

Business Voice

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We're Listening

KRISTIN MCMILLAN
PRESIDENT & CEO

I've said it before: the Metro Chamber is not an organization to stand still. We are constantly perfecting our resources and efforts to more effectively serve you and the community. The Metro Chamber's daily focus is to help our members connect to customers, save money, access expertise and have a greater voice in shaping the issues that affect Southern Nevada. Here are some of the new initiatives we're enacting this year, based on your feedback:

You wanted to know how to harness small business contracting opportunities - in both public and private sectors. This issue of the Business Voice delves into different ways your small business can become even more competitive in the federal marketplace. It's a great time to do so - the federal government allocates 23 percent of its annual budget to small business contracts, and has met that goal for the last two fiscal years. We are also introducing a procurement workshop series, with the first one debuting in April, and are proud to reprise our popular Procurement Lounge at Preview Las Vegas and at Business Expo, coming up in June.

You wanted up-to-date economic data and analysis to better plan your business year, and understand trends that may impact your business. The Metro Chamber has partnered with the Center for Business and Economic Research (CBER) at UNLV to provide these updates to you. At Preview Las Vegas, attendees received a take-

home book full of numbers and insights from CBER to power their 2016. In this issue, you'll also see a snapshot of the CBER's Business Confidence Index, which we will continue to provide on a quarterly basis. In addition, members are invited to participate in CBER's quarterly business confidence survey to weigh in on how they feel the economy will perform in the coming months.

You also wanted more access to expertise without having to leave your place of business. The Metro Chamber introduced Chamber University, a series of free webinars on everything from hot button HR issues to EMV compliance. The second semester of Chamber University starts this month, and I encourage you - and your staff - to take a look at our offerings (on page 20 of this issue). Chamber University is a free and easy way for you to stay up-to-date on valuable business know-how. And if you can't make it in person, you can access these webinars on the Members Only Portal at your convenience.

The Metro Chamber is an organization dedicated to listening. We want to know what we're doing right, and what we could be doing better. Our mission is to better this community, help our members create jobs and thrive in a global economy. If you have an idea or a suggestion, or just want to provide some feedback, please email me at president@lvchamber.com.

We are all in this together. And together, we do more.

"The Metro Chamber's daily focus is to help our members connect to customers, save money, access expertise and have a greater voice in shaping the issues that affect Southern Nevada."

Wake up your smart.

88.9



89.7

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Chamber News

Chamber University Spring Semester is Here!

Chamber University, the Metro Chamber's free weekly webinar series, is back for its second semester! Members can tune in every Friday at 10:00 a.m., beginning February 5, to get need-to-know business information, best practices and insights to run your business from subject matter expert presenters. Chamber University webinars are also available on the Members Only Portal to view at your convenience. This February, tune in to find out how to build a better website for your small business, workplace wellness best practices, the importance of workplace safety, and how medical marijuana affects your business from a human resources standpoint. For more information, check the calendar on page 20 or contact Danica Torchin at dtorchin@lvchamber.com.

CHAMBER UNIVERSITY

Reserve Your Booth For Business Expo & Save

Explore the latest and greatest in the Las Vegas marketplace by exhibiting at Business Expo, the Metro Chamber's popular, high-energy trade show, in June. Business Expo is a great way to boost your brand, get your name out to the Las Vegas business community and discover new products, services, technologies and offerings. With more than 150 exhibit booths and about 2,000 attendees, you'll meet new prospects, service providers and connectors for your business. Last year, premium booth space sold out quickly for Business Expo, so act fast and reserve your discounted booth before March 31, 2016. Reservation forms are available at LVChamber.com.

Mix & Mingle at Business After Hours at Chandelier

Start 2016 off right by getting some face time during the first Business After Hours of the year at Chandelier, a new event space located minutes away from the Las Vegas Strip and Downtown. Business After Hours is a great opportunity for you to make professional contacts, gain new leads and grow your network. Make sure to bring lots of business cards for what's sure to be a wonderful evening. Business After Hours will be held Wednesday, February 26, at Chandelier, located at 320 S. Decatur Blvd., from 5:30 - 7:30 p.m. For more information, visit LVChamber.com.



LEADERSHIP INSTITUTE OF LAS VEGAS

Leadership Las Vegas and Leadership Advance Applications Now Open

Applications are now open for the Leadership Las Vegas and Leadership Advance, Classes of 2017. Leadership Las Vegas is the premier executive development program in Southern Nevada that gives participants an opportunity to learn about the inner workings of the Las Vegas Valley, enhance their leadership skills, and join a network of leaders dedicated to improving our community. The program now has more than 1,200 alumni representing nearly every industry in Southern Nevada. Leadership Advance, built upon the foundation of Leadership North Las Vegas is designed especially for emerging leaders, giving them special skill-based leadership training in addition to the in-depth community education participants also receive. For more information on Leadership Las Vegas and Leadership Advance, and how you can apply for the incoming class, visit Leadership.vegas or call 702.641.5822.

WHAT DOES WATER BRING TO THE DESERT?



A little water can bring jobs to our community, which allows us to expand for generations to come. Over the years, we've worked together to conserve billions of gallons of water and we're still continuing to flourish. Proving a little water can grow a city. Using less means more. Learn more at snwa.com.

The Southern Nevada Water Authority is a not-for-profit water utility.



News You Need

Know Your Employer Tax Filing Deadlines

Employers have various tax-reporting responsibilities, which have expanded for 2016. Some deadlines have also shifted. Here are a few of which you should be especially careful:

- **W-2s:** Each employee who worked for your company during the year must be provided with a statement of wages and benefits on Form W-2. These forms must also be sent to the Social Security Administration (SSA). Each employee must be furnished with this form no later than February 1, 2016. All W-2 copies, along with IRS Form W-3, is to be due to the SSA by February 29, 2016 (for paper forms) or March 31, 2016 (for electronic submissions). Reporting 2016 wages in 2017 will be the same. What will change, however, is the filing deadline: both employee forms and SSA submissions must be received by January 31, 2017.
- **Form 1095s:** Under the Affordable Care Act, employers with 50 or more employees must provide Form 1095-C to employees, as well as furnish copies of the forms, along with Form 1094-C, to the IRS. Even employers with 50-99 employees, although they do not have a penalty for not providing insurance coverage for full-time employees in 2015, must submit these forms. The filing deadlines for these forms is the same for W-2s, however, since this is the first year of mandatory reporting, the IRS has postponed the deadline. Applicable forms must be furnished to employees by March 31, 2016 (instead of February 1, 2016). They must be submitted to the IRS by May 31, 2016 (instead of February 29, 2016) if filed by paper, or June 30, 2015 (instead of March 31, 2016).
- **Forms 940, 941, 943 and 944:** The deadline for submitting these filings is February 1, 2016 (since January 31 is a Sunday).

For more information, visit irs.gov.



Nevada's 2016 Presidential Caucuses Are Here

Nevada's 2016 Presidential Caucuses are this month! The Democratic Party Presidential Caucus is Saturday, February 20, starting at 11:00 a.m. For more information on the Democratic Caucus, visit nvdems.com. The Republican Party Presidential Caucus is on Tuesday, February 23, starting at 5:00 p.m. For more information on the Republican caucus, visit nevadagop.org. For more information on Nevada's Presidential caucus or to register to vote, visit clarkcountynv.gov.

Tax Season 2016 is Now Open With Extended Days

The IRS has already begun accepting individual electronic tax returns. The IRS expects to receive more than 150 million individual returns in 2016, with more than four out of five prepared and e-filed using tax return preparation software. The IRS will begin processing paper tax returns at the same time. There is no advantage to people filing tax returns on paper in early January instead of waiting for e-file to begin. Due to the Washington, D.C. Emancipation Day holiday observation on April 15, the filing deadline to submit 2015 tax returns is Monday, April 18, 2016, rather than the traditional April 15 date. For more information on filing tax returns, visit irs.gov.

