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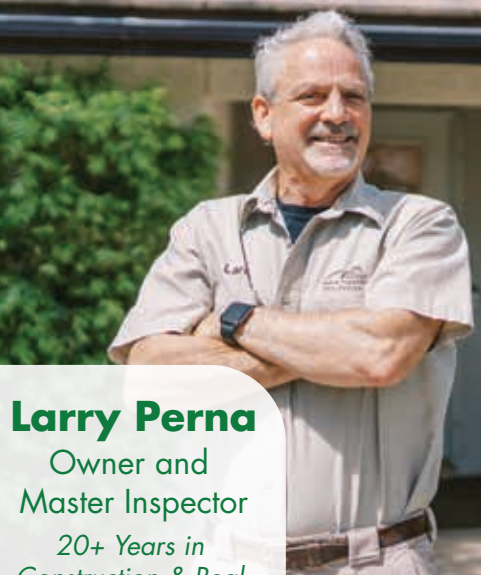
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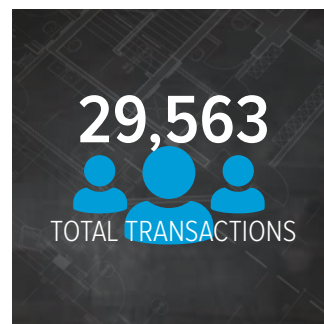
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FRANK

NAPOLI JR.

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Where
There's a
Will...

...

Those who claim something isn't possible haven't had a conversation with Frank Napoli Jr. yet. Frank's life has been marked by challenges and triumphs. But the constant has been his unwavering, straight-ahead drive to achieve what he sets out to do.

As owner of The Napoli Group at Berkshire Hathaway HomeServices Nevada Properties, Frank is proof positive that where there's a will, there is definitely a way forward. His approach to life is reflected in many positive ways. One of those is through his solid work ethic. "That really stemmed from my family. Growing up, if there was anything that I wanted, whether it was a toy, a dirt bike, or a car, my father had a deal with me. If I wanted it, I had to come up with half of the money, and he would match me. That taught me to work hard and be smart in everything you do," Frank remembers.

As Frank grew, his entrepreneurial spark did too. He created a landscaping business before working in restaurants. All along the way, however, his parents provided a strong example in real estate. With his father entering the industry in the early 1990s, Frank saw their drive and dedication, but they wanted him to get a college education, so that was his first task at hand.

As a native of Las Vegas, Frank wanted to stay close for college, which benefited his goal to become an agent as he had gained his license at age 18 with hopes of joining the family business. He remembers sitting in political science class and his phone ringing with client calls. "At that point, I finally realized that I wanted to pursue my real estate career," he recalls. "I made a deal with my parents to stop going to college and pursue real estate full-time with the agreement that if it didn't work out, I would go back to school."

Growing up, Frank was always active in sports and taking in the great outdoors. On a fateful day in 2004, Frank was taking on one of his favorite pursuits — snowboarding — when he took a bad fall and landed on his neck. "The next thing I remember was waking up in the hospital. I was paralyzed

from my neck down. I had broken my neck," he remembers. "The doctors said I would spend the rest of my life in a wheelchair." Having been active his entire life, Frank was determined to change his future.

And just as his parents had always been a shining example throughout his life, Frank's father, who hated leaving town even for a short vacation for fear of being away from his clients, dropped everything to be at the hospital in Colorado with Frank to help him transition into life in his wheelchair. In the meantime, his mother took on sole operation of the real estate business.

"During that time, my father gave me hope. He knew I could pull through it and even if I wasn't able to walk, that I could regain some use of my body," Frank remembers. "Sure enough, with him by my side, at the end of the day, I worked on my own therapy.

It was an approach that my dad and I put together. It was really focusing on trying to re-engage my body. Day after day went by — days, weeks, and months. Literally, I went from moving one muscle in my leg to one in my foot and then an entire leg ... arm ... and hand. Over time, I was able to start moving everything. Then I was able to learn how to stand up and walk all over again. Three months later, I walked out carrying my own luggage."

