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the time is now

KRISTIN MCMILLAN
PRESIDENT & CEO

"A

s for the future, your task is not to foresee it, but to enable it." - Antoine de Saint-Exupery

Perhaps more than any other session, the decisions made during the 2015 Legislature will set the course for Nevada's future. While no one can accurately predict what is to come, the actions we can take today will better enable a strong future full of great opportunities. **Now** is the time to get things done.

The Las Vegas Metro Chamber, as the leading business organization in Nevada, is pressing the imperative that meaningful change and long-term solutions are necessary to advance the current and future needs of business and the community.

The Metro Chamber has established a solid set of legislative priorities that are essential to building a strong future for employers, employees and the entire state - you will read about them in this issue. To set a strong agenda, the Chamber has been working in close partnership with legislators, other business organizations and community leaders through the Southern Nevada Forum, as well as through statewide collaboration and other means. **Now** is the time to execute on that agenda.

So what's it going to take to enable a strong future? As the cover story "Why Now Matters" lays out, the time has come for solving problems. Yes, really this time - because the opportunity finally exists now to enact reforms and make meaningful, responsible and accountable investments in education and infrastructure needed for a bright future. **Now** is the time to build our bright future.

We, as business leaders, understand how essential a qualified workforce is to growing and expanding operations. Reforming

education at all levels and aligning curricula with the needs of employers are essential to training, retaining and attracting the most capable workers. We know that STEM education (science, technology, engineering and math) and Common Core Standards will better prepare students for the jobs of tomorrow. We've seen progress in improving achievement through English Language Learner programs, Zoom Schools and full-day kindergarten. **Now** is the time to continue reforming K-12 education.

Our current tax structure is unstable and will not be able to keep up with the current and future needs of our state. We've cobbled together short-term fixes that need to be revisited every two years. As a result, we have undermined the ability for businesses to plan ahead.

The Metro Chamber commissioned a report from the Tax Foundation to examine Nevada's current tax structure and make recommendations on how to assess the ability of various tax proposals to achieve long-term stability and economic growth. We need to do this assessment and reform our tax structure so that it provides for long-term stability, predictability and economic opportunity. **Now** is the time to fix our tax structure.

Taxpayers deserve to know that every revenue dollar is being maximized. Continuing to reform the Public Employees' Retirement System, as well as collective bargaining and prevailing wage, is important to ensuring that limited resources are being used efficiently and wisely. **Now** is the time to continue to make common sense reforms to government.

The longer we put off these decisions, the further behind we get and the harder it is for us to gain competitive, economic strength. Our peer cities and states are already acting fast - we cannot afford to sit back and do nothing. We have the opportunity. Let's act **now**.

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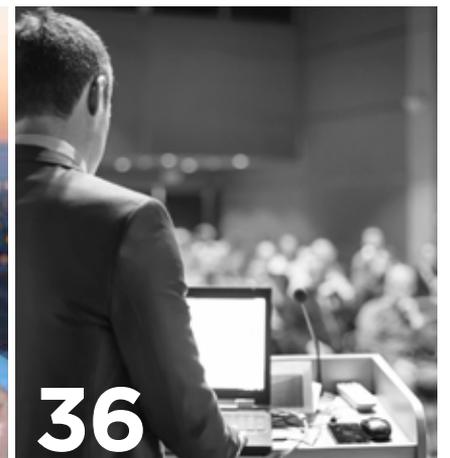
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Explore the latest and greatest in the Las Vegas marketplace by exhibiting at Business Expo, the Metro Chamber's popular, high-energy trade show, on Wednesday, June 10, 2015. Business Expo is a great way to boost your brand, get your name out to the Las Vegas business community and discover new products, services, technologies and offerings. With more than 150 exhibit booths and about 2,000 attendees, you'll meet new prospects, service providers and connectors for your business. Last year, booths sold out quickly for Business Expo, so act fast and reserve your discounted booth before March 31, 2015. Reservation forms are available at LVChamber.com.



u.s. congressman mark amodei to highlight top priorities at february 19 eggs & issues

Join the Metro Chamber, business leaders and elected officials for Eggs & Issues, an ongoing series that gives members the information they need to stay informed about issues on a federal level. February's Eggs & Issues will feature United States Congressman Mark Amodei, who will discuss the latest news to come out of Capitol Hill and how it's affecting the Southern Nevada business community. Eggs & Issues will be held on Thursday, February 19, at the Four Seasons Hotel Las Vegas, from 7:30 - 9:45 a.m. Tickets are \$40 for members, \$55 for non-members and \$400 for a table of ten. For more information on Eggs & Issues and to register for the event, visit LVChamber.com



make your mark and apply for leadership las vegas

Applications are now open for the Leadership Las Vegas, Class of 2016. Leadership Las Vegas is the premier executive development program in Southern Nevada that gives participants an opportunity to learn about the inner workings of the Las Vegas Valley, enhance their leadership skills, and join a network of leaders dedicated to improving our community. The program now has more than 1,200 alumni representing nearly every industry in Southern Nevada. For more information on Leadership Las Vegas and how you can apply for the incoming class, visit LVChamber.com/leadership-las-vegas or call Lisa Gough, program coordinator, at 702.586.3841.

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news you need



open enrollment for health insurance ends february 15

Sunday, February 15, 2015 is the last day of open enrollment, which means it's the last day that you can sign up for a health insurance plan. If you are confused about health insurance or you have questions about plans, feel free to drop by the Metro Chamber offices to get personal assistance and complete your enrollment from Chamber Health Options. Chamber Health Options is a simple solution where you can shop for coverage and get connected with a local agent. Set up an appointment with one of our Chamber Health Options representatives at 702.586.3889 or visit chamberhealthoptions.com.

engage in tax season 2015:

The IRS opened the 2015 tax filing season last month and has broadcasted some tips to get prepared. Filing electronically is the most accurate way to file a tax return and the fastest way to get a refund. There is a taxpayer bill of rights that states each and every taxpayer has a set of fundamental rights they should be aware of when dealing with the IRS, including the right to be informed and the right to privacy. Other tips include charity deductions including rules for giving, required records necessary and regulations on monetary donations. For more tips on the 2015 tax season, visit irs.gov.

small businesses drive US job recovery

The Bureau of Labor Statistics reported that the U.S. economy added 321,000 jobs in November. That's 57 consecutive months we've added jobs – the longest employment growth streak since America started keeping track. This new trajectory is attributable to the success of America's entrepreneurs and the resurgence of our nation's small businesses. About 7 million of the 10.9 million jobs we've added back were created not by large corporations, but by startups and small enterprises. For more information on small business, or to learn how the Small Business Administration can help your business become part of this story, visit sba.gov.

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etro Chamber members can now save on waste and recycling service needs through an exclusive benefit with Republic Services. Republic Services works hard to meet the

waste and recycling needs of Las Vegas and can assist you no matter where you do business. This exclusive promotion is offered only to Las Vegas Metro Chamber members and includes two money saving options. The industrial waste and recycling dumpster rental benefit includes free delivery on the first dumpster with a range of dumpster sizes. For more information on this benefit, contact lmujica@republicservice.com. The commercial waste and recycling dumpster rental benefit includes one-month free service with a range of dumpster sizes. For more information on this benefit, contact RSSNCustomerService@repsrv.com.



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GOVERNMENT AFFAIRS AND PUBLIC POLICY



metro chamber pushes for policies to stabilize economic climate

CONGRESS REAUTHORIZES TRIA

In January, the House of Representatives and the U.S. Senate passed a six year reauthorization of the Terrorism Risk Insurance Act (TRIA). The reauthorization of TRIA has been a federal priority for the Metro Chamber and Southern Nevada's business community. The Metro Chamber supported the reauthorization of TRIA because it is a significant piece of business legislation in regards to economic development and job creation. The reauthorization of TRIA will continue to provide financial stability, accessibility and affordable insurance rates to businesses to Las Vegas and to cities across the nation.

The Metro Chamber appreciates and thanks Senator Harry Reid, Senator Dean Heller and Nevada's House members for their leadership and efforts to ensure the passage of this bill in the first days of the 114th Congress.

This comes on the heels of other major federal priorities for the

Metro Chamber being enacted in Washington, including the designation of Tule Springs as a national monument and the reauthorization of Brand USA, a program marketing the United States as a travel destination abroad.