For Your Benefit

BOOST YOUR CONTACTS WITH CHAMBER CONNECTIONS!

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Chamber Connections, the Metro Chamber's dedicated leads and networking group, is seeking additional members!

The group meets the first and third Tuesday of the month, from 5:30 - 7:00 p.m., at the Metro Chamber. During the meetings, members share referrals, get insight and tips on

best practices for expanding their contacts, and create relationships that help cultivate business growth. Chamber Connections also welcomes guest speakers regularly.

Only one professional per industry group can participate on Chamber Connections. The group is seeking to fill industries such as law firms, banking, home repair, automotive, marketing and public relations, chiropractic, pet and veterinary services, non-profit organizations, utility services, solar energy, telecommunications and mortgage services, as well as others.

For more information, including a full list of industries available and dues, or to apply for the group, contact Joi Holliday at jholliday@lvchamber.com or call 702.641.5822.



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UPDATES

Congresswoman Titus and United States Secretary of Transportation Foxx Host Transportation Roundtable at the Metro Chamber

On January 8, Congresswoman Dina Titus (NV-1) and United States Secretary of Transportation Anthony Foxx met with government officials and local business, tourism and transportation leaders to discuss the future of Southern Nevada's transportation infrastructure. The Metro Chamber was honored to host the event and bring together community stakeholders to discuss the important opportunities and challenges the Southern Nevada community is facing regarding transportation.

Clark County Sales Tax Increase

Effective January 1, 2016 the Sales and Use tax rate for Clark County was increased from 8.10 to 8.15 percent.

Those businesses that collect and remit sales and use tax will need to make changes to business processes as necessary in order to collect tax at the new rate. Businesses should be sure to file the most recently updated tax return forms. Filing online at nevadatax.nv.gov/web/ may be done to take advantage of the most up to date tax rates. Tax returns can be located on the Sales and Use Tax Forms webpage of the Nevada Department of Taxation website.

If you have questions or would like additional information, please contact the Nevada Department of Taxation at 866.962.3707.

Be a Part of the City of Las Vegas, Downtown Master Plan

City of Las Vegas is seeking input on the City of Las Vegas Downtown Master Plan. Currently, the City is embarking on a community-based master planning effort for Downtown Las Vegas. The City

has engaged with hundreds of Downtown stakeholders, including businesses, residents, community members, employers and employees. This engagement has brought forth a vision for the future of Downtown Las Vegas, referred to as "The Legend Reinvented."

Metro Chamber members are encouraged to participate in the Downtown Master Plan process and can do so by accessing online tools provided by the City, located at visionlv.com. These tools include an online open house, district maps and an interactive comment map to place favorite places or activities, provide ideas and suggestions for Downtown Las Vegas, and add comments regarding these places.

Make a Difference through the Southern Nevada Forum!

The Metro Chamber, along with Southern Nevada legislators, local government officials, business leaders and other community



AT A GLANCE

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 the upcoming committee meetings. Be sure to check LVChamber.com to register and see updated locations and meeting schedules.

- February 1: 8:00 - 9:30 a.m.
Health Care Committee
- February 1: 3:30 - 5:00 p.m.
Higher Education Committee
- February 4: 1:00 - 3:00 p.m.
Good Governance Committee
- February 5: 3:30 - 5:00 p.m.
Economic Development Committee
- February 16, 8:00 - 9:30 a.m.
Transportation and Infrastructure Committee
- February 18, 10:00 a.m. - Noon
Good Governance Committee

Nevada Revenue Plan Resources Updated

To help Nevada business owners understand the Nevada Revenue Plan and how it may affect their businesses, the Metro Chamber has assembled a few publications, alerts and resources on LVChamber.com.

Please note that these resources are for informational purposes only and should not replace the advice, counsel or information imparted by your tax or financial expert.

Proposed regulation language from the Department of Taxation regarding the Commerce Tax has been added to the Chamber's resource page.

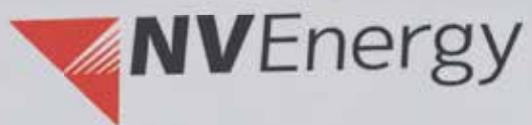
In addition, to avoid duplicate registrations of businesses, you are required to update your account with your unique Nevada Business ID number obtained from the Nevada Secretary of State. If you do not know this number, you can find it by visiting the Nevada Secretary of State website at nvsos.gov/sosentitysearch/. The Nevada Business ID Update Form can be accessed at tax.nv.gov/update.

Your Scene | You're Seen

LUNCH AND LEARN: Conducting Security Assessments



Metro Chamber members learned about the importance of conducting security assessments of their facilities, applicable security measures, how to create a security culture that engages team members and how to effectively respond in the event of an active shooter or mass casualty crisis. Members of the Las Vegas Metropolitan Police Department's MACTAC unit and the Federal Bureau of Investigation presented statistics, planning resources and action plans for different scenarios, as well as addressed members' questions and concerns during a Q & A period.



Who's up for lower rates?



The background of the page is a blurred American flag, showing the stars and stripes. The text is overlaid on this background.

THE SMALL BUSINESS EDGE

Helping to Crack the Contracting Marketplace

E

very year, the federal government purchases approximately \$400 billion in goods and services from the private sector. In Southern Nevada, the opportunities for contracting extend even further with the presence of Nellis and Creech Air Force Bases, the Nevada Test and Training Range, and several large companies with headquarters or major operating sites here in the area - most of them with annual small business contracting goals. The current federal government-wide procurement goal allocates 23 percent of federal contracting dollars to small businesses, and it has met that commitment for the last two fiscal years.

Additionally, a small business can obtain different certifications and participate in a variety of programs to become even more competitive while bidding on contracts. These can range from operating in an economically disadvantaged area to veteran status of the business owner. These designations can be helpful with seeking out - and obtaining - potentially lucrative and game-changing contracting opportunities.

There are several programs for which a small business may be eligible. Depending on the programs, the federal government has annual contracting goals for some of these specific service areas.

Small Business Set-Asides

A small business set-aside can be a powerful tool in helping a small business owner compete for and win public and private contracts. Set-asides can be open to all small businesses, while others are only open to some with certain designations or certifications. In the public sector, set-asides are based in part on the value of the goods or services of the contract, in different increments.

In addition, the federal government has specified annual prime contracting sub-goals for designated small businesses in these socio-economic categories: Women Owned Small Business Program, 8(a) Business Development, Service Disabled Veteran Owned Program and HUBZone Programs. These categories are also eligible for sole source conditional and development opportunities, depending on the category.

Also keep in mind that the certifications and programs are just a handful available for small businesses.

Small Business Certification

To qualify as a small business in order to compete for these contracts, a business must register as a vendor with the government, including registering with the System for Award Management (SAM) at sam.gov. A business can self-certify, but must meet the criteria defined. The U.S. Small Business Administration (SBA) defines a small business in terms of the number of employees over the past 12-month period, or average annual receipts over the past three years. The size standards vary by industry. More information and industry-specific criteria can be accessed at sba.gov.

Women-Owned Small Business (WOSB) Program

The federal government must award five percent of its prime and subcontract dollars to women-owned small businesses. To be eligible as a WOSB, a company must be at least 51 percent owned and controlled by one or more women, and primarily managed by one or more women. They must also be U.S. citizens. In addition, the company must be small in its primary industry, according to SBA size standards for that particular industry.