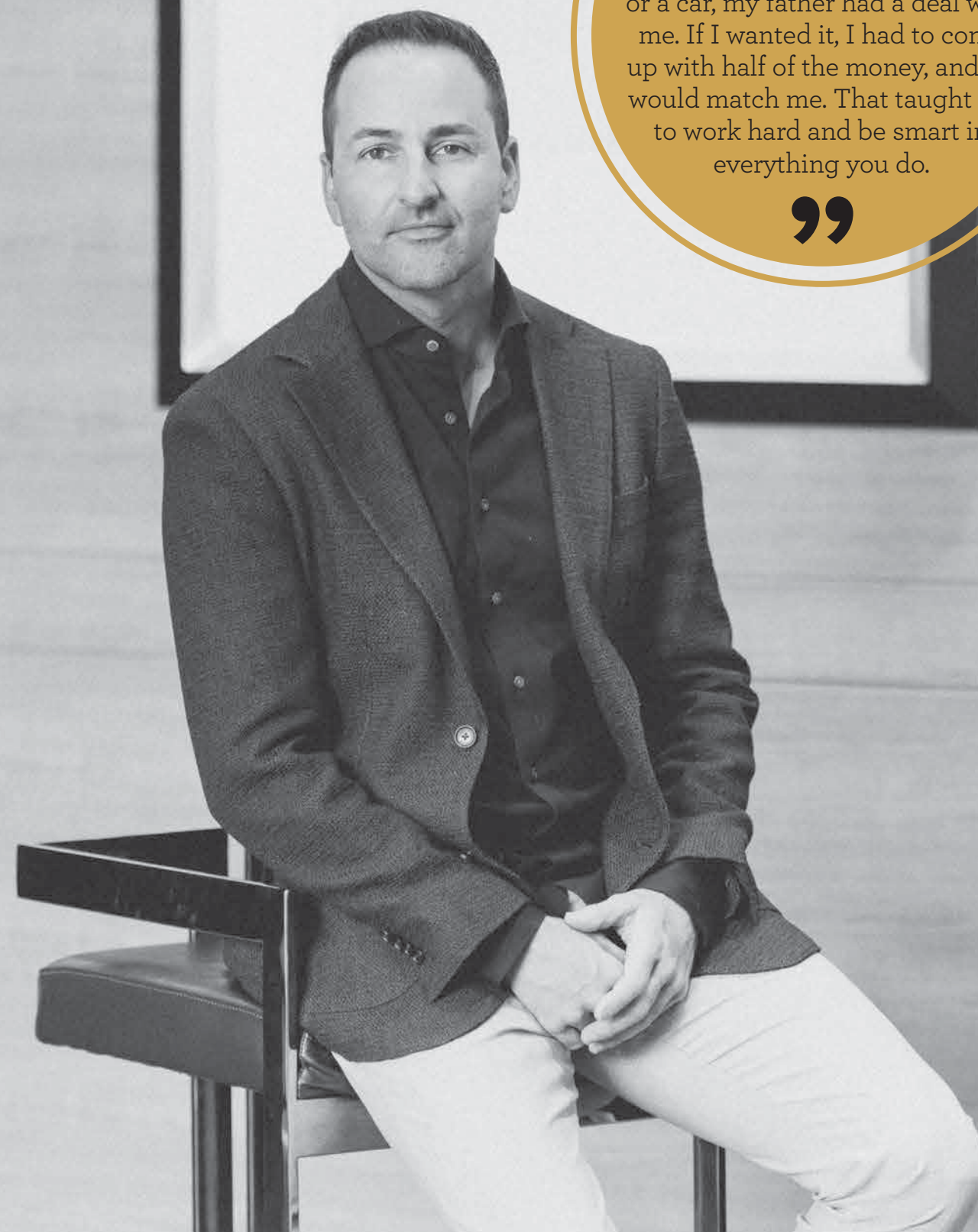
Today Frank still does his own brand of physical therapy every day. His optimism and spirit of strength are contagious. "Looking back, that accident and recovery, and the things that I thought were the worst, ended up being the best. And I have implemented them in my business and life," Frank says. "Day to day, I believe in daily habits and having a routine. It has helped me form habits outside of business. I get up and start my day the same way every day. I work



“

Growing up, if there was anything that I wanted, whether it was a toy, a dirt bike, or a car, my father had a deal with me. If I wanted it, I had to come up with half of the money, and he would match me. That taught me to work hard and be smart in everything you do.

