

# Business Voice

LAS VEGAS METRO CHAMBER OF COMMERCE | LVChamber.com | JANUARY 2016

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## Working Together, Building Together, Creating Together

**JOHN GUEDRY**  
**BOARD OF TRUSTEES CHAIRMAN**

I am proud to be chairman of this great institution as we focus on what is next. Working together, building together and creating together for the future.

Great cities are focused on the future. Cities that sit back and choose not to strategically invest in their future will be left behind. We must project ahead and do the necessary things today that will prepare our community for a strong future in 10 years, 20 years and beyond.

**First and foremost, great cities need an environment where businesses and entrepreneurship can thrive.**

As business and community leaders, we need to do everything in our power to make sure we are making it easier for small businesses to succeed and prosper. That is at the core of what the Chamber does and stands for.

Connecting small businesses with resources to help them grow continues to be a main focus for the Chamber. In 2016, we are pledging even more resources to support small businesses, including a new Procurement workshop series to help small businesses learn how they can position their businesses to win government and large company contracts.

Second, we know that effective management of human resources is a challenge all businesses face. Our new HR USA program will offer affordable solutions to take the guesswork out of human resources management for small business owners.

And the Metro Chamber will partner with the Center for Business and Economic Research at UNLV to help our members access timely and important information on economic trends and sector-specific analysis. These are tangible, practical resources to help small businesses grow and thrive.

**Great cities need a strong, qualified workforce. And that starts with excellence in education at all levels.**

Students today are our future workforce – we need them to be prepared and capable. Many business owners today struggle with finding qualified employees. In the global economy, workforce talent will separate winning economies from losers.

While tax climate is fundamentally important to attracting and retaining businesses, it pales in comparison to trying to attract and retain businesses when they cannot access the employees they need. There is an urgent need for all of us to roll up our sleeves, support teachers and improve our schools. On March 7, the Metro Chamber will partner with the Las Vegas Global Economic Alliance to host a Business-Education summit to rally businesses to engage with our schools.

**Great cities strategically invest in tomorrow. They take ownership of their future and have pride of place.**

Great cities have strong universities. We need UNLV to be a Tier 1 Carnegie Research school that will not only be able to produce the top professionals we need, but also the research and innovation that fuels businesses.

And we need a community college system that is in lock step with local workforce needs – now and in the future, as well as address other areas, be it transportation infrastructure, water and energy security, travel and tourism and other industry sectors.

This is our city – we must own it, nurture it, invest in it. We must be bold and future focused. Our great city, and our next generation, needs us to work together. Build together. And create together.

# Wake up your smart.

88.9



89.7

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# Chamber News

## Chamber University Kicks off Spring Semester!

Chamber University is about to launch the next semester of free webinars to Metro Chamber members. Introduced last fall, Chamber University is a great way to get need-to-know business information and best practices from industry experts without having to leave your desk. Chamber University is every Friday at 10:00 a.m., beginning February 5. Webinars offered include: Build a Better Website for Your Small Business; Wellness in the Workplace and Staying Fit for Business; Medical Marijuana and What it Means to Your Business; Safety First: The Importance of Workplace Safety; and Protect Yourself: Fraud Prevention and Protection. Each webinar is also available on the Members Only Portal to view, as well. For more information on Chamber University, visit the events calendar on LVChamber.com or call 702.641.5822.

## COCKTAILS & CONVERSATIONS

### Engage With Nevada's Elected Leaders at Cocktails & Conversations

Cocktails and Conversations is the Metro Chamber's newest event, designed to give members the opportunity to engage directly with Nevada's elected leaders while in a fun and relaxed social setting. As an attendee, you will hear first-hand from leaders sharing their thoughts about the issues impacting our state and the business community. Cocktails and Conversations is a fundraiser for BizPAC, the Chamber's Political Action Committee, with 100 percent of your contribution going towards advocacy efforts on behalf of your business. Cocktails & Conversations will be held Thursday, January 14, in the Ling Ling Room at Hakkasan inside the MGM, from 5:00 - 7:00 p.m. The cost is \$100 per person. For more information, visit LVChamber.com.



## The Metro Chamber Looks Future Forward at Preview Las Vegas

Preview Las Vegas, the Metro Chamber's annual conference and trade show, gives you the tools, insight and information you need to be an informed and engaged leader in the Southern Nevada business community. Don't miss these powerful, thought-provoking speakers as they lay out what's to come for Southern Nevada and what the business community needs to do to move our region forward. Arrive early to network with nearly 2,000 business professionals and executives empowered to make purchasing decisions, check out contracting opportunities in the Procurement Lounge and get information on Resource Row. This year's program will feature:

- **Jim Murren**, Chairman and CEO, MGM Resorts International
- **Rossi Ralenkotter**, President and CEO, Las Vegas Convention and Visitors Authority, leading a panel on our core industry's greatest opportunities and challenges
- **Dr. Robert Lang**, UNLV Director, Brookings Mountain West
- Economic insights, analysis and commentary from **Dr. Stephen Miller**, Director, UNLV Center for Business and Economic Research at the Lee Business School

Preview Las Vegas will be held **Friday, January 29**, at the Thomas and Mack Center - Cox Pavilion, from 7:00 a.m. - 1:30 p.m. Tickets are \$65 for members and \$85 for non-members. For more information, including tickets and exhibitor registration, visit [PreviewLasVegas.com](http://PreviewLasVegas.com) or call 702.641.5822.

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*We're putting all of our energy into your energy.*

# News You Need



## North Las Vegas State of the City: Hear About the Exciting Developments Happening!

Engage with elected officials and community leaders at the North Las Vegas State of the City Address. Hear from City of North Las Vegas Mayor John Lee as he recaps the accomplishments of North Las Vegas and highlights what's to come for the city in the coming year. This is a great opportunity to connect with high-power decision-makers and network with other community stakeholders. The Las Vegas Metro Chamber is proud to partner with the City of North Las Vegas to facilitate the State of the City Address, held on Thursday, January 28, at Texas Station, from 11:00 a.m. – 1:00 p.m. For more information on the North Las Vegas State of the City Address, call 702.641.5822. To register, visit [LVChamber.com](http://LVChamber.com).

## Clark County to Hold “Meet Your Customer Day” to Encourage Small Business Contracting

Clark County departments and local government purchasing agencies will be on hand Wednesday, January 20, from 9:00 a.m. – 1:00 p.m. at the Clark County Government Center rotunda to network with local minority-owned, woman-owned, small, physically challenged, veteran and disabled veteran business enterprises interested in supplying Clark County's business needs. Purchasing staff will be available to assist businesses with registering in the Nevada Gov eMarketplace and answer any questions about contracting and purchasing opportunities. For more information, call 702.455.3092 or visit [clarkcountynv.gov](http://clarkcountynv.gov).

## SBA National Small Business Week Awards Nominations Close January 11

Nominations for the 2016 National Small Business Week Awards, from the U.S. Small Business Administration, are due by January 11. Each year, the SBA recognizes a variety of entrepreneurs and companies in categories such as Small Business Person of the Year, Exporter of the Year, Small Business Disaster Recovery, Prime Contractor of the Year, Women's Business Center of the Year, and the Veterans Business Outreach Center Excellence in Service Award. All nominations must be submitted online, postmarked or hand delivered to the nearest SBA District Office by 3:00 p.m. on January 11. Winners will be announced during National Small Business Week, May 1-7. For more information, visit [awards.sba.gov](http://awards.sba.gov).

## Understand Your Taxpayer Bill of Rights

With tax season approaching, it's important that each and every taxpayer know they have a set of fundamental rights when dealing with the IRS. The IRS is determined to keep taxpayers informed of these rights through its comprehensive Taxpayer Bill of Rights. These rights include the right to be informed; the right to quality service; the right to pay no more than the correct amount of tax; the right to challenge the IRS's position and be heard; the right to appeal an IRS decision in an independent forum; the right to finality; the right to privacy; the right to confidentiality; the right to retain representation, and the right to a fair and just tax system. For the complete Taxpayer Bill of Rights, visit [irs.gov](http://irs.gov).

# Member Benefit

HIGHLIGHT YOUR BUSINESS WITH A DISCOUNT OFFER ON LVCHAMBER.COM

D

Did you know that you can publish a discount for fellow Metro Chamber members – or the public – on the Chamber’s website? Using the Members Only Portal, you can post as many discount offers as you’d like, specify any stipulations or restrictions, set expiration dates and even add a photo or your logo to the offer. You can manage them through the portal, giving you 24/7 access to add, modify or delete offers. These offers are displayed on LVChamber.com. The Metro Chamber will publish a few each week on the weekly information email every Monday, helping you stay front-of-mind to your customers and the business community.