To participate in the program, the business owner or contracting officer must read the WOSB Federal Contract program regulations in the Federal Register and the WOSB Compliance Guide, both available on SBA.gov. The business must then register and represent its status in SAM as a WOSB, or an economically disadvantaged WOSB (to have this status, the business owner must demonstrate economic disadvantage in accordance with the SBA's requirements). Then, the business owner must log in to the SBA's General Login System (eweb.sba.gov/gls), obtain an account if he or she does not already have one, and navigate to the WOSB program repository and upload and categorize all required documents. A complete listing of these documents can be found at SBA.gov.

For questions or assistance with the program, call the SBA Answer Desk at 1.800.827.5722 or email wosb@sba.gov.

8(a) Business Development Program

This program aims to help small, disadvantaged businesses compete in the marketplace. The SBA developed this program to help socially and economically disadvantaged businesses remain competitive in mainstream American economics. It helps these entrepreneurs perform in government contracting. Participation is long-term, and

"The current federal government-wide procurement goal allocates 23 percent of federal contracting dollars to small businesses, and it has met that commitment for the last two fiscal years."



divided into two phases over nine years: a four-year development stage and a five-year transition one.

8(a) firms can receive sole-source contracts up to \$4 million for goods and services and \$6.5 million for manufacturing. These businesses can also form joint ventures and teams to more competitively bid on larger contracts. In addition, there is specialized business training, counseling and executive development available, and 8(a) businesses can obtain access to surplus government property, supplies, SBA-guaranteed loans and bonding assistance. There is also a Mentor-Protégé Program within the 8(a) program that gives established 8(a) businesses the opportunity to coach more inexperienced 8(a) businesses. The program also involves a comprehensive review and accountability system built into the 8(a) program that includes annual reviews, required business planning and regular evaluations.

To qualify for the 8(a) Business Development Program, the company must be 51 percent owned by an individual(s) who must be a U.S. citizen, and must be majority-owned and controlled by someone economically disadvantaged. There is an SBA requirement for disadvantage – both social and economic. Criteria for both of these can be found at sba.gov. In addition, principals must demonstrate good character and the business should show potential.

The application process is extensive, and includes an online course, providing copies of governing documents, obtaining a Dunn and Bradstreet number, providing a tax identification or employer identification number, and registering with SAM and GLS. One in the GLS system,

the business owners must complete the 8(a) electronic application and submit supporting documentation. For more information on the program, visit sba.gov or email 8aquestions@sba.gov.

Service-Disabled Veteran-Owned Small Business Concern and Veteran-Owned Small Business Programs

The Service-Disabled Veteran-Owned Small Business Concerns (SDVOSBC) Program gives agencies the authority to set aside contracting opportunities specifically for SDV-owned businesses. There are also sole-source awards to these businesses, provided certain criteria are met. The Department of Veterans Affairs places its highest priority with procurement with SDVOSBs, then veteran-owned small business. In addition, there are also specific set-asides for SDVOSBs, as well as business loans and finance options especially for these groups.

The SDV must have a service-connected disability that has been determined by the Department of Veterans Affairs or Department of Defense. The SDV must own 51 percent of the business, and must control the management of the business. He or she must also occupy the highest officer position of that business. The business must be classified as small under the NAICS code assigned. The

Department of Veterans Affairs has assembled an Initial Verification Application Guide, as well as fact sheets, webinars and several other resources, to determine eligibility requirements and help business owners apply for the proper programs. These resources, as well as the Verification Assistance Program, can be accessed at va.gov/osdbu/verification. Additional resources can be found at gsa.gov and sba.gov.

HUBZone Program

The federal government's HUBZone program helps small businesses in designated urban, rural, BRAC, Indian reservation and difficult development areas outside the U.S. mainland gain access to federal contracting opportunities. HUBZone areas are typically those of low median household incomes, high unemployment or both. There are about 5,000 small businesses certified in this program. The SBA regulates this program, and three percent of government-wide prime and subcontracting goals are set aside for HUBZone-certified businesses.

To be eligible, the business must be designated as a small business by SBA standards. It must be owned and controlled by at least 51 percent U.S. citizens or a community development corporation, agricultural cooperative, or Indian tribe. The principal office must be located within a designated HUBZone, and at least 35 percent of its employees must reside in a HUBZone. For individuals, the company must be controlled by at least 51 percent U.S. citizens. Like the WOSB program, the business must have an account with the SBA GLS system, then submit a completed online HUBZone application, along with any requested supporting documentation.

For more information on the HUBZone program, visit sba.gov or visit the Procurement Technical Assistance Center (PTAC) on diversifynevada.com.

See What's Out There... and For What Your Small Business May Qualify

Contracting opportunities abound, and for many, certifications are a way to increase competitiveness in both the private and public marketplace. There are several certifications and designations available for qualified small business owners, as well as several resources to help navigate the world of procurement, on the federal, state and local levels.

U.S. Small Business Administration:
sba.gov

Department of Veterans Affairs:
va.gov

General Services Agency:
gsa.gov

Nevada Procurement Technical Assistance Center, through the Nevada Governor's Office of Economic Development:
diversifynevada.com

Nevada Gov eMarketplace:
Nevada.ionwave.net

Metro Chamber Small Business Solutions Center:
lvchamber.com

These resources provide business owners and purchasing representatives with the information and next steps to help them gain an edge in the marketplace. After all, you don't know what's out there until you look.

Interested in learning more about public and private purchasing opportunities for your small business? Stay tuned for the first Metro Chamber Contracting 101 Workshop in April.

If you'd like to be a resource to small businesses in regards to procurement opportunities, consider joining the Metro Chamber Military Affairs Committee, which helps businesses connect with the military, private agencies and other purchasing opportunities. For more information, contact Lebette Hostetler at lhostetler@lvchamber.com.

Get Engaged With BE Engaged!

AN EDUCATION CONFERENCE FOR BUSINESS LEADERS

S

outhern Nevada businesses are coming together to commit time, talent and resources to accelerate student achievement in the classroom. The Business + Education (BE) Engaged conference on March 7, at The Smith Center for the Performing Arts, will showcase how business owners and executive decision makers can support programs that are

helping to fast track the effectiveness of education reforms passed during the 2015 Legislature.

The Las Vegas Metro Chamber and Las Vegas Global Economic Alliance (LVGEA) are co-hosting the BE Engaged conference. Metro Chamber Chairman John Guedry and LVGEA Chairman Ray Specht are working to connect businesses from across the Valley with non-profits and program providers. The program will be in partnership with the Asian, Henderson, Latin and Urban Chambers of Commerce, as well as The Smith Center for the Performing Arts, Bank of Nevada, Cox Communications, Toyota Financial and Vegas PBS as corporate sponsors of the event.

The BE Engaged program will highlight four areas of need that are tied to student success in the classroom. The areas are literacy, poverty, workforce development and human capital. The forum will highlight data that will make the case for businesses to get involved, as well as showcase examples of businesses that are currently committed to supporting students through volunteer and monetary support. **Elaine Wynn**, president of the Nevada Board of Education, will address the audience about the urgent need for businesses to engage in education reform efforts.

The program will be followed by a trade show of non-profit and school program providers with which businesses can sign up to support targeted programs, whether through volunteerism, mentorship, in-kind supplies or monetary donations.

Additionally, there will be a luncheon with a thought-provoking keynote address by **Dr. Alan Gomez**, founder and chief academic officer of The STEM Academy, a national non-profit organization dedicated to advancing economic development by improving STEM (science, technology, engineering and math) literacy for all students. Dr. Gomez sat on the National Academy of Engineering's committee that is charged with "Understanding and Improving K-12 Engineering Education in the United States" and is a former NASA Astronaut Selection Candidate.