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As a family, we continue to run this business with our agents, team members, and staff. We consider them family, as well.

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Everything I do, I do in memory of my father. He gave his life to this business, and I want to continue this legacy.

”

out and then get a head start on the list for the day. Once I get started on that list, I run a team. Every day, we have a meeting with the team.”

Today, Frank leads the family business with his mother, Lori Napoli, and his sister, Stephanie. His father, unfortunately, passed away in 2012, but they continue to strive in the name of their family, and the business consistently produces over \$100 million in volume each year. “As a family, we continue to run this business with our agents, team members, and staff. We consider them family, as well,” he says.

In his free time, Frank still enjoys the outdoors by off-road racing and wakeboarding on Lake Meade. He has a big heart for helping, too, as he explains, “Growing up, there were ups and downs with our family, which provided a lot of education. But the holidays were always very important to my dad. Every year, as a family, we would collect and drop

off toys at the Department of Family Services (called Child Haven at the time). We also delivered meals to families in need. When my father passed in 2012, we started the Napoli Group Toy Drive to collect toys as a company and continue his legacy. We’re celebrating our 10-year anniversary this year, and the collection has become monstrous. We fill up our entire office, storage room, and multiple trucks. We also donate to the Sunshine Kids, contributing a portion of each transaction.”

There definitely is a way forward with Frank Napoli. And it starts with his will and drive that is sparked by his commitment to furthering the family legacy in numerous ways. “Everything I do, I do in memory of my father. He gave his life to this business, and I want to continue this legacy. As he always said, ‘If you help people get where they want to go, you’ll have no problem getting where you want to go.’ We live by that every day ... putting our clients’ goals first.”

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When you call on the services of a trained expert in any field, you count on them to open up new avenues. To think of things you may not have even imagined and to find a way forward with value. Those are exactly the elements you can expect when you employ the experience and expertise of Cynthia Nutter (Owner/CPA) of CJ Nutter Accounting.

Cynthia has a long, successful career in accounting that dates back to 2002, when she got her start doing bookkeeping for a law firm in Houston. Her career path led her to a small public accounting firm where she gained knowledge about doing taxes and growing within the business. “Eventually, I spread my wings and worked with larger firms and realized that the quality of work wasn’t what I was used to,” she recalls. “Eventually, I went out on my own.”

Four years ago, Cynthia formed CJ Nutter Accounting and now finds a lot of joy in supporting her clients and their goals — with a big portion of her clientele including REALTORS® and developers. “The name of the game is being creative and thinking outside the box and staying ahead of what their needs might be accounting-wise and tax-wise,” she says. “Being resourceful is one of my strongest suits.”

At the same time, a big part of Cynthia’s success has come from her willingness to continue learning and ensuring top-notch quality by involving others. “I have always brought in other people with various types of experience. I bring in other real estate professionals, and I also work with other CPAs and collaborate with people outside the firm if I am trying to find a new solution,” she emphasizes. “When it comes to real estate, there are a lot of nuances, and people need someone who knows how to work through those situations to alleviate tax burdens that they may have.”

Beyond the calculations, spreadsheets, and tax codes is a real heart that Cynthia has for what she does. “I thrive on helping people resolve their problems, coming up with solutions to help their business processes, and I especially enjoy working with distressed businesses to keep them from failing,” she says. “I get really excited when I get new clients, and I see prior work that has been done for them, knowing I can help them in a new way. I like to be creative and figure out the right ways to help people and work with a particular person’s situation.”

...



...

The pride Cynthia takes in her work is clear-cut. “I have always guaranteed the quality of what I do by having a more advanced CPA review my work in the beginning. No matter what, reviews will always be a part of the process,” she points out. “That’s built into our system of how we do our work on behalf of our clients. We layer that by having someone working on a project while having another person managing and reviewing, and then a final review at the top level.” In order to accomplish all of this, Cynthia is thankful for her team, which includes her executive assistant (who is currently training to be a bookkeeper), a bookkeeper, two tax preparers, and a tax manager.

Family is at the center of Cynthia’s life. She has three children: daughter Carolina, who is an accounting and mathematics major and member of her staff; son Julius, who is in school studying to become a detective; and son Anthony, who has his sights set on becoming an engineer. “I’ve enjoyed sharing this journey with my children,” Cynthia smiles. “They have been with me through the whole process and have seen firsthand how much effort and hard work it takes to achieve their goals in their own lives.” Her sister Michelle has also joined the team as a bookkeeper and pulls her knowledge from years of experience in property management.