Whether you offer a discount on products, a complimentary add-on to a service or a special themed offer for a holiday or advertising campaign, be sure to include the Metro Chamber in your promotional efforts. For more information, log in to the Members Only Portal at LVChamber.com or contact a member engagement representative at 702.641.5822.



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## SOUTHERN NEVADA FORUM

The Metro Chamber, along with Southern Nevada legislators, local government officials, business leaders and other community stakeholders, are continuing to meet as committees to establish regional priorities for the 2017 legislative session. The Southern Nevada Forum's six priority committees are K-12 education, higher education, transportation infrastructure, economic development, health care and good governance.

The Metro Chamber is proud to help facilitate the Southern Nevada Forum committee meetings on behalf of Southern Nevada lawmakers to help bring our community together for these

important discussions. Participants and community members are encouraged to stay engaged in the process by attending these committee meetings.

Here are some updates coming out of the Southern Nevada Forum thus far:

**Higher Education** - The committee met and discussed several areas of interest for legislators to consider, including workforce pipeline and increasing alignment between workforce needs and curricula; tuition and payment opportunities, including Promise Scholarships and Silver State Opportunity Grants; community college certificates;

graduate medical education; mentorship programs; the funding formula; community college governance; and resources for part-time, non-traditional students.

**Economic Development** - The committee heard different presentations during its first two meetings, including one on international trade infrastructure and SME capabilities and one on the continued advancement of the unmanned aerial vehicle industry in Southern Nevada.

For a complete list of upcoming committee meetings and updates, visit [LVChamber.com](http://LVChamber.com) or [SouthernNevadaForum.com](http://SouthernNevadaForum.com).

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LAS VEGAS METRO CHAMBER OF COMMERCE

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# Your Scene | You're Seen

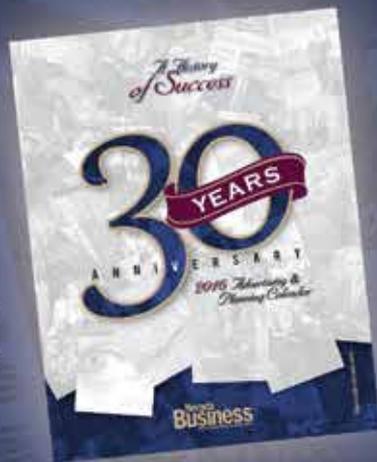


Nearly 600 Metro Chamber members, business and community leaders welcomed the Metro Chamber's 2016 Board of Trustees and incoming chairman John Guedry, CEO of Bank of Nevada. Attendees were treated to a performance by the Green Valley High School Jazz Combo, a recap of the business community and Chamber accomplishments for 2015, and a glimpse ahead to some of the exciting programs and resources the Metro Chamber will be providing members in 2016.

*Celebrating*

**30**  
**YEARS**

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THE DECISION MAKER'S MAGAZINE

# FUTURE. FORWARD.

**A**

fter a major year for our region – significant education reform, the funding of the UNLV School of Medicine, the announcement of Faraday Future, record visitation numbers and increased job and economic growth – what's next?

Preview Las Vegas, happening January 29, at Thomas & Mack Center – Cox Pavilion, is the place to find out. As the signature business forecasting event of the year, Preview is focused on “Future.Forward.” The business community must play an active and substantial role in advancing our region to the next level. Preview Las Vegas, through a dynamic speaker line-up, economic data and analysis provided by the Center for Business and Economic Research at UNLV, and a high-energy trade show floor packed with the latest products, services and resources to get local businesses to the top of their game, is the event to kick off a year of action, momentum and motion.

At Preview 2016, you'll find out what's coming up for some of our largest and emerging industries, the economic data and analysis you need to conduct business for the year, and hear insights and information from Southern Nevada's most respected and high-profile business and community leaders.

**Jim Murren, Chairman and CEO of MGM Resorts International**, will delve into what's ahead for Nevada's largest business and linchpin of our core industry, as well as give insights into what we need to do as leaders in our community to collectively move Southern Nevada forward in the global economy.

**Rossi Ralenkotter, President and CEO of the Las Vegas Convention and Visitors Authority**, will lead an engaging and dynamic panel of industry experts on our greatest challenges and opportunities to the travel and tourism industry, as well as give an insider's look into what 2016 will hold for our core industry.

**Dr. Robert Lang, UNLV Director of Brookings Mountain West and Executive Director of the Lincy Institute**, will examine into where our region is in terms of the global economy, what our biggest competitors are doing, and how the business community can rally to create a Southern Nevada metropolitan revolution.

**Dr. Stephen Miller, Director of the Center for Business and Economic Research at UNLV**, will provide data, analysis and commentary on Southern Nevada's biggest economic and industry indicators and give a preview of what to expect for employment, real estate, and business conditions for 2016.

Stay tuned for more exciting updates about this year's powerful line-up and what to see on the trade show floor!

**And for the first time, Preview attendees will receive a book packed with these economic insights to take with them and reference throughout the year.**

Tickets and exhibitor booths are available now on [PreviewLasVegas.com](http://PreviewLasVegas.com). You can also call the Metro Chamber at 702.641.5822 for additional information on how you, as a business leader in Southern Nevada, can engage and be “Future.Forward.” at Preview 2016.

# JIM MURREN

Chairman & CEO,  
MGM Resorts International



## **Q: What are you most looking forward to in 2016?**

**A:** There are so many things from a MGM perspective including the opening of the Las Vegas Arena, The Park and the new theater at Monte Carlo, all of which will contribute further to the attraction of Las Vegas to visitors, and will help support the further trajectory of more visitors.

Trajectory, that is a word that I think best befits the Las Vegas of this early millennium. We are seeing a resurgence of our traditional industry that is combining with emerging industries such as Tesla and Faraday to provide a larger foundation for economic growth and resilience. The dedicated focus on the infrastructure needs of our region through the leadership of state, regional and local officials will help ensure that the "Welcome to Las Vegas" sign beams brightly to welcome visitors for business or personal travel to experience all that our region has to offer. I'm also excited that we are on the international stage with the Presidential election.

## **Q: What is Southern Nevada's greatest strength, as we transition into 2016?**

**A:** The greatest strength of Southern Nevada, indeed our state, is our embracement of diversity. In so many ways, Nevada is reflective of the new United States with diverse populations, cultures and experiences that make us stronger. We say at MGM Resorts that we are united through diversity, and I think that is so with our region of the country.

## **Q: What keeps you up at night?**

**A:** I'm never satisfied with the status quo. I'm always pushing to ensure we are innovating in everything we do. If we do that, if we provide ever more reasons for people to visit our city, if we continuously improve our business operations then we are several steps further in our objective to attract and retain high performing colleagues not just for the benefit of MGM as a company, but for the larger benefit of our community.

I'm pleased that we are continuing our focus on health care, and developing a state medical school to train our future health care leaders. Combined with the other medical schools and research and defense organizations we have an ever-broadening base of residents with unique and valuable qualifications.

## **Q: Where is our community capitalizing on opportunities? Where are we missing out and why?**

**A:** I've been reflecting on our community's young history. In just 40 years, the population of Las Vegas has increased almost 800%. The number of resorts casinos has nearly doubled from 15 to 29. The number of affiliated employees has increased 1,600% to more than 100,000, and visitation has increased 600%.

We are fortunate to be set against a beautiful natural environment that provides a portal for tourism and travel. We also excel in capitalizing on diversity as one of our city's cornerstone values. At the same time, while we are leaders and innovators

in stewarding our scarce natural resources, such as water, we must be relentless in striving to always doing more to protect our planet, and to be a sustainable destination.

## **Q: Keeping in mind the theme of Preview Las Vegas 2016 is "Future. Forward" and how Southern Nevada can collectively work towards advancing our economy and creating new opportunities for our region, how would you encourage the business community to move "future forward?"**

**A:** We are fortunate to have a thoughtful, accessible and responsive government sector. Business needs to work closely with government, and it must support it, for the public sector provides the tools and resources that allow the business sector to operate whether attracting and managing world stage events, providing the resources through education to prepare the next generation of contributors and leaders, or keeping us safe and secure.

We need to also all get behind the new Convention Center District to keep Las Vegas in the forefront for the meeting, conferences and conventions sector which, combined with attracting international visitors, is an important component of our economic vitality.