"Nevada is locked in a global race for talent and opportunity. Our ability to compete, attract new business, diversify our economic base and create more



good paying jobs is being hampered by the performance of Nevada's K-12 education system. That's why the Metro Chamber and other business leaders stepped up and supported education reform during the 2015 legislative session. We know that business needs to be a big part of the solution," said John Guedry, CEO of Bank of Nevada and 2016 Metro Chamber chairman. "This conference is designed to be a catalyst for business leaders to engage directly with some of the most effective nonprofits dedicated to improving education throughout our community and whose missions map specifically to the governor's education initiatives and can help enhance achievement. I encourage Metro Chamber members to get involved in this effort through BE Engaged.

The BE Engaged conference is limited to the first 1,000 guests who purchase tickets. Tickets are available at The Smith Center box office or online at www.thesmithcenter.com. The cost is \$10 for the program, including a continental breakfast. The VIP luncheon is limited to 200 guests. The cost is \$50 for the luncheon and includes preferred seating for the program.



In Business?

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Opportunities to volunteer



ADVOCACY

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Candidate endorsements

Promoting Nevada's economic development

What's Happening

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

How to Register:

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SOUTHERN NEVADA FORUM

FEBRUARY 1: 8:00 - 9:30 A.M.
Health Care Committee

FEBRUARY 1: 3:30 - 5:00 P.M.
Higher Education Committee

FEBRUARY 4: 1:00 - 3:00 P.M.
Good Governance Committee

FEBRUARY 5: 3:30 - 5:00 P.M.
Economic Development Committee

FEBRUARY 16, 8:00 - 9:30 A.M.
Transportation and Infrastructure Committee

FEBRUARY 18, 10:00 A.M. - NOON
Good Governance Committee

- 1** | **MONDAY, FEBRUARY 1**
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 Ave., Ste. 100
Complimentary for guests
\$60 to join, \$36 every six months.
Presenting Sponsors: Cox Communications and UnitedHealthcare
- 2** | **TUESDAY, FEBRUARY 2**
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.
- 2** | **TUESDAY, FEBRUARY 2**
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.
- 8** | **MONDAY, FEBRUARY 8**
VEGAS YOUNG PROFESSIONALS TOASTMASTERS
See February 1
- 16** | **TUESDAY, FEBRUARY 16**
CHAMBER VOICES TOASTMASTERS
See February 2
- 16** | **TUESDAY, FEBRUARY 16**
CHAMBER CONNECTIONS
See February 2
- 18** | **THURSDAY, FEBRUARY 18**
MORNING MINGLE
This breakfast meeting is designed to help members learn how to maximize their Las Vegas Metro Chamber membership. Hosted by the Metro Chamber Prospectors, a group of longtime member volunteers comprised of past Chairmen, council members and committee officers, who will give firsthand accounts of how they've used the Metro Chamber to build their business.
7:30 - 8:00 a.m. Check-in & Networking
8:00 - 9:30 a.m. Program
Ricardo's Mexican Restaurant
4930 W. Flamingo Rd.
Complimentary.
Sponsored by: Office Depot, Wells Fargo

00 - CHAMBER EVENT

00 - VYP EVENT

CHAMBER UNIVERSITY

FEBRUARY 5
Build a Better Website for Your Small Business

FEBRUARY 12
Wellness in the Workplace

FEBRUARY 19
Medical Marijuana and Your Business

FEBRUARY 25
Safety First: The Importance of Workplace Safety

February Sponsors:



18

THURSDAY, FEBRUARY 18

VEGAS YOUNG PROFESSIONALS FUSION MIXER

Make your next networking event a fiesta. February's Fusion Mixer will be held at Cantina Laredo, inside Tivoli Village. Build important business relationships and see how VYP can help you build your personal and professional brand as you sip one of Cantina Laredo's award-winning cocktails at this Summerlin hotspot.

6:00 - 8:00 p.m.

Cantina Laredo inside Tivoli Village

430 S. Rampart Blvd., Ste. 110

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

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

Presenting Sponsors: Cox Communications and UnitedHealthcare

Media Sponsor: VegasSeven magazine

22

MONDAY, FEBRUARY 22

VEGAS YOUNG PROFESSIONALS TOASTMASTERS

See February 1

23

TUESDAY, FEBRUARY 23

VEGAS YOUNG PROFESSIONALS BIZ 101: FASHION IN THE WORKPLACE

Whether power suits or business casual, how you present yourself in an office setting matters. Join VYP for our next session of Biz 101, where we will focus on fashion in the workplace. Knowledgeable panelists will share their insights on office fashion faux-pas, keeping your style individuality and how to style yourself for success.

6:00 - 8:00 p.m.

Las Vegas Metro Chamber of Commerce

575 Symphony Park Ave., Ste. 100

\$20 - Exclusive to VYP members

Presenting Sponsors: Cox Communications and UnitedHealthcare

24

WEDNESDAY, FEBRUARY 24

BUSINESS AFTER HOURS

Immerse yourself in the sophisticated and elegant Chandelier Banquet Hall while you connect with your fellow Chamber members. Enjoy cocktails and light bites in this beautiful new space. Meet a new member or reconnect with old acquaintances. Bring plenty of business cards, as you are sure to grow your network at this event.

5:30 - 7:30 p.m.

Chandelier Banquet Hall

320 S. Decatur Blvd.

Complimentary to Metro Chamber members and their guests.

Sponsored by: Office Depot

North Las Vegas

A FARADAY FUTURE FOR OUR TURNAROUND TOWN

BY MAYOR JOHN LEE
CITY OF NORTH LAS VEGAS

T

he exciting transformation occurring in North Las Vegas did not happen by accident! Instead of idly standing on our islands of untapped opportunity, longing for what others had, we said, “Carpe diem,” and we seized the day. It is only fitting that our intense focus on our community’s future resulted in a company named after the very obsession of our focus: our future!

During the past two years, I have been working with some of the most determined, focused and talented people to turn our financially challenged town around. These folks understood the simple reality we all learned as children in the kitchen: the same boiling water that softens the potato hardens the egg. At the end of the day, it is NOT the circumstances you find yourself in, but what you are made of, that matters.

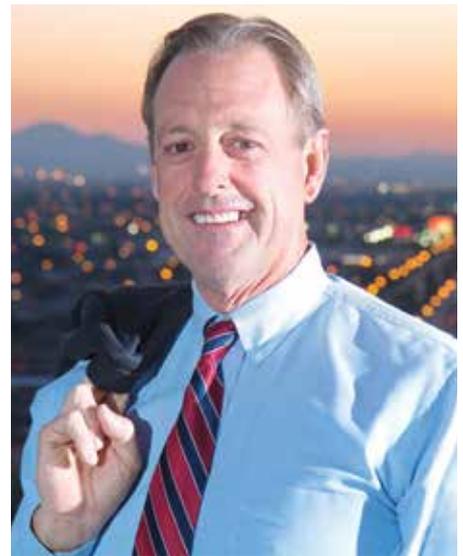
In one year, we cut the \$152 million long-term budget deficit we inherited to \$78 million, and after two years we cut it to just under \$25 million. Although my first month in office was welcomed with a further decrease in the City’s free-falling bond rating, after 20 months of executing our financial strategy, Wall Street upgraded our bond rating and our forecast has moved from “negative” to “stable” to “positive.”

We used the challenging environment we inherited to harden our resolve and strengthen our determination. We are excited Faraday Future is building their new 3 million-square-foot manufacturing plant, adding tens of thousands of jobs for Nevadans, and bringing more than \$87 billion in economic impact to our region. Once again, this was not by accident!

Two years ago, we set out a simple plan to go and find one big business to be located in Apex Industrial Park so we could induce the development of infrastructure for the entire park. We began preparing our city for a big opportunity by streamlining business licensing and permitting to try and become the most business-friendly city in the country.

