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Inspiring Career Growth at Las Vegas Sands

Las Vegas Sands is the world's leading global developer of Integrated Resorts, and was recently recognized in Forbes annual list of America's Best Employers. As one of the nation's most respected employers, our company is dedicated to its Team Members and providing a great working environment. In the US, we offer Team Members with opportunities to advance, a diverse and inclusive workplace, and outstanding benefits:

Market-leading medical, dental and vision plans available to all eligible Team Members

Company paid basic life and accidental death and dismemberment (AD&D) plans

401k plan with company match

Company paid employee assistance program

Discounted Legal program

Free on-site workout facilities

Two free meals per day, prepared by professional chefs

Tuition reimbursement plan

Professional, personal and developmental training programs through Sands Academy

Company subsidized on-site and off-site daycare

Paid time off

Free employee parking

IHG worldwide employee room discount benefit program

As the assistant chief of Facilities at [The Venetian](#) and [The Palazzo](#), Rick Walter is responsible for the maintenance of more than 7,000 suites, along with his team of 80 Team Members, whom he refers to as family. When Walter initially joined the team in 2010,

he was the director of PAD and reported to the vice president of facilities, which was atypical in his experience. However, he soon learned that working under the facilities umbrella had unexpected benefits as both PAD and facilities had responsibilities throughout the public space, and having a good working relationship and communication between both is essential.

“In my previous experience, there was a disconnect between the departments and lost opportunities to create a great experience for the guest,” he said. “Working with the Facilities team sparked an interest in wanting to learn more. I gained a huge respect for what the Facilities team accomplishes every day to maintain the property and wanted to be a part of it.”

Walter took the next step and asked to be more involved with meetings to learn more about what the Facilities department does. He notes the management team truly gave him the opportunity to grow and saw how his abilities and skillset could help the Facilities team.

“To understand how big of an impact the Facilities team had on me is to know my trajectory to this point. All the positions I have held up to 2016 when I began this journey has been with Hotel Operations, as a front desk agent, front desk supervisor, assistant executive housekeeper, hotel manager, and PAD director. It has not strayed me from my ultimate goal but has put me on a better path and will make me a better leader,” Walter said.

Reaching out to learn more has benefited Walter and his growth within the company. He said he is glad to be with a company that invests in its Team Members. Apart from his professional growth, Walter takes advantage of the on-site daycare, health coverage, volunteer opportunities, and continuing education courses. But, what he enjoys the most about working for the company is the working family he is part of.

“The people I work with have a passion for what they do and care about our product and how our guest experience is,” he said. “There are buildings up and down the Strip, but it’s the Team Members that separates us as the best.”