TAX REPORT RELEASED

Last month, the Metro Chamber released the executive summary of the report on Nevada's tax structure from the Tax Foundation, a national tax policy organization, commissioned by the Metro Chamber. We outlined the report's early findings and recommendations for improving the tax structure in Nevada. Now, we are pleased to share with you the full, finalized report.

The report, based in part on discussions with business and civic leaders across the state, found that Nevada's current tax structure is not stable, predictable or transparent. The current system generates inconsistent levels of revenue, creates difficulties in taxpayer compliance and singles out certain industries for special taxes.

Overall, it has become increasingly unworkable, and may have the effect of jeopardizing Nevada's competitive positioning vis-à-vis other states.

Still, there are reasons to be optimistic. The report concludes that principled and effective tax policy can be achieved by fixing the current structure and broadening the tax base. Through recommended reforms, Nevada can achieve a stable tax system that would be viable for the long term.

The report's core principles—that tax policy should encourage stability, transparency, simplicity, and neutrality—are the basis of the Metro Chamber's tax reform efforts in the 2015 legislative session.

The full report is available on the Metro Chamber's website at lvchamber.com.

STATE LEGISLATURE TO CONVENE

The Nevada Legislature will gather February 2, 2015, in Carson City to begin its 78th Session. As statute limits the session to 120 days, the regular session will conclude on June 1, 2015.

THE RUNDOWN TO BE DISTRIBUTED WEEKLY

While the legislature is in session, the Metro Chamber's Government Affairs e-newsletter, *The Rundown*, will be distributed every Friday containing important information and updates on the legislative session, with special attention paid to the Metro Chamber's legislative agenda. You can read more about the legislative agenda in this month's cover story.



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newsfeed

The Metro Chamber and the *Las Vegas Review-Journal* welcomed state legislators and community leaders for the inaugural NewsFeed Breakfast series. Moderated by the Review-Journal's Glenn Cook, state leaders, including Senate Majority Leader Michael Roberson, Senate Minority Leader Aaron Ford, Speaker of the Assembly Designee John Hambrick and Assembly Minority Leader Marilyn Kirkpatrick, highlighted the topics for discussion in the upcoming legislative session. For the full video of NewsFeed, visit LVChamber.com. (Photos by Jeff Scheid/*Las Vegas Review-Journal*)



southern
nevada forum

State Legislators, business leaders and community members convened at City Hall to discuss ideas, policy issues and priorities regarding the future of Southern Nevada at the Southern Nevada Forum. Legislators and key speakers addressed the significance and development of bills that are moving forward during the 2015 legislative session. To commit to getting involved in Southern Nevada, visit southernnevadaforum.com.

WHY NOW MATTERS

Nevada is at a crossroads that will determine the success or failure of the next fifty years. Our public education institutions are in desperate need of improvement and our decades-old, patchwork tax structure is becoming increasingly unworkable and jeopardizing Nevada's status as a leading place to do business. Our region is below capacity in industry sectors such as healthcare, manufacturing and information technology. And our roads and infrastructure are underdeveloped, making it harder to connect businesses with customers, transport goods and services and take full advantage of economic synergies.

Much rests on decisions that will come out of the 2015 Legislature. Over the past several years, the Metro Chamber, as well as many others, have convened and engaged in deep discussions on how to fix these problems. Consensus has been reached by many on what our priorities need to be and how we can best implement solutions. While progress has been made in past legislative sessions in some key areas, we need to do more than simply nip around the edges – now is the time we need to make significant changes with the long-term in mind.

Fixing problems now, reforming education now and implementing policies that will lead to the growth of good jobs now. These things matter.

The Legislature will have 120 days to rework the existing foundation into a model that creates the conditions necessary to improve results in the near and long term. If these reforms are delayed any longer, there will be more missed opportunities to improve performance and quality of life. For every biennium we delay in passing meaningful reform, we waste millions of dollars in tax revenue, time and human potential that cannot be recouped.

Nevada is our home. As the state's leading business organization, the Las Vegas Metro Chamber is committed to pushing for thoughtful, meaningful reforms to significantly improve the state's education systems, stabilize the tax structure and create efficient systems of governance. We are at a critical juncture in time. The actions we take now – or choose not to take – will determine the economic success or failure of the entire state for the next 50 years. These pressing issues deserve and require attention at the 2015 legislative session. We cannot afford another two years of delay.

ADDRESSING TOMORROW'S WORKFORCE NEEDS IN TODAY'S CLASSROOMS

Nevada needs a future workforce that has the skills and knowledge capacity to take on the demands of good paying jobs in the global economy. Businesses in the state are public education's number one customer—they need smart, capable individuals who graduate from high school and are college and career ready.

The graduates from the state's public schools will be expected to have an increasing number of skills that equip them to deal with rapidly improving technological systems. With access to information as common and easy as connecting to the Internet, state schools must focus on providing students with critical thinking and problem solving abilities.

This is why the Metro Chamber has supported the adoption of the Nevada Academic Content Standards based on Common Core,

more funding for English Language Learner programs (ELL), science, technology, engineering and math (STEM) education and rewarding teachers by recognizing progress and achievement they are producing in the classroom.

Common Core standards teach students the information they need to be successful in tomorrow's economy, bridging the looming skills gap. Prior to Common Core standards being implemented in Nevada, it was estimated that the state's workforce would be able to fill fewer than 70 percent of future jobs, meaning businesses would not have access to a workforce that would allow them to maintain and grow in our state.

The standards are designed to reduce remediation at the collegiate level, saving students and schools time and money. They also create uniformity among state standards, reducing class redundancies and positioning the students who move into Nevada for the most success.

The Metro Chamber will press to ensure that Common Core standards remain in place to give Nevada's students the best chance at success and produce graduates who will be ready for good, higher paying jobs that make our region competitive with the rest of the world.

In addition, businesses in tomorrow's economy will need employees who are more than proficient in STEM. This is why the Metro Chamber partnered with the Lincy Institute and the Brookings Institution to produce a blueprint to help implement STEM curriculum in Southern Nevada. The report assessed the region's existing infrastructure and lays out a comprehensive plan to increase STEM curriculum in school districts.

The implementation of this plan is a major priority for the Metro Chamber in Carson City. The skills gained from teaching a STEM-focused curriculum are well documented and becoming increasingly relevant. STEM jobs at all levels pay, on average, more than non-STEM jobs, which means STEM



education lifts the future quality of life and economic opportunities for students.

Improving the quality of education means designing a system that attracts the most capable teachers into the lowest performing classrooms, where they can make the biggest impact. The Metro Chamber is strongly committed to implementing a pay for performance program to incent the best teachers into those classrooms, tying performance with pay. This will help close the achievement gap in Nevada's schools and match the brightest individuals with the students who have the most potential to improve.

Continued support for our lowest performing students is essential, and the Metro Chamber has pushed for targeted reforms to do just that. Some of the measures adopted in 2013, such as increased funding for ELL and Zoom Schools, are already making a positive difference in results. Providing additional support for ELL and Zoom Schools is a smart, targeted way to efficiently deploy the state's resources to gain ultimate achievement by maximizing underdeveloped student potential.

These policies and reforms represent the best way to improve the schools in Clark County, and raise the education results of the entire state.

TRANSFORMING HIGHER EDUCATION

Fixing our K-12 schools is only one part of transforming education. Nevada's community colleges, state colleges and universities must also be structured, funded and aligned with industry to produce the skilled workforce that is essential to attracting and growing businesses, thereby optimizing the economy.

That's why the Metro Chamber is supporting funding for the University of Nevada, Las Vegas (UNLV) to pursue designation as a Tier 1 Research Institution from

the Carnegie Institute. This funding will contribute resources toward the hiring of new professors, many of whom will focus on research that leads to innovation that can be commercialized, spurring local economic growth and contributing to the university's bottom line.

WHILE PROGRESS HAS BEEN MADE IN PAST LEGISLATIVE SESSIONS IN SOME KEY AREAS, WE NEED TO DO MORE THAN SIMPLY NIP AROUND THE EDGES — NOW IS THE TIME WE NEED TO MAKE SIGNIFICANT CHANGES WITH THE LONG-TERM IN MIND.