“When it comes to real estate, there are a lot of nuances, and people need someone who knows how to work through those situations to alleviate tax burdens that they may have.”



“

My hope is that our clients feel valued. I am accessible because everyone’s success matters, and I want to be a part of their stories.

Faith also plays a primary and ongoing role in Cynthia’s life. “As a Christian, the Lord is at the center of everything in my life. At the same time, it’s a huge blessing to see my children grow in their faith in the Lord,” Cynthia says. “Life is much sweeter having a relationship with Him.”

Cynthia, her family, and many of her team members attend Hope Church. “We are focused on missions around the world. Some of us have gone on missions, but all of us aspire to do that at some point in the future,” Cynthia emphasizes. “We think that

our work is a means to provide financial support for those who are called to go. I want to glorify the Lord in all I do. My faith is in Jesus, I’m not perfect, but I am a work in progress because of my relationship with Him.”

When you are looking for customized solutions, true care, and understanding of your situation, turn to CJ Nutter Accounting. As Cynthia says, “My hope is that our clients feel valued. I am accessible because everyone’s success matters, and I want to be a part of their stories.”





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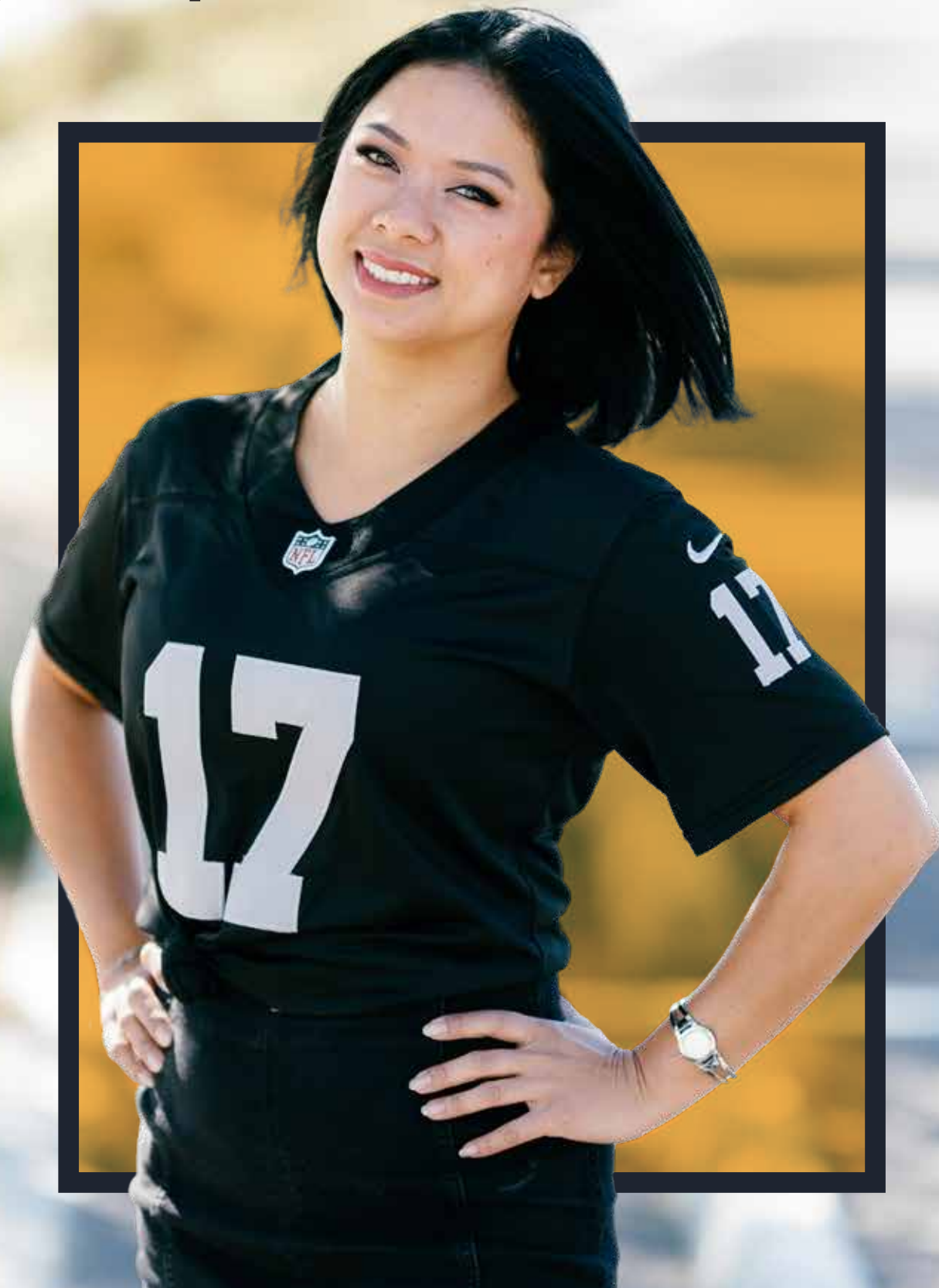
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For those who look beyond their current goals and are always striving to do more, diligence is a must-have when it comes to work ethic. Yet, when you regularly achieve those goals, your mind has a tendency to say, “OK, what’s next?” And that’s the same dynamic at play for Donna McLean.