Our real break came late 2014 with the passage of the economic incentive package for Tesla in the North. After the bill passed, we announced our intent to use these same economic development tools to attract a business to become the catalyst Apex needed to induce the development of basic infrastructure to open the whole 18,000 acres for job new creators.

Our management team came together and developed a strategy to find that business and we went out there and started knocking doors. In fact, we took the specific incentives in the Tesla bill and literally made a sales brochure in English and Mandarin for our sales pitch!



During one of our many sales pitches, we found out about a new electric car company named Faraday Future. In late December, our team was proud to stand beside the Faraday Future team to announce the new home of their \$1 billion manufacturing facility right here in North Las Vegas, at Apex Industrial Park.

These ambitious efforts have transformed our region by attracting Faraday and Hyperloop, some of the world’s most innovative companies with disruptive ideas, challenging the status quo of transportation. Propelled by sheer grit and determination, we set out to control our own destination and ensure the success of our community.

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

How will you reach your clients?



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LIZARD**

A CREEL COMPANY

President's Club

(B) Gordon Prouty

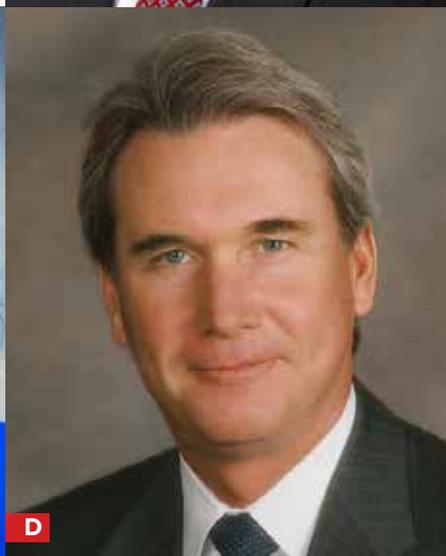
Group Publisher – Greenspun Media Group

Gordon Prouty is Greenspun Media Group's group publisher, overseeing GMG's industry-leading print and digital publications, including *Las Vegas Magazine*, *The Sunday, Vegas Inc*, *Las Vegas Weekly*, *Vegas2Go* and their sister websites. He came to Southern Nevada from the *Puget Sound Business Journal*, and has lived and worked in Syracuse, N.Y., Philadelphia and San Francisco. Prior to joining Greenspun Media Group in June of 2015, Prouty had been the president and publisher of the *Puget Sound Business Journal* since July 2011.

(A) Mike Bolognini

Market Vice President – Cox Communications

Mike Bolognini oversees all cable television and telecommunications operations for Cox Communications in Southern Nevada, including its residential, commercial and hospitality industry products encompassing voice, video and data services. He has been with the company since August 2009. Bolognini has more than three decades of experience in the telecommunications industry and has an extensive background in sales and executive sales management. He sits on the boards of Las Vegas Philharmonic, YMCA and Southwest Cable Communications Association.



(D) Dallas Haun

President and CEO – Nevada State Bank

Dallas E. Haun is president and Chief Executive Officer of Nevada State Bank, and executive vice president of NSB's parent company, Zions Bancorporation. Haun brings 30 years of strong commercial banking expertise and substantial managerial experience to his leadership position with Nevada State Bank. A graduate of Michigan State University, Haun received his postgraduate degree from the University of Washington's Pacific Coast Banking School. He also completed the Executive Program at the Anderson School of Business at the University of California.

(C) Tammy Grabel

Owner – Las Vegas Woman Magazine

Tammy Grabel is owner and publisher of *Las Vegas Woman* magazine. The publication's mission is "to educate, entertain and inspire." To date, *Las Vegas Woman* magazine has featured more than 1,500 local women. Grabel's community involvement is officer on the Board of Directors for New Vista, member of the United Way's Tocqueville Society, Women's Leadership Council, Young Philanthropists Society and a Platinum Member of the UNLV Foundation. She has served on the executive leadership team involved with American Heart Association's Go Red for Women.

Spotlights

(E) Florence Rogers

President and CEO - Nevada Public Radio

Nevada Public Radio is the public media company that comprises six FM stations, including flagship News 88.9 KNPR, home of KNPR's State of Nevada weekday public affairs program, and the monthly city regional magazine *Desert Companion*. Rogers holds a Masters Degree in Communications from SDSU and is an award-winning radio producer with many national network credits. She served as the council chair of Leadership Las Vegas and was elected to the board of National Public Radio in 2011.



(F) Paul Caudill

President and CEO - NV Energy

Paul Caudill was named president of NV Energy in December 2013. Most recently, Caudill was president of MidAmerican Solar, a division of MidAmerican Renewables LLC. Prior to joining MidAmerican in 2012, Caudill was CEO and president of Phoenix Solar U.S. He also served as vice president, global systems operations for SunPower Corporation. Caudill began his career in the energy industry with Bechtel Power Corporation in 1976. He has extensive experience in commissioning, start-up and outage management at generating facilities throughout the United States.

(G) David Dahan

CEO - Orgill/Singer & Associates

David Dahan brings more than two decades of insurance industry experience to Orgill/Singer. A resident for more than 40 years and an active supporter of his local community, Dahan has served on various community boards such as Las Ventanas Retirement Community, the Henderson Chamber of Commerce, the Nevada Restaurant Association and the governing board of North Vista Hospital. KLAV 1230 AM radio also gave Dahan an opportunity to host Community Speaks, a conversation with local leaders.



(H) Kathy Beavers

Managing Director - Resources Global Professionals

Kathy is Managing Director of RGP's Las Vegas practice, and has more than 18 years' experience in public accounting, SEC reporting, finance, internal audit, SOX, compliance and project consulting. She joined RGP in 2010, and prior to joining the company, spent three years with Deloitte's Assurance and Advisory Services Las Vegas practice, where she conducted financial statement audits of internal control over financial reporting as required by the Sarbanes-Oxley Act. Beavers is a licensed Certified Public Accountant (Nevada). She graduated from the University of Nevada, Las Vegas with a Bachelor of Science degree in Accounting and Finance.

Avoiding HR Headaches

METRO CHAMBER PARTNERS WITH HRUSA

A

s a small-business owner, you may feel like you need to learn the art of juggling. Managing a small business

means having to handle multiple roles, from marketing to accounting to human resources. This “juggling act” of various roles increases the odds of making costly mistakes, and no matter how hard we try, we can lose focus on some areas such as human resources. The risk of doing so, however, can lead to unintended yet serious consequences such as lawsuits and unwanted turnover.

To help Nevada business owners avoid these human resource mistakes, the Metro Chamber has partnered with HRUSA, a division of the California State Chamber. For more than 50 years, HRUSA has provided several effective resource tools that help small businesses become compliant and stay that way.

HRUSA can help your company avoid these 4 common and oftentimes costly human resources mistakes:

1. THE HIRING PROCESS

When hiring workers for a small business, mistakes are exponential in nature. Poor job descriptions which attract the wrong candidates and hasty interview processes that result in counterproductive hiring mistakes can be prevented. Ensuring that a candidate will be a good addition to the company culture is just as important as having the right skills for the job -- especially for small businesses. According to a 2013 CareerBuilder survey, one single

bad hire could cost your business more than \$50,000. HRUSA Quick Guide explains step-by-step best practices for hiring new employees.

2. EMPLOYEE HANDBOOK: OUTDATED OR NONEXISTENT

To avoid or reduce employee violations, employers of all sizes must have updated handbooks that adequately communicate work-related policies on a regular basis. Not having company policies in writing is asking for trouble. The best practice is to have employees review and acknowledge that they have read and understand your handbook. Available in early 2016, HRUSA has created a simple way for employers to create their own employee handbook tailored to their own company's demographic and preferences. It's as easy as answering a set of questions that results in your completed handbook. The HRUSA employee handbook creator will save employers valuable dollars in production costs coupled with the ongoing responsibility of keeping the handbook up-to-date.

