



1/6/2020

To the Board of County Commissioners,

The Registrar of Voters has consulted the Washoe County Voter Rolls and has confirmed that on

December 24, 2019 , the applicant      Tony Lillios

was registered to vote at the following address 725 Fairview Blvd., #31, Incline Village, NV 89451  
which is within the bounds of the Incline Village General Improvement District.

Comments regarding applicant if the above does not apply

Deanna Spikula, Registrar of Voters

1/6/2020

Date

**INCLINE VILLAGE GENERAL IMPROVEMENT DISTRICT TRUSTEE  
APPLICATION OF INTEREST**

(Note: This document and accompanying materials will become public record.)

**Only complete applications will be forwarded to the Board of County Commissioners for consideration.**

**General Information**

**Applicant Name:** Tony Lillios

**Physical Address:** 725 Fairview Blvd Unit 31

**City:** Incline Village **Zip:** 89451

**Mailing Address:** 930 Tahoe Blvd. #802-511 Incline Village, NV 89451

**Best Contact Phone Number:** 4154258003

**Email Address:** tony.lillios@gmail.com



**I certify, by signing below, the following:**

- ☒ That I actually, as opposed to constructively, reside at the physical address listed above, which is **WITHIN THE BOUNDARIES** of the **Incline Village General Improvement District**

*You can verify that you live within the boundaries of the Incline Village General Improvement District by visiting the Washoe County Voters [website](#)*

- ☒ That I am a **QUALIFIED ELECTOR** pursuant to Section 1 of Article 2 of the Constitution of the State of Nevada;

- ☒ That there is no legal condition, status, or other matter which would prevent me from taking the oath of office as an IVGID Trustee or from holding such an office.

A handwritten signature in blue ink, appearing to read "Tony Lillios".

1/6/20

Signature

Date

**ADDITIONAL INFORMATION**

**Along with this application, you may attach information regarding your background and education such as a letter of interest, a resume, or a statement of qualifications. (For example, you may include information about community work, memberships in various organizations etc.)**

**SUBMITTING APPLICATION**

Your completed application may be delivered in-person to the County Manager's Office, 2nd Floor, Room 201, Washoe County Administrative Complex, 1001 E. 9th St, Reno, 89512 or emailed to [bvujeva@washoecounty.us](mailto:bvujeva@washoecounty.us) by **5 PM, January 6, 2020**. Applicants for appointment must present their government issued ID and be present during the Board of County Commissioners meeting on January 14, 2020 at which the BCC will make the appointment.

1/6/20

To the Washoe Board of Commissioners:

This letter serves to indicate my interest to serve in the vacant IVGID Trustee seat for the remainder of the term until November 2020. It is unfortunate this appointment has been put before this Board while IVGID's own Board was unable to have any constructive conversation about the applicants despite a detailed process laid out that had been effectively used in the past. If you watch any of that discussion, it is deeply symptomatic of how the IVGID Board does not function well. Now, with this board seat vacancy coupled with the exit of the General Manager and Director of Finance, there is an opportunity for a **New Day** in the District with the right new appointment. When I spoke with each of the Trustees and the senior staff including the Interim District General Manager, there is a lot of hope that things are going to get better. What we witnessed on Dec. 18<sup>th</sup> was not a step in that direction. We need to start to ease the partisan tug of war we have been experiencing.

Toward that end, the District would benefit by a bridge to a more collaborative and constructive way of working together. We need a path away from the partisanship that has developed and been reinforced for what is explicitly a **nonpartisan board**. All the applicants signed under oath we would be a **nonpartisan Trustees** if elected. As the Washoe Board of Commissioners, you are a partisan board and I ask that you reflect on that distinction toward, **"What are the characteristics of a qualified, appointed, nonpartisan Trustee?"**.

Several of the applicants came together to create a petition - <http://chnng.it/L8Jgv7fFmZ> - to encourage you to have a Transparent and Explicit Merit-based process because the public is concerned that with no guidelines, partisanship could continue by using hidden criteria that suit a particular favored candidate. I want to be of service to our local government to improve our processes so that we may improve our effectiveness. If it is valuable and desirable, I am willing to explicitly be an Interim Trustee and not run in the general election in 2020. Now is the time to appoint a qualified, bridge building, **independent** Trustee until the public has the chance to have a proper vote in the primaries in June and then in November. I look forward to discussing specifics of how I could serve in this role with you all on the 14<sup>th</sup>.

In my resume you will see I have started several companies. I grew them through hiring and managing leadership while serving on the Boards to eventually transition them to public and private owners. Most notably, I grew Speck Products, the mobile case company, to \$150M in revenue and 150 employees before I sold it. As Treasurer on the Board of Tahoe's Connection for Families as Treasurer since 2017, I have grown and stabilized a critical early childhood family resource we have here in Incline Village. My work with the government of Bhutan fueled and birthed sustainable sporting programs in mountain biking, trail running and baseball.

