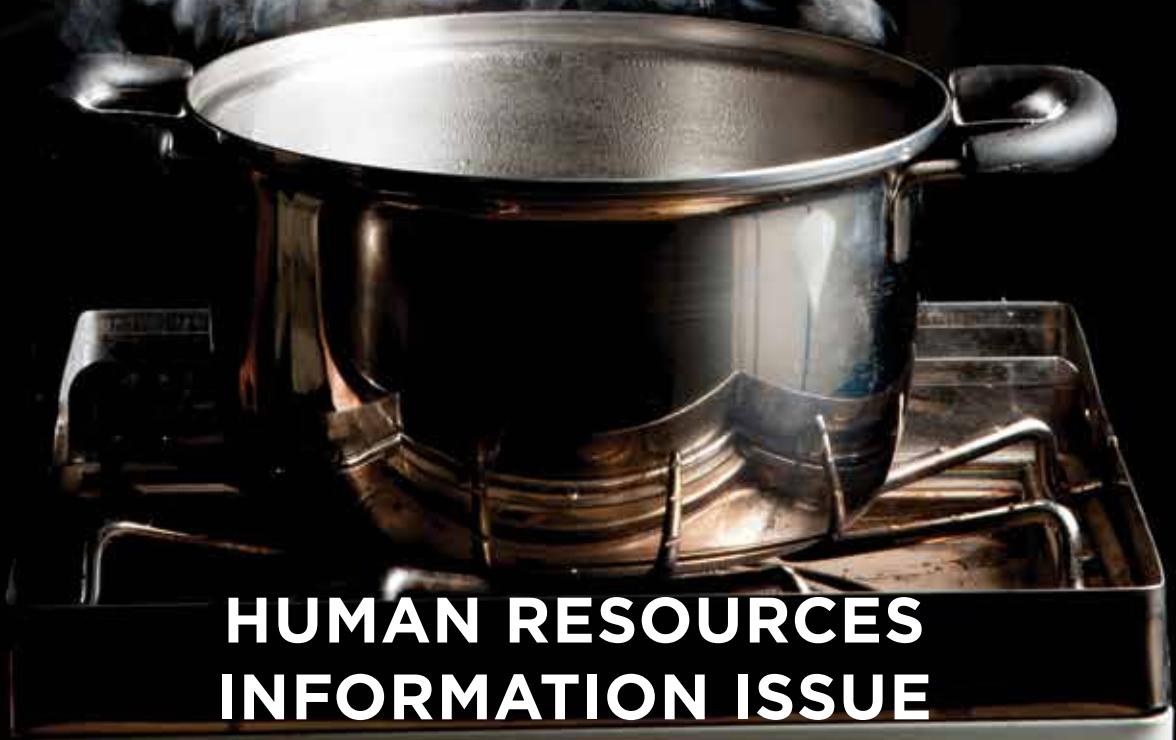


Business Voice

LAS VEGAS METRO CHAMBER OF COMMERCE | LVChamber.com | NOVEMBER 2015

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Your Most Important Assets

**KRISTIN MCMILLAN
PRESIDENT & CEO**

Y

our employees can make or break your business. Employees are often your front line for customer service. Oftentimes, they are the first experience your customers have with your business – and can be your greatest strength with the impression they make. Which is why, when it comes to employee relations, you need to be engaging with and nurturing this most important asset.

“...a dynamic work environment requires that you are frequently engaging with your employees...”

Rewarding those employees who help create customer loyalty is one critical way of doing so. But besides that, a dynamic work environment requires that you are frequently engaging with your employees in other ways and making sure to comply with human resources laws, rules and regulations which can often be tricky to navigate and time consuming. Research shows that managers at all levels spend a significant amount of time on employee relations and HR matters. Just stop and think about how much time you are spending in this area and the stress that HR issues can sometimes cause.

Knowing the time and stress these matters can consume, we have assembled some best practices (and identified some common mistakes) related to human resources management. This issue is packed HR information and news that may help you: knowing when to classify someone as an independent contractor versus an employee, creating a solid employee handbook, knowing what you can and cannot ask during a job interview, and understanding employer accommodation obligations, just to name a few. You will also want to stay tuned as the Metro Chamber rolls out some new on-line resources in the coming months specifically geared towards managing your business' HR compliance needs.

Back to rewarding your employees for excellent customer service, don't forget that the Las Vegas Metro Chamber is a great resource for that. Through the Chamber's free Customer Service Excellence program, your business can make sure that its best employees are recognized by not only you but, also, our community at large. So I invite you to join us on November 13, at the Orleans Hotel and Casino, as the Las Vegas Metro Chamber, in partnership with the Las Vegas Convention and Visitors Authority, presents the annual Customer Service Excellence Luncheon. During this celebratory event, we will recognize individuals who continually to go above and beyond to provide superior customer care. I look forward to seeing you there as we express gratitude to our most important assets – people in our organizations who are on the front line for customer service and, through their extraordinary dedication and service, help our community shine.

For more information on the Customer Service Excellence program, visit lvchamber.com/cse or call 702.641.5822.

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Business Voice

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 Publisher
- Cara Clarke**
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INSURANCE & BENEFITS AT A GLANCE



MEMBER NEWS



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Chamber News



U.S. Congressman Cresent Hardy Engages Business Community at November 10 Eggs & Issues

Join the Metro Chamber, business leaders and elected officials for Eggs & Issues, the Metro Chamber's popular breakfast series that gives members the information they need about issues at the federal level and an opportunity to interact with policymakers. November's Eggs & Issues will feature U.S. Congressman Cresent Hardy in his first address to the Metro Chamber. He will discuss the latest news on Capitol Hill and how it's affecting the Southern Nevada business community. Eggs & Issues will be held **Tuesday, November 10**, at Texas Station from 8:00 - 9:30 a.m. Tickets are \$40 for members, \$55 for non-members and \$400 for a table of ten. President's Club members are invited to participate in a roundtable discussion with Congressman Hardy immediately following the breakfast. For more information and to register for the event, visit LVChamber.com.

Gain Business Insight and Information at Preview Las Vegas

Preview Las Vegas, the Metro Chamber's annual business conference and trade show, gives you the insight and information you need to be an informed and effective leader in business. As an exhibitor, Preview provides access to network with nearly 2,000 business professionals and executives empowered to make purchasing decisions. It is an ideal opportunity to showcase products and services, boost brand recognition and create opportunities for business in 2016. Preview Las Vegas will be held **Friday, January 29, 2016**, at the Thomas & Mack Center - Cox Pavilion, from 7:00 a.m. - 1:30 p.m. For more information, including tickets and exhibitor registration, visit PreviewLasVegas.com or call 702.641.5822.

Honor Outstanding Employees at the Customer Service Excellence Luncheon

Celebrate the outstanding customer service stars in Las Vegas at the annual Customer Service Excellence Luncheon. Join the Metro Chamber and the Las Vegas Convention and Visitors Authority as they honor employees who have been recognized multiple times throughout the program year and give special recognition to the Customer Service Excellence Person of the Year. Come celebrate those individuals who give excellent customer service and make our city a better place to work, live and visit. The luncheon will be held **Friday, November 13**, at 11:30 a.m. at The Orleans Hotel & Casino. For more information or to register, visit LVChamber.com.

What's In Store for 2016? Find Out at the Annual Installation Luncheon

Join the Metro Chamber as John Guedry, CEO of Bank of Nevada, is sworn in as the chairman of the 2016 Board of Trustees. Guedry will share what's to come for the Metro Chamber and the Southern Nevada business community in the coming year, and highlight how the Metro Chamber is continuing to protect, promote and create opportunities for businesses in Nevada. This luncheon is an opportunity to connect with Metro Chamber leadership and gain insight into what you, as a Metro Chamber member, can expect for 2016. The luncheon is **Thursday, December 17**, at The Cosmopolitan of Las Vegas, from 11:30 a.m. - 1:00 p.m. For more information or to purchase tickets, visit LVChamber.com or call 702.641.5822.

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Enrollment in mPowered Commercial is offered on a first-come, first-served basis. Learn more by calling 844.296.4528, emailing mPoweredCommercial@nvenergy.com or visiting nvenergy.com/mPoweredCommercial.

Open Enrollment is Here!

November 1 marks the beginning of open enrollment, which means updates to health coverage plans for employers and their employees. This also means new requirements and updates coming out of the Affordable Care Act, effective January 1. For more information on the new ACA requirements and competitive, ACA-compliant health plans for any size business, call Chamber Insurance & Benefits at 702.586.3887. Members can also view a webinar on the ACA in 2016 by logging into the Members Only Portal at LVChamber.com.