Tier 1 designation will increase UNLV's competitiveness and help attract the best and brightest to the school—students and faculty alike. It will also help round out UNLV's program offerings and improve the departments that offer skills that are critical to the success of tomorrow's economy. This is essential to securing Southern Nevada's place in the global economy. Businesses go where they can readily access the resources they need - particularly trained workers with the right skills. Importing highly proficient workers to Nevada in a global economy is extremely difficult and puts our region in a significant competitive disadvantage.

We need a higher education system that, at all levels, is aligned with the needs of industry so employers are able to pick from a homegrown pool of talented individuals eager to stay and contribute.

Another significant area of economic opportunity is medical education and growing the state's healthcare capacity. Las Vegas is the largest metropolitan area in the United States without an allopathic medical

school, a fact which contributes to an under developed medical industry. The Lincy Institute estimates that Southern Nevada's medical economy is performing at only one-third of its highest potential. This raises profound concerns on a number of levels.

First, as our population continues to grow, the demand for medical providers will increase. A UNLV School of Medicine would help to generate more healthcare providers that we need. In addition, developing an allopathic school of medicine at UNLV will help attract the most promising and talented students to Las Vegas to receive their medical degrees and transition into practice in our community. This will be a major improvement in the quality of life to the people who call Las Vegas home, and also will assist the business sector in producing the type of workers needed to get the medical economy performing at its full potential. And finally, allopathic medical schools attract research dollars that can help create innovation and major advances in medical science.

For these reasons, the Metro Chamber will work closely with the legislature to secure from the state the necessary amount of startup funding to build a school of medicine at UNLV.

ADOPTING A 21ST CENTURY TAX STRUCTURE

For too long, Nevadans have been laboring under a tax system that is inequitable, overly complex, unstable, unpredictable and not transparent. The Metro Chamber will seek to adjust existing tax policy to create a system that is transparent, stable, simple and neutral.

The current tax structure is out of date and made up of a patchwork of small and quick fixes that are not conducive to long term economic stability. Unless significant reform is passed, we will continue to suffer the consequences of revenue



inconsistencies that are caused by poor design. This will inhibit business planning, curtail expansion and create uncertainty in the delivery of essential government services such as education, public safety, infrastructure development and human services. Nevada needs a tax system that reflects today's economy, with a broad-based structure that can adapt to changes in the future.

To that end, the Metro Chamber commissioned a study of Nevada's tax structure from the Tax Foundation, a national tax policy organization, to evaluate the current system and make recommendations for improving its structure.

The report, based in part on discussions with business and civic leaders across the state, found that Nevada's current tax structure is not stable, predictable or transparent. The current system generates inconsistent levels of revenue, creates difficulties in taxpayer compliance and singles out certain industries for special taxes.

The report's conclusions were clear: if not addressed soon, our increasingly unworkable tax structure will jeopardize Nevada's business competitiveness and limit the ability of the state to appropriately fund its obligations.

Still, there are reasons to be optimistic. The report concludes that principled and effective tax policy can be achieved by fixing the current structure and broadening the tax base. Through recommended reforms, Nevada can achieve a stable tax system that would be viable for the long term.

The Metro Chamber will pursue a better tax policy for Nevada's residents and businesses that promotes revenue stability, and one that is transparent, broad-based, easy to understand and comply with, and does not target specific industries.

Reforming the tax structure is one piece of responsible reform that will benefit all Nevadans now and for years to come.

DESIGNING GOVERNMENT THAT WORKS

After many years of discussion, the time has come to address critical flaws to the Public Employees' Retirement System (PERS), prevailing wage laws and collective bargaining practices that are unfair to taxpayers.

The system is one of the most generous public employee retirement systems in the nation. It is also the state's largest unfunded liability, with some estimates as high as \$40 billion. Allowing PERS to continue without reform will cause financial instability for the state, as well as its ability to provide services upon which we all depend. If allowed to continue without reform measures, the current liabilities resulting from PERS obligations will continue to place additional pressure and spending constraints on future budgets and threaten retirement funding for its own participants. Sustainable reform is needed now—not only because it

is responsible fiscal policy, but also to protect the promises made to individuals receiving and depending upon future PERS benefits.

The Metro Chamber is committed to ensuring that all current public employees who are vested in PERS have their agreements honored by the state, but seeks to change practices for new hires to bring the state's retirement system in line with practices that exist in the private market and reforms that have been adopted by other states.

These reforms have been successfully implemented in other regions. The current system must be reformed to be responsible and sustainable into the future, to ensure that current and future public employees have access to reasonable benefits that recognize their contributions to our community.

THE ACTIONS WE TAKE NOW – OR CHOOSE NOT TO TAKE – WILL DETERMINE THE ECONOMIC SUCCESS OR FAILURE OF THE ENTIRE STATE FOR THE NEXT 50 YEARS.

Prevailing wage laws hobble the ability of local governments to improve and create new public works within reasonable budgets that represent a responsible use of taxpayer dollars. The method by which prevailing wage is calculated in Nevada needs to be reformed in a manner that brings it in line with practices that exist in the region.

The Metro Chamber will work toward redefining the system in a way that produces prevailing wages that more closely approximate the actual wage for work being done on similar projects by people with similar skills. Fixing this will restore integrity to the system and maximize tax revenues so that monies can be spent more responsibly on new

infrastructure projects that will make our region more competitive and create more jobs.

Collective bargaining is another area that needs to be reformed to protect taxpayers. The current process lacks transparency, encourages brinkmanship rather than good-faith and reasonable negotiation. It also gives out-of-state arbiters the decision making authority, rather than elected officials who can be held accountable by taxpayers.

Nevada is one of only a handful of states that has a statute that guarantees secrecy during contract negotiations that happen on the public's behalf. Further, collective bargaining laws force arbiters to select the last best offer made by either side, encouraging each party to submit increasingly unreasonable offers and limiting the ability of arbiters to produce contracts that are responsible and fair.

This slate of reforms is ambitious, but necessary. Many of these issues are things that the Metro Chamber has raised and talked about for many years. Now is the opportunity to take action. If we do not fix these issues during the 2015 Legislature, it will be increasingly difficult to do so in the future. The impact of not fixing them grows exponentially as each legislative session comes and goes.

NOW is the time to fix our schools so that every student has the education necessary to succeed and thrive.

NOW is the time to transform our increasingly unworkable tax system into one that is fair and able to produce long term revenue stability.

NOW is the time to invest resources into the assets that businesses and our community need to grow. Higher education, a UNLV School of Medicine, improved and expanded transportation assets all will contribute to economic and job growth, diversify the economy and expand our industrial base.

These changes are not far-reaching or complex, but their impact will be enormous. They are achievable, measured and targeted. They represent smart reforms designed to produce the maximum impact. They are common sense solutions that will leave Nevada in a stronger position to produce results in higher education, transportation, infrastructure and economic development. They will improve the quality of our educational institutions, create an educated workforce with the skills necessary to compete in tomorrow's economy and ultimately drive economic diversification.

Other states and jurisdictions are on the move to implement these same types of policies. Our state cannot and should not be left behind. **NOW IS THE TIME TO GET IT DONE.**

IN THE LOOP

Stay connected during the 2015 legislative session.

Paul Call:

A biweekly telephone conversation where the Metro Chamber's Vice President of Government Affairs, Paul Moradkhan, will highlight the major topics and pressing issues coming out of Carson City. Open to President's Club and Government Affairs Committee members.

The Rundown Legislative Session Edition:

A weekly e-mail with an overview of all the highpoints and discussions taking place during the legislative session. E-mails will be sent out to all participating members.

For more information on these programs, contact Ryan Hamilton at 702.586.3815

in the know

ENSURING EVERY DOLLAR COUNTS

BY PAT SKORKOWSKY,
SUPERINTENDENT OF SCHOOLS

R

Recently, several of our community's most respected business leaders joined Clark County School District Trustee President Linda E. Young and myself to announce a new public/private partnership that will shine a light on how we can most effectively use district funds.

Our goal is to provide a greater value to students, employees and taxpayers.

As Nevada's third-largest employer, with the largest government budget in the state, it is reasonable to expect people to ask us about how our money is spent. Transparency matters.