# DR. ROBERT E. LANG

UNLV Director,  
Brookings Mountain West  
Executive Director, The Lincy Institute



**Q: What are you most looking forward to in 2016?**

**A:** I am most looking forward to a continued strengthening and diversification of the Las Vegas regional economy. I expect to see several major projects announced at the Apex Industrial Park in North Las Vegas. I also look forward to a major commitment to improve and expand our tourist infrastructure such as updating the convention center and planning a 60,000-plus stadium.

**Q: What is Southern Nevada's greatest strength, as we transition into 2016?**

**A:** The region's greatest strength is our connectedness to national and world markets. McCarran remains perhaps our greatest asset in that it ranks as the second leading origin-destination airport after LAX. Our connections to Los Angeles and Phoenix also link us into one of the largest of what I call "megapolitan clusters" in the U.S. We access the nation's leading sea port and share an advanced industry labor pool with leading high tech economies in Southern California and Central Arizona. The ongoing construction of I-11 to Phoenix will better link Las Vegas to its second leading trading partner after Los Angeles.

**Q: What keeps you up at night?**

**A:** What keeps me up at night is the fact that our core industry in entertainment and conventions is

under constant threat from Orlando. I am especially concerned that Orlando is far ahead of Las Vegas in making strategic investments in its tourist infrastructure, such as linking its convention center to the airport via a high-speed maglev train. In addition, Orlando has the lowest tourist tax burden of any top 50 metro market (while Las Vegas is the 17th most burdened) yet the state of Florida allows Orlando to keep all these taxes to invest in tourist infrastructure while we send the vast share of our much higher taxes to the state general fund in Carson City.

**Q: Where is our community capitalizing on opportunities? Where are we missing out and why?**

**A:** Southern Nevada is aggressively pursuing diversification efforts in key tech and business service sectors. We are finally having much needed discussions on how to improve our tourist infrastructure, including an ambitious plan to address our transportation deficits. By contrast, we forfeit a very high share of our tax dollars to both Washington, D.C. and Carson City. We need a better strategy to redirect tax money back to Las Vegas to invest in our health, education and transportation systems.

**Q: Keeping in mind the theme of Preview Las Vegas 2016 is "Future. Forward" and how Southern Nevada can collectively work towards advancing our economy and creating new opportunities for our region, how would you encourage**

**the business community to move "future forward?"**

**A:** Las Vegas businesses should join what we at the Brookings Institution call the "Metropolitan Revolution." The main idea is that we cannot wait for Washington, D.C. and Carson City to fix our problems. Rather, a coalition of region-wide business and civic leaders, philanthropists, educators and agency heads must be proactive and take charge of our economic future. In a tangible way that means telling the state and federal governments what tools and resources our region needs for success. The good news is that the Metropolitan Revolution is well underway in greater Las Vegas. It is exemplified by actions such as the Las Vegas Metro Chamber-led visits to Washington, D.C., where regional leaders successfully lobbied for the Interstate-11 and Tule Springs National Monument designations. Most recently, this spirit was seen in North Las Vegas where Mayor John Lee and his team successfully recruited Faraday Future to the Apex Industrial Park. There are lots of new opportunities out there and I believe we need all Southern Nevadans to get in the game and join the revolution.

# ROSSI RALENKOTTER

President and CEO,  
Las Vegas Convention and Visitors Authority



## **Q: What are you most looking forward to in 2016?**

**A:** I am very excited with the continued evolution of the destination coming together in the coming year. Our resort partners continue to invest in Las Vegas, once again improving the experience for our visitors. The Las Vegas Arena by MGM Resorts and AEG and the adjacent Park venue will provide an incredible venue for sports, concerts, and more. The renovation of the Tropicana and the opening of the Lucky Dragon will provide a new experience in the resorts. Downtown Las Vegas continues to thrive with experiences like The Mob Museum and the development of the Downtown Las Vegas Events Center. And, of course, I'm looking forward to moving ahead with our own Las Vegas Convention Center District project with the demolition of the Riviera and development of the property into new outdoor exhibit space for our clients. Finally, the entire Las Vegas Valley should be looking forward to hosting the final Presidential Debate of the 2016 election season. Being chosen to host this debate confirms what we already knew - Las Vegas is a serious city where business gets done. We've had a banner year as a destination and have every expectation that we will break the 42 million visitor mark putting us on the path to 43 million visitors in the coming years.

## **Q: What is Southern Nevada's greatest strength, as we transition into 2016?**

**A:** In my mind, the greatest strength we have in Southern Nevada is the commitment, creativity and drive of the people we have working in and around the tourism industry. No

other city was built and evolved to host people. Las Vegas not only was, but also never sits back and enjoys its success. The entrepreneurial spirit that led to the development of the tourism industry continues to drive the industry to evolve and grow to adapt to the wants and desires of the traveling public. It is important that we diversify our economy and bring new industry to the destination, but it's more important that we make sure to always support our No. 1 industry and its success.

## **Q: What keeps you up at night?**

**A:** The same thing that's kept me up for four decades - figuring out new and exciting ways to fill all of our hotel rooms every night. The big difference now is that we have to fill 150,000 of them with more on the way. Making sure that Las Vegas maintains its prominence in the leisure and business travel communities is always top of mind for me.

## **Q: Where is our community capitalizing on opportunities? Where are we missing out and why?**

**A:** Southern Nevada continues to capitalize on opportunities to come together for the benefit of our entire community. Partnerships such as the work the LVCVA does with McCarran International Airport to attract new air service, and the dozens of stakeholders who came together to discuss how we improve our transportation infrastructure are great examples of that community pride and partnership. The partnership between UNLV and the LVCVA to bring the Presidential Debate here next year will further show the world that we are a global business city. Las Vegas, particularly

when it comes to the tourism industry, doesn't often miss out. We are more often the leader in creating new experiences for travelers around the world. We need to ensure that our focus remains on supporting and growing the tourism industry.

## **Q: Keeping in mind the theme of Preview Las Vegas 2016 is "Future Forward" and how Southern Nevada can collectively work towards advancing our economy and creating new opportunities for our region, how would you encourage the business community to move "future forward?"**

**A:** "Future Forward" is a great theme this year as we are at a point in the evolution of our city that we need to look ahead and make sure that the decisions we make today will solve the problems that will arrive tomorrow. As we continue to attract more and more visitors, and more residents move to Southern Nevada, we need to look at critical growth strategies to make sure we can sustain all this growth. The convention industry is a critical part of our visitation mix, and we are in jeopardy of losing our grip on the lead in that industry. The Las Vegas Convention Center District project will ensure that we can continue to house our largest clients as they grow and allow us to attract more conventions to the destination. It is also critical that we are able to safely and efficiently move people around the city. Making the right investments in our transportation infrastructure is also important to our future. The decisions we make today will determine our continued success and growth, and we must ensure that those decisions support the industry that makes our city go - tourism.

# DR. STEPHEN M. MILLER

Director,  
UNLV Center for Business and Economic Research  
Professor, UNLV Department of Economics



## **Q: What are you most looking forward to in 2016?**

**A:** I look forward to 2016 as the year that we bury the Great Recession and look “Future.Forward” to a better national economy, whose benefits will spill over onto the local economy. For many economic series that the Center for Business and Economic Research follows for the Southern Nevada economy, 2016 will be the year for which these data series surpass the prior peaks reached before the Great Recession. We also note acceleration in the changes in many of these economic series in 2015. Will 2016 see continued pick up in the changes in key fundamental economic data series? Unless the Federal Reserve makes a mistake in its policy decisions or a terrorist event occurs in Las Vegas, we anticipate faster improvement in the Southern Nevada economy.

## **Q: What is Southern Nevada’s greatest strength, as we transition into 2016?**

**A:** Southern Nevada’s character of independence and innovation provides our economy with the entrepreneurial spirit that can move our “Future. Forward.” That entrepreneurial spirit coupled with regulatory and financial support of the government can lead to a more diversified Southern Nevada economy.

## **Q: What keeps you up at night?**

**A:** Several things could upset the apple cart of recovery in Southern Nevada. At the national level, any

miscalculation by the Federal Reserve could lead to rising inflation or a return to recession. Either of those outcomes could harm the hospitality industry as visitors may think twice before committing to a Las Vegas vacation. The risk of a recession, however, probably presents a larger headache for us in Southern Nevada than rising inflation. At the local level, potentially more harmful, however, is a terrorist event in Las Vegas that would cast a pall over the tourism industry and lead to a downturn in the hospitality sector. People, however, generally overreact to small-probability risks. Thus, a terrorist attack would significantly affect the local economy in the short run, but these effects should dissipate in the longer term.