Donna is constantly striving and working toward the next new chapter for herself and those she serves. Her commitment to achievement is based on practicality and supporting her clients. “I would be proud to hear people say that I genuinely care ... that I’m professional ... that I really made them money, saved them money, or found them exactly what they were looking for,” she explains.

As she continues to meet the needs of those who turn to her, Donna has her sights on the next chapter in her career. “One of the primary directions I have my intentions set for, over the next 12 to 24 months, is growing in commercial real estate,” she says. “That’s where my next goals are focused and where I want to grow my business.”

Before Donna began her real estate career, she was a marketing executive casino host for MGM Resorts International and Wynn Las Vegas. “I took care of high-end gamblers, celebrities, and royal parties, by handling every detail of their trip from beginning to end and often afterward. My job was to make sure our VIPs were happy while still being able to operate a profitable hospitality and gaming business. I negotiated everything from hotel accommodations to the best seats at restaurants and shows, special events, and special requests. I also evaluated their gaming play to determine ‘comps’ I could offer (items the casino takes care of for your patronage),” Donna says. “I think what really helped was my background in representing clients and negotiations.”

Over the course of her 15 years in the casino world, Donna found herself inspired by one of the leaders in the casino industry and someone she often looked up to, Nicole Houn. Nicole was a casino host at the Wynn who also had her license in real estate. Donna thought it would be a good idea to get hers as well. “Around that same time, I actually had a regular player who was coming into town from California. I offered to set up his suite and usual accommodations, but he said he wouldn’t need that since he and his wife had just bought a million-dollar house,” she recalls. “That opened my eyes to the opportunities with the caliber of clientele I was exposed to.”



When she isn't bouncing between the casino and real estate, however, family time is very important to Donna. Along with her two sons and boyfriend, Zach, they enjoy hiking, hanging out in their backyard, watching movies together, and playing with their dogs. Her son, Loki, just earned his real estate license, while son Ethan is still in high school.

Donna also likes to commit a portion of her time to helping her community, where she focuses a lot on supporting homeless populations. "I think the key thing is not just handing them temporary resources, but really just being consistent ... being that face that they start to recognize in the

community of people who care," she says. "And then you just have to catch people at the right time when they are actually ready to come into detox and move on to sober living."

Whether she's helping multi-million dollar buyers or those with not a dime to their name, it's clear that Donna has a true passion for finding people the right place to call home. And while she's had many accomplishments and moments of pride across her career, being extremely successful at helping people find where they belong is her truest passion. "It's important to me that they trust me to be able to look out for them."

...

Initially, Donna planned on pursuing real estate as a side business, but her plans quickly changed as she dove in a bit deeper. As she says, "I learned pretty quickly that if I put in the same amount of work and effort into real

estate than I did at the casino (or even less time, admittedly), I actually would make a lot more. I had more flexibility in my schedule, and it really allowed me a lifestyle to balance my personal life."

With that mentality and work ethic, it's no surprise that Donna's results have been impressive. In 2021, she closed 25 transactions representing \$13 million in sales volume and was on track to meet or exceed that number in 2022.