That's why - working closely with our board of trustees - we created an "Open Book" website to allow anyone to look at how every dollar of our budget is spent. You can see it at ccsd.net/openbook. We have been asked to present this work to school districts around the nation.

Now, it's time to take it to the next step toward fiscal transparency and accountability. A Superintendent's Executive Advisory Committee composed of trusted business and community leaders is developing tools to ensure every dollar counts in the Clark County School District.

Leading the charge with me is Hugh Anderson, chairman of the Las Vegas Metro Chamber of Commerce Government Affairs Committee. Also joining me as co-chairmen were Brent Husson from Nevada Succeeds and Glenn Christenson from the Las Vegas Global Economic Alliance.

This work has not been easy, but it is first-of-its-kind among school districts around the nation. Some other education leaders around the country are looking at return on investment and value, but we believe we are the first school district to team with local business leaders to use their skills and expertise and take a hard look at our budget.

Three subcommittees looked at three different areas - the return on investment of district programs, district departments and individual schools. You can read the subcommittee reports at ccsd.net/dollarscount.

We are still testing the tools and frameworks we developed through these subcommittees, but we are already starting to make budget decisions based on the recommendations of the subcommittees, and we are working toward a program-based budget in the future for our \$2.3 billion budget.

Ultimately, we want to set the stage for a conversation about focusing taxpayer funds in education.



If the community knows we are focusing our money where it counts, they will be more likely to support education. We have an ambitious legislative agenda going into the 2015 session: full-day kindergarten for all students, a rollover of our bond to build new schools and renovate older ones, an expansion of the Zoom School program, and a change to our state's education funding formula.

I'm tired of being the "fastest-growing school district in the nation." I want to be the fastest-improving district in the nation.

It can't happen in a vacuum. This is OUR school district with OUR community's students. We all know that we cannot thrive economically without an educated workforce. That's why I appreciate the commitment from Mr. Anderson, the Metro Chamber and others who are working so closely with our school district's leaders on this topic.

This is not a minor change - it is a cultural overhaul in a very large organization. I know we can do it, and I appreciate the support we have had from the community.

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make my life so easy!

- Heather

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what's happening

PLACES TO BE. PEOPLE TO MEET. THINGS TO KNOW. IN **FEBRUARY**

february chamber connections

Join this established dedicated leads group made up of professionals from a variety of industries. Limited openings available; call for space availability.

5:30 – 7:00 p.m.
See website for details on locations.

Tuesday, February 3
Tuesday, February 17

how to register:

Visit LVChamber.com and
click on the Events Calendar.

Call 702.641.5822.

3

TUESDAY, FEBRUARY 3 CHAMBER VOICES TOASTMASTERS

Become a better speaker and a more effective presenter by joining Chamber Voices Toastmasters. Open to all members.

10:45 a.m. - Noon

**Las Vegas Metro Chamber of Commerce
575 Symphony Park, Suite 100**

\$54 every six months. Guests always complimentary.

3

TUESDAY, FEBRUARY 3 K-12 EDUCATION POLICY COMMITTEE MEETING

The K-12 Education Policy Committee is a forum for members to learn and engage on issues important to primary and secondary education in Clark County and throughout the state. For more details about this meeting, please visit the Chamber Event Calendar on our homepage.

3:30 – 5:00 p.m.

**Las Vegas Metro Chamber of Commerce
575 Symphony Park, Suite 100**

Complimentary for members and their guest.

9

MONDAY, FEBRUARY 9 VEGAS YOUNG PROFESSIONALS TOASTMASTERS

The VYP Toastmasters group is for all members to aid in the development of speaking, presentation and leadership skills.

6:30 – 8:00 p.m.

**Las Vegas Metro Chamber of Commerce
575 Symphony Park, Suite 100**

Complimentary for guests

\$60 to join, \$36 every six months.

Sponsored by: Chamber Health Options, Cox, UnitedHealthcare and Wells Fargo.

17

TUESDAY, FEBRUARY 17 CHAMBER VOICES TOASTMASTERS

See February 3

00 - CHAMBER EVENT

00 - VYP EVENT



19

**THURSDAY, FEBRUARY 19
EGGS & ISSUES FEATURING
U.S. CONGRESSMAN MARK AMODEI**

Congressman Mark Amodei will be the featured speaker at Eggs & Issues on Thursday, February 19 at the Four Seasons Hotel Las Vegas. Congressman Amodei will make remarks and participate in a Q & A session. Eggs & Issues, a program designed to connect members with key policymakers, is a breakfast forum held in a town hall-style setting. Giving Chamber members exclusive access to the public officials who represent the state's interests at the national level, Eggs & Issues is an affordable way to engage elected officials on the subjects that impact the Southern Nevada business community.

7:30 - 8:00 a.m. Registration
8:00 - 9:00 a.m. Program
Four Seasons Hotel
3960 Las Vegas Blvd. South
\$40 for members, \$55 for non-members
\$400 for a table of ten
Sponsored by: CenturyLink, Chamber Health Options, Porter Gordon Silver, Sunrise Hospital, Southwest Gas and Touro University.

24

**TUESDAY, FEBRUARY 24
MORNING MINGLE**

Learn how to maximize your Chamber membership by attending this breakfast series hosted by the Chamber Prospectors, who will give firsthand accounts of how they used the Chamber to build their business.
7:30 - 8:00 a.m. Registration & Networking
8:00 - 9:30 a.m. Program
SpringHill Suites by Marriott
2989 Paradise Rd.
Complimentary.

24

**TUESDAY, FEBRUARY 24
TRANSPORTATION AND INFRASTRUCTURE
POLICY COMMITTEE MEETING**

The Transportation and Infrastructure Policy Committee provides members the opportunity to engage on issues relevant to transportation networks and infrastructure development in the region. For more details about this meeting, please visit the Chamber Event Calendar on our homepage.
3:30 - 5:00 p.m.
Las Vegas Metro Chamber of Commerce
575 Symphony Park, Suite 100
Complimentary for members and their guest.

25

**WEDNESDAY, FEBRUARY 25
CUSTOMER SERVICE EXCELLENCE
BREAKFAST**

The Las Vegas Metro Chamber of Commerce and the Las Vegas Convention & Visitors Authority thank all of our nominees for their dedication to great customer service at our Customer Service Excellence Recognition Ceremony.
7:30 - 8:00 a.m. Registration & Networking
8:00 - 9:00 a.m. Program
Cashman Center
850 Las Vegas Blvd. North
Complimentary for nominees and their guests.
Platinum Sponsors: Chamber Health Options, Wells Fargo, *Las Vegas Review-Journal*
Gold Sponsors: Boyd Gaming, Cox, Office Depot, Southwest Gas, Sunrise Hospital, Southwest Airlines
Media Partner: Channel 13

**WEDNESDAY, FEBRUARY 25
BIG WIG LUNCHEON**

Myron G. Martin, CEO of The Smith Center for the Performing Arts
11:30 a.m. - 1:00 p.m.
The Smith Center for the Performing Arts
361 Symphony Park Avenue, Las Vegas, NV 89106
Online: \$25
Sponsored by: Chamber Health Options, Cox, UnitedHealthcare and Wells Fargo.

**MARK YOUR CALENDAR:
TUESDAY, MARCH 17
NEWSFEED**

Panel discussion on K-12 Education Reform
7:30 - 9:00 a.m.
The Four Seasons
Cost: \$40 in advance \$50 at the door

should you consider a self-funded health insurance program for your company?



Y

ear after year health insurance premiums for fully insured plans increase. Many employers find themselves facing difficult decisions such as having to select less robust plans or requiring employees to pay a higher percentage of the insurance premium. Employers cringe when they receive their annual health insurance renewal rates. Is there a good option for keeping costs down and rate increases stable?

The answer is yes. There is now good news for employers. New options for small, mid-sized and large companies have been developed. In the past, only large corporations were self-insured and were able to assume their own claims' risk. However, now businesses with as few as 10 enrolled employees can choose secure, predictable health insurance options that will save them significant money, stabilize the inevitable premium increases they are facing year after year with their current fully insured insurance plans, and take back control of their bottom line. These new self-insured products provide rate predictability, risk security as well as fixed monthly payments.