Get Inside Vegas with the LVCVA's New GEOVEGAS Map

The Las Vegas Convention and Visitors Authority launched GEOVEGAS, the first ever 60-degree online tour inside Las Vegas. The map takes you to a variety of locations around the city where visitors can check out VIP suites, exclusive venues and Vegas' stellar restaurants. It's a step-by-virtual-step walk through of all the must-see Las Vegas locations. This tool is a great opportunity to find out where you might want to eat, stay, relax or do business. Anyone on the site can favorite locations, choose new journeys and view recommendations. For more information and to use this tool, visit geovegas.lasvegas.com.

Small Business Saturday

GET THE BEAT ON
THE BIGGEST DAY
OF THE YEAR FOR
SMALL BUSINESS!

A

merican Express' flagship small business initiative, Small Business Saturday, will take place **Saturday, November 28**, across the country. In 2014, an estimated \$14.3 billion was spent at small independent businesses on Small Business Saturday, so don't miss out on what's commonly referred to as the "biggest day of the year for small business."

To help promote your business as a participant in Small Business Saturday, visit shopsmall.org. From the website, participants can download free printable signage and postcards, email templates and social media posts, Shop Small logos and infographics. American Express card merchants also have access to free online ads and an appearance on the official Shop Small map.

The Metro Chamber is also proud to support its member businesses during Small Business Saturday. Members are encouraged to submit any special promotions or events they are holding for Small Business Saturday to Danica Torchin, at dtorchin@lvchamber.com, for a chance to be published on the Metro Chamber's social media networks and in an email blast. It is also encouraging the community and its members to take a #SmallBizSelfie



as they patronize small businesses during the day. Be sure to tag @lvchamber on Twitter.

For more information on Small Business Saturday, visit shopsmall.org.



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Your Scene | You're Seen

Business Excellence Awards Luncheon



During this year's Business Excellence Awards Luncheon, sponsored exclusively by Nevada State Bank, honorees were celebrated for their contributions to sustainability, workplace culture, creativity, innovation and community service. See a full list of the honorees at LVChamber.com.

Engaging Southern Nevada

BY CLARK COUNTY COMMISSIONER
MARILYN KIRKPATRICK

W

ith a supermajority of legislators hailing from Southern Nevada, the decision was made during the 2013 legislative session to invite all Southern Nevada legislators, regardless of party, to meet and discuss how the priorities of Southern Nevada could be advanced in a bipartisan fashion. Some successes were small, however, the model for gathering

Southern Nevada lawmakers together to push for important issues and funding had been born. Regional engagement needed to occur not only during the important months when the Legislature was in session, but also during the interim period between legislative sessions.

So, in conjunction with business and industry leaders, Southern Nevada lawmakers and local elected officials meet regularly for eighteen months, planning and drafting legislative measures important to Southern Nevada. The hard work and dedication of all those involved in the process bore fruit during the 2015 legislative session. Some of the highlights included:

- Funding for a public allopathic UNLV School of Medicine
- Economic development incentives for the aviation industry
- Streamlining of the state business portal
- An additional seat for Southern Nevada on the Nevada State Real Estate Board
- Changing the governance structure of the Southern Nevada Health District
- Establishing a framework for class size reduction
- Allowing a bond rollover for school construction
- Combining 2016 ballot questions to allow for fuel indexing to continue in Clark County

Now as we look forward to the 2017 legislative session, it is my hope that the Southern Nevada community become even more involved with the Southern Nevada Forum. Our first meeting included over 200 Southern Nevada business leaders, elected officials and members of the community. This is the type of regional participation that is needed to advance a bold agenda. One that will attract new businesses and growth



to our region by diversifying our economy, educating our workforce and investing in our children.

I encourage you all to attend the next meeting of the Southern Nevada Forum, **Thursday, November 12**, at Las Vegas City Hall. There we will break into six working groups, Economic Development, Good Governance, Health Care, Higher Education, K-12 Education and Transportation, to discuss Southern Nevada priorities for 2017. Your voice is important to the future of a strong Southern Nevada.

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oday's workforce is on the go. They need access to be productive wherever they are - at home, in the office, at a coffee shop, or waiting for their next appointment.

Recognizing that, the Metro Chamber, in partnership with NetEffect, is bringing members an exclusive offer for Microsoft Office 365. Most sought after for its business-class hosted email services, Office 365 also includes Word, Excel, PowerPoint and Outlook. Office 365 provides a comprehensive suite of cloud-based productivity tools business professionals know and use, along with secure, cloud-connected services that can help members communicate and get more done. The products can be used on nearly any device, and are essential to staying connected in today's marketplace.

Metro Chamber members receive a 10 percent discount on the Microsoft Office 365 subscription fees for 12 months. Members can choose from different Office 365 packages that best suit their business needs, and select the number of licenses they need for their business. In addition to the Microsoft Office suite of applications, Office 365 also includes online meetings and conferencing capabilities, file storage and sharing through OneDrive for Business, and a financially-backed 99.9 percent uptime guarantee. Through NetEffect, business owners can also get assistance migrating to Office 365 at a 10 percent discount, as well, making the transition even more simplified. Some conditions apply.

Operating a business seamlessly from any location can optimize your workforce, create new opportunities for your business and give you an edge in the marketplace. For more information on taking advantage of this new member-exclusive benefit and enhancing your business' productivity for 2016, visit LVChamber.com or call 702.641.5822.



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A stainless steel pot is shown boiling on a gas stove. Thick white steam is rising from the pot, filling the upper half of the frame. The background is dark, making the steam and the metallic surface of the pot stand out. The text 'STAY OUT OF HOT WATER!' is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

STAY OUT OF HOT WATER!

What You Need to Know
About Human Resources

STAY OUT OF HOT WATER!

How Much Do You Know About HR?

BY: DEREK HUTCHISON, ADP

A

As a small business owner, you want to spend your time growing your business. It can be challenging for small

business owners to properly manage their employees, stay in compliance, and keep their business running smoothly. And that's when costly mistakes can happen. Below is a short quiz to see where you stand when it comes to commonly made mistakes in HR:

All managers and salaried employees are exempt from overtime.

- a. True b. False

ANSWER: B: False. Job title does not dictate exempt status. Very specific salary and duties tests must be met in order for an employee to be considered exempt. Keep in mind that most employees will be considered non-exempt and that very few will meet the strict criteria required to be exempt.

The maximum penalty associated with each minimum wage or overtime pay violation is _____.

- a. \$250 b. \$500
c. \$1000 d. \$2000

ANSWER: C: \$1000. The Department of Labor has released mobile apps that help employees track tips, commissions, bonuses, deductions,

holiday pay and other pay-related information. Keeping track of your employees' time by having an effective timekeeping system will help you stay out of hot water.

Nearly ___ in 10 background checks disclose some form of adverse information.

- a. 1 b. 2 c. 3 d. 4

ANSWER: A: 1. Even just one misstep can lead to a bad hire, which can have a negative effect on productivity and morale, not to mention substantial replacement costs associated with the time spent finding the right person.

Nearly ___ out of 10 businesses are affected by bad hires.

- a. 1 b. 3 c. 5 d. 7

ANSWER: D: 7, according to a survey by Careerbuilder.com.

Select the statement you cannot ask a potential job candidate on an interview:

- a. Whether s/he has the right education, training, and skills for the position.
b. Whether s/he can satisfy the job's requirements or essential functions (describe them to the applicant).

c. How much time off the applicant took in a previous job (but not why), the reason s/he or she left a previous job, and any past discipline.

d. Questions about an applicant's prior workers' compensation history.

ANSWER: D: The ADA restricts questions related to disabilities. Asking about workers' compensation history can lead to questions regarding job-related injuries and disabilities.

The employee's I-9 must be included in his or her employee file.

- a. True b. False

ANSWER: B: False. The employer must take all the I-9 forms, once completed, filled out and e-verified, and then placed with other I-9's in a separate folder and drawer separately from other employee files.

Whether your business has one employee or one hundred, human resource and compliance responsibilities are real. Business owners must comply with these obligations or risk significant fines, expensive lawsuits, lower productivity and more.

Employee or Contractor?

