype Ltd.	
Montanaro Lago LLC	
Monument Title Insurance, Inc.	
Morneau Shepell	
Morse Krueger and Associates	
Morton's The Steakhouse - Las Vegas	
Mosaic	
MoveOn.org	
Mt. Cuba Center	
MTIBIO	
MyQVO	
MYS Project & Brand Management	

NARAL Pro-Choice America	
NARAL Pro-Choice Nevada	
National Debt Relief	
National Debt Relief	
Nationwide Security & Building Services	
Natural Grocers	
NBCUniversal	
Near Space Corporation	
Nectar Bath Treats	
Netboyee	
Nevada Department of Education - Nevada Achievement School District	
Nevada Department of Transportation	
Nevada Division of Environmental Protection	
Nevada Governor's Office of Economic Development	
Nevada Headache Institute	
Nevada Health Centers	
Nevada Homeless Alliance	
Nevada Primary Care Association	
Nevada Republican Party	
Nevada Republican Party	
Nevada Teacher Corps	
NEW ERA REALTY	
New Heights Laboratory	
New Horizon Academy	
New Horizons Learning Group	
New Jersey Department of Transportation	
New Oriental Haiwei Career Services Co., Ltd	
New Vegas VIP	
New Vista	
Newmark Grubb Knight Frank	
Newry Corp	
Next Generation Enrollment (NGE)	
NextEra Energy, Inc	
NextGate Solutions, Inc.	
NextGen Climate	
NexTitle	
Nine Elms Development LLC	
NINUSH,LLC	
NINUSH,LLC	
Noble Carpet Cleaners	
Nordstrom	
NorthShore University HealthSystem	
Northwest Passage	
Northwestern Mutual Las Vegas	
NOVA of California	
NSC CERTIFIED PUBLIC ACCOUNTANTS, LLC	
NSTec	
Ntootive Digital, LLC	
Nutrition Rush	
NV Energy	
NV Restaurant Management, LLC./Taco Bell	
NVIZION IT, LLC	

Oasis	
Oasis Biotech LLC	
Oasis Las Vegas RV Resort	
Ocean Spray	
Octapharma Plasma, Inc.	
Office of Information Technology @ UNLV	
Olive Crest	
Omni Air International	
On Target Media, Inc.	
OneHope	
Opulence Spa	
Orchid Retail LLC	
Organized Karma	
OTO Development	
Outsource Inc.	
Ovation Development Corporation	
Overland Entertainment	
Oxford Business Group	
OZZYKDESIGNS LLC	
Pacific Dental Services	
Pacific Stock Transfer	
PAL Humane Society	
Paradise Gentle Dentistry	
Pardee Homes	
Paris Baguette America	
parque	
Party Tours LLC	
Patina Restaurant Group	
Patina Restaurant Group	
Patxi's Pizza	
Peak Technical	
PENINSULA HOTEL, NEW YORK	
PetFlow	
Phantom Fireworks	
Phoenix Charter Academy	
Phoenix Technical Solutions	
Photomadic	
PhysAssist Scribes, Inc.	
Pine Forest Camp	
Pioneer Family Services	
PJ Las Vegas LLC	
Plan Do See America	
Poker Central	
PokerCentral.com	
Polar Shade	
Polar Shades	
Poppe Productions LLC	
Port of Subs #96	
Porter PR & Marketing	
pour coffeehouse	
PPD	
Precision Opinion	

Predictive Science	
Premier Trust	
Prestige Care, Inc.	
Pricefalls	
PrimeCap Lending	
Primetime Sports	
PRINCO MIDDLE EAST FZE	
Priscilla Fowler Art Gallery	
PRO Therapy	
Pro-Tech IT	
PRODUCTPEEL	
Progress Testing	
Progressive Management Systems	
Project F.O.C.U.S.	
Project Sunshine Nevada	
ProScribe, LLC	
ProService Hawaii	
Province, Inc.	
Psychology Department	
Public Allies at Eagle Rock School and Professional Development Center	
Pure Essence Labs	
Pure Plumbing	
Q Advertising and Public Relations	
QED, Inc	
Quail Lodge & Golf Club	
QUALITY ONE POOL MANAGEMENT	
Quan Chiropractic	
Quest Preparatory Academy	
Quiksilver Inc	
Quivx	
R&O Construction Company	
R&R Partners	
R. Cline Arts	
R.W. Garcia, Co., Inc.	
R2H Engineering, Inc.	
RAICH LAW PLLC	
Raising Cane's Chicken Fingers	
Ranch at Rock Creek	
Rands South & Gardner	
Rape Crisis Center	
Rave Life Inc.	
RBSM LLP	
Real Water	
realty one group - the brodtkin realty group	
Rebel Ring Call Center	
Rebel Tickets	
Red Balloon Security, Inc.	
Red Pulse	
Red Rocket Web Specialists	
Redesigning Surfaces, Inc.	
Redfish Technology	
Regal Property management	