The Las Vegas Metro Chamber of Commerce has recently added two new health insurance product offerings for its members:

Anthem Balanced Funding (for employers with 10-250 enrolled employees)

- Choice of several quality Anthem Blue Cross Blue Shield plans
- Money-back savings potential when claims experience is better than expected
- Savings on premium tax and health care reform taxes
- Predictable, fixed monthly payments
- No deficit carry-forward
- Coverage included for claims "run out"
- A cap placed on financial responsibility providing protection from risk

The Chamber Group Captive (20-1000 enrolled employees)

- Choice of quality insurance plans and coverage
- Significant premium cost savings for qualifying applicants
- Refunds of unused claim dollars
- Tailor-designed plans to meet the employers' needs
- Collectively assume risk with other companies with healthy employees

- Premiums, reserves and the process for establishing each are determined upfront before an employer or participant joins the group captive
- No ex-post facto surprise that the budgeted premium expense was not enough and more money is due.
- Backed by Nationwide Insurance to cover exposure to risk

Chamber members are not stuck with their current plans through the next renewal period. They can make changes to their health insurance benefits at any time, so cost savings can take effect right away.

For more information, call Chamber Health Options at 702.586.3889. A Chamber member broker will answer your questions and help you determine the best solution for your company and employees.

INDIVIDUALS

For members and non-members to purchase individual plans

- Available at your convenience. Visit ChamberHealthOptions.com
- One stop shopping to research your plan choice and potential subsidies

NEED PROFESSIONAL ASSISTANCE?

Chat online or call 855.676.6863
Monday-Friday, 8-5 PST

2-10 EMPLOYEES

Small group or individual plans

- Available at your convenience. Visit ChamberHealthOptions.com
- Convenient Factfinder and Group Census forms to help guide your decisions: chobusinessservice@chamberhealthoptions.com

NEED PROFESSIONAL ASSISTANCE?

Chat online or call 855.676.6863
Monday-Friday, 8-5 PST

10-50 EMPLOYEES

Small Group or Anthem Balanced Funding

SMALL GROUP

- Available at your convenience. Visit ChamberHealthOptions.com
- Convenient Factfinder and Group Census forms to help guide your decisions: chobusinessservice@chamberhealthoptions.com

ANTHEM BALANCED FUNDING

- Las Vegas Metro Chamber member discount
- Contact Chamber Health Options at 702.586.3889

50-500 EMPLOYEES

Anthem Balanced Funding or Chamber Group Captive

ANTHEM BALANCED FUNDING

- *Las Vegas Metro Chamber member discount*

CHAMBER GROUP CAPTIVE

- *Exclusive to Las Vegas Metro Chamber members*

**CONTACT CHAMBER HEALTH
OPTIONS AT 702.586.3889**

spotlights

(B) Jeff Dyck

Founder and CEO - Local Exclusive Offers

Jeff Dyck has spent the last eight years working in digital marketing, having developed and built his own loyalty program. Dyck has now ventured into the mobile marketing space with Local Exclusive Offers (LEO). After successfully beta testing for 18 months, LEO launched into the Las Vegas market place in June of 2014. It has already proven to be a winner by securing over 1,500 retailers in and around Las Vegas and is currently expanding into 32 other major US markets in 2015.

(A) Jesse Bethke

COO - Smart Software Solutions

Jesse Bethke is a dynamic software technologist. As the COO and major shareholder in Smart Software Solutions, his vision and leadership have helped catapult the company's expansion into multiple locations across the country. Jesse holds two degrees and over a decade of experience leading robust and complicated software development projects for Federal, State and commercial clients domestically and abroad. Jesse spearheaded the expansion into the Las Vegas Metro area and leads a team of 60 engineers building great software.



(D) Suzy Saline

President - Safari Interiors

Suzy Saline is the President of Safari Interiors. Since 1980, Suzy has also founded and continually operated three successful woman-owned businesses. Her work experience includes extensive roles in operations, finance, and new business start-up. Suzy is a proud member of NAPW (National Association of Professional Women).

(C) Paul Brandt

VP Customer Account Management Group - SolarCity

Based in Las Vegas, Paul Brandt is the VP Customer Account Management Group for SolarCity. Paul leads teams focused on customer care, business processing, utility relations, training and quality. Paul's focus is the highest quality of customer service, project execution and innovation. Prior experience includes: Southwest Airlines (Dallas, TX), General Motors (Detroit, MI), PricewaterhouseCoopers Management Consulting (Southfield, MI), and EDS. He also served as an Honorary Professor at The Wharton School, where he guest taught on a variety of subjects.

president's
club

Lisa de Marigny
President and CEO –
**Mark Trave Corporation/
Nevada Coaches, LLC d.b.a.**
Showtime Tours

Lisa de Marigny leads a team that is driven by wellness, integrity, innovation, relationship and profit. Showtime operates an environmentally-friendly airport shuttle and charter bus business. Lisa is a graduate of Penn State University and has held various transportation leadership positions over the last 25 years. She serves on two community association boards and has earned the Dedicated Community Association Leader (DCAL) designation from Community Associations Institute (CAI).

Douglas Cooper
President and Founder –
Trubelo Development

Doug Cooper is the Founder of Trubelo Development and author of the coming of age novel Outside In, winner of the 2014 International Book Award and USA Book News Award for Literary Fiction. In addition to the creative success, Doug is a resilient business developer, innovative supply chain manager, and certified Project Management Professional (PMP®) with over 15 years experience in developing and executing value-based selling strategies and initiatives in the Americas, Europe, Asia, and Oceania.

West Allen
Partner –
Lewis Roca Rothgerber

West Allen focuses on intellectual property litigation. He represents clients in federal courts on patent, trademark, copyright, and related issues. He served on the U.S. District Court District of Nevada Local Rules Committee and is the principal author of the District of Nevada Local Rules of Practice for Patent Cases. As a former National Board of Director for the Federal Bar Association and its current Government Relations Chair, Allen works with federal courts, judges and lawyers nationwide on jurisprudential issues.



Paul Green
Campus Director –
University of Phoenix

Paul Green joined the University of Phoenix in 1997 at the Utah campus where he served as Operations Manager, Director of Finance and Director of Business Development for the Utah Southern learning centers. In 2003, Paul launched a start-up campus in Spokane, Washington where he was campus director for 10 years and now oversees the Las Vegas Campus. Paul earned his Bachelor's degree in Finance from the University of Utah, and a Master of Business Administration degree from the University of Phoenix.

Edward J. Domanico
Director of Environmental
Affairs – AET Environmental

Edward J. Domanico is Director of Environmental Affairs for AET Environmental, a leading and highly credentialed provider of environmental and industrial services, hazardous waste handling and remediation in Nevada. Domanico is responsible for AET's regional strategic marketing policies, as well as expanding the company's operating capability throughout the state and in the region. Domanico brings more than 22 years of environmental experience to this role as an industry leader in developing environmental policies and executing programs to shape environmental excellence.

Fafie Moore
President/Owner –
Realty Executives of Nevada

Realty Executives of Nevada is repeatedly ranked the No.1 woman-owned business in the Business Press Las Vegas Book of Lists. Fafie Moore, past chairman of the Las Vegas Chamber of Commerce Board of Trustees, serves on the boards of Service 1st Bank, FIT for an Independent Tomorrow and numerous positions within the Greater Las Vegas Association of Realtors and Women's Council of Realtors.

executive
level

north las vegas



THE APEX INDUSTRIAL AREA

BY MAYOR JOHN LEE
CITY OF NORTH LAS VEGAS

A

As many of you know, I entered public service to take on difficult challenges and find solutions to nagging problems. Getting the Apex industrial area ready for business has been one of the biggest challenges facing our region for almost two decades. Developing the land presents the classic chicken or the egg dilemma: we can't install utilities until businesses are building and businesses can't build until the utilities are installed. Solving the Apex dilemma began by breaking the problem down into manageable pieces, creating the game plan and then executing the plan beginning with establishing why it matters.