BY GINA BONGIOVI, MANAGING PARTNER AND CORPORATE CONSIGLIERE,
BONGIOVI LAW FIRM



A company's size is often considered an indicator of its success - the bigger the better. However, many business owners prefer to keep their companies small. Hiring employees costs money, not only in the amount you're paying them but also in taxes, fees, and time spent filling out paperwork. Then, you'll have to follow the state and federal laws that protect employees. Further, in nearly any complaint filed by an employee with a regulatory agency, no matter how ludicrous, the burden rests squarely on the employer to refute the employee's claim. Because of those headaches, it's incredibly tempting to begin hiring workers as independent contractors. If you are misclassifying your workers, however, you risk an audit by the IRS and your state unemployment agencies.

The IRS has several different tests to determine whether a particular worker is an employee or independent contractor.

1. Behavior. The more an employer controls the behavior of the worker, the more likely that worker is an employee. If the employer controls the manner and the means by which a worker completes his or her job, the worker is probably an employee. For example, if a home builder hires a plumber to install a kitchen sink, the home builder isn't going to dictate what tools the plumber will use or the steps the plumber will follow to complete the installation. The plumber is, therefore, an independent contractor. If the home builder hires a plumber and gives him a work truck, a tool box, a uniform and dictates the steps

of installation, the plumber is more likely an employee.

2. Financial. If the employer controls the worker's payments, particularly if they withhold taxes or reimburse expenses, the worker is more likely an employee. Independent contractors are more often paid on an hourly or daily basis and are responsible for their own taxes.

3. Type of Relationship. If the business will need the worker on an ongoing basis, or if the job the worker does is fundamental to the operation of the business, that worker is probably an employee. However, where the worker is involved only temporarily, maybe to complete a particular project, that worker is probably an independent contractor.

The State of Nevada has a much more narrow definition of an independent contractor than even the IRS. The State of Nevada's Department of Employment, Training and Rehabilitation uses a three-part test designed to ensure that simply calling someone an independent contractor, even if you have them sign an independent contractor agreement, doesn't make it so. As an employer, you have to prove all three of these factors apply. If you fail one, you fail them all and your worker is an employee.

1. The person has been and will continue to be free from control or direction over the performance of the services, both under his contract of service and in fact; AND The more control you exert over the worker, the more likely that worker is an employee rather than an independent contractor. Usually,

if you, as the employer, dictate the end result but not the performance to reach the end result, you can pass this requirement. The second part of the requirement, "both under his contract of service and in fact" means that having an independent contractor agreement is not enough.

2. The service is either outside the usual course of the business for which the service is performed or the service is performed outside of all the places of business of the enterprise for which the service is performed; AND

A good illustration of this requirement is a bakery that hires someone to design its website. Because website design is outside the usual course of business for a bakery, that website designer would be an independent contractor. Also, if the worker performs the work outside your place of business, it helps bolster the argument.

3. The service is performed in the course of an independently established trade, occupation, profession or business in which the person is customarily engaged, of the same nature as that involved in the contract of service.

If your worker has a full-time job doing for others the same type of work he or she is doing for you, it helps build the case for classifying them as an independent contractor. This requirement is why you sometimes hear that it's best if your independent contractors form their own LLCs or corporations and get their own business licenses. This is only one of three requirements, so while it might help, it isn't enough on its own.

STAY OUT OF HOT WATER!

What Could Get You in Trouble

E

mployers sometimes unintentionally violate employment laws. The motivation may be simply to appear

flexible to employees or to save the company money. Unfortunately, poor employment practice decisions potentially lead to exorbitant employment lawsuits, costing upwards of \$250,000 in employee payment and legal fees.

A classic example of unintentional violation of employment law includes classifying all employees as exempt, whether they are or not, to avoid dealing with meal and rest breaks, overtime, or time records. Under both state and federal law, certain types of positions may be exempt from these requirements; other types of positions are not. An exempt employee is usually someone who is paid a specified amount of money, regardless of the number of hours worked in a week. An employee who does not qualify under the standards defining exempt status is considered to be nonexempt and therefore subject to overtime, meal and rest breaks and time-keeping requirements.

Here are a few other common mistakes that have led to HR issues:

1. Making everyone an “independent contractor” – Even though the employer would like to avoid managing “employees”, this is not good employment practice. The primary determining factor for classifying persons working as independent contractors is “degree of control.” For more information on this topic, see page 15.

2. Avoiding the practice of providing harassment and discrimination training - Investing in training on topics such as

sexual harassment, discrimination, disability, safety and wage-and-hour laws will help protect your business in the event of an employee lawsuit.

3. Allowing employees to choose their own hours – Most employees are restricted by law as to the number of hours they can work without payment of overtime. These regulations are in place to protect employees from non-compliance with federal and state wage and hour laws. Best practice is to provide a consistent schedule for employees to follow.

4. Withholding or deducting from final checks – Employees who quit or are terminated sometimes do not return company property. Even though it seems reasonable to withhold the final paycheck until property is returned, deductions, other than those required by law and contributions to benefit programs, can only be deducted from your employee’s paycheck if there is prior written authorization from the employee. The written authorization must include the specific amount being deducted, the purpose for the deduction, and the pay period in which the deduction will be made.

5. Making loans to employees against future pay periods – Paycheck deductions for loans made to employees are not permitted by law. If an employer loans money to an employee, the employer should have the employee sign a promissory note that has been reviewed by legal counsel. The employee should make payments directly to the employer.

6. Improper use of non-compete agreements – Prohibiting an employee from working for someone else is limited because it could infringe upon the employee’s ability



to work and earn a living. Non-compete or non-solicit agreements should be reviewed by legal counsel.

7. Misuse of “use it or lose it” vacation policy – To limit an employer’s liability, the best option is to implement a reasonable cap on vacation to avoid unlimited accrual. Be sure to align your policy with wage and hour laws within your state.

For more information on staying compliant with HR law, regulations and best practices, visit lvchamber.com. Join the Metro Chamber for a free Chamber University webinar on Friday, November 20, on HR solutions.

Best Practices for Staying Compliant

Employers often have the best interests of their businesses and employees in mind, but with the constantly changing landscape of HR law, federal and state regulations and the prevalence of litigation taken against businesses by employees, a solid HR policy is something that should be on every business professional's mind. Here are some tips on how to stay compliant and out of hot water.

Classify your employees appropriately. Employment is a regulated activity with regulations and laws that classify and categorize workers either "exempt" or "nonexempt." Nonexempt employees are entitled to overtime pay and exempt employees are not. Employer misclassification can result in litigation, large assessments for unpaid wages, fines and penalties as well as uninsured liability for on-the-job injuries by misclassified workers. Businesses should take appropriate steps to audit their classifications each year, to ensure they will pass legal scrutiny.

Pay overtime properly. The Fair Labor Standards Act (FLSA) requires that covered, nonexempt employees in the United States be paid at least the federal minimum wage for each hour worked and receive overtime pay at one and one-half times the employee's regular rate of pay for all hours worked over 40 in a workweek.

Provide meal and break periods as designated by law. Many states require employers to provide nonexempt workers with a minimum number of paid breaks or rest periods during work and an unpaid meal period of a minimum duration. It is wise for an employer to be fully familiar with meal and rest period

requirements for each state in which they operate.

Employee Handbook – be sure you have one, and that it is worded properly. In many states, in the absence of an employee handbook which expressly states the employer's policies and conditions of employment, courts will look to practices in the workplace and find polices and rules by implication. On occasion, those implied terms can be contrary to what the employer intended. An employee handbook can summarize your policies and create a clear and consistent communication to all employees regarding employment laws, the employer's obligations and the employee's rights. Policies are meaningless if the decision makers ignore them, verbally modify them, make unwritten exceptions, and/or don't train supervisors to follow them. Courts have ruled against employers who fail to follow policies or inconsistently apply them. Train your supervisors in employment law matters if they will be administering practices such as hiring, discipline, or termination, to name just a few.

Knowing and comply with workplace safety obligations. Both state and federal law obligate employers to provide a safe and healthful workplace. Many jurisdictions require employers to prepare and execute written plans for monitoring and ensuring worker safety and the remediation of known hazards. Many states also require employers to notify worker safety agencies of serious injury or death in the workplace.

Understanding disability and employer accommodation obligations. The federal law that prohibits disability discrimination in the workplace, the Americans with

Disability Act (ADA), supplements, rather than replaces, state disability discrimination laws. Employers with fifteen or more employees must provide reasonable accommodations to employees and job applicants with disabilities. State laws may apply to even smaller employers, and it is good practice for any employer to comply with these anti-discrimination and reasonable accommodation laws.

Understand and don't overlook other required accommodations. Accommodations for such things as religion, drug and alcohol treatment, civic duty/victims of crime, voting, jury or witness duty vary depending upon state and jurisdiction. If an employee requests a reasonable accommodation, carefully evaluate whether the requested accommodation (or one like it) will work for your company without causing an undue hardship. If in doubt, talk to an advisor.