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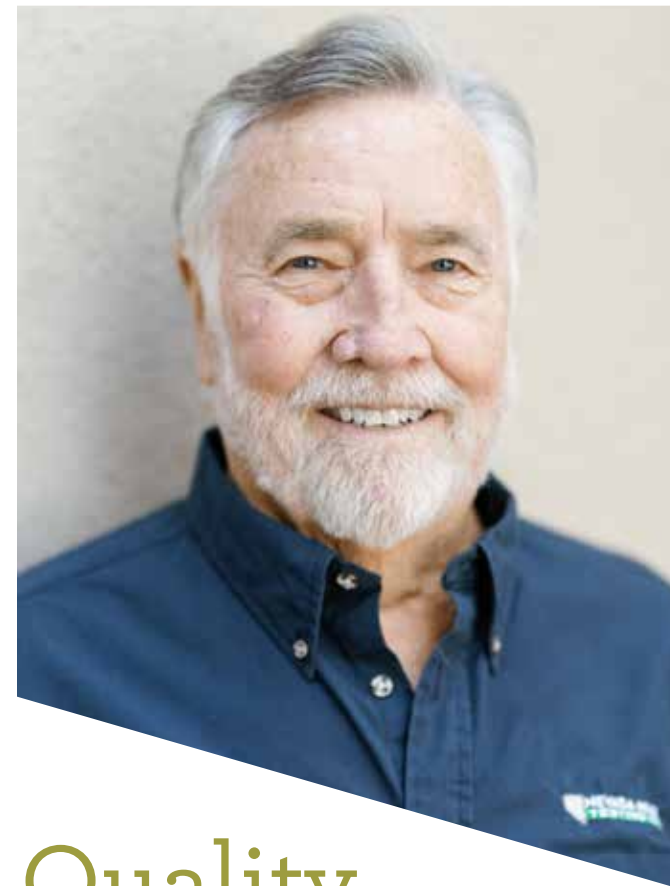


► meet our partner

Written by **Dave Danielson**
Edited by **Kendra Woodward**
Photography by **Chernogorov Photography**

DENNIS & WHITAKER LISA RUIZ

with Nevada Mold
Testing Inc.



Quality on Your Side

When it comes to protecting the interests of your clients, there's no substitute for thorough care and expertise — the same kind of service that you provide to them each day. That's why it means so much to deliver that same dynamic through the partnerships you enjoy in the business. You can rely on that type of partnership from co-owners Dennis Whitaker, Lisa Ruiz, and Nevada Mold Testing Inc. They truly put quality on your side.

"We do a wide range of inspections. We look at water intrusion and water damage, as well as mold. There can be a lot of cover-up of mold issues in a home. We try to prevent the headache and heartache at the end of the day that people can run into down the road," Lisa explains. "We try to detect if there was a flood or water damage to the point where materials were affected. When you have pressed wood, drywall, baseboards, and cellulose materials — water damage and mold will, at one point or another, present themselves. Sometimes, people won't discover these issues until they pull out old cabinetry and see the mold issues that the home inspector didn't see. We do a deeper dive."

Dennis adds, "We use infrared technology, which can pick up moisture behind the walls. A lot of people who buy a house don't know there is an issue. If someone buys a house, it is very important that they take care of the issue properly because airborne particulates such as mold spores, extra dust, and debris may be in the air ducts and coils, and that can affect the indoor air quality."

Dennis and Lisa both bring a wealth of experience to their work with clients each day. Dennis started his career as a contractor, earning his EFIS certification in the early 1990s. There were quite a few properties that were having issues with water intrusions in 2001. "I was a consultant for new homes, and we were seeing a lot of water intrusion along with a lot of mold at that time, and so that part of the business just took off," Dennis says.





Sometimes people can be surprised at the substantial need for this type of service in an arid environment. “People don’t normally think of mold being an issue in the desert

because it’s so dry,” Lisa points out. “What we find here is that a lot of the mold that we detect and scout comes from a flood or a leak under a sink. We see it every day.”

Those who work with Lisa and Dennis appreciate the attentive service they get, along with a streamlined process, including an inspection estimate that is based on square footage. In addition, the company also provides post-remediation testing after any mold-related issues have been corrected.