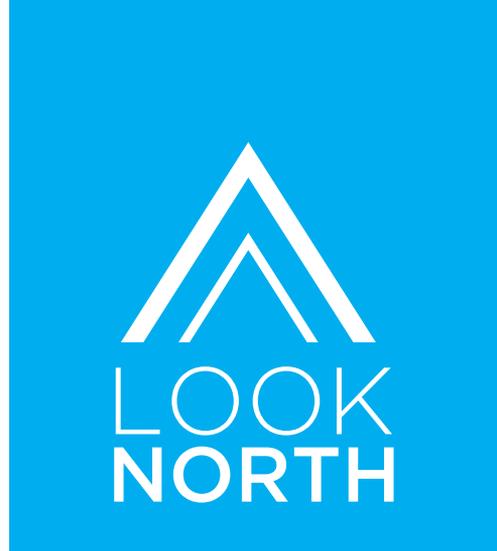
Apex is a game changer for our entire region. We asked our local partners at Brookings Mountain West to do an economic impact analysis on what Apex means to our region. Dr. Robert Lang and Dr. Jaywon Lim found that developing the 18,000 acres could result in more than 116,000 full time jobs and produce an economic impact of more than \$198 billion over a 20 year period which includes more than \$13.4 billion in city and state tax revenues!

The next step was tackling the power problem. Although there is plenty of electricity in the lines criss-crossing the area, it is not ready for consumption. When the medical marijuana industry descended on our region we saw an opportunity to leverage this exciting industry and incentivize NV Energy to install the necessary substations and infrastructure to solve the power problems at Apex.

The production process of marijuana does not use much water, but consumes lots of power. Our staff and council developed and passed ordinances creating a "green zone" that incentivized new businesses to locate out at Apex. These efforts succeeded in attracting 32 new businesses to Apex and NV Energy is now building the substations and infrastructure needed to make power available to the area by August 15 of this year. After strategically solving the power problem, we focused on solving the water problem.

Solving this problem began by quietly securing all the easements needed to run the 18 mile pipeline. Then, once again we saw an opportunity and seized it. On September 11, 2014 Governor Sandoval signed a historic tax package that provides qualifying businesses the biggest tax breaks in Nevada history. After carefully considering the language of the bill, I realized we could creatively apply the bill's language to Apex.

The bill allows our City Council to create an economic diversification district. The bill states if a business or businesses located within the district are engaged in a common purpose or business endeavor they are



able to receive historic tax incentives and abatements if they make a capital investment of \$3.5 billion over a 10 year period.

The bills central premise is the requirement for the enterprise to support the State's plan for economic development. We worked with Dr. Lang, one of the primary authors of the state's plan for economic development, to develop a systematic way to define the bill's "common purpose" requirement to ensure it is consistent with the legislature's intent to have a more balanced and diversified economy.

Our plan is simple. Get all 18,000 acres hooked up and ready for business by taking a small percentage of land off the tax rolls! We will set aside 700 acres and create an economic diversification district to entice businesses to Apex that are willing to privately finance the construction of the \$150 million dollar water line. It is great public policy to use the tax incentives of this bill to induce private dollars to develop a public waterline to open the other 90 percent of Apex for businesses.

I am excited to announce that our efforts to attract private sector dollars to develop Apex is off to a great start. The multinational development and construction company LedCorp has entered into an agreement with the City to do the financial feasibility analysis on the pipeline to Apex for \$1.00. This company will invest over \$150,000 on preliminary engineering and design work to identify the exact cost of the waterline with the intent of providing the private financing needed to build the infrastructure.

There are positive signs in our economy, and our efforts and investments to attract businesses to our region will not be impeded if Apex is ready and open for business.

GET AHEAD. GET CONNECTED.
GET YOUR BOOTH.

LAS
VEGAS
METRO
CHAMBER OF COMMERCE

**EARLYBIRD
SPECIAL***

SAVE \$100
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business **expo**

JUNE 10, 2015

LVChamber.com or 702.641.5822

*Earlybird special through March 31, 2015

member news

PRESIDENT'S CLUB MEMBER | EXECUTIVE LEVEL



upcoming events

Houldsworth, Russo & Company will host a Breakfast Briefing "How to Leverage Your Most Valuable Asset: Your Talent!" on Thursday, February 5. Professional Certified Coach and HRC Principal Karen Durkin will present the top ten ways to get the most out of your staff. Breakfast will begin at 7:30 a.m. at the HRC offices on 8675 S. Eastern Avenue. For more information and to register, visit trusthrc.com.

The University of Nevada Cooperative Extension is hosting the Chefs for Kids Dinner and Auction-Mangia Italiano! - on Saturday, February 21, at the Paris Hotel and Casino. The evening's Legacy Award honors Tom and Barbara McDonald and the Corporate Award honors the Brown Blankfeld Group, both for their ongoing support of the program. For tickets and registration, visit chefsforkids.org.

St. Rose Dominican Health Foundation will hold its 58th annual Recognizing humankindness celebration-formerly Mardi Gras Ball- to commemorate its 58th year on Saturday, February 28, at the Mirage Resort and Casino. The event honors special members in the community and raises funds for the foundation. For more information, call 702.616.5762 or visit supportstrose.org/events.

Nathan Adelson Hospice is hosting its 4th Annual Dog Bed & Blanket Drive to help keep animals warm this season. Through February 28, 2015, community members can donate new or gently used items to all Southern Nevada locations. For more information, call 702.733.0320.

announcements

National Licensing Services manager Serina Choi has been named to the Clark County Business Development Advisory Council by the Board of County Commissioners.



Snell & Wilmer expanded its Las Vegas office by naming Taylor Anello, Brian Blaylock and Sherry Ly as new associates at its firm.

PoolAndSpa.com announced the 2014 top 10 award winning brands for swimming pools, swim spas and hot tubs. For a complete list of winners, visit poolandspa.com.



Fisher & Phillips, LLP elected Anthony Golden as partner in the firm. Golden has worked at the firm since February 2010.

Heritage Surveying appointed John Forsman, PLS as senior project surveyor. Forsman brings more than 30 years of land surveying and mapping experience, specializing in commercial, residential, hospitality, governmental and infrastructure projects.



Kolesar & Leatham appointed legislative professional Bryan Gresh to lead its full service government affairs affiliate, Kolesar & Leatham Government Affairs, LLC. Gresh has decades of political and legislative consulting and advocacy experience.



Holland & Hart LLP elected Bradley Boodt to a three-year term on the firm's Management Committee. The committee oversees the management and strategic direction of the entire law firm.

The Las Vegas Metro Chamber of Commerce is proud to provide members with a place to publish their current announcements. Email news items to pr@lvchamber.com or fax to Public Relations at 702.735.0320.

congratulations

Author and **Trubelo** founder Doug Cooper won his second award from USABookNews.com when his book *Outside In* won USA Best Book for Literary Fiction.

Express Employment Professionals named recipient of the Best of Staffing Diamond Award by Inavero.



Jolley Urga Woodbury & Little announced that David Malley, a partner at the firm, received Martindale-Hubbell's® AV Preeminent® highest Peer Review Rating™ in the areas of litigation, business law, and commercial law.

Sean Fellows of **The Rogich Communications Group** was named a member of the inaugural class of Presidential Leadership Scholars.

community service

Express Employment Professionals held a fundraising event that featured the Express Clydesdales to benefit the Children's Miracle Network. Over the past 20 years Express nationwide has raised over \$4.2 million for the hospitals.

wheeling and dealing

Marc It Share, LLC relocated to Las Vegas to better partner with businesses and build sustainable business models by aligning strategy, people and processes. The new offices are located at 623 Chervil Valley Drive.

Commercial Executives Real Estate Services represented a company in the lease of office space located at 6830 W Oquendo. The sale is valued at \$1,087,700.

Greenberg Traurig reinforced its depth of coverage across Asia with the opening of a new office in Tokyo, Japan. The Tokyo office is the firm's third in the region.

City National Bank provided Ear Nose & Throat Consultants of Nevada with construction financing to build a new state-of-the-art surgery center in the southwest part of Las Vegas. When completed in early 2015, the new facility will total approximately 13,500 square feet.

Steinberg Law Group relocated its offices to a larger space located at 4270 S Decatur Ste. B10. The firms' expansion will help them cater to a growing client-base.

HELP US HELP YOU.

The Metro Chamber's Government Affairs team works diligently with business leaders and policymakers at all levels of government to ensure employer-friendly policies are at the forefront of impactful discussions and decisions. The Metro Chamber relies on **BizPAC**, its Political Action Committee, to guard Nevada's competitive business climate.