Proactively manage non-discrimination obligations. Any form of harassment on the basis of a person's protected status may violate federal and state law. Protected statuses include race, national origin or ancestry, religion, sex/gender identity, pregnancy, age, sexual orientation, marital status, disability/medical condition, Veteran status and political affiliation. It is wise to publish a policy prohibiting harassment and discrimination in the workplace.

Tell employees what information the company considers confidential. All businesses have confidential items to protect. Most businesses hold information they don't own but must keep confidential. Companies that do not take reasonable efforts to safeguard such information face the risk of serious legal liability.

IN BUSINESS?

A Metro Chamber Membership Gives You

Up to 60% on everyday office supplies, copy/print services, technology, promotional products and more from **Office Depot**



Significant savings and flexibility with **Enterprise and National Rental Cars**

Up to 30% on everyday shipping needs from **UPS**, including international, overnight and ground services



Discounted email, event planning and social media integration tools with **Constant Contact**

Savings on legal fees and services through **LegalShield**



Competitive pricing on small group health insurance through **Prominence Health Plan**

Special pricing and equipment rates for credit card processing through **Cornerstone Merchant Services**



Exclusive member pricing on a simple way to make your website mobile-friendly with **bMobilized**

Save up to 70% on prescriptions with **Nevada Drug Card**



See how your membership can benefit your bottom line! Check out the Metro Chamber's ROI Calculator at LVChamber.com today.

JOIN BUSINESS!

Access to These Cost-Savings Benefits!

Up to 30% on computer products and accessories from **Dell**



Savings on bundled Business Internet and VoiceManager services for new customers of **Cox Communications**



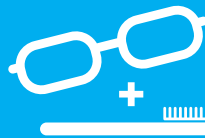
A 5% discount on workers' compensation insurance from **AmTrust North America**



Access to **H2U Health Centers**, providing affordable, personalized healthcare services to employees and their dependents



Attractive, exclusive pricing on **Anthem Balanced Funding** for group health insurance



Cost-advantaged group dental and vision coverage and stand-alone dental plans from **SecureCare Dental & Vision**



A 10% discount on **Acumatica** through Acuity Solutions, a scalable cloud-based business management software perfect for financials, distribution and project accounting



Turnkey insurance solutions for large groups through the **Chamber Group Captive**

LAS
VEGAS
METRO
CHAMBER OF COMMERCE

For more information on how you can take advantage of the benefits of membership, call 702.641.5822 or visit LVChamber.com.

What's Happening

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

How
to
Register:

Visit LVChamber.com and
click on the Events Calendar.

Call 702.641.5822.

CHAMBER UNIVERSITY

FRIDAY, NOVEMBER 6
Social Media 101

FRIDAY, NOVEMBER 13
Affordable Care Act Updates You Need to Know

FRIDAY, NOVEMBER 20
HR Solutions for Your Business

3 TUESDAY, NOVEMBER 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 Ave., Ste. 100
\$54 every six months. Guests always complimentary.

3 TUESDAY, NOVEMBER 3
CHAMBER CONNECTIONS
Chamber Connections is a dedicated leads group comprised of professionals from a variety of industries. This is a place for professionals to grow their network and their businesses by sharing contacts, referrals and ideas.
5:30 - 7:00 p.m.
Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100
Contact chamberconnections@lvchamber.com or call 702.641.5822 for space availability and cost.

9 MONDAY, NOVEMBER 9
VEGAS YOUNG PROFESSIONALS TOASTMASTERS OPEN HOUSE
Great communication skills are important keys to success. VYP has created a Toastmasters group for all VYP members and their guests to help learn these key speaking, presentation and leadership skills.
6:30 - 8:00 p.m.
Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100
Complimentary for guests
\$60 to join, \$36 every six months.
Presenting Sponsors: Chamber Insurance & Benefits, Cox Communications, UnitedHealthcare and Wells Fargo.

10 TUESDAY, NOVEMBER 10
EGGS & ISSUES FEATURING U.S. CONGRESSMAN CRESENT HARDY
U.S. Congressman Cresent Hardy, representing Nevada's Fourth Congressional District, will make his first address to the Metro Chamber during this session of Eggs & Issues. Congressman Hardy serves as a member of the House Committees on Transportation and Infrastructure, Natural Resources, and Small Business.
8:00 - 8:30 a.m. Registration & Networking
8:30 - 9:30 a.m. Program
Texas Station Hotel & Casino
2101 Texas Star Ln., North Las Vegas
\$40 Members
\$55 Non-Members
\$400 per table of 10
Sponsors: Alligiant Air, CenturyLink, Chamber Insurance & Benefits, Porter Group, Sunrise Health System, Southwest Gas and Touro University.

12 THURSDAY, NOVEMBER 12
SOUTHERN NEVADA FORUM
The forum is a place where Southern Nevada legislators, local government officials, business leaders and other stakeholders come together to discuss legislative priorities for the 2017 legislative session. Don't miss this opportunity to weigh in on the issues important to you and your business for the upcoming legislative session.
7:30 - 8:00 a.m. Registration & Networking
8:00 - 9:30 a.m. Program
Las Vegas City Hall - Council Chambers
495 S. Main St.
Complimentary.

00 - CHAMBER EVENT

00 - VYP EVENT



13 **FRIDAY, NOVEMBER 13**
2015 CUSTOMER SERVICE EXCELLENCE LUNCHEON
 Reward your top employees by inviting them to this celebratory luncheon. Join the Metro Chamber and the Las Vegas Convention and Visitors Authority as we recognize outstanding individuals who make Las Vegas such a great place to live, work and visit. Enjoy live entertainment and the announcement of the Customer Service Excellence Person of the Year during this fun, energetic and inspirational luncheon.
11:30 a.m. - Noon Registration & Networking
Noon - 1:15 p.m. Program
The Orleans Hotel & Casino
4500 W. Tropicana Ave.
 \$45 per person, \$450 Table of ten
 Program Partner: Las Vegas Convention and Visitors Authority
 Platinum Sponsors: Boyd Gaming, Chamber Insurance & Benefits, Wells Fargo
 Gold Sponsors: Cox Communications, Office Depot, Southwest Gas, Sunrise Hospital & Medical Center, Southwest Airlines
 Media Partner: Channel 13

17 **TUESDAY, NOVEMBER 17**
MORNING MINGLE
 This breakfast meeting is designed to help members learn how to maximize their Las Vegas Metro Chamber membership. Share your business with other attendees and find out more about valuable Metro Chamber programs and benefits.
7:30 - 8:00 a.m. Check-in & Networking
8:00 - 9:30 a.m. Program
SpringHill Suites by Marriott Las Vegas Convention Center
2989 Paradise Rd.
 Complimentary.
 Sponsor: CenturyLink

17 **TUESDAY, NOVEMBER 17**
CHAMBER VOICES TOASTMASTERS
 See November 3.

17 **TUESDAY, NOVEMBER 17**
CHAMBER CONNECTIONS
 See November 3.

18 **WEDNESDAY, NOVEMBER 18**
NEWSFEED BREAKFAST
 How important is Nevada to winning the White House? How is Nevada shaping the race for the presidency? And what opportunities will the 2016 Presidential Debate bring to our city? The panelists will be Sig Rogich, president of The Rogich Communications Group, and Billy Vassiliadis, CEO and principal of R&R Partners.
7:30 - 8:00 a.m. Registration & Networking
8:00 - 9:00 a.m. Program
The Four Seasons Hotel Las Vegas
3960 Las Vegas Blvd. S.
 \$40 per person
 \$400 per table of 10
 Partner: Las Vegas Review-Journal

18 **WEDNESDAY, NOVEMBER 18**
NASA LAS VEGAS REGIONAL SMALL BUSINESS FORUM
 Small businesses will discover what it takes to launch their business as a NASA supplier, subcontractor and/or service provider. Representatives from NASA will present how to do business with the agency and contracting opportunities that may be available for local small businesses.
11:30 a.m. - Noon Registration & Networking
Noon - 4:00 p.m. Program
Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100
 \$15 Members
 \$20 Non-Members
 Sponsor: Arcata Associates Inc.