3. DOCUMENTATION: PERFORMANCE ISSUES

While no termination is a positive experience, it can be easier with proper preparation. Preparation begins by addressing and documenting performance-related issues. This gives employees an opportunity to correct the issue.

When terminations are unavoidable, having followed best practices helps prevent unnecessary issues. HRUSA's Quick Guide educates the employer in ways to handle employee termination and



advises you when additional legal advice needs to be pursued.

4. EMPLOYEE HARASSMENT TRAINING

Nevada encourages private employers to take steps necessary to prevent sexual harassment from occurring. Nevada requires all state employees to take a certified class on sexual harassment within six months of their appointment, and to attend a refresher course every two years thereafter. HRUSA will offer online employee harassment training that is self-paced to allow flexibility with work schedules.

HRUSA's Quick Guide, personalized forms, required Federal and State posters as well as the employee handbook creator and online training courses take the guesswork out of HR responsibilities that tend to devour time and cause headaches for the employer.

To purchase any of these valuable resources, go to HRUSA.com and click on “Products” to find the menu of human resources items available for Nevada.

If you have questions about HRUSA, call the Metro Chamber at 702.641.5822.

FINANCING YOUR BUSINESS OR PROJECT

The first in the 2016 series of *Nevada Business Magazine's* Business First breakfasts, "Financing Your Business or Project" will provide insights into a key area for many business owners and commercial real estate executives. Sponsored by Wells Fargo, the Business First breakfast series brings leaders together to address topics decision-makers find vital to running their companies.

A recap of the event will appear in the April issue of *Nevada Business Magazine*, but in order to have your questions answered, directly from the source, you'll need to attend.

Don't miss this opportunity.

Reserve your seat today. RSVPs close on March 10, 2016.



**TUESDAY,
MARCH 16TH**

**7:30 am - 9:30 am
Orleans Hotel & Casino**

Cost \$22 each

*Cost includes: Breakfast, Seminar
Event and a one-year subscription
to Nevada Business Magazine
(\$44 value).*

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Member News

RED - PRESIDENT'S CLUB MEMBER



Announcements



Comprehensive Cancer Centers of Nevada hired Jennifer Lucisano as practice director of clinical operations and Michael Thayer as practice director of administrative operations.



McDonald Carano named longtime appellate and commercial and complex litigation partner, Jeff Silvestri, as managing partner of the firm.



St. Rose Dominican Hospital's affiliate Dignity Health Medical Group welcomed Amy Bryan, nurse practitioner, to practice as its Peccole Plaza location and Stefanie Remson, nurse practitioner, to practice at its southwest location.

The Las Vegas Global Economic Alliance appointed Jennifer DeHaven to its board of directors. DeHaven's expertise in the areas of hiring and employment will add invaluable perspective to the LVGEA.

The Nevada Mining Association promoted Dylan Shaver to vice president. Shaver joined NVMA in 2011 as director of public affairs.

Brownstein Hyatt Farber Schreck appointed two new shareholders, Erin Lewis and Bryce Loveland, to its Las Vegas office.

Houldsworth, Russo & Company hired Lynn Myers as tax director. Myers, a CPA with more than twenty years of experience, is licensed in both California and Nevada.

Congratulations

Western Governors University, the parent company of **WGU Nevada**, was among the top producers of nursing degrees awarded to minority students nationally, according to a recent issue of *Diverse: Issues in Higher Education* magazine. In Nevada, the number of degrees from WGU Nevada has awarded 147 degrees by the College of Health Professions thusfar.

The Howard Hughes Corporation, developer of Summerlin, celebrated the 25th anniversary of the commencement of development and also earned the number six spot on RCLCO's list of best-selling master-planned communities in the country.

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 or fax to Public Relations at 702.735.0320.

Community Service

St. Rose Dominican's medical staff raised \$20,000 in donations for local nonprofits that go above and beyond for both those in Southern Nevada and serving overseas. Donations went to **Safe Nest**, the Douglas J. Green Memorial Foundation and **Catholic Charities of Southern Nevada**.

City National Bank recently collected and donated hundreds of personal and household items to **Safe Nest** to help domestic violence victims in southern Nevada.

The Shade Tree received more than \$63,000 and one ton of goods from the Hakkasan Group's community committee. The committee raised the funds over the course of several weeks throughout the holiday season.

Upcoming Events

Vegas PBS announced the fourth annual PBS LearningMedia Digital Innovators Program for tech-savvy K-12 educators who excel at using technology and digital media to support student learning. Now through February 8, educators can apply to the PBS LearningMedia Digital Innovators program by visiting pbslearningmedia.org/digitalinnovators.

The University of Nevada Cooperative Extension is hosting a workshop on Gardening in Small Places: Vegetables on Saturday, February 20, from 8 a.m. to noon. The workshop is geared to help gardeners learn how to be successful growing their own food in the Mojave Desert. For more information, visit unce.unr.edu.

Nathan Adelson Hospice's Pet Therapy Program is hosting its 5th Annual Dog Bed & Blanket Drive in support of animals at local shelters. The Pet Therapy Program continues to help keep animals warm this season. From January 4 through February 28, all Nathan Adelson locations will serve as a drop-off point for new or gently used items. For more information, visit nah.org.

Wheeling and Dealing

Commercial Executives Real Estate Services represented Posthole, LLC in the lease renewal of office space located at 6345 S. Jones Blvd. The transaction is valued at \$1.3 million.



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- Management concentration (HR, MIS, NVM)
- Marketing concentration

EVENING MBA / DUAL DEGREE

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- MBA/DMD (Doctor of Dental Medicine)
- MBA/MS (Hotel Administration)
- MBA/MS (MIS)

EXECUTIVE MBA

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- International Business coursework includes a capstone global experience

To find out more about MBA and Executive MBA programs, visit unlv.edu/mbaprograms

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Ribbon Cuttings

CELEBRATING BUSINESS GROWTH

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



FISHER & PHILLIPS, LLP

Fisher & Phillips, LLP, a labor and employment law firm, proudly announced its move to 300 S. Fourth St., Ste. 1500, inside the Bank of America Plaza located in Downtown Las Vegas. Call 702.252.3131 or visit laborlawyers.com.



PC FOGO DE CHAO

Fogo de Chao, located at 10975 Oval Park Dr. Suite D2A, in Downtown Summerlin, celebrated its grand opening with Clark County Commissioner Marilyn Kirkpatrick, Selma Oliveira, COO of Fogo de Chao, Milton Kerber, Head Gaucho Chef, Kevin Orrock, President of Summerlin for The Howard Hughes Corporation, Kristin McMillan, President and CEO of the Metro Chamber, and several others from the community. Visit fogo.com for updates and to sign up for the eClub.



THE CONCRETE PROTECTOR

The Concrete Protector announced its grand opening with friends, family and Metro Chamber volunteers at 6949 Speedway Blvd. Suite 106. The Concrete Protector manufactures and distributes products, equipment and training to protect, repair, and design concrete. Call 877.743.9732 or visit theconcreteprotector.com.



CABO RESTAURANT EQUIPMENT

Cabo Restaurant Equipment proudly announced the grand opening of its new store, located at 6326 S. Pecos Rd., Unit 2. Cabo Restaurant Equipment specializes in high quality restaurant and bar supplies. Call 702.754.6767 or visit cabofoodtrucks.com.