BizPAC is funded by the generous contributions of Metro Chamber members and allows the Government Affairs team to advocate on behalf of your business by:

- Helping elect business-friendly policymakers
- Working to pass laws that protect business
- Ensuring your interests are kept in front of elected officials

BIZPAC

LAS VEGAS METRO CHAMBER OF COMMERCE

BizPAC's number one priority is to protect the way Metro Chamber members do business.

To learn more about supporting **BizPAC**, please contact Maisie Rodolico at mrodolico@lvchamber.com or 702.586.3846.

ribbon cuttings

CELEBRATING BUSINESS GROWTH

To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email gallen@lvchamber.com



CRITICAL NURSE STAFFING, INC.

Critical Nurse Staffing, Inc. commemorated its grand opening, located at 1050 E. Flamingo Rd., Ste. W146. Licensed and enrolled with the Department of Labor since 2006, it delivers professional in-home nursing care to qualified beneficiaries under the Energy Employees Occupational Illness Program and Radiation Exposure Compensation program. Call 877.259.9001 or visit cnscares.com.



BOOT BARN

Boot Barn, America's largest Western and work store, announced its grand opening located at 2315 Summa Dr. in Downtown Summerlin with dignitaries and Metro Chamber volunteers. Call 702.228.2306 or visit bootbarn.com.



UFC GYM-GREEN VALLEY

UFC Gym-Green Valley celebrated its grand opening with family, friends and Metro Chamber volunteers. It is located at 2265 N. Green Valley Pkwy. Call 702.558.9999 or visit ufcgym.com/greenvalley.



ALL KINDS OF INSURANCE

All Kinds of Insurance celebrated its new location and networking mixer, "Business After Five," with family, friends and community partners at 5455 S. Durango Dr., Ste. 145. All Kinds of Insurance is a full service insurance agency, offering all lines of insurance products. Call 702.534.4697, visit allkindsofinsurance.com, FB [AllKindsOfInsurance](https://www.facebook.com/AllKindsOfInsurance).



NEVADA BENEFITS CORPORATION

Nevada Benefits Corporation celebrated its 20-year anniversary by providing volunteers to help provide community service at the YMCA, located at 4141 Meadows Ln. Nevada Benefits Corporation, located at 9505 Hillwood Dr. Ste. 100, is a local, affordable, independent insurance and financial services team. Call 702.258.1995 or visit nevadabenefits.com.



PARAMOUNT RESIDENTIAL MORTGAGE GROUP

Paramount Residential Mortgage Group (PRMG), located at 6280 W. Spring Mt. Rd., celebrated its new location and Chamber membership. As a privately held mortgage banker and residential home lender, PRMG has successfully helped thousands of homeowners purchase and refinance their homes across the United States. For more information call 702.250.5698 or visit jmiller.prmgapp.com.

SPONSORED BY:



PC - President's Club

EL - Executive Level

\$ - Chamber Member Discount



PC EXPRESS EMPLOYMENT PROFESSIONALS

Express Employment Professionals commemorated its grand opening at 101 S. Rainbow Blvd., Ste. 17 with dignitaries, family, friends and the community. The festivities included wagon rides with the Express Clydesdales, photo opportunities and donations for a local charitable organization. Call 702.476.6262 or visit expresspros.com.

BLUEOCEAN WORLDWIDE

BlueOcean Worldwide, located at 4795 Nevso Dr., announced its grand opening and open house. Blue Ocean Worldwide's Las Vegas facility offers digital print production with top quality color management. Its spacious 21,000 square-foot facility is large enough to perform vehicle wraps in environmentally controlled space, ensuring the finest installations possible. Call 702.896.5779 or visit blueoceanww.com.

CHILDREN'S ADVOCACY ALLIANCE

Children's Advocacy Alliance commemorated its new offices, located at 5258 S. Eastern Ave., with board members, government officials and dignitaries. Call 702.228.1869 or visit caanv.org.



MUSCLE MAKER GRILL LAS VEGAS

Muscle Maker Grill Las Vegas proudly announced the grand opening of its Centennial Hills location. The company is located at 5765 Centennial Center Blvd., and specializes in its takes on traditional American food. Call 702.379.5043 or visit musclemakergrill.com.

THINIQUE MEDICAL WEIGHT LOSS

Thinique Medical Weight Loss announced the grand opening of its newest location at 5705 Centennial Center Blvd., Ste. B20. The grand opening marks the third Thinique in the Las Vegas area, fueling the growth of the Ft. Worth based medical weight loss company that provides physician-supervised weight loss programs and low testosterone therapy. Call 702.389.4010 or visit thinique.com.

LOW T CENTER

Low T Center is proud to announce the grand opening of its Summerlin location, located at 331 N. Buffalo Dr. The physicians at Low T Center exclusively diagnose and treat men with low testosterone. Call 702.998.8510 or visit lowtcenter.com.

member to member

NEW EMPLOYER HEALTHCARE MANDATES YOU NEED TO KNOW

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he Affordable Care Act employer mandate (a requirement that certain employers with 100 or more full-time equivalent employees provide medical coverage to their employees or pay a tax penalty) kicked in on January 1, 2015. Fennemore

Craig offers top considerations about the employer mandate for your business:

1. Three transition rules apply in 2015. The first rule exempts employers with fewer than 100 full time equivalent employees (FTEs) in 2014 from the employer mandate in 2015. Any employee who works 120 hours or more in a month counts as one FTE. If they work 60 hours in a month they count as half an FTE. In 2016, the employer mandate applies to employers that have 50 or more FTEs in 2015.
2. The second transition rule for 2015 is that employers subject to the employer mandate only need to offer minimum essential coverage (MEC) to 70 percent of their full-time employees. For this purpose, any employee who averages more than 30 hours per week during a month is considered a full time employee. In 2016 this 70 percent threshold goes up to 95 percent.
3. The third transition rule is that if an employer fails to offer MEC to 70 percent or more of its full time employees, and even one of those employees gets subsidized coverage in Nevada's health insurance exchange (nevadahealthlink.com) or in the federal health insurance exchange (healthcare.gov), the monthly penalty of \$167 is imposed for each full-time employee you have in excess of 80.
4. The coverage you offer your employees needs to be "affordable" and provide "minimum value." Coverage is "affordable" if the employee's cost of employee-only coverage is less than 9.5 percent of the federal poverty line, or less than 9.5 percent of the employee's rate of pay for the month. Coverage provides minimum value if the policy pays at least 60 percent of the cost of medical services for a standard population of claimants.
5. If you do not offer "affordable" "minimum value" coverage, the monthly penalty is \$250 for each full-time employee who gets subsidized coverage in the exchange.
6. You should keep meticulous records of each offer of coverage and of the hours worked by each person to whom you do not offer coverage. This could become critical evidence to prove you complied with the employer mandate. There are ways to minimize your exposure to penalties, by designating certain measurement and stability periods in accordance with the final employer mandate regulations. This can be very helpful in preventing employees to whom you do not offer coverage from ever being considered full time employees for purposes of the employer mandate.
7. The IRS won't begin assessing employer mandate penalties until well into 2016, after your employees have filed their tax returns. Designate measurement and stability periods now and keep meticulous records to avoid accruing penalties. Employer mandate penalties are not tax deductible.
8. It is more important than ever to get expert legal counsel before restructuring your workforce. If you reduce employees' hours or terminate their employment to avoid the employer mandate, you risk being liable for retaliation under the Affordable Care Act law.
9. In 2015, the Supreme Court will decide a case that might prohibit the IRS from providing individual subsidies for coverage purchased in the 36 states that have federally run exchanges. While Nevada does not have a federally run exchange it is using the healthcare.gov for 2015 enrollment, therefore the Court's decision could affect Nevada or cause the employer mandate to collapse entirely.

Lynn Fulstone is an attorney with Fennemore Craig and practices in the areas of health care law and commercial transactions. She represents health care and insurance clients before the Nevada State Legislature and regulatory agencies. Contact Lynn at lfulstone@fclaw.com or 702-791-8245. To learn more about Fennemore Craig, visit www.fennemorecraig.com.

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member insights

HOW ARE INNOVATION AND CREATIVE THINKING CULTIVATED IN YOUR ORGANIZATION?