19 **THURSDAY, NOVEMBER 19**
VEGAS YOUNG PROFESSIONALS FUSION MIXER
 Enjoy the chic atmosphere of Andrea's at Encore while you build new business connections. Sip sensational cocktails in this trendy hotspot and enjoy the ambiance as VYP closes out another year of networking opportunities, professional development and community leadership.
6:00 - 8:00 p.m.
Andrea's at Encore
 Online: \$10 for members, \$15 for non-members
 At the door: \$15 for members, \$20 for non-members
 Presenting Sponsors: Chamber Insurance & Benefits, Cox Communications, UnitedHealthcare and Wells Fargo
 Mixer Sponsor: VegasSeven

23 **TUESDAY, NOVEMBER 23**
VYP TOASTMASTERS
 See November 9.

Member to Member

SHAKING HANDS IS GOOD FOR YOUR BRAND

A

s a small business owner and Metro Chamber member, I consider Preview Las Vegas to be one of the best

gatherings in the city in regards to creating economic diversity and empowerment. Every year, it seems that more people attend, more stimulating presentations are given, and more businesses are able to grow their brand by attending it.

However, the last part is most important when attending Preview: to grow one's brand. I believe that Preview should be used by new and more established business to build

brand awareness – and not only to push products. And believe it or not, those really are two different actions. To build a brand means to bring forth awareness of your company and its mission. It means building the character of the business through personal interaction – letting people know what you have in terms of servicing their needs. Every year, people ask me, “How did you do at the show today?” I always say, it was an amazing event and it was a success, because I go to trade shows to brand my company and product, and not to sell.

Some people walk away from tradeshows disappointed, saying

the show wasn't a success for them. If you are a business that is experiencing Preview – or any trade show – for the first time, the mission should be to get out and shake hands and meet as many people as possible. Pass out business cards, flyers and other marketing materials you may have. They really don't have to take a look at everything right then and there, but make sure they have something in their hands. Now is not the time to sell; it's most important to make that initial contact. Sometimes business owners think they should try to meet people and push product at the same time. Concentrate on the former and forget the latter while at Preview

*Wake
up your
smart.*

88.9
npr[®]
89.7



JOHN PINNINGTON
OWNER,
AA PRINTING SERVICE



for the first time. The other thing to remember with trade show is that you can't just exhibit one time and then say I will never do that again, if it wasn't a success.

Another thing that is very important while attending Preview is presentation. How are your booth and tables presented? There are more than one hundred booths at Preview. How does one distinguish you from the pack? By what you have and how it is displayed.

Learning what kind of display is best for your company is a method of trial, error and experience. During my first Preview, I set up my

booth and sat and at times, I stood greeting people. I felt like there was a disconnect or a barrier between us. There were numerous materials displayed on the table - I was eager to show off every type of items AA Printing did for customers. I shook a lot of hands, but the contact was limited. I decided that wasn't my best approach. Now, I realized what I did and corrected it.

I moved my table to the back of my booth, and I have two large standup banners on either side. Also, I stand half way between the rear and the front of my booth which I found was more inviting and the customers would come in to pick

up materials and that way I can answer any questions they have and I always make sure to smile and shake their hands. They will see lots of signage, meet hundreds of new people and receive several pieces of collateral. What will stay with them is the impression you - and your brand - made on them during the experience.

I hope you'll stop by my booth at Preview 2016 on Friday, January 29. I'm looking forward to meeting you!

abc 13 ACTION NEWS

GOOD MORNING LAS VEGAS

4:30-7:00AM WEEKDAYS

UP TO THE MINUTE THE MINUTE YOU GET UP!

BREAKING NEWS · REAL TIME TRAFFIC · WEATHER

@KTNV **KTNV.COM** **f/KTNVLasVegas** **KTNV MOBILE**

President's Club

(B) Nicholas Opalich

President & COO - ProCare Rx Western Headquarters & Operations

Nicholas Opalich has been a founder of several specialty pharmacy and infusion entities that were ultimately merged with larger healthcare entities. In 2002, he launched Strategica Health Partners, LLC, a successful healthcare consulting firm. In 2014, Opalich came together with ProCare Rx, leading the expansion and future growth for the company. His established reputation for excellence in healthcare management, services and products provides the leadership to guide ProCare Rx into new stages of productivity, growth and development.

(A) Lori Nelson

Vice President, Corporate Communications - Station Casinos, LLC

Lori Nelson is responsible for the strategic development and implementation of the company's public relations activities, including media relations, social media and community relations for its 18 properties. She also serves as the company spokesperson. Nelson served on the Governor's Planning Commission for Nevada's 150th celebration, is a 1999 graduate of Leadership Las Vegas and served as president of Child Focus at St. Jude's Ranch. She is the board president of the Las Vegas Metro Chamber Foundation.



(D) Timo Kuusela

General Manager - Boulevard Mall

Timo Kuusela oversees the daily operations and strategic future direction of the property and has ultimate responsibility for the center's marketing, leasing and property management. His background and expertise in large retail projects include the opening of the Shoppes at The Palazzo, the Grand Canal Shoppes at The Venetian, assignments at Meadows Mall and Ontario Mills, and a repositioning of the Outlets at Orange in Orange, CA, earning Simon Property Group's Best Property Enhancement award for his work on the project. A native of Finland, Kuusela relocated to Las Vegas in 2005.

(C) Dana Bennett

President - Nevada Mining Association

Established in 1913, the Nevada Mining Association (NvMA) strives to maintain a business environment that encourages the exploration, development and production of minerals throughout the state. With more than 400 members representing the statewide mining supply chain, NvMA advocates for best practices in policy and regulatory affairs, education, safety and environmental stewardship. A lifetime Nevadan, Dana has more than 25 years of public policy experience and holds a PhD in history with an emphasis on the Nevada Legislature.

Spotlights

(E) Renee Coffman

President – Roseman University of Health Sciences

Since 2011, Renee Coffman has served as president of Roseman University of Health Sciences, a Henderson-based, private, not-for-profit educational institution she co-founded in 1999. During her first four years as president, she has helped advance the university's mission to positively impact the health, education and wellness of the community through the establishment of a second campus in Southern Nevada, located in Summerlin, the expansion of medical research programs and the founding of an allopathic College of Medicine.



(F) Charles Whitby

Managing Director – EastGate Enterprises

Charles Whitby is the managing director of EastGate Enterprises. Originally from Lansing, Michigan, he studied computer networking and business administration at Lansing Community College and Michigan State University. He holds eight information technology certifications and three financial licenses. Whitby is the host of a financial responsibility and an information security podcast. He serves on the ministerial staff at his church and is a board member for both the 100 Black Men of Las Vegas and the Information Systems Security Association.

(G) Glen Lerner

Founding Attorney – Glen Lerner Injury Attorneys

Glen Lerner is the founding attorney of Glen Lerner Injury Attorneys. He began practicing law in 1991 out of a desire to help the "little guy" successfully go up against big insurance companies and large corporations. This desire to help others expands outside of the law practice. Through sponsorships, donations, and general support, Lerner and his law firm's attorneys and support staff provide community assistance through Glen Lerner Gives Back. Lerner graduated from Tulane Law School in New Orleans, Louisiana.



(H) Chris Garrett

President/Owner – Express Employment Professionals

As a local franchise owner of Express Employment Professionals with more than 25 years of experience in management, education and administration, Chris Garrett and his team provide companies with workforce solutions, including evaluation hire, temporary staffing and direct hire employees. Founded in 1983, Express now has more than 600 offices across the U.S. and Canada and in 2013 placed 395,000+ people in jobs and notched more than \$2.5 billion in sales. Garrett is a graduate of BYU and also earned a PhD from Texas A&M University and an M.A. from Oregon State University.



Your Chamber Insurance & Benefits at a Glance:

T

he Las Vegas Metro Chamber offers access to more small business insurance options than ever. The Metro Chamber has several plans tailored to different business sizes and requirements. With open enrollment now going strong and several group health insurance plan premiums expected to rise for 2016, now is the time to take a look at the choices available to Metro Chamber members.

CHAMBER HEALTH OPTIONS

Created especially to serve individuals and small group employers, Chamber Health Options is the Metro Chamber's private marketplace built to make shopping for health insurance MUCH EASIER and MORE CONVENIENT for you. Members/employees can request quotes online 24/7/365. Individuals who are eligible for a federal subsidy (tax credit) under the Affordable Care Act to help them pay their insurance premium can access their subsidy directly through the platform and have it automatically applied towards their premium. Visit chamberhealthoptions.com.

ANTHEM BALANCED FUNDING

(10-250 Full-Time Employees)

This product is a viable solution for some employers with 50-99 full-time employees who will face high increases in premiums as a result of moving to small group status, subjecting them to adjusted community rating. Visit chamberib.com for more information.