PC BARCLAYCARD US

Barclaycard US, located at 2290 Corporate Cir., held a special event to mark its notable expansion into an adjacent 35,000-sq.-ft. building. The expansion will include hiring 300 more positions and comes 18 months after Barclaycard opened its doors in the former Zappos building in Henderson. In attendance were executives with Barclaycard US, Henderson Councilman John Marz, Economic Development Director for City of Henderson, Barbara Coffee, Metro Chamber President and CEO Kristin McMillan and several local dignitaries. Visit barclaycardus.com.



CHANDELIER BANQUET HALL

Chandelier Banquet Hall commemorated its ribbon cutting ceremony and open house, located at 320 S. Decatur Blvd., with representation from Councilwoman Tarkanian's office, friends, family and Metro Chamber volunteers. Chandelier is a sophisticated and elegant wedding and banquet venue that strives to exceed expectations with outstanding service and quality that only a professionally trained group can provide. The venue is completely customizable from 900-10,000-sq.-ft. and can accommodate 50-500 guests. Call 702.528.1021 or visit chandelierbanquethallvegas.com.

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



ANCHOR CHIROPRACTOR

Anchor Chiropractor, located at 5135 S. Fort Apache Rd., Suite 140, celebrated its grand opening and ribbon cutting with Clark County Commissioner Susan Brager, friends, family, clients and Metro Chamber volunteers. Call 702.778.8664 or visit your-anchor.com.



GOODWILL OF SOUTHERN NEVADA

Goodwill of Southern Nevada announced its grand opening at 2757 E. Lake Mead Blvd. in North Las Vegas with several dignitaries and the Goodwill Board of Trustees. Visit sngoodwill.org.



AXIOM CYBER SOLUTIONS

Axiom Cyber Solutions, located at 3077 E. Warm Springs Rd., Ste. 300, announced its opening with friends, family, staff and volunteers from the Metro Chamber. Call 800.519.5070 or visit axiomcyber.com.



DEL TACO

Del Taco, located at 6160 N. Decatur, was joined by Del Taco executives, staff and Metro Chamber volunteers and Ambassadors. With nearly 550 restaurants in 16 states, Del Taco serves more than three million guests each week. Stay up to date by following Del Taco on Twitter, Facebook and Instagram or visit deltaco.com for more information.



CAFÉ RIO MEXICAN GRILL,

Café Rio Mexican Grill, commemorated its newest location at 7040 S. Durango Dr. with executives from Café Rio, representatives from Congressman Heck's and Senator Heller's offices and Metro Chamber volunteers. Café Rio is a fresh, fast casual Mexican restaurant that offers made-from-scratch meals in a friendly and eclectic environment. Services provided include dine in, takeout, online ordering and catering. For more information, visit caferio.com.



DESERT DOGGIES GROOMING

Desert Doggies Grooming, located at 8544 Blue Diamond Rd., Ste. 145, celebrated its grand opening and ribbon cutting with family, friends, staff and Metro Chamber volunteers. Desert Doggies offers grooming and training. Call 702.778.0411 or visit Facebook.com/DesertDoggiesGrooming.

Economic Insights

PROVIDED BY THE CENTER FOR BUSINESS AND ECONOMIC RESEARCH AT UNLV



T

he Southern Nevada Business Confidence Index, constructed by the Center for Business and Economic Research (CBER) at the University of Nevada, Las Vegas (UNLV), increased by 6.6 percent on a quarterly basis from 122.6 in the fourth quarter of 2015 to 130.7 in the first quarter of 2016 (Figure 1). The index rebounded after three straight quarters of decline but remains below its level from a year earlier. The index includes five components: business expectations of (i) general economic conditions in Nevada, (ii) sales, (iii) profits, (iv) hiring, and (v) capital expenditures.

Expectations for the U.S. and Nevada Economies

When asked about their expectations for general economic conditions in the first quarter of 2016, Southern Nevada business leaders were much more optimistic about the local economy than the U.S. economy. When asked about the U.S. economy, 38.6 percent of the respondents expected an improvement, 39.4 percent expected no change, and 22.0 percent expected some weakening. When asked about Nevada, 56.8 percent of Southern Nevada business leaders expected an improving economy, 30.3 percent expected no change, and 12.9 percent expected a weakening.

Respondents held a more optimistic outlook in the first quarter of 2016 for both the U.S. and Nevada economies than they held in the fourth quarter of 2015. This is a recurring pattern in our survey, which we might call “the new-year effect.” In addition, all components have usually shown higher values in the first quarter when compared to the previous fourth quarter. The values for the first quarter of 2016, however, were lower than those from the first quarter of 2015. This might reflect increased uncertainty about the strength of the world economy due to the Chinese economic slowdown and the attendant spillover effects on the emerging market economies.

For more information on the Center for Business and Economic Research, visit cber.unlv.edu or call 702.895.3191.

Figure 1: CBER’s Southern Nevada Business Confidence Index

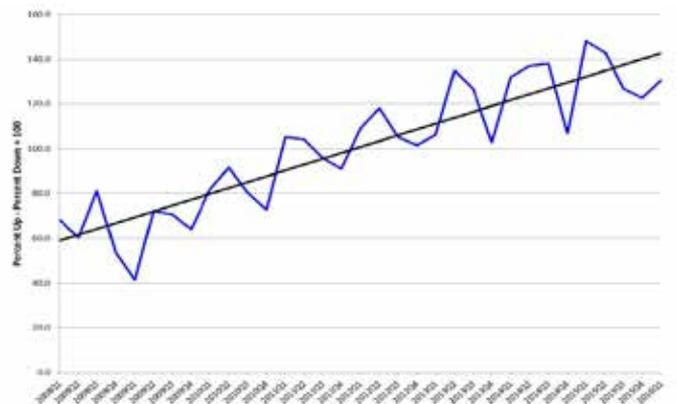
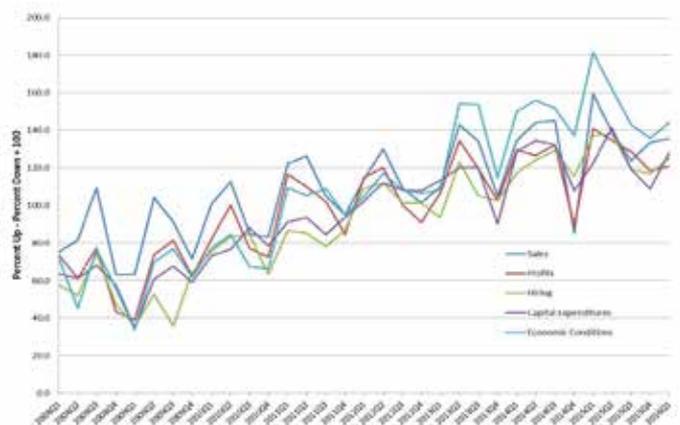


Figure 2. Components of CBER’s Southern Nevada Business Confidence Index



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business **expo**
JUNE 2016

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*Earlybird special through March 31, 2016

In the Know



EMPLOYEE DEVELOPMENT PLAYS VITAL ROLE IN A COMPANY'S SUCCESS

BY DR. SPENCER STEWART,
CHANCELLOR OF WGU NEVADA

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mployee development has never been more important. In fact, recent research indicates that prospective employees at all levels - entry to upper management - are much more interested in the availability of opportunities for learning and development with a potential employer than any other feature of a job offer.

Meeting this need has evolved over the years and positively influences businesses in a vast array of ways. One key difference between good and great organizations is that great organizations have a plan for developing their talent. In fact, a top priority of all organizations in 2016 should be the creation of a development program to engage and retain talent. The reason is simple: The productivity of a company cannot exceed the productivity of its employees. Making employee development a priority leads to long-term success as it builds a strong leadership pipeline intimately familiar with the company culture and business processes.