I am confident that my background will bring a useful and unique set of skills to the Board and to IVGID as a whole. My leadership and coaching style is one of a proactive listener that is comfortable constructively challenging. In teams, I am the integrator and bridge builder across

disciplines and leadership hierarchy. My fundamental passion is to help people and organizations grow into better versions of themselves. I look forward to doing that in the role as Trustee for the Incline Village General Improvement District.

Respectfully,

Tony Lillios

## **MERIT CRITERIA**

### **1. History of living in Incline Village and/or Crystal Bay, Nevada**

I moved full time to Incline Village in 2010 and have been a homeowner since 2012. I started my family here and have a 4 and 6-year-old. While some applicants have just arrived and some have been here much longer, my family really LIVES here as demonstrated by the deep use of the facilities. (see #3)

### **2. Available time and commitment to attend two board meetings a month. The availability to participate in District business**

If appointed, I would step down as my role of Treasurer for the non-profit Tahoe's Connections for Families to create more time. Also, as my kids are older now, they are in school and busy with activities which leaves me new time. Starting this school year, I have been able to attend more of the board meetings live rather than watching them on Livestream. I discussed with the Interim District General Manager that, if appointed, I would have weekly office hours on Mondays, so that on the weeks the board meets, I will have the time to review the packet and to make myself available to the public and the General Manager.

As an executive coach and investor, I have a flexibility with my schedule. Each of the Trustees I spoke with were very clear about the time demands and I am prepared to make that commitment.

### **3. History of community involvement and knowledge of community/public issues;**

Since my first born was little, I have been deeply involved in the communities of young families. As a volunteer, I have most notably spent my time supporting the early childhood family resource, Tahoe's Connections for Families (TCF). Beyond supporting the "day to day" and growth of TCF, I have co-organized events in the community such as Share the Love (bringing in world class speakers), Teddy Bear Picnic and the Fall Fest gala.

IVGID has a HUGE diversity of venues to manage in addition to the water, sewer and waste services it provides. It's one thing to talk about the issues from a high level but actually being a deep user of the District's venues gives me a perspective that is invaluable. I think it's important enough to clarify exactly how much individuals actually use the ALL the venues.

You can find my family and I taking lessons at the Tennis Center and skiing laps at Diamond Peak. At the beaches we are BBQ with friends, dancing to the bands on Wednesday and Fridays, enjoying drinks from the Barefoot Bar, climbing on the play structures, and using the field for Tball practice in the fall. We can be found swimming at Rec Center weekly, closing down Burnt Cedar pool from Spring until Fall, and doing laps along the buoy line at Incline

Beach. We use the playing fields and the playgrounds. We use IVGID programs and facilities to support our lives and learn new things from KidZone and Tiny Timbers to Tai Chi classes and golf putting lessons. We gather groups at the pump track or to walk (and clean) the trails. I co-organize the annual Teddy Bear Picnic community event at Aspen Grove and the Fall Fest gala at the Chateau.

Each of these venues has their own particular qualities and quirks. Some qualities make them special and some qualities, not so much. While it is critical to get feedback from the public and to work with what the venue managers offer, I think intimate knowledge of the venues is valuable in evolving our services.

In addition to being out in the community, I follow our very active local Facebook group and have been friends with the organizer, Al McDonald who strongly supports my appointment. Al and the Facebook group is a great resource for the pulse of what is going on in the community.

#### **4. Receive staff input**

For this you should speak to staff to get a true assessment. I have met with senior staff and all the Trustees and find that I have a very open path of communication with them. A small recent example would be when Interim General Manager received some feedback around the petition and asked for it to be changed, it was done in a matter of minutes.

#### **5. Ability to communicate effectively including writing**

As a CEO, Board member, and a professional certified coach, I communicate all day long. As to its effectiveness you would have to speak with my team members (some who have written recommendations). You could also judge effectiveness based on results. My companies have been featured on the Inc 500 Fastest Growing Private US company list several times and as high as #41. My largest company, Speck Products, the mobile case company, reached a \$150M in revenue and had 150 employees before it was sold.

#### **6. Willingness to obtain differing inputs, resolve differences, and act constructively**

This is hard to assess without speaking to others but I can bring up another recent example. After the Dec. 18<sup>th</sup> meeting when the IVGID board failed to appoint a replacement, several candidates and attendees with differing views stayed in the room to share our experiences with the breakdown in the process and how we could be more constructive going forward with the Washoe County Board. Sara Schmitz left the conversation because she viewed it as complaining. A few candidates have continued the conversation that eventually led to the Petition of asking for a transparent merit-based process. Recently, when Sara asked about why she wasn't included, I explained my reasoning and offered to bring her into the conversation we were having. She felt confident that no further action was needed to ensure a merit-based process would be used and assumed it would be as such.

**7. Strong interpersonal skills to handle concerns, challenges, frustrations, and/or issues that do/don't pertain to IVGID**

To use yet another recent example, I'm sure you can imagine how challenging this process could be on the applicant side of things from your own experience in campaigning. I am often faced with behaviors that range from simply unpleasant to unscrupulous to questioning their legality. I have kept my focus on the desired outcome (for IVGID to find a way to more collaboration and less partisanship) which has guided me well in keeping the discourse civil and productive even when it is "frothy".