Release	
Release	
ReliaQuest	
Remark Media	
Remark Media	
Renewal by Andersen of Las Vegas	
Renton Preparatory Christian School	
ResortCom International	
Resortstay International LLC	
ReSquared Medical	
Revenue Media Group	
Rimrock Corporation	
Rite-Hite	
Rite-Way Management Co LLC	
Robco Electric	
Robert Half	
Robertson Bright Industries	
Roche Constructors, Inc.	
Rock's 76	
Rocketship Education	
Rockwood Group	
Rodda Electric, Inc.	
Rolling Hills Community Church	
ROOSTERGNN Global News Network	
Ross Dressfor Less	
Rotisserie Chicken, LLC	
Roto Sports, Inc.	
Ruby Lake National Wildlife Refuge	
RVLTN Events	
S CAP Consultancy	
S.J. MEYER & CO.	
Sage Restaurant- Aria Resort & Casino	
Sake Rok	
Salt and Pepper Entertainment	
San Jose State University	
Sankaty Head Golf Club	
Sanki Global, LLC	
Santa Clara Police Department	
Scientific Games	
Sears	
Seasons Hospice & Palliative Care	
SeatBoost	
Second Baptist Church	
Securitas Security	
Security Partners, LLC	
Semone Gell Design	
Send It Rising Internet Marketing	
SenterStage Productions	
Sentinel Offender Services	
Seoul Foreign School	
SG2 Recruiting	
SGFusion Management, LLC.	

SGPS/ShowRig Inc.	
Shadow Hills RV Resort	
SHANG ARTISAN NOODLE	
Sharp Hires	
Sheldon J. Freedman, M.D., LTD.	
Sherry Goldstein's Yoga Sanctuary	
Show Media	
Sightline Payments	
signs and services	
Silver Sunset, LLC	
Silverado Resort and Spa	
Silverton Casino	
Silvester & Company	
SimpleTense Education	
Simplus Management Corporation	
Skechers	
Skiwi Rentals	
Skooli Inc.	
Sletten Construction	
Smarter Equipment Finance	
SMIC Private School	
SNOW WHITE USA, LLC.	
Sonitrol Southern Nevada	
Southern Nevada Adult Mental Health Services	
Southern Nevada Health District	
Southern Nevada Pain Specialists	
Southwest Gas Corporation	
Southwest Idaho Advanced Care Hospital	
Southwest Integrated Care Services	
Spring Mountain Treatment Center	
St. Regis Aspen Resort	
St. Viator School	
Stampede Consulting	
Standish Naimi Law Group, LLC	
Stanford Pre-Collegiate Studies	
Star Uno	
Starpoint Resort Group, LLC	
State of Nevada JobConnect	
Statewide Fire Protection, a division of Western States Fire Pro	
Station Casinos	
Station Casinos	
STEMCivics Charter School	
Steve Dimopoulos Law Firm	
Steve Madden	
Steven T. Giorgione CPA, Ltd.	
Stewart Archibald and Barney, LLP	
STITCHED	
Stripview Suites	
Student Engagement & Diversity	
Success City Online	
Summer Classics Contract Sales	
Summer Term	

Sundance Helicopters	
Sunglass Hut	
Sunrise Behavioral Health, LLC	
Super Lucky	
Superior Post Tension	
Survey Sampling International, LLC	
Sutherland Global Services	
SUZANA RUTAR Architect, Ltd., A Professional Corporation	
SWAROVSKI	
Swarts & Swarts CPAs	
SWIFT Travel Services, LLC, DBA Vita Explorer <a href="http://VitaExplorer.com">http://VitaExplorer.com</a>	
Systems Planning and Analysis, Inc.	
T Bird Lounge & Restaurant	
Taos Ski Valley	
Target	
Target	
TDF Consulting, Inc	
Teach to Travel	
Teachers in Cambodia	
Team Construction Management, Inc.	
Teespring	
TEKsystems	
Tenfold	
Tesla Inc.	
The Abernathy MacGregor Group, Inc.	
The Black Sheep	
The Broad Center	
The Hotchkiss School	
The Literacy Lab	
The TJX Companies, Inc.	
The Travelers Companies, Inc.	
THG Sports	
Think It Ink It	
Thomason Consulting Engineers	
Thornycroft Dental	
Thrive Global	
Tictabs Inc	
TiLite	
Tiny Hero	
Tire Mart & Co.	
TLC Casinos Ent Inc-Four Queens & Binions	
TNG Models	
TNG Models	
TNTP	
Toast, Inc	
Today's Family Dentistry	
Tom's Metal Specialists, Inc.	
Toni's House Inc	
Topnotch Services	
Torchy's Tacos	
Torchy's Tacos	
Torino Collection	