## **Q: Where is our community capitalizing on opportunities? Where are we missing out and why?**

**A:** With the interaction of our entrepreneurial spirit and regulatory and financial support of the government, Southern Nevada attempts to diversify its economy. The hospitality industry already diversified its revenue stream into shopping, entertainment, dining, and so on, although those revenue streams still depend on visitors coming to Las Vegas. Southern Nevada misses the boat in preparing the workforce for “Future.Forward” by not doing enough for K-12 and higher education. In addition, as Southern Nevada attracts more retirees, we also miss the boat in not providing a world-class health care system to support those retirees.

## **Q: Keeping in mind the theme of Preview Las Vegas 2016 is “Future. Forward” and how Southern Nevada can collectively work towards advancing our economy and creating new opportunities for our region, how would you encourage the business community to move “future forward?”**

**A:** The Governor’s focus on education and diversifying the economy are on target. A more diversified economy will make our economy less prone to swings in the business cycle caused by national economic cycles. Moreover, to develop a diversified economy, we need an improved and healthy K-12 and higher education systems that can produce the quality workforce that we need in the “Future.Forward”. In addition, as housing affordability improved after the Great Recession, the locational characteristics of Southern Nevada makes us a likely home to new retirees from the baby-boomer generation. After closing the shortage of medical personnel, we need to ensure that the medical capabilities of Southern Nevada can provide world-class health care to our expanding population base. And, relying on our entrepreneurial spirit, we can capitalize on a world-class health care system by making Las Vegas a medical destination and tourism site.



# In Business?

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## RESOURCES

Networking opportunities

Perks and discounts

Marketing opportunities

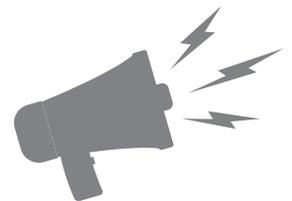


## PARTNERSHIP

Community relationships

Boost our economy

Opportunities to volunteer



## ADVOCACY

Representation at local, state and federal levels of government

Candidate endorsements

Promoting Nevada's economic development

# What's Happening

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

January Sponsors:



**4 MONDAY, JANUARY 4**  
**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.  
 Presenting Sponsors: Cox Communications, UnitedHealthcare

**5 TUESDAY, JANUARY 5**  
**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.

**5 TUESDAY, JANUARY 5**  
**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](mailto:chamberconnections@lvchamber.com) or call 702.641.5822 for space availability and cost.

**11 MONDAY, JANUARY 11**  
**VEGAS YOUNG PROFESSIONALS TOASTMASTERS**  
 See January 4.

**12 TUESDAY, JANUARY 12**  
**VEGAS YOUNG PROFESSIONALS BIGWIG LUNCH TIME WITH MICHAEL SKENANDORE**  
 Get insights, information and the professional journey of one of Las Vegas' most influential media figures. January's BLT is Michael Skenandore, president of Wendoh Media. Wendoh Media empowers people to engage and grow with the Las Vegas community through forward-thinking media, including VegasSeven magazine and SPYONVegas, as well as fully immersive events, including Life is Beautiful.  
**11:30 a.m. – 1:30 p.m.**  
**The Smith Center for the Performing Arts**  
**361 Symphony Park**  
 \$20 per person, exclusive to VYP members. Ticket price includes lunch.  
 Presenting Sponsors: Cox Communications, UnitedHealthcare

**13 WEDNESDAY, JANUARY 13**  
**NEW MEMBER LUNCHEON**  
 At this exclusive event for new members of the Chamber, each participant will have the opportunity to introduce themselves and their business in a friendly atmosphere.  
**11:00 – 11:30 a.m. Registration & Networking**  
**11:30 a.m. – Noon Program**  
**Las Vegas Metro Chamber of Commerce**  
**575 Symphony Park, Suite 100**  
 Sponsors: CenturyLink, Office Depot  
 Complimentary.

00 - CHAMBER EVENT

00 - VYP EVENT

# How to Register:

Visit [LVChamber.com](http://LVChamber.com) and  
click on the Events Calendar.

Call 702.641.5822.

14

## WEDNESDAY, JANUARY 14 COCKTAILS & CONVERSATIONS

Cocktails & Conversations is designed to give members the opportunity to engage directly with Nevada's elected leaders in a fun and relaxed social setting. As an attendee, you will hear first-hand from leaders sharing their thoughts about the issues impacting our state and the business community. Cocktails & Conversations is a fundraiser for BizPAC, the Chamber's Political Action Committee, with 100 percent of your contribution going towards advocacy efforts on behalf of your business.

5:30 – 7:30 p.m.

Ling Ling Room, inside Hakkasan  
MGM Grand

3799 S. Las Vegas Blvd.

\$100 for members & non-members

Sponsor: MGM Resorts International

19

## TUESDAY, JANUARY 19 SOUTHERN NEVADA FORUM: TRANSPORTATION AND INFRASTRUCTURE COMMITTEE

Participants have the opportunity to discuss concerns and needs as it relates to transportation and infrastructure to help establish regional priorities for the 2017 Legislature.

8:00 – 9:30 a.m.

Las Vegas City Hall

495 S. Main St

Las Vegas, NV 89101

Complimentary.

19

## TUESDAY, JANUARY 19 CHAMBER VOICES TOASTMASTERS

See January 5.

19

## TUESDAY, JANUARY 19 CHAMBER CONNECTIONS

See January 5.

21

## THURSDAY, JANUARY 21 VEGAS YOUNG PROFESSIONALS FUSION MIXER

Kick off 2016 with a little bit country, a little bit rock 'n roll and a lot of networking at the PBR Rock Bar & Grill at Miracle Mile Shops inside Planet Hollywood. This is a great time to get engaged with the largest young professionals group in Nevada, so be sure to bring plenty of business cards - and hold on tight to them if you decide to take a spin on the mechanical bull.

6:00 – 8:00 p.m.

PBR Rock Bar & Grill

Miracle Mile Shops inside Planet Hollywood

3663 South Las Vegas Blvd.

Online: \$10 for members, \$15 for non-members

At the door: \$15 for members, \$20 for non-members

Presenting Sponsors: Cox Communications, UnitedHealthcare

25

## MONDAY, JANUARY 25 VEGAS YOUNG PROFESSIONALS TOASTMASTERS

See January 4.

28

## THURSDAY, JANUARY 28 NORTH LAS VEGAS STATE OF THE CITY

The City of North Las Vegas and the Las Vegas Metro Chamber of Commerce are pleased to present the annual 2016 State of the City Address. Join Mayor John J. Lee as he addresses the City's economic outlook. Metro Chamber President and CEO Kristin McMillan will provide a business outlook and Mitch Fox, director of communications for the City of North Las Vegas, will serve as the Master of Ceremonies.

11:30 a.m. – 1:00 p.m.

Texas Station Gambling Hall and Hotel

2101 Texas Star Ln.

\$45 per person, \$450 for a table of ten

Presenters: City of North Las Vegas, Las Vegas Metro Chamber of Commerce

29

## FRIDAY, JANUARY 29 PREVIEW LAS VEGAS

Preview Las Vegas is the place you need to be to get the business information you need to know. This annual forecasting and relationship-building event converges dynamic speakers, local economic experts and industry leaders in a conference and trade show event to give you the tools, contacts and information you need to do business in Las Vegas in the coming year. See page 14 for more information on this year's speaker line-up.

7:00 a.m. – 1:30 p.m.

Thomas & Mack Center, Cox Pavilion

Tropicana and Swenson

\$65 – Metro Chamber members

\$85 – Non-members

Platinum Sponsors: CenturyLink, Cox Communications, *Las Vegas Review-Journal*, NV Energy, Wells Fargo

Gold Sponsors: Bank of Nevada, Horizon Print Solutions, The Howard Hughes Corporation, *Las Vegas Woman Magazine*, Nevada Broadcasters Association, *Nevada Business Magazine*, Nevada Drug Card, Nevada Public Radio, Nevada Resort Association, Nevada State Bank, Southwest Gas Corporation, UNLV Lee Business School, Vegas PBS

# The Business of Federal Funding in Nevada

N

evada is among the lowest performing states in the U.S. in terms of receiving federal funds. This is a public policy crisis without a legitimate excuse, and it puts at risk public safety, public health, economic stability and competitiveness.