Here are a few considerations to keep in mind for developing talent:

- Empower employees to control their own career development, but provide them the tools to succeed. Oftentimes, employees may feel overwhelmed with yet one more activity to manage on top of their already busy workload and non-work commitments. For this reason, many organizations are turning to customized and scalable "learning-on-demand" programs that are readily accessible.
- Take a few minutes every other month to talk with your employees about their career goals. These do not need to be formal discussions. Having short but meaningful conversations throughout the year with employees regarding their aspirations and interests helps them refine their goals and keep them top of mind.

Figuring out how to grow people in such a way that aligns with organizational objectives is challenging, but it is the most surefire strategy for long-term sustainable growth.

As the pioneer in competency-based education, WGU is the only university in the country offering competency-based bachelor's and master's degree programs at scale. Online and nonprofit, WGU Nevada expands access to higher education by meeting the needs of busy adult learners who are looking to advance their careers by earning a degree. The university develops education partnerships with industry-leading organizations across the state and these partnerships allow corporations to leverage WGU Nevada's proven competency-based model to foster



both personal and professional growth for their employees. As part of these partnerships, WGU Nevada extends special benefits to corporate partner employees and affiliates. Benefits can include tuition discounts and scholarship opportunities. More information can be accessed at nevada.wgu.edu.

Expecting the Unexpected:

**FOCUS
LAS VEGAS
INTRODUCES
SESSION
DEDICATED
TO BUSINESS
PREPAREDNESS**

F

From a fire to a terrorist event, from a power outage to a cybersecurity breach, anything could happen to your business. What's important is to be prepared, have a plan, and communicate it to your staff, key stakeholders and vendors. Learn how to prepare your business in case of an emergency - whether natural or manmade - and it could be the difference between reopening and shutting your doors for good.

During this special session of Focus Las Vegas co-presented by the Metro Chamber Foundation and the Red Cross of Southern Nevada, you will learn continuity of operations and how to respond effectively to disaster or emergency situations. Topics of discussion will include fire safety, cybersecurity, workplace violence and active shooter situations, and planning and procedures for business resilience. Even if you have a disaster preparedness plan in place, this session will cover emerging and

new information and can help in updating your plans to be reflective of new threats.

The session will be Wednesday, March 23, at The Innevation Center - Stage 2, from 9:00 a.m. - 2:15 p.m. The cost is \$25 for Metro Chamber members and \$35 for non-members. For more information or to register, visit LVChamber.com or call 702.641.5822. It is your first step to preparing your business.



55
YEARS
in Nevada

BANKING MEANS INFORMATION

Get the scoop on what Nevada small business owners are thinking, what keeps them up at night, and what they predict for the coming year. Nevada State Bank commissioned this highly targeted, local research about business trends, entrepreneurs' opinions and their economic outlook. The 2016 Small Business Survey could play a valuable part in your strategic planning and decision-making.

Grab your copy at the Nevada State Bank Booth or download today at NevadaSmallBusiness.com/Survey

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Vegas Young Professionals

Presenting Sponsors



Upcoming Events

FEBRUARY 18

VYP Fusion Mixer at Cantina Laredo

6:00 – 8:00 p.m.

Make your next networking event a fiesta. February's Fusion Mixer will be held at Cantina Laredo, inside Tivoli Village. Build important business relationships and see how VYP can help you build your personal and professional brand as you sip one of Cantina Laredo's award-winning cocktails at this Summerlin hotspot.

In advance:

\$10 – Members

\$15 – Non-members

At the door:

\$15 – Members

\$20 – Non-members

FEBRUARY 23

Biz 101: Fashion in Business

6:00 – 8:00 p.m.

Whether power suits or business casual, how you present yourself in an office setting still matters. During Biz 101, panelists will share their insights on office fashion faux-pas, keeping your style individuality and how to style yourself for success.

\$20 – VYP members only

Register at VegasYP.com.

Saying Yes to No

In the career building sphere of a young professional's life, it might seem smart to agree to take on extra projects, additional workload, a commitment to a non-profit organization or even something as simple as agreeing to plan a co-worker's birthday lunch. After all, you want to be seen as a go-getter, eager for opportunities and willing to do whatever it takes to grow your skill set and help the company. But there are situations when it is perfectly appropriate to say "no."

In fact, saying "yes" to too much can be a hindrance to growth. If you constantly say yes, you may be viewed as the "first draft pick" for office projects large and small, and asked to do things simply because people know you'll agree. In addition, the more you juggle, the less focused and the less time you have to spend on projects – decreasing your overall productivity and leaving you more open to mistakes you normally might not have made. While being the go-to for projects might win you popularity points at work, burn-out will eventually rear its head and your work will suffer.

So when is it appropriate to say "thanks, but no thanks?" These situations include if a new project will interfere with the main duties of your primary job responsibilities, or if it will overreach your capabilities and time limitations. If it is an assignment that won't build your strengths, expand your technical abilities or demonstrate your leadership potential, it may not be the time and effort you put into it. Also take into consideration how the assignment will project your personal brand. If you want to be viewed as a team leader, it may not be the best idea to commit to an assignment that gives you a lot of solo work. Finally, consider your peers with the additional assignment. If they are known for sitting back and letting others do the brunt of the work and taking credit, you might want to back away.

Like most conversations, there is a right way and a wrong way to handle saying no at work. Communicating goals and workload is a great start; by doing so, it also shows that you have made an attempt to balance your current responsibilities to your supervisor. You can also make recommendations for alternatives, such as, "I can't participate in that committee, but if you need a subject matter expert for a talk or a white paper on a topic, I'm happy to contribute." By responding positively and constructively as to why you are not able to take on an extra assignment, as well as explaining your reasoning and offering alternatives (also helpful in establishing yourself as a go-to for problem solving), you can say "no" to projects outside of your scope of work without fearing retribution or job security. Positioning your "no" in a diplomatic way, such as asking your supervisor about assignment priorities to help establish your workload and the burden of the extra assignment, is another tactic.

As a young professional, you should be about broadening your horizons, expanding your network by working with different people and trying new things. But it's also important to know when to say no – and knowing it's the right decision.



Fusion Mixer



PBR ROCK BAR & GRILL



Vegas Young Professionals kicked off 2016 with a little of bit country, a little bit of rock 'n roll and a lot of networking at the PBR Rock Bar & Grill at Miracle Mile Shops inside Planet Hollywood. *Photo credit: Bobby Jameidar.*

Splendor in the Glass

Southern Nevada Public Television

27th Annual

Wine & Beer Tasting

Westgate Las Vegas Resort

& Casino Ballroom

Saturday, February 20, 2016

3 p.m. to 7 p.m.

Enjoy the taste of more than 60 wineries and breweries courtesy of Southern Wine & Spirits of Nevada live wine auction, silent auction and jazz ensemble.

Must be 21 years of age or older to attend

\$85 Advance Reservation

\$100 at the Door

Tickets Available at:

Lee's Discount Liquor,
Total Wine & More and
Vegas PBS or online at
VegasPBS.org/Winetasting

For More Information:

Call 702.799.1010 x5344

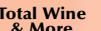
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Guest Appearance by Chef Grant MacPherson

To Benefit



The Final Word

JANUARY ACCOMPLISHMENTS

T

his January, the Metro Chamber was all about connecting. We continued to connect businesses to the tools and information they need to succeed at Preview Las Vegas and we connected members to elected officials for another Cocktails & Conversations. While some may have slowed down for the first month of the year, we were kicking it into high gear, offering new and current members more opportunities to connect with one another and the greater Las Vegas area.

Take a look at how we connected you to the community in January:

- Welcomed the business community into the Thomas and Mack Center - Cox Pavilion for Preview Las Vegas where about 2,000 attendees connected with business leaders