“There’s not a lot of regulation when it comes to remediation,” Lisa says. “The reason we take it so seriously is there are a lot of people who have severe allergies, and mold can cause a wide range of symptoms from cough and runny nose to an itchy, scratchy throat and even asthma. The differences can be huge.” Another little-known aspect about mold is that it is transportable. As Dennis says, “If you are in a place with mold and you move furniture to another house, you can take it with you.”

As part of their service, Dennis and Lisa also offer discounts to members of the military, seniors, and cancer survivors.

In a business like this, education and follow-through are vital. “Our mission is to be knowledgeable and informational. We are there to help them and support them and how things should be,” Lisa says. “We also provide asbestos consulting and testing. We have integrity with our licensing and insurance. That’s huge. Some of our competitors are not licensed or do this on the side.”

When you are looking to partner with someone who takes a closer look and will put quality on your side, look to Lisa, Dennis and Nevada Mold Testing Inc.



OUR MISSION IS TO BE KNOWLEDGEABLE AND INFORMATIONAL. WE ARE THERE TO HELP THEM AND SUPPORT THEM AND HOW THINGS SHOULD BE.

PRESENT IN
THE MOMENT

Joe DiRaffaele



► REALTOR® coach

Written by **Dave Danielson**
Edited by **Kendra Woodward**
Photography by **Chernogorov Photography**



Good things happen when you channel your energy and focus it on a specific need. That's one of the gifts that Joe DiRaffaele has. As owner of the DiRaffaele Group at eXp Realty, Joe certainly relishes being present in the moment and coming through when those around him need his expertise.

“My desire is always to leave things better off after I was involved. Whether that be a client's life, an organization, or an event,” Joe explains. “I believe in bringing my entire self and being present in the moment to bring energy. To make a difference to help people better in that moment and interaction.”



Joe (or Joe D, as he's also widely known) arrived in Las Vegas from Long Island to earn a degree in hospitality administration at UNLV. Once his collegiate career was complete, Joe moved to Southern California for a few years, where he managed Parkers Lighthouse Restaurant with his college fraternity brother Guy Fieri. “I loved the aspect of being of service to people, but I wasn't a big fan of being stuck in the same building every day,” Joe remembers.

“Eventually, I moved back to Las Vegas and talked with a family friend, Steve Schneider, who owned a real estate brokerage, about career options. He made selling real estate sound really easy. The takeaway was using the service aspect from the restaurant world and bringing that into real estate.” Joe D went on to earn his license in real estate in 1994. Since then, he has sold more than 4,000 homes in the Las Vegas Valley.

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“

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Today, Joe D leads a team of four other salespeople and two administrative experts. “Each day, the most gratifying part of what we do is accomplishing our clients’ dreams of finding the home that’s perfect for their family, or when it comes time to move from a home that no longer meets their needs,” he says. Beyond all of the numbers and achievements in the business, however, Joe treasures time with his family: wife, Shannan; son, Tyler; and daughter, Emily. Typically they can be found on some fun adventure like scuba diving, skiing, quad riding, or just laughing together. “Those are the moments that fuel life,” Joe admits.

In addition, Joe and Shannan have worked together for 18 years. “Shannan has been an outstanding buyer’s specialist!” he says proudly. And family continues to be a big part of the business. Eight years ago, Joe encouraged his brother-in-law, Dave Reichert, to join the team, and he has turned into one of the best agents in the business. “Nobody gives their all for a client more than Dave,” Joe says. “Additionally, Operations Manager Laurie Crofton has been with us for seven years and is the straw that stirs the drink. Nothing happens that Laurie doesn’t have her fingerprints all over on our team.” Other team members include Transaction Coordinator Stacey Jamison and agents Melanie Smith (a military relocation specialist) and Marcus Nehls (everybody’s favorite friend).

In his free time, Joe is an outdoor enthusiast who loves golfing and spending time at his family’s

cabin in Utah. While he’s there, one of his favorite hobbies is rappelling down rock walls. As he says, “I’ll do anything that can get me connected to nature.”

Joe also gives back to his community in a number of ways, including as a board member of the Henderson Chamber of Commerce Foundation and as vice chair (and the chair next year). Joe is also owner/partner at Foresight Companies, which builds affordable housing through low-income housing tax credits. It is workforce housing for people who make 60% or less of the area’s median income as part of a public-private partnership with the city. A total of 156 units in North Las Vegas are being built now, and it is taking in new tenants starting May 2023.