The Sandoval administration has been proactive in addressing these problems including the creation of State Grant Office and the Advisory Council on Federal Assistance. It is essential that these institutions succeed, and Nevada's business community has as much stake in this fight as anyone.

Federal grants assist states in meeting important, complex, and continuing public policy needs. Grant and loan programs deal with healthcare, education, workforce development, agriculture, infrastructure, manufacturing, public health, public safety, economic development and hundreds more policy areas – big and small.

Together, federal assistance can have a real impact on the health of a state – not just in terms of balancing the state budget (it certainly helps) or growing the economy (it's important). It can also help ensure a workforce is healthier and more productive. The business community grows when its workforce is healthier, stronger and happier, and when its employees' families enjoy the same.

But federal assistance can do much more for the community at-large. Grants and loans help ensure transportation routes are safer and better maintained. They can help a state be better connected with a faster, more reliable electronic infrastructure. These funds can be put to use to generate a better trained, better educated, better prepared workforce whose talents are aligned with local industry.

Federal assistance serves as investment in a community and its people, and ignoring or refusing such investment opportunities can be as damning to a community as a lack of investment can devastate private enterprise. Public investment attracts better workers and students; it spurs private investment and expansion; it can foster the right kind of environment to lure new enterprises to an area. Public investment helps grow economies and allow existing business and the residents of those communities to reap those benefits.

To its credit, the Southern Nevada business community has been engaged on this issue. But if the business community wants success, it must continue its fight. It must hold the administration's feet to the fire, making sure

that failure is not an option for the Advisory Council on Federal Assistance. It must speak about the importance of this issue not just to business owners, but to every Nevadan who wants to see their state prosper.

Finally, the business community must combat misinformation with reality, not letting shallow excuses derail the conversation around federal assistance. The community will hear that such efforts grow federal deficits. (It has no effect on deficits.) It will hear that match fund and reporting requirements are too onerous. (Every other state has managed to do a better job with each.) It will hear that Nevada can do fine without this federal aid or that there is no place to put the money to use. To that I ask if there is any state program, any community, any sector in Nevada that is working perfectly? If the answer is no, the state must do everything it can to maximize its potential, and federal assistance must be a bigger part of that answer than it has been in the past.



*By John Hudak, Senior Fellow in Governance Studies and Deputy Director of the Center for Effective Public Management at the Brookings Institution. He is an*

*affiliated scholar with Brookings Mountain West at UNLV.*



**MAYOR JOHN LEE**  
AND THE  
**NORTH LAS VEGAS CITY COUNCIL**  
**STATE OF THE CITY**

**JANUARY 28, 2016 @ 11:30 A.M.**  
**TEXAS STATION**

**TICKETS ON SALE NOW**  
**LVCHAMBER.COM**  
**\$45**



# President's Club

## (B) Rob McCoy

### Associate Vice President, Government Affairs & Community Development - CenturyLink

After graduating from LaSalle University, Rob McCoy began his career as a news reporter and anchor, providing expertise in the areas of public, media and government relations. He serves as chair of The Neon Museum and is a board member with the Boys & Girls Clubs of Southern Nevada and the Nevada Taxpayers Association. Additionally, he retains professional certifications from Harvard, MIT and Cornell and is a graduate of Leadership Las Vegas, Class of 2005.

## (A) Chuck Ley

### President/CEO - Cornerstone Merchant Services, Inc.

Chuck Ley founded Cornerstone Merchant Services, an independently licensed merchant card processor, in 2004. By cultivating a culture of integrity and personal responsibility, Ley led Cornerstone to become the largest credit card processor in Nevada within a few years. Since founding Cornerstone, he has volunteered time to various non-profit organizations throughout the community. He currently sits as the acting executive vice president of Helping Hands of Vegas Valley, which he has been a part of since 2010.



## (D) Denise C. Mora

### Regional Market Manager - America First Credit Union

With more than 25 years of experience in the financial industry, Denise C. Mora is responsible for the executive oversight of the Southern Nevada operation for America First Credit Union. Mora earned a bachelor's degree in business from National American University and is also a graduate of the University of New Mexico Anderson School of Management. She has also been awarded the prestigious Rising Star Award from *Las Vegas Business Press*.

## (C) Marc Heitzman

### Director - Barclaycard US

Marc Heitzman is the site leader for Barclaycard US, overseeing 1,000+ personnel supporting branded and co-branded credit cards. Heitzman brings a diverse background in operations and financial services with a passion for driving strategic change across people, process and technology. Under his leadership, the site has continued to expand, creating long-term career opportunities in Southern Nevada. A graduate of the University of Texas at Arlington, Heitzman received his MBA from the University of North Texas.

# Spotlights

**(E) Laurie Indvik**

**Executive Director – CompassionCare Hospice**

Laurie Indvik is the executive director for CompassionCare Hospice, a business committed to providing superior physical care, as well as emotional and spiritual care, to patients with life-limiting illnesses. Hospice services can be provided to patients in their own homes, or wherever the patient and loved ones need help. Prior to being promoted to executive director, Indvik was director of business development for CompassionCare Hospice. She is a native of Minnesota, and has lived in Las Vegas for the past five years.



**(F) Garry Hayes**

**Attorney –  
Law Office of Hayes & Welsh**

Garry Hayes, partner at the Law Office of Hayes and Welsh, is a fourth generation Las Vegas. He is a graduate of the J. Reuben Clark Law School at Brigham Young University. He has been licensed to practice law in Nevada since 1984. Hayes has experience in civil litigation, gaming and administrative law, zoning, business transactions, collections, real estate and business law. He has been active in the Preservation Association of Clark County and the Gilcrease Orchard Foundation.

**(G) Bina Hribik-Portello**

**Regional Vice President  
Life Care Centers of America  
Silver Region**

Life Care Centers of America operates more than 220 nursing, sub-acute, rehabilitation, home health and Alzheimer's centers in 28 states. The Silver Region encompasses five facilities in Nevada and Utah. Bina Hribik-Portello joined the company in 1998. She has more than 20 years of experience in health care leadership and has served as administrator at three skilled nursing facilities before overseeing the Life Care Centers' Silver Region. She also has a background in acute care and in human resources management.



**(H) 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. Bethke holds two degrees and more than a decade of experience leading robust and complicated software development projects for federal, state and commercial clients domestically and abroad. He spearheaded the expansion into the Las Vegas metro area and leads a team of 60 engineers building great software.

# preview

LAS VEGAS



# FUTURE. FORWARD.

Join 2,000 business professionals, meet 100+ local business exhibitors, connect with local and state government agencies, and hear from community leaders on what the future holds.

Speaker sessions will include need-to-know business information, economic forecasting and changes coming to the Valley. Everything you need to know to be ready for 2016.

*\*Exhibit booths available for Metro Chamber members in good standing.*

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WELLS  
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# FEATURING...



**JIM  
MURREN**

Chairman & CEO,  
MGM Resorts  
International



**ROSSI  
RALENKOTTER**

President and CEO,  
Las Vegas Convention  
and Visitors Authority



**DR. ROBERT  
LANG**

UNLV Director,  
Brookings  
Mountain West



**DR. STEPHEN  
MILLER**

Director,  
UNLV Center for Business  
and Economic Research

**FRIDAY, JANUARY 29, 2016**

Thomas & Mack Center -  
Cox Pavilion

**GET YOUR TICKETS TODAY!**

\$65 for Chamber members  
\$85 for non-members

**VISIT [PREVIEWLASVEGAS.COM](http://PREVIEWLASVEGAS.COM) OR CALL 702.641.5822**

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Las Vegas Woman Magazine | Nevada Broadcasters Association | Nevada Business Magazine  
Nevada Drug Card | Nevada Public Radio | Nevada Resort Association | Nevada State Bank  
Southwest Gas Corporation | UNLV Lee Business School | Vegas PBS**

# Member News

RED - PRESIDENT'S CLUB MEMBER



## Announcements



**The Firm Public Relations and Marketing** hired Sarah

Harper as assistant public relations specialist, promoted Annie Waggoner to public relations specialist and promoted Lindsey Stull to senior public relations specialist. In addition, senior public relations specialist Jesse Scott was recently selected by PR News as one of its Rising PR Stars 30 and Under.

**The Las Vegas Natural History Museum** has obtained a prestigious museum-quality animal collection from Nevada casino developer and wildlife enthusiast Gary E. Primm. The rare Gary and Matthew Primm Wildlife Collection features approximately 100 exotic and domestic species.