**8. Leadership skills and demonstrated integrity**

Leadership is a skill I have been developing all my life and continue to do so. Just because you're "in charge" does NOT mean you are leader. I have evolved these skills over the years as a lifelong learner through my business groups EO and the annual Gathering of Titans conclave I have been a part of for 18 years. I recently went through the yearlong intensive Integral Leadership Program (ILP) with Stagen ([stagen.com](http://stagen.com)) and am now being certified to be a coach for them.

**9. Knowledge of public or private finance.**

While I do not have an MBA nor accounting background, I functioned as the CFO (and even the bookkeeper) in the early days of my companies. Once the companies were large enough to afford a Controller/CFO, I worked with them to produce the necessary reports. While GAAP standards were being used, I spent a lot of time on developing KPIs and dashboards that were valuable to me and to key team members. In terms of public finance, I am currently the Treasurer of a small non-profit I have been a part of since 2017.

## TONY LILLIOS

930 Tahoe Blvd #802-511  
Incline Village, NV 89451  
415.425.8003  
tony.lillios@gmail.com

### EDUCATION

- 1991 - 1992 **STANFORD UNIVERSITY, Stanford, CA**  
M.S. in Mechanical Engineering (Design)  
*General Motors Scholar*
- 1987 - 1991 **STANFORD UNIVERSITY, Stanford, CA**  
B.S. in Electrical Engineering (Controls)

### EXPERIENCE

- 2016 - Present **Aliva, Incline Village, NV ([lillios.com](http://lillios.com)), Owner**
- Executive coaching services for leaders and entrepreneurs
  - Commercial and Private lending and investment
- 2011 - Present **Nivana, Incline Village, NV, Owner**
- Residential Real Estate investments in single family homes in Solano County
  - Manage property manager for monthly rentals as well as occasional sales or acquisitions
- 2001 - 2014 **SPECK PRODUCTS, Palo Alto, CA ([speckproducts.com](http://speckproducts.com)), Co-Founder, Board Member**
- Founded and grew the case accessory leader in mobile markets to \$150M in revenue
  - Created new categories for cases including hard mobile phone cases and hard laptop cases
  - Sold a controlling share to the private equity group, VMG, in 2011. Sold 100% to Samsonite in 2014
  - From 2011-2014, I continued as a board member integrating new owners with the existing team
- 1996 - 2011 **SPECK PRODUCT DESIGN, Palo Alto, CA ([speckdesign.com](http://speckdesign.com)), Co-Founder, Board Member**
- Co-founded, led, and grew a world-class 70+ person, 6 office, multi-national, interdisciplinary design and engineering group
  - Responsibilities: individual contributor, project leader, sales, CFO, CEO and board member
  - Clients included: Apple Computer, Becton Dickinson, Cisco Systems, Coca Cola, Dell Computer, Juniper Networks, Logitech, Medtronic, Mitsubishi, Motorola, Nissan, Nike, and Volkswagen
  - Founded and sold 3 companies within Speck. SimpleDevices, MADE Products, and OPENTalent
  - Hired CEO in 2009 and sold the company to her in 2011
- 1992 - 1995 **IDEO, Palo Alto, CA ([ideo.com](http://ideo.com)), Design Engineer**
- Responsibilities ranged from detailed engineering through project management
  - Clients included: Apple Computer, Baxter Healthcare, Dell Computer, and Microsoft

### CERTIFICATIONS, AWARDS, ASSOCIATIONS, NOTEWORTHY ACCOMPLISHMENTS

- Certified Integral Coach® - New Ventures West - 2017
- Integral Leadership Program (ILP) – Stagen - 2015
- TEDxUniversityofNevada speaker – 2016 – “Integral Theory and the Path to Growth Beyond Goals”  
[tedxuniversityofnevada.org/speakers/tony-lillios/](http://tedxuniversityofnevada.org/speakers/tony-lillios/)
- Certificate of Appreciation – Washoe County - 2017
- Conceived, organized, raised funds and worked with the government of Bhutan for support and permits for the historic border to border human powered crossing of Bhutan in 2011
- Successfully raised money through Kickstarter to fund the production of the awarded documentary film “Crossing Bhutan” – [crossingbhutan.com](http://crossingbhutan.com) - 2016
- 5x on the Inc 500 list and as high as #41 in 2006 – America’s Fastest Growing Private Companies
- YEO/EO member – (Young) Entrepreneurs Organization – 1997-2004, 2019-present
- BOG (Birthing of Giants)/GOT (Gathering of Titans) – founding member – 2002-Present
- 12 Patents on 100+ products engineered

### PERSONAL

- Tahoe’s Connection for Families (TCF) Board and Treasurer 2017-Present
- Interests in triathlon, open water swimming, mountain biking, hiking, guitar, boating and sailing
- Completed 9 Ironman triathlons headed toward the World Championships in Kona
- 1<sup>st</sup> person to swim Crater Lake round trip