Town Square Inns	
Towne Park	
Toyota InfoTechnology Center, USA, Inc.	
Transcon Environmental	
Travel Rewards, Inc	
TriTech Software Systems	
Triumphant Life Performance Services	
TruFusion	
truth	
Turn of Events Productions, LLC	
Turnt Up Tours	
Tutor App	
Twill USA	
U.S. Agency for International Development	
U.S. AID	
U.S. Bank	
U.S. Department of State	
U.S. Department of State	
U.S. Department of State, Bureau of Diplomatic Security	
U.S.VETS	
Uber	
UC Davis Department of Food Science and Technology	
UNICRON LOGISTICS SOLUTIONS	
Unique Accounting, LLC	
United Angels Dream®	
United States Postal Service	
United States Postal Service	
United States Postal Service Office of General Counsel (Washington, DC)	
UNIVA CAPITAL Group, Inc.	
Universal American Mortgage Company	
Universities Space Research Association	
University Marketing and Communications	
University Medical Center of Southern Nevada	
University of Nevada Cooperative Extension	
University of Nevada Las Vegas	
University of Nevada Las Vegas School of Medicine	
University of Nevada Reno	
University of Nevada, Las Vegas	
University of Nevada, Las Vegas	
University of Nevada, Las Vegas: Enrollment and Student Services	
UNLV	
UNLV	
UNLV	
UNLV - Hank Greenspun School of Journalism & Media Studies	
UNLV Academic Success Center	
UNLV Academic Success Center, Supplemental Instruction	
UNLV Athletics	
UNLV Athletics-Volleyball	
UNLV Concierge Office	
UNLV Department of Teaching & Learning	
UNLV Division of Philanthropy & Alumni Engagement	
UNLV Division of Research and Economic Development	



UNLV Graduate College	
UNLV Howard R. Hughes College of Engineering	
UNLV Human Resources	
UNLV Marriage and Family Therapy Program	
UNLV Office of Admission	
UNLV School of Architecture	
UNLV School of Medicine	
UNLV School of Nursing Office of Research Support	
UNLV Student Health Center	
UNLV Student Union & Event Services	
UNLV Surplus Center	
UNLV University Communications	
UNLV Wellness Promotion	
UNLV/CSUN Preschool	
UNode50	
Urban Seed Inc.	
US Foods	
US Foods - Stock Yards	
Valencia Group	
Vantage Hotels	
Varian Medical Systems, Inc.	
VeeCee Bookkeeping Services	
Vegas Cannabis Magazine	
Vegas Legal Magazine	
Vegas PBS	
Verizon Wireless	
Veterans Training Fund	
Viawest	
Viceroy Snowmass	
Victoire Ventures LLC	
Virginia Institute for Sports Medicine	
Virtus Commercial	
Vision Sign Inc.	
Vitacost.com	
Vital Protection	
Vital Protection	
Vivint	
VOICECLOUD LLC	
Volcom	
Voltz Commercial Realty Advisors, Inc.	
Walden Technology Group L.L.C.	
Walmart US eCommerce	
Walt Disney Imagineering	
Walt Disney World	
Wave Communications	
WBF MANAGEMENT	
Weatherization Partners, Ltd.	
Welder Up LLC	
Wellcare Services	
Wells Fargo	
Wequassett Resort and Golf Club	
Westar Properties, Inc. dba StorageOne	

Westcare Foundation	
Western Elite	
Western Golf Properties	
Western Veterinary Conference	
Westgate Las Vegas Resort & Casino	
Westin San Jose	
Westmark Sitka	
Westmoreland Volunteer Corps	
WGH Productions	
White Light Music LLC	
Wicked Creative	
Wicked PR & Advertising, LLC	
Wild West Shuttle	
Willamette Dental Group	
William S. Boyd School of Law	
William S. Boyd School of Law	
Williams Gold & Silver	
Williams-Sonoma	
Wilson Electronics	
Window Genie of East Las Vegas	
Wonder Soil	
World Financial Group	
Worlda International Education	
Worldwide Flight Services	
Worshippers' House of Prayer Academy	
Wyndham Vacation Ownership	
Wynn Las Vegas	
Wynn Resorts	
xAd, Inc.	
Yale Robbins Publications/The Cooperator	
Yellowstone Club	
Yellowstone Club	
YESCO	
YouStake, Inc.	
Youth Empowerment Services, Inc.	
Zeal Learning	
Zenreach	
ZEROlevel Fitness & Wellness	
ZipHub	
Zone Engineering	
zuma las vegas	
Total: 1,074	