**MountainView Hospital** opened a Wound Care & Hyperbaric Center to serve patients with chronic wounds in an outpatient setting.

**Burke Construction Group, Inc.** named John Necs as Project Manager. Necs brings more than 14 years of experience in construction management, engineering and procurement of large scale projects.

## Congratulations

**Sunrise Health System** was recognized as a Top Performer on Key Quality Measures® by The Joint Commission, the leading accreditor of health care organizations in the United States.

**Dignity Health-St. Rose Dominican's Siena Campus** received the American College of Cardiology's NCDR ACTION Registry-GWTG Silver Performance Achievement Award for 2015 while the **San Martin Campus** received the Mission: Lifeline® Bronze Receiving Quality Achievement Award for implementing specific quality improvement measures outlined by the American Heart Association for the treatment of patients who suffer severe heart attacks.

Lisa Sipe of **Western Risk Insurance Agency** successfully completed the courses and exams required to become a certified insurance counselor.

**Western Governors University** was awarded a certificate of excellence from USA Funds for achieving a significant reduction in its federal student loan default rate.

**University of Nevada Cooperative Extension** Southern Area Master Gardener's Rose Garden received a certificate of achievement in the Small Garden Class at the national Pacific South West District's 2015 Annual Convention.

The Las Vegas Metro Chamber of Commerce is proud to provide members with a place to publish their current announcements as a benefit of membership. Email news items to [pr@lvchamber.com](mailto:pr@lvchamber.com) or fax to Public Relations at 702.735.0320.

## Community Service

**America First Credit Union** launched its annual Skip a Loan program that offers members the opportunity to skip monthly loan payments, donating a portion of the fee to purchase shoes and for children in need.

**Catholic Charities of Southern Nevada** received funding from **Dignity Health-St. Rose Dominican Hospital** to purchase an eight-passenger van to assist their clients in reaching the medical attention they require.

**McCarran International Airport** executives made a generous donation of holiday decorations to **Opportunity Village**, including Christmas trees, wreaths and 35 bags of decorations.

**Fremont Street Experience** and **Gold Nugget Las Vegas** presented the **Shriners Hospitals for Children** with a check for \$9,260 that was raised in December during the SlotZilla charity challenge.

**City National Bank** teamed up with the **DISCOVERY Children's Museum** to support the YouthWorks Program with a \$5,000 donation.

**Matt Smith Physical Therapy** and Desert Valley Therapy held its annual toy drive benefitting Light of the World Childhood Cancer Foundation

## Upcoming Events

**The Smith Center for the Performing Arts** and the Rogers Foundation teamed up to recognize deserving teachers in the **Clark County School District** through the Heart of Education Awards. Semi-finalists will be invited to a grand celebration at The Smith Center, and approximately 20 teachers will each receive a \$5,000 award and a trophy. Nominations must be received no later than January 29. For more information on the program or to submit an application, visit [smithcenter.com](http://smithcenter.com).

## Wheeling and Dealing

**Commercial Executives Real Estate Services** represented Valley View Merchant Irrevocable Business Trust in the sale of land located at 3439 W. Cahuegna. The transaction is valued at \$4.5 million.



THIS IS MORE THAN A COMMUNITY,  
IT'S AN ECONOMIC ENGINE.

Planned for 80,000 homes and 200,000 residents, Summerlin is currently home to more than 100,000 people living, working, shopping and creating sustainable economic growth for the Las Vegas valley. And with more than 7,000 acres and the evolution of Downtown Summerlin®, we're just getting started. This is Summerlin. This is economic growth.

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Red Rock Canyon National Conservation Area

# Ribbon Cuttings

## CELEBRATING BUSINESS GROWTH

To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email [gallen@lvchamber.com](mailto:gallen@lvchamber.com)



### PC ROSEMAN UNIVERSITY OF HEALTH SCIENCES

More than 100 business and community leaders joined Roseman University of Health Sciences and Governor Brian Sandoval for a ribbon cutting and rededication of the flagship building of the university's Summerlin Campus, formerly the Nevada Cancer Institute. Visit [roseman.edu](http://roseman.edu).



### VOLUNTEERS IN MEDICINE OF SOUTHERN NEVADA

Volunteers in Medicine of Southern Nevada celebrated the grand opening of the Ruffin Flagship Clinic, located at 1240 N. Martin Luther King Blvd., with several dignitaries. The new location allows VMSN to serve more patients and expand services to include dental, vision, mental health and social services. Call 702.967.0530 or visit [vmsn.org](http://vmsn.org).



### SIERRA DONOR

Sierra Donor staff and supporters, joined by Mayor Carolyn Goodman and Councilman Ricki Barlow, celebrated its location at 400 Shadow Lane, Ste. 204. Sierra Donor Services is a nonprofit eye and tissue donor network. Call 702.479.1339 or visit [sierradonor.org/](http://sierradonor.org/).



### STONEY'S ROCKIN' COUNTRY

Stoney's Rockin' Country celebrated its grand re-opening at 6611 Las Vegas Blvd., Ste. 160, in Town Square. Stoney's partnered with Pot Liquor in providing food for all that attended. Stoney's offers line dancing lessons, bull riding, beer pong and pool tables for your enjoyment. Call 702.435.2855 or visit [stoneys.com](http://stoneys.com).



### BUFFALO WILD WINGS

Buffalo Wild Wings announced its grand opening at 3663 S. Las Vegas Blvd., Ste. 600, with staff and Metro Chamber volunteers. It all started in 1982 with one restaurant in Columbus, OH. Since then, Buffalo Wild Wings has grown to have a store in every state and continues to open B-Dubs® around the world. Call 702.734.0096 or visit [buffalowildwings.com](http://buffalowildwings.com).



### EXPRESS EMPLOYMENT PROS

Express Employment Pros commemorated its grand opening, located at 4116 W. Craig Rd., Ste. 101 in North Las Vegas. North Las Vegas Councilwoman Anita Wood and other dignitaries presented certificates to Express Employment Professionals. The Express Clydesdales offered free rides to the community and vendors provided samples and information to the public. Express Employment Professionals is one of the top staffing companies in the U.S. and Canada. Call 702.405.9797 or visit [expresspros.com](http://expresspros.com).

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



**THE VENUE LAS VEGAS**

The Venue Las Vegas, located at 750 Fremont St., commemorated its grand opening and ribbon cutting by hosting the Business Blend with the Metro Chamber and Vegas Young Professionals. Call 702.575.1990 or visit [thevenueLasvegas.com](http://thevenueLasvegas.com).



**ZYDECO PO-BOYS**

Zydeco Po-Boys, located at 616 E. Carson Ave., Ste. 140, announced its grand opening and ribbon cutting with Mayor Carolyn Goodman, Congresswoman Dina Titus and several friends, family and Metro Chamber volunteers. Zydeco Po-Boys focuses on fast, casual and affordable southwest Louisiana gumbo, po-boy sandwiches on authentic Leidenheimer's bread, and specialties like red beans and rice, frozen daiquiris and beer. Call 702.982.1889 or visit [zydecopo-boys.com](http://zydecopo-boys.com).



**DEL TACO**

Del Taco, located at 4800 W. Cactus Ave., commemorated its grand opening with friends, family, staff and Metro Chamber volunteers. Call 702.269.0799 or visit [deltaco.com](http://deltaco.com).



**ALLISON PAYMENT SYSTEMS, LLC**

Allison Payment Systems, LLC, a full service communication solutions provider, opened a new production facility located in Las Vegas, expanding its print, mail and electronic document delivery footprint. Allison celebrated its ribbon cutting with friends, family, vendors, several clients and Metro Chamber volunteers at 1385 Pama Lane, Ste. 105. Call 800.755.2440 or visit [apsllc.com](http://apsllc.com).



**PC THE RANGE 702**

The Range 702 celebrated its grand re-opening, located at 5999 Dean Martin Dr. The Range 702 is the largest indoor shooting facility in Nevada. The facility offers 16 shooting lanes, a VIP ultra-lounge, full retail store and onsite gunsmith. Call 702.761.3687 or visit [therange702.com](http://therange702.com).



**PC GLEN LERNER INJURY ATTORNEYS**

Glen Lerner Injury Attorneys sponsored a Pumpkin Palooza at its newest location, 420 N. Nellis Blvd., Ste. A-1. The firm gave away free pumpkins, food and prizes. The festival also featured face painting, balloon art, kids' activities and a live DJ. For more information, visit [glenlerner.com](http://glenlerner.com).

