



If there is one defining word in Linda J. Roe's experience, it would be "development"—her role in developing a project, developing the dreams of her clients or the development of younger women in the industry.

Having worked in development for most of her career, Roe came to the gaming industry quite by circumstance. In the late '80s, the architecture firm Roe was with decided to pursue a new market: riverboat gaming. Sensing a great new opportunity, Roe quickly jumped in with both feet and began networking with the pioneers of this new industry.

Roe is now in her 21st year in gaming. "It was great fun, fast-moving and exciting in those early years," said Roe. "But my level of respect for this industry has deepened to recognize its significance as a powerful tool for economic growth."

Roe has been chosen as a Proven Leader. "What higher honor in this industry can a woman possibly receive than to be included in such an accomplished group as the Great Women of Gaming!" said Roe. "I'm truly grateful for the recognition and value its significance."

The award is one Roe attributes to the multi-faceted roles she has undertaken throughout her career. "Like anything else that is of significance, it didn't come overnight," said Roe. "There were many years of participating on various boards and committees, such as the G2E Advisory Board and my work with the NIGA Associate Member program, helping Native American tribes with their lobbying efforts in Washington, D.C."

That passion also manifests itself in Roe's work with her clients—in particular, Native Americans, whom Roe has found a special fondness for. "In 1992, I worked with my first Native American tribe in

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The Right People make IGT The Right Choice in gaming – people like Michelle Chatigny. Women at every level and in every department of IGT contribute to the success of our Company.

Congratulations to Michelle Chatigny for her recognition as a 2008 Great Women of Gaming Rising Star.

As IGT's Vice President of Compliance, Michelle helps ensure IGT is in compliance with gaming laws in all jurisdictions where the Company does business. She oversees the talented Product Compliance group and is responsible for the IGT's worldwide compliance efforts.



IGT thanks Michelle for her steadfast support of IGT. This recognition in achievement is well deserved, and The Right Choice.



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Wisconsin, designing their first casino," said Roe, "and found I had a heart for the struggle of the American Indian. From that point on, my professional work has grown in depth of sincerity and concern, with an earnest willingness to do all I can to impact the economic development of tribes."

So near-and-dear to her heart was that development, Roe joined Thalden-Boyd-Emery Architects almost 10 years ago, where she is now vice president of business development and client relations.

"I'm proud to be associated with an architectural firm who truly is committed to designing buildings that turn our clients' dreams into reality," said Roe. "Our mission is to empower Native America by designing projects to maximize the economic success of their gaming facilities; to ultimately assist the tribes in establishing true sovereignty through their own financial independence."

Roe points to her association with the firm's Barry Thalden and Chief Boyd as one of the professional accomplishment she's most proud of. "They are professionals who do what they say they will, both for their employees and for their clients," said Roe.

The other, she said, is "my relationship with the many tribal people across the country, for they have given me the reason to pursue helping them accomplish their visions."

In addition to realizing her client's dreams, Roe also serves as a mentor to younger women in the industry. She encourages those interested in pursuing a career in gaming to do the following:

- Study the past, so you can be an important part of the future, but keep focused on the present.
- Seek the knowledge and wisdom of elders in the business—

invite the counsel of those who have walked before you.

- Be open to new and innovative ideas, as there is more than one way to accomplish worthwhile goals.
- Continue to watch for new trends, but remember what has worked in the past by paying attention to and documenting your experiences.
- Watch other women in our industry; see who rises to the top and why.
- Never lose sight of your values and moral character—nothing is more important than the basic principles of respect, kindness, integrity and generosity to all.

At the time Roe pursued gaming, it was a man's world—she counts overcoming that as the biggest challenge of her career. She takes a "suit-up and show-up" attitude towards her work. "Just do the next best right thing with the information you have today. I believe that if I am willing to do that, God will take care of the rest."

In the future, Roe's goals are to deepen and expand her firm's growth and reputation with their existing tribal gaming clients, as well as develop new clients in the commercial gaming market; and personally, to deepen and expand her relationships in the gaming industry and beyond, as well as mentor younger women whenever possible. She most admires those who "do not lose sight of their own unique purpose in life, and do not grow weary in doing good for others, even knowing they may not be recognized for it or achieve personal gain." JP

# CONGRATULATIONS

## LINDA J. ROE

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