InCorp truly feels that our teams have the best, most creative and innovative ideas since they work with our clients directly. We have our Evolution Box and email address to encourage open communication and submission of the next great ideas that will help InCorp continue to evolve.

[Gayle Clauges, Communications Director, InCorp \(A\)](#)

Creating an entrepreneurial spirit in an organization requires a fresh perspective on failure. Rather than failure being a final destination, we view failure as an essential part of the journey. There isn't failing, only a failure to try.

[Evan Green, Founder, LVIP Dining \(B\)](#)

Singles In The City cultivates innovation and creative thinking by practicing our mission of using offline connections to create real and lasting relationships. The Singles In The City founders embrace technology, however, what makes us unique is we make it a point to have frequent face-to-face meetings with each other, as well as our business partners.

[Araxie Grant, Co-Founder, Singles In The City \(C\)](#)

I work diligently to rethink all the traditional notions about how a law practice is run and find innovative and efficient ways to serve clients. I encourage my staff to do the same and we pride ourselves on not bearing much resemblance to a traditional law firm. We consistently

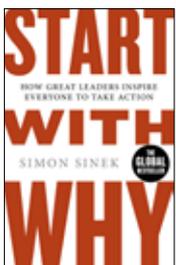


discuss new ideas in team meetings and are very open to giving most ideas the old college try. An openness to trying new ideas inspires everyone in the organization to get creative and propose new and better ways to do business.

[Gina Bongiovi, Corporate Consigliere, Bongiovi Law Firm \(D\)](#)

add these to your queue

BOOK



START WITH WHY
by Simon Sinek
[Evan Green, LVIP Dining](#)

APP



TRIP ADVISOR
[Dani Hill, Segway Las Vegas](#)

BUSINESS NEWS



KNPR
[Johnny Juadines, Wadbod Fitness](#)

“LEADERSHIP AND LEARNING ARE INDISPENSABLE TO EACH OTHER.”

- John F. Kennedy

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vegas young professionals

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big wig
lunchtime

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11:30 a.m. - 1:00 p.m.
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for the Performing Arts
361 Symphony Park Avenue,
Las Vegas, NV 89106

Register at VegasYP.com.

Cost is \$25.



speaking of connections

Shawn Cunningham, Owner & Director of Sales, Cunningham Group, RE/MAX Advantage

2014 was a great year for me, and my business. One of the big reasons why was Vegas Young Professionals Toastmasters.

A little background — I made the decision to join Toastmasters in 2013, and it took me six months to actually attend a meeting. I never had a real public speaking fear, though I'm not particularly good at it. My issues were more with interconnecting with strangers in a group environment. This is ironic, as I meet strangers one-on-one or one-on-two for a living, but in groups, it's tougher for me. I also have struggled for years to find a solution to a big problem for young professionals in a town like Las Vegas: a way to meet other people like me that doesn't involve hanging out at a bar.

It's a 25-minute drive for me from Henderson, but it's a no-brainer to come to every meeting downtown. Regardless of any fears, logistics or time, the people that attend our meetings make attending a no-brainer. We have such an eclectic and high-level group of people, it's really the first, second and third reason to attend Toastmasters beyond growing as a public speaker.

Our Vegas Young Professionals chapter is in Downtown Las Vegas - at The Smith Center. What a cool place to be. There are dozens of Toastmasters chapters. Ours is somewhat unique in terms of its youth and a more free wheeling nature (relatively speaking). We have everyone from startup entrepreneurs to those climbing the corporate ladder to powerhouse speakers and all in between. Why should you come?

Maybe it's an abject fear of public speaking. We certainly have help for that. Maybe you want to connect with other people like you and want to do it in a high level setting? Maybe you need to practice a pitch in front of a group of peers and get real feedback from an attentive audience.

Speaking of feedback, it's the bedrock of Toastmasters. Every speaker gets it. The whole meeting itself gets feedback at the end. We don't believe in pats on the back for the sake of being nice, but a pat on the back and a push forward, to be better.

A quick window into what happens: our Toastmasters meetings always begin with an introduction for all guests and members (only members can be a speaker, outside the introductions and at the end of the meeting), followed by explanation of roles and Table Topics (a fun impromptu speaking session), usually three prepared speeches (the meat of the meeting), peer evaluations of the speakers, and an evaluation of the meeting itself. Sometimes after the meetings a group might go hang out downtown, though that's completely informal.

If you want to make 2015 a year to get better and meet more fellow professionals, come join us at a meeting. The 2nd and 4th Monday of each month at the Las Vegas Chamber of Commerce at The Smith Center.

Visit vyp.toastmastersclubs.org for more information.



fusion
mixer
@
the sayers club



Young professionals from around the city kicked off what promises to be another wonderful year of relationship-building and connection-making at The Sayers Club at SLS for VYP's first Fusion Mixer of 2015. Light music and a stunning view combined to provide guests with the perfect atmosphere to start the year off right by building partnerships and gaining insight into the new year.

the final word

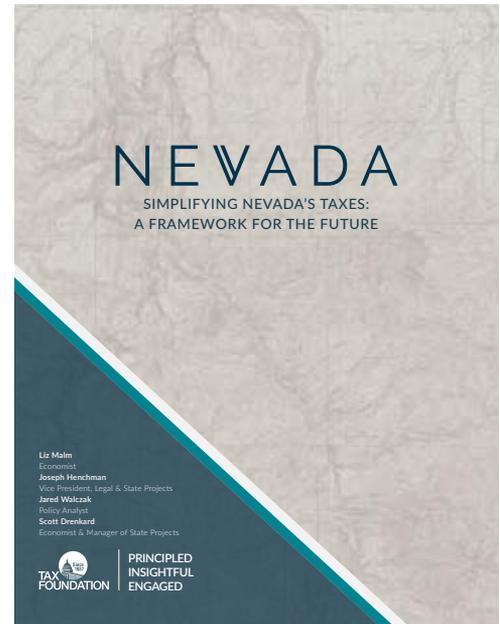
JANUARY ACCOMPLISHMENTS

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he Metro Chamber is focused on providing members with the resources they need to grow and create jobs, as well as working with our strategic partners to champion public policies and initiatives that will help our economy and community thrive. Here is what the Metro

Chamber accomplished for you in January:

- Successfully advocated for Congress to approve legislation to reauthorize the Terrorism Risk Insurance Act (TRIA) for six more years, promoting stability and economic development.
- Launched NewsFeed with the *Las Vegas Review-Journal* that featured state legislators highlighting the 2015 legislative outlook and giving insight into this session's top priorities.
- Co-hosted the Southern Nevada Forum where state legislators and community leaders discussed Southern Nevada Priorities and progress of the bills that are moving forward during the 2015 legislative session.
- Saved Metro Chamber members time and money through our new Enterprise and National Rental Car Benefits, which include enrollment in programs and one-time reservations.
- Released the full report by the Tax Foundation with analysis and recommendations for long-term stability of Nevada's tax structure and, if implemented properly, would provide our state with more dependable revenue sources.
- Co-hosted the City of Las Vegas' State of the City where Mayor Carolyn Goodman and the City Council provided highlights of 2014 and shared expectations for 2015.
- Co-hosted the City of North Las Vegas' State of the City where Mayor John Lee discussed the future of North Las Vegas and his top priorities for this year.
- Joined with Superintendent Pat Skorkowsky and other business leaders at a press conference highlighting the "Every Dollar Counts" initiative to produce more ROI within school budgets.



- President & CEO Kristin McMillan and Chairman Bob Brown represented the Las Vegas Metro Chamber members at Governor Sandoval's State of the State address in Carson City.
- Partnered with Brookings Mountain West and the Lincy Institute at UNLV to host the "Investing in Our Children's Future" forum to focus on the progress and results of providing an adequate education for K-12 students in Nevada.

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Four Seasons Hotel Las Vegas
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11:30 a.m. – Noon: Check-In & networking
Noon – 1:00 p.m.: Luncheon program

\$50 – Members
\$60 – Non-members
\$500 – Table of ten

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FEBRUARY 2015

EGGS & ISSUES



**U.S. CONGRESSMAN
MARK AMODEI**

February 19, 2015

7:30 - 9:00 A.M.
\$40: MEMBERS
\$55: NON-MEMBERS
\$400: TABLE OF TEN

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