# Federal Marketplace:

## OPPORTUNITIES TO GROW YOUR BUSINESS THROUGH GOVERNMENT CONTRACTING

**A**

As a small business owner, you are constantly on the watch for opportunities that provide longer term stability. These opportunities, particularly when well defined, can provide a foundation for planning, hiring, investment and brand recognition. Government related procurement opportunities, especially in Southern Nevada, represent a large piece of this

business horizon, especially with our proximity to critical Department of Energy (DOE) and Department of Defense (DOD) facilities and operations. While breaking in to the federal contracting arena often seems challenging, there is good news for small business.

According to the Small Business Administration, small business engagement in federal contracts is not only good for the economy and the nation, but is on the rise as the government continues to exceed its overarching small business engagement goal of 23 percent. In fiscal year 2014, 24.99 percent (or \$91.7 billion) was awarded to small business contractors, resulting in the support of approximately 550,000 total jobs. This is not an anomaly, but a strong trend.

In the summer of 2014, the Office of Advocacy, an independent office within the Small Business Administration, released a report entitled "Evaluation of the Small Business Procurement Goals Established in Section 15(g) of the Small Business Act." The study, authored by Henry B.R. Beale, is an independent assessment of the small business procurement goals as ordered in the National Defense Authorization Act for FY 2013. The report investigates the characteristics of companies seeking federal contracts and evaluates the overall procurement process to determine how contracting goals are established, what data is available, and what barriers still exist that inhibit small business entry. Some key highlights of the study are below.

- Procurement is highly concentrated in four main industries: manufacturing; professional, scientific and technical services; administrative and support, waste management and remediation services; and construction.
- Of the four main industries, construction awards the most small business contracts, with close to 45 percent going to small business.
- Increasing small business procurement in the top sectors, especially manufacturing where the small business share is not quite 12 percent, is essential to improving the overall small business procurement rate.
- Stronger market research is needed to match small business capabilities with procurement requirements.

So where do you find these opportunities in the Valley so your small business harnesses them? There are a variety of sources and search engines, but two easy entry points to identify issuances of solicitation are the Government-wide Points of Entry: FedBizOpps (<https://www.fbo.gov/>) and FedConnect (<https://www.fedconnect.net/Fedconnect/>).

As an introduction to the types of opportunities available to our area, here are three examples of recent government engagements in Southern Nevada that provide a broad spectrum of skill requirements and compensation ranges.

### **NEVADA NATIONAL SECURITY ADMINISTRATION (NNSA) #DE-AC52-06NA25946**

The U.S. Department of Energy (DOE), National Nuclear Security Administration (NNSA) is seeking a contractor to manage and operate the Nevada National Security Site (NNSS). The NNSA has decided to conduct a full and open competition for a follow-on management and operating (M&O) contract with a four-month transition and a five-year base period with options for up to five additional years.

The NNSS is a geographically diverse outdoor testing, training, and evaluation complex situated on approximately 1,360 square miles. The facility helps ensure the security of the United States and its allies by supporting the stewardship of the nuclear deterrent, providing emergency response capability and training, and contributing to key nonproliferation and arms control initiatives. NNSS executes unique national-level experiments, supports national security customers through strategic partnerships, manages the legacy of the Cold War nuclear deterrent, and provides long-term environmental stewardship for site missions.

Place of Performance: Multiple: The principal place of performance will be at the Nevada Test Site in Nye County, Nevada. Work is also conducted at satellite facilities

located in North Las Vegas, Nevada; Nellis Air Force Base; Andrews Air Force Base in Washington, D.C.; Santa Barbara, California; support offices for Lawrence Livermore National Laboratory in Livermore, California; Los Alamos National Laboratory in Los Alamos, New Mexico, and other locations as required.

The projected budget for the NNSS M&O contract is approximately \$500-\$600 million per year or \$5-\$6 billion for the ten-year period of performance (including options).

#### **JOINT RANGE TECHNICAL SERVICES II (J-TECH II) #FA8240-13-R-7218**

The Joint Range Technical Services II (J-Tech II) is an engineering and technical expertise contract. It is a follow-on to the currently executing J-Tech I contract awarded in June 2001. The J-Tech concept was envisioned as an opportunity to consolidate like services to improve range interoperability, reduce duplication, and provide more realistic, higher fidelity training for the warfighter; all factors in improving combat readiness.

The following participating Western Test Ranges and organizations are currently supporting the acquisition of J-Tech II as eventual contract users: 412th Test Wing (412 TW), Edwards Air Force Base (AFB), California; Nevada Test and Training Range (NTTR), Nellis AFB, NV (now includes the Space Test and Training Range [STTR], Schriever AFB, Colorado); Utah Test and Training Range (UTTR), Hill AFB, Utah; and the Naval Air Warfare Center Weapons Division (NAWCWD) Ranges (now includes the land and sea ranges at China Lake and Point Mugu, California).

The estimated value of the acquisition is \$1.7 billion for a potential fifteen-year period of performance (including options).

#### **RANGE SUPPORT SERVICES II (RSS II) #FA8240-15-R-3102**

The U.S. Government is seeking a contractor to execute the Range Support Services contract. This will be a full and open, two (2) phase source selection, utilizing Best Value Trade-off source selection procedures in accordance with FAR Part 15. The Government is encouraging teaming arrangements from offerors. The Government has a continuing requirement for contracted Range Support Services (RSS) to be known as RSS II. The RSS contract provides critical operational mission support as well as target management support for test, tactics development, advanced training, Joint and Air Force Urgent Operational Need missions, Combatant Commander directed missions, as well as OCONUS 24/7 remotely piloted aircraft combat operations from CAFB. This support is provided to two (2) MAJCOMs (Air Force Materiel Command (AFMC) and Air Combat Command (ACC)) collaborating across multiple, geographically separated locations on over 2.9 million acres. The NTTR is a DoD Major Range and Test Facility Base (MRTFB). The mission support services included in the PWS are: Program Management; Physical Security; Logistics (Fuels, Supply, Transportation); Target Operations; Services; Civil Engineering; Airfield; Environmental; Bioenvironmental Engineering; Helicopter Support.

The estimated value of this acquisition is \$3.6 billion. The Government anticipates a single award of a Requirements contract with a 16-year period of performance (including options and award terms).



*By: Robin Vanderberry, President and CEO, VBERRY Consulting, and J.D. Daniels, Division Manager, Emergency Services & Operation Support (ESOS) National Security Technologies, LLC, and Chair, Metro Chamber Military Affairs Committee*

# HR Checklist for 2016



**E**

very year the rules seem to change. Whether you are the owner of a large corporation or a small business, you need to stay on top of several updates and new regulations in the human resources arena. Below are several items employers need to remember for 2016:

**Employer shared-responsibility (ESR)** – It is important to know that your employees are being offered the proper level of health insurance coverage and that your administrative documents and recordkeeping processes are compliant.

**Employer shared-responsibility reporting** – Much confusion and uncertainty have recently plagued employers regarding ESR reporting requirements. Employers with 50 or more full-time employee equivalents must complete the appropriate employer reporting forms (1095-B and 1095-C) and submit them to the IRS. It is the employer's responsibility to collect all information about enrollees with minimum essential coverage, full-time employees, and coverage offers needed for reporting on 2016 coverage. Create a process to ensure that IRS filings and personal statements are accurate.

**Preventive care provision** – “Non-grandfathered” group health plans must comply with the final ACA rules and recent guidance on cost-free preventive services. If you are not sure that your health plan offerings are compliant, confirm with your health insurance professional or with the insurance carrier.

**Cafeteria plans** – Decide whether to permit mid-year changes to cafeteria plan elections for either or both of the status-change events in IRS Notice 2014-55. This permits a cafeteria plan to allow an employee to revoke his or her election under the cafeteria plan for coverage under the employer's group health plan (other than a flexible spending arrangement under certain circumstances outlined in the notice).

**Out-of-pocket maximum** – Verify that self-only and other (e.g., family) coverage tiers in “non-grandfathered” plans meet ACA's 2016 out-of-pocket (OOP) limits for in-network care. Confirm that family coverage also satisfies ACA's self-only OOP limit for each enrollee.

**Same-sex marriages and domestic partnerships** – Be familiar with how the U.S. Supreme Court's ruling that legalized same-sex marriage nationwide

may affect your benefit programs and employment policies. In addition, review the decision's indirect implications for domestic partner coverage.

**Mental health parity** – Review the final Mental Health Parity and Addiction Equity Act rules that took effect in 2015. Make sure that your company's plan designs and operations provide parity between medical/surgical and mental health/substance use disorder (MH/SUD) coverage.