CHAMBER GROUP CAPTIVE

(20-500+ Full-Time Employees)

This self-insured model helps larger groups protect their bottom line. Companies take back control of their health insurance investment by returning premium dollars to them in favorable claims years. Visit chamberib.com for more details.

H2U (HEALTH TO YOU) HEALTH CENTERS

H2U Health Centers are an exciting new benefit that brings an additional solution for employers. Though not insurance, members can subscribe to this program for their employees, allowing them much quicker access to

primary care services when provider waits are excessive. Employees are guaranteed access within 24 hours rather than waiting weeks, or sometimes months, for a doctor's appointment. This service enables employees to return back to work quickly, improving productivity. This is an excellent option for employers to offer alongside traditional health insurance with high deductibles. When employers want to provide health insurance but cannot afford to do so, they can provide limited health care access for non-emergency situations. Visit chamberib.com for more details.

OPEN ENROLLMENT IS NOW UNDERWAY:

November 1, 2015:

Open enrollment begins — first day you can enroll in a 2016 qualified health plan

December 15, 2015:

Enroll by this date for coverage to begin January 1

January 31, 2016:

2016 Open Enrollment ends

preview
LAS VEGAS



FUTURE. FORWARD.

More than **2,000** business people will attend Preview Las Vegas 2016 ready to engage, interact and learn.

Take advantage of this opportunity to put your business at the forefront of the Las Vegas market by exhibiting at Preview Las Vegas 2016!

GET YOUR BOOTH TODAY!

JANUARY 29, 2016

7:00 a.m. - 1:30 p.m.

Thomas & Mack Center -
Cox Pavilion

Booths start at just \$1,275

Sponsorship and exhibitor opportunities are available for Metro Chamber members in good standing.

VISIT PREVIEWLASVEGAS.COM OR CALL 702.641.5822

Member News

RED - PRESIDENT'S CLUB MEMBER

Announcements



Snell & Wilmer attorney John Delikanakis was named Vice Chairman of the **Las Vegas Global Economic Alliance**.



Jeff Brigger has been promoted to economic development manager for **NV Energy's** economic development department. In this role, Brigger will direct and manage the statewide growth strategies and economic development programs for NV Energy.



Jolley Urga Woodbury & Little announced the appointment of Taylor Waite as associate attorney. Waite will practice in the areas of commercial litigation, construction law and landlord-tenant disputes.

Brownstein Hyatt Farber Schreck shareholder Jennifer Carleton joined the board of directors for the Tyler Robinson Foundation, while associate Erin Lewis was appointed to the board of directors for the **Boys & Girls Clubs of Southern Nevada**.

Nevada Public Radio revealed the new line up of hosts for KNPR's State of Nevada, the award-winning news talk program airing weekdays at 8:50 a.m. on KNPR 88.9 FM. View the line up at knpr.org.

Girl Scouts of Southern Nevada launched its fall recruitment campaign to engage new volunteers and introduce more girls to scouting. To volunteer or sign up, visit girlscoutsnv.org.

DC Building Group announced the appointment of Greg Jubinville as project manager. Jubinville is an industry veteran in commercial construction with more than 11 years of experience.

Safe Nest appointed Jane Saint to director of development. Saint will be responsible for major gifts and donor cultivation, developing an annual giving campaign and estate planning.

Wheeling and Dealing

KMJ Web Design designed & launched websites for Willoughby Shulman Injury Attorney and A Touch of Mystery.

Commercial Executives Real Estate Services represented Hugo Holdings, LLC in the purchase of a multi-family building located at 2524 McCarran St. The transaction is valued at \$330,000.

Strategic Telecom Solutions was acquired by Canadian company Geotab, a global provider of end-to-end telematics technology.

Congratulations



Gregory Giordano, partner with **McDonald Carano** and former chief of the corporate securities division of the Nevada Gaming Control Board, will be moderating the regulators roundtable at the Nevada Gaming Law Conference on November 6, at Red Rock Casino.

Roseman University of Health Sciences College of Medicine received a notice from the Liaison Committee on Medical Education that it has been approved as a candidate for accreditation.

The Teachers College of the parent university for **WGU Nevada** was named the best value in teacher education by the National Council on Teacher Quality.

MountainView Hospital received accreditation for its internal medicine residency program from the Accreditation Council for Graduate Medical Education.

The Las Vegas Natural History Museum was declared a federal repository for all archeological and paleontological finds in Southern Nevada by the Bureau of Land Management.

Upcoming Events

Ethel M Chocolates is hosting its 22nd annual Cactus Lighting event Tuesday, November 10, at 5:45 p.m. The attraction is free and open to the public. For more information, visit ethelm.com.

The University of Nevada Cooperative Extension is hosting a one-day workshop, Gardening in Small Places, featuring ways to grow fruit at home. The program is Saturday, November 21, from 8:00 a.m. - 1:00 p.m. For more information, visit unce.unr.edu.

The **City of North Las Vegas** will hold its annual State of the City Luncheon on Thursday, January 28, at **Texas Station**.

Community Service

Caesars Entertainment held a back to school food drive, collecting more than 2,300 pounds of food to support **Three Square's** Backpack for Kids program.

City National Bank is accepting applications for its Teacher Literacy Grant Program, totaling up to \$75,000. Over the past ten years, City National has awarded more than \$1 million to teachers through this educational outreach program.

Commercial Roofers, Inc. and the **University of Nevada, Las Vegas** awarded a scholarship to Nasko Balaktchiev. Since 1998, Commercial Roofers has partnered with UNLV to provide a yearly scholarship to a student in the architect studies program.

Celebrate Service!

CUSTOMER SERVICE EXCELLENCE LUNCHEON

FRIDAY, NOV. 13

11:30 a.m. - 1:15 p.m.

TO REGISTER:

702.641.5822

LVChamber.com

\$45 per Person

\$450 per Table

ORLEANS HOTEL & CASINO

4500 W. Tropicana Ave.



A Natural Partner For Your Business



We deliver energy solutions that can help improve your business' bottom line while providing you with safe and reliable service. Natural gas is clean burning, cost-effective and nationally abundant.

Contact our Energy Advisor today and learn more about ways to reduce your energy costs and environmental impact. Visit www.swgasliving.com/business or call 1-800-654-2765.



Ribbon Cuttings

CELEBRATING BUSINESS GROWTH

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



PC SPANISH HILLS WELLNESS SUITES

Spanish Hills Wellness Suites, located at 5351 Montessori St., celebrated its open house. Spanish Hills Wellness Suites is a premier luxury destination for long term residential care and rehabilitation services. It includes a post-operative orthopedic program, private suites, a full social calendar, chef inspired meals, courtyards and patios, full service salon/spa, cyber café and concierge services. Stop by for a personal tour of the community, call 702-251-2000 or visit spanishhillswellness.com.



PC RIMINI STREET, INC.

Rimini Street, Inc. celebrated the expansion of its Las Vegas headquarters at 3993 Howard Hughes Pkwy., Ste. 500, and invited local business professionals to learn more about its 50+ new open positions. Apply today at riministreet.com/vegasjobs.



HOBBY LOBBY

Hobby Lobby announced its grand opening at 6361 N. Decatur Blvd. Hobby Lobby's district and store managers, staff, representatives and volunteers from the Las Vegas Metro Chamber joined in the celebration. Call 702.395.0229 or visit hobbylobby.com.



SAV-A-LOT

The first Sav-A-Lot store opened at 1110 E. Charleston Blvd. with a ribbon cutting. Two more stores are scheduled to open this month and early 2016. The stores are known for their lean operation, established neighborhoods and local population density. Sav-A-Lot is a 40 year old deep discount food store chain based in St. Louis with more than 1300 stores in 36 states. Visit savealot.com.



THE BOOTLEGGER BISTRO

The Bootlegger Bistro, located at 7700 Las Vegas Blvd. S., hosted the Metro Chamber's Business After Hours. The Bootlegger Italian Bistro features original recipes of Chef Maria Perry and has been a family-owned establishment since opening its doors. They have contributed their combined talents to bring the finest food, drink, hospitality and entertainment to the many friends, celebrities and visitors who patronize their restaurant - continuing a family tradition in Las Vegas for more than 65 years. Call 702.617.0732 or visit bootleggerlasvegas.com.



RENEWABLE ENERGY ELECTRIC, INC.

Renewable Energy Electric, Inc., located at 7180 Dean Martin Dr., Ste. 100, announced its five year anniversary with Metro Chamber members. It installs both residential and commercial applications, as well as full customer support, including complete assessments, new installations, quality upgrades and retrofits, free technical evaluation (including cost/benefit analysis for solar installations), financing, engineering, paperwork processing and a ten-year workmanship warranty. Call 702.389.6000 or visit renewableenergyelectric.com.