Joe is also an owner/partner of Liberty Wellness, helping with transitional housing to assist people from falling into homelessness. As he explains, “We provide a safety net where they can re-establish firm footing and get their own place again. I like making a difference for people in the community.”

Joe’s drive to achieve is relentless. “I think my drive comes from the fact that I’ve always been a competitor. I love it. One thing I think about is the game of golf that I love. It’s a chance to compete against your *own* ability. It’s you against yourself. I look at life the same way,” he says. “I get up super early, 4:30 a.m., walk our dogs every morning, go to the gym to work out, and then off to see what I can do to make a difference.”

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I THINK MY DRIVE COMES FROM THE FACT THAT I’VE ALWAYS BEEN A COMPETITOR.

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ERIK

NEWKIRK

Guiding Others from the Rough to the Green

Anyone who has ever faced a pivotal shot on the golf course knows the importance of having a good caddy on your side. Their inept ability to read the weather and the lay of the land is something that is a game-changer for all golfers. With caddy and professional golfer amongst his list of previous titles, Erik Newkirk has proven he knows how to read the land and understands the logistics behind moving a ball from the rough to the green. It's with that innate ability to read others and understand what it takes to meet his goals that Erik is making strides in real estate.

Today, Erik applies that same thoughtful approach, knowledge, and expertise to his clients as a REALTOR® with Real Broker LLC. "I think there are some important ties between golf and real estate, talking to people and relating to them. I had been a caddy for different people at Southern Highlands Golf Club," he remembers. "When you build those relationships, there is a level of trust that can help them move forward."

Erik's experience in golf isn't just a part-time hobby; it's a lifelong commitment, having taken second place during his high school state championship and helping his team place first. He continued through college and worked on golf

courses while being exposed to the realm of real estate, all the while through his parents, Hugh and Karen, who owned Newkirk Realty.

That experience and constant thread throughout his life have taught Erik an abundance of information when it comes to not only reading a course but also reading clients. "Through time, my mom and dad had told me that real estate wasn't something I necessarily wanted to do. But fast forward 10 years, life had changed. I was married and starting a family," he remembers. "During COVID-19, all the commercial shopping centers were for lease, and I wanted to be part of that comeback for new commercial tenants."

“
I like the challenge
and opportunity
of helping people
achieve their goals.
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As Erik recalls, there wasn't too much coaching for commercial real estate, so he made the decision to go into residential work. In the process, he was referred to work with Johnny Richardson. "He had the energy and fire. I knew he would be a good guy to go with," Erik says. "He taught me what to say, and I applied my work ethic, and it turned that work into transactions."

In golf, there are times when the bottom seems to fall out of a person's game on any given hole. Yet, no matter how many strokes they count on their way to the green, they keep swinging and making their way forward. The same mentality holds true in the way that Erik is there to support his clients ... helping them stay on course toward their real estate goals.

"I like the challenge and opportunity of helping people achieve their goals. In one case, working with a couple from California, I showed them 50 houses," he recalls. "Eventually, we got them under contract, and the wife was in tears because she was so happy about the way that everything seemed to fit what they wanted."

There are also times when Erik comes alongside someone new in real estate. In those cases, he takes extra time to help them learn how to navigate the hazards and take advantage of opportunities. In one case, he helped a first-time buyer purchase a condo for just \$7,000 out of pocket. Those are the triumphs that are especially refreshing. "It's a good feeling showing people that homeownership is not as difficult as what the news makes it sound," Erik says.

In the process, in Erik's first 18 months in the business, he closed a remarkable 30 transactions. What made that feat even more impressive was the fact that Erik had spent his first 12 months in real estate also still working full-time at a golf course.

And while Erik's free time still features a fair amount of golf, he much enjoys live music and hanging out with his rapidly growing family, as he and wife Jennifer are expecting.

Today, Erik's sights remain focused on helping his clients hit the green with each shot. It's a passion that he is very happy that he was able to pursue. Now, real estate is part of who he is and part of his future. As he says, "I love this ... and I'm in it to help my clients get where they want to be."

“
I love this ... and
I'm in it to help my
clients get where
they want to be.
”





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