**Wellness** – Ensure that employee wellness programs are compliant, according to the proposed Equal Employment Opportunity Commission rules requiring voluntary participation and restricting incentives for completing health risk assessments and/or biomedical screenings. Be prepared to make provisions for nondiscriminatory wellness plans under the Americans with Disabilities Act.

**Fixed-indemnity and supplemental health insurance programs** – Review fixed-indemnity and supplemental health insurance policies to ensure they qualify as excepted benefits under the ACA and the Health Insurance Portability and Accountability Act (HIPAA).

The Metro Chamber can help you navigate the complexities of human resources! Through a partnership with HR USA, business owners can access tools and services to help them stay compliant and at ease. These products include an employee handbook creator, required posters, and an HR Quick Guide to navigate forms and questions regarding many HR issues. Learn more about HR USA services at Preview Las Vegas 2016, by visiting [LVChamber.com](http://LVChamber.com) or calling the Chamber at 702.641.5822.



## **COX COMMUNICATIONS**

Derrick R. Hill, Vice President of Cox Business and Hospitality Network

“The preeminent professional annual forecasting and networking event, Preview Las Vegas 2016 yields critical business indicators, insight and information for the coming year to nearly 2,000 business professionals. For over a decade, Cox Business has sponsored Preview Las Vegas. Through our partnership, Cox enables the exchange of ideas, provides critical industry information and technology forums that are key to supporting collaboration and economic growth for Southern Nevada.”



## **WELLS FARGO**

Doris Charles, Southern Nevada Area President

“Welcome to another great Preview Las Vegas event! For more than 160 years, Nevada businesses have come to rely on the strength and stability of Wells Fargo to help them grow their business. As one of the top business lenders in the state, with a convenient Southern Nevada branch network from Pahrump to Mesquite, we are ready to help you too. Be sure to stop by our booth at Preview and find out why our culture of caring makes Wells Fargo one of the top banks for business in the Silver State.”



## **CENTURYLINK**

Rob McCoy, Associate Vice President, Government Affairs & Community Development

“As a native Las Vegas I’ve seen firsthand the critical role effective communication has played in the growth of our Southern Nevada business community. It’s why we sponsor Preview. It’s also why CenturyLink believes that equipping our clients with cutting edge communication tools is so important to all of us.”



## **NV ENERGY**

Paul Caudill, President and CEO

“The business of energy is changing and so are the expectations of our customers. That’s why my colleagues at NV Energy and I are pleased to participate in Preview and share with you the many programs and services we have to help make doing business with us even easier.”



## **LAS VEGAS REVIEW-JOURNAL**

Jason Taylor, Publisher

“The *Las Vegas Review-Journal* and our other publications and services are committed to helping area businesses succeed this year and beyond by offering the information and exposure needed to flourish in our unique and interesting economy. I encourage all to use Preview Las Vegas to help launch a stellar 2016.”

# Vegas Young Professionals

Presenting  
Sponsors



Bigwig  
Lunch Time

VYP Bigwig Lunch Time  
with Michael Skenandore,  
president, Wendoh Media

**Tuesday, January 12**  
The Smith Center for the  
Performing Arts

\$20 per person –  
exclusive to VYP members



## Dear VYPEeps!

I am so excited to step in this year as your VYP Council Chair! We have a great Council this year, full of dynamic professionals who are passionate about the organization and its impact on the young professionals in the community.

Some of you may recognize me from my years as Community Outreach Committee Chair. I was privileged to serve as Community Outreach Chair for four years, volunteering side by side with the committee, making a difference and giving back to this wonderful community. Joining VYP was one of the best things I have done. I've met so many people through VYP, many of who are now friends. VYP has provided positive exposure for me and my company in the Las Vegas community.

I look forward to following in the footsteps of some amazing past chairs, continuing the momentum they have created, and focusing on VYP's Vision: To be recognized as the must-join professional development and networking organization for young professionals in Nevada (nationally); and to be seen as the incubator for business leaders of tomorrow.

I look forward to seeing and meeting you at this year's mixers and events!

Kelli Vaz

VYP Advisory Council Chair

**56%** of consumers find print marketing to be the most trustworthy form of marketing. **40%** of consumers try new businesses after receiving direct mail.

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How will you reach your clients?



MAKE • AN • IMPACT

**DIGITAL  
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# The Final Word

## 2015 ACCOMPLISHMENTS

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his year was busy, productive and ambitious. Here are just a few of the ways the Metro Chamber embraced its pillars of advocacy, partnership and resources to advance the business community and promote a business climate conducive to job creation, economic growth and expansion.

- Launched new benefits and discounts – including UPS shipping, Dell computers, LegalShield and ID Shield services, Cornerstone Merchant Services credit card processing, email marketing through Constant Contact, mobile-friendly website conversion through bMobilized, H2U Health Centers, Acumatica through Acuity Solutions, and Microsoft Office 365 through NetEffect – to help members boost their bottom lines and spend more efficiently
- Worked on the ground every day in Carson City during the 2015 Legislature, tracking 352 bills and testifying on 109
- Brought business information and insights to members through Chamber University, a new, interactive webinar series aimed at highlighting the tools and resources businesses need to know to grow and thrive
- Welcomed more than 9,000 people to a variety of events to help members connect and build relationships that lead to new customers
- Played a pivotal role in ensuring the full funding for the UNLV School of Medicine during the 2015 Legislature
- Highlighted more than 60 small businesses during the Summer of Small Business Campaign
- Celebrated more than 5,000 employees through the Customer Service Excellence program, in partnership with the Las Vegas Convention and Visitors Authority
- Held more than 150 ribbon cutting ceremonies, celebrating grand openings, anniversaries and other member milestones
- Launched the NewsFeed Breakfast program in partnership with the *Las Vegas Review-Journal*, igniting conversations about legislative priorities, K-12 education in Nevada, the unmanned aerial vehicle industry, transportation, and how Nevada is shaping the 2016 Presidential election
- Engaged the business community to address teacher shortages and the recruitment process through the We Care program with the Clark County School District
- Traveled to Washington D.C. with a delegation of business and government leaders to advocate for the Southern Nevada business community on a variety of federal issues, including water infrastructure, Interstate 11 funding, homeland security funding, travel and tourism, workforce development, education, and more
- With other key stakeholders, broke ground on Interstate 11, a game-changer for creating jobs and opening up new economic opportunities for Nevada and Arizona
- Along with Southern Nevada legislators, business leaders and other key community stakeholders, convened the Southern Nevada Forum to establish regional priorities for the 2017 legislative session



# THE COST OF MENTAL HEALTH



**1 in 5** adults in America experience a mental illness. **18% of adults** live with anxiety disorders.

## 56.8%

Percent of adults who did not receive Mental Health Care because they **could not afford the cost of treatment**

## \$193 BILLION

Serious mental illness costs the American people **\$193.2 billion in lost earning** every year.

### Ways to Get Help



Talk with your doctor



Connect with other individuals and families



Learn more about mental illness



Save on medications with Nevada Drug Card

### Savings with Nevada Drug Card

		RETAIL	DISCOUNTED PRICE	% OFF
Abilify 10mg TAB	30qty	\$1,999.99	\$953.52	52%
Topamax 25mg TAB	30qty	\$188.99	\$145.35	23%
Prozac 10mg TAB	30qty	\$382.99	\$308.92	19%
Wellbutrin 75mg TAB	30qty	\$101.79	\$83.96	18%

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



For more information or to order hard cards, please contact:

Suzanne Domoracki • 702-510-0100

suzanne@nevadadrugcard.com



# preview

LAS VEGAS



# FUTURE. FORWARD.

Join 2,000 business professionals, meet 100+ local business exhibitors, connect with local and state government agencies, and hear from community leaders on what the future holds.

Speaker sessions will include need-to-know business information, economic forecasting and changes coming to the Valley. Everything you need to know to be ready for 2016.

**FRIDAY,  
JANUARY 29, 2016**  
Thomas & Mack Center -  
Cox Pavilion

**GET YOUR  
TICKETS TODAY!**  
\$65 for Chamber members  
\$85 for non-members

**VISIT [PREVIEWLASVEGAS.COM](http://PREVIEWLASVEGAS.COM) OR CALL 702.641.5822**

JANUARY 2016

COCKTAILS  
**CONVERSATIONS** &

**THURSDAY,  
JANUARY 14**

MGM - Ling Ling Room  
@ Hakkasan

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UNLV Lee Business School | Vegas PBS

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