PC - President's Club \$ - Chamber Member Discount



SHEBA ENTERPRISES

Sheba Enterprises introduced "Possibilities" with Dr. Adah Kennon, an upbeat and lively hour-long radio talk show featuring people who believe, achieve and live their dreams. Call 702.658.9682 or visit adahkennon.com.



GOODWILL OF SOUTHERN NEVADA

Goodwill of Southern Nevada opened its new Centennial retail store and drive-thru donation center at 6765 N. Durango. Goodwill of Southern Nevada is a non-profit organization with a mission to provide education, employment and training for people with disabilities and other barriers to employment to maximize the quality of life for each individual served. Visit goodwill.vegas.



AGR GROUP

AGR Group, located at 6275 S. Pearl St., celebrated its President's Club membership. As the largest direct marketer dedicated to the retail energy industry, AGR Group has become synonymous with retail energy and energy suppliers as a trusted partner for organic customer growth, service and retention. Visit agrgroupinc.com.



WSS SHOES

WSS Shoes, located at 3870 S. Maryland Pkwy., announced its newest location with UFC fighters, WSS Shoes representatives and Metro Chamber volunteers. It offered free haircuts to children 18 years and under and back to school specials. Visit shopwss.com.



ALOHA GOLF

Aloha Golf, located at 9440 W. Sahara Ave., Ste. 120, celebrated its grand opening with Metro Chamber Ambassadors and members. It offers personalized fitting on its Trackman launch monitor, built-to-spec equipment from top manufacturers, lessons with video analysis from its PGA Class A instructor, and meticulous equipment maintenance services. Call (702) 769-8803 or visit alohagolfcenter.net.



CLARK COUNTY SCHOOL DISTRICT

Clark County School District and H.P. Fitzgerald Elementary School, located at 2651 Revere St. in North Las Vegas, celebrated its first day and declared a 'new beginning' with a ribbon cutting. Call 702.799.0600 or visit schools.ccsd.net for more information.

Preventing Employee Fraud

BY DETECTIVE TWIGG, FINANCIAL CRIMES SECTION,
LAS VEGAS METROPOLITAN POLICE DEPARTMENT

W

hat do you really know about the person you have hired to handle the money for your business? Have you conducted any kind of a background check on them? Do they have a criminal history you don't know about? These may sound like tough questions, but they need to be asked of someone you're considering hiring to handle the finances for your business.

During my and my partner's tenure in the Financial Crimes Section, we have seen many small businesses become victims of theft by the very people they trusted to handle their finances. Here are a few tips that every business should consider when hiring a bookkeeper or accountant:

At the time of the initial employment application, verify (possibly through payroll automatic deposit) the employee's current banking institution, address and phone number. (This would be needed for the investigation if the employee steals funds belonging to the business, then later deposits them into his/her account.)

Have the applicant get a copy of their own criminal history report (from Metro) and a copy of their credit report from one of the three credit bureaus to give to the respective employer. Check over the credit report and make sure they are NOT IN ARREARS on their own financial responsibilities.

While you may not want to incur the cost of background checks, it is worth the time and money spent on a service that will provide some reassurance on an individual entrusted to handle your finances. There are several businesses that offer these types of services. After receiving the background check, verify the facts against the applicants' employment application. Tailor your employment application to ask questions that can be verified through the background check and the applicant's credit report. It's better to spend the time and up-front cost in the beginning before hiring someone. You can get more details on background checks from eeoc.gov.

After you have hired the individual, it should be clear to the employee there are security measures in place not only for the protection of the employee, but also for the business. Have a 'checks and balance' system in place. Have a secondary person, the owner, an outside accounting firm or CPA conduct the bank reconciliations associated with the business (each check, deposit, transfer, etc. should be checked against the bank statements on a weekly or monthly basis by a different person).

Signature stamps should NEVER be used to pay outgoing bills and vendors. Each check should be hand-signed by the authorized signature authority and that should only be the OWNER of the business. All vendor bills should be monitored to verify the amount of product being ordered, paid for, and

billed is correct. Verify there is a valid invoice to match the bill being paid.

The employer should bank at a financial institution that provides a 'hard copy' of the cancelled checks written against the business' account. These cancelled checks should be sent to another address, as to avoid the employee from destroying the records provided by the bank. Consider a banking institution that offers Positive Pay. This is a way to identify potentially fraudulent transactions before they impact your accounts. For more information, visit positivepay.net.

If the bookkeeper is issued a credit card, mandate that prior approval is required by the business owner before any purchases are made. A full explanation of each charge and receipts of all purchases should also be reconciled each week to verify the charges are legitimate.

When utilizing a safe, with the exception of the owner, allow only one person access to the safe using a special access code related only to that employee. Every transaction involving a safe transaction should require more than one employee verifying the action being made.

These steps will help your business' finances stay safe, compliant and within best practices for ensuring the continuity and integrity of your company. For more information, visit the Financial Crimes section of lvmpd.com.

Celebrating

30
YEARS

Download the
2016 Planning Calendar at
NEVADABUSINESS.COM



**Nevada
Business**
THE DECISION MAKER'S MAGAZINE

NGEM System Simplifies Contracting for Nevada Businesses

T

he City of Las Vegas Finance - Purchasing & Contracts Division has announced the implementation of an electronic bidding system and supplier registration in conjunction with several other local government entities in Nevada, including

Clark County, the Las Vegas Convention and Visitors Authority, McCarran International Airport, Clark County Water Reclamation District, Las Vegas Valley Water District, Southern Nevada Water Authority, Reno-Tahoe International Airport and the Regional Transportation Commission of Southern Nevada (RTC). In the near future, the City of North Las Vegas will also implement the platform.

The new system, named the **Nevada Gov eMarketplace (NGEM)**, will maximize operational efficiency by transforming the paper-intensive bidding process to an electronic process, and will eliminate the need to rush through traffic and construction orange zones to submit bids on time.

Benefits: NGEM will benefit you and the City in many ways. Listed below are a few of the new features:

- It is FREE to register and participate in any solicitation process using the NGEM system.
- AUTOMATIC notifications will be issued for bid opportunities related to the categories you select for your type of business.
- The system is GREEN - notices will be sent via email and responses will be submitted electronically.
- The system is CONVENIENT - view information from all participating entities on a single website. As new solicitations are issued, you'll be able to easily access specifications, plans, maps, plan-holder lists, sign-in sheets, questions & answers, addenda, bid results, etc. online.

The system includes a NEW supplier registration portal which will be shared by all entities listed above. **All suppliers, contractors, architects/engineers or consultants, regardless of whether they are currently**

NGEM
Nevada Gov eMarketplace



registered with the City of Las Vegas or any of the other entities listed above, will need to complete a new supplier registration. Your current information will NOT be transferred to the new supplier system.

Suppliers may register online at ngemnv.com.

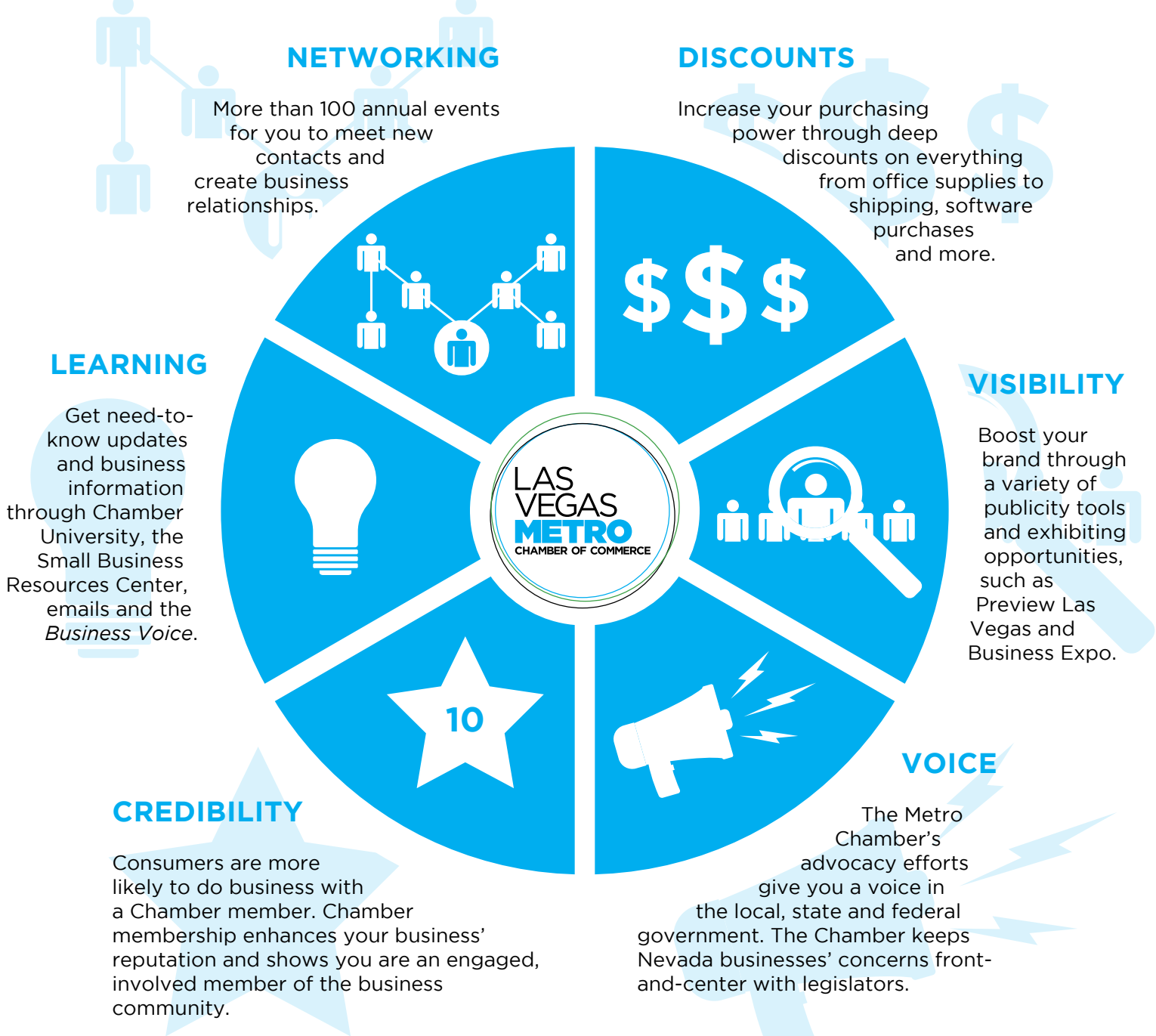
As many businesses have employee turnover, it is suggested that you create a generic email account through your business, such as 'bids@...', 'info@...', 'quotes@...', 'sales@..', to ensure important notices regarding purchasing through these entities can be delivered to your business without delay, and are administered to the correct individuals in your company. Once registered, additional users may be added by logging in and going to My Account.

If you do not have access to a computer, public computers are available at all Clark County Library District locations. For questions and additional information, call 702.229.6231.

LAS VEGAS METRO CHAMBER

WE WORK FOR YOU

Through your Chamber membership, you have access to members-only perks, exclusive networking opportunities, and ways for you to learn, boost your brand and create buzz for your business!



Learn more about your Metro Chamber membership by contacting the Metro Chamber at 702.641.5822 or visiting LVChamber.com.

Vegas Young Professionals

Presenting Sponsors



Upcoming Events

SATURDAY, NOVEMBER 7

VYP @ UNLV'S
HOMECOMING GAME
Rebel Block Party:
1:00 - 2:30 p.m.
Game Begins: 3:00 p.m.
\$18

TUESDAY, NOVEMBER 10

BIZ 101: SKILL
DEVELOPMENT TO
SUCCEED
6:00 - 8:00 p.m.
\$15, VYP members only

THURSDAY, NOVEMBER 19

FUSION MIXER @
ANDREA'S
6:00 - 8:00 p.m.
In advance:
\$10 - Members
\$15 - Non-members
At the door:
\$15 - Members
\$20 - Non-members

Visit VegasYP.com or call
702.641.5822 for more info.



Planning For Financial Independence

By Charles Whitby, Managing Director, EastGate Enterprises

As Vegas Young Professionals, why in the world would we talk about retirement? I don't like the term retirement. I imagine myself as old and grey. So, for the sake of phrasing, I will use the term financially independent. The first question you need to ask yourself on the road to financial independence is, when is the right time to think about becoming financially independent?

Before you answer, let me chime in. NOW is the right time to start thinking about your financial independence. No matter how young you are and how far away retirement seems to be, you should be thinking about your financial independence right now. Let me explain why.

Let's say you are 21 years old and you saved \$100 per month using a solid interest Money Growth Method (MGM) for the next 44 years. You could accumulate more than \$746,000 by the age of 65. Examples of MGMs include stock, bond, mutual fund and private equity investing, insurance products purchases and more.

Conversely, if you decided to start saving for independence at 40 years old and wanted to be free at the age of 65 with more than \$746,000 from which to live, you would need to save more than \$660 per month for the next 25 years of your life. All the while, you are missing out on free money!

Free money? Who wouldn't take free money? Okay, so it's not really free. There is one significant cost for you... time. If you contributed \$100 for 45 years, you would only save \$54,000. The MGM would create \$692,042 for you. Yes, 45 years is a long time, but who wouldn't wait a couple decades to be gifted \$700,000?

Some people may be able to live comfortably with less than \$750,000 - others might need far more. The point is, there is a dollar amount that is right for you and you must have that in mind when composing your financial game plan to set yourself up for financial independence.

I encourage you to seek out your plans for financial independence. In this case, as in most, planning ahead can truly serve your best interests.



Business
Blend @
**THE VENUE
LAS VEGAS**



Vegas Young Professionals and Metro Chamber members mixed, mingled and created new business connections at The Venue Las Vegas, Fremont East's newest hotspot. Guests were treated to gourmet light bites, signature cocktails and spectacular views of Downtown Las Vegas. *Photo credit: Thomas Tran*

The Final Word

OCTOBER ACCOMPLISHMENTS



October was filled with celebrating our members and ensuring their great work in the community is recognized. The Metro Chamber held its annual Business Excellence Awards, where 25 Chamber members were honored for their outstanding service to the community. October was also the beginning of the Southern Nevada Forum, a place where community members have a platform to weigh in on the issues in advance of the 2017 Legislature. Take a look at some of the things the Metro Chamber accomplished in October:

- Celebrated the creativity and diversity of local Southern Nevada businesses by honoring 25 local Metro Chamber businesses during the 2015 Business Excellence Awards, sponsored by Nevada State Bank.
- Hosted Chamber University webinar sessions that focused on how companies can maximize their business during the holiday season, ways a business can prevent cyber crime, and important legal information businesses need to know.
- Engaged with Southern Nevada legislators, business leaders, local government officials and other stakeholders to discuss the legislative priorities for 2017 at the Southern Nevada Forum.
- Connected more than 200 Metro Chamber members and Vegas Young Professionals members for a night of business building at The Venue Las Vegas during Business Blend.
- Held 14 ribbon cuttings, where the Metro Chamber welcomed new members and congratulated members on grand openings, anniversaries and other milestones.
- Mixed and mingled with fellow Metro Chamber members and welcomed new members at the New Member Breakfast.
- Launched a New Member Lunch, giving new members an opportunity to create partnerships and introduce their business.
- Welcomed President's Club members for an evening of high-level networking at the new Shelby American World Headquarters during a President's Club Reception.
- Engaged with education experts, community stakeholders and business leaders for a K-12 education symposium to discuss opportunities and topics regarding K-12 education in Nevada.



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UNIVERSITY**

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		RETAIL	DISCOUNTED PRICE	% OFF
Azithromycin 500mg	10qty	\$97.85	\$47.25	52%
Flumadine (Rimantadine) 100mg	30qty	\$134.20	\$75.11	44%
Amox./Clavulanate (Augmentin) 875mg	20qty	\$53.25	\$24.97	53%
Amantadine 100mg	30qty	\$42.75	\$36.14	16%
Rimantadine 100mg	30qty	\$134.20	\$32.16	76%
Levofloxacin (Levaquin) 500mg	12qty	\$137.54	\$52.62	62%
Prednisone 20mg	20qty	\$9.59	\$8.11	15%
Tamiflu 45mg	10qty	\$184.99	\$127.84	31%

*Discounted prices were obtained from participating pharmacies. Prices vary by pharmacy and region and are subject to change.

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Suzanne Domoracki • suzanne@nevadadrugcard.com

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TO REGISTER:
702.641.5822
LVChamber.com
\$45 per Person
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CRESENT HARDY**

November 10, 2015

8:00 - 9:30 A.M.
\$40: MEMBERS
\$55: NON-MEMBERS
\$400: TABLE OF TEN

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702.641.5822 or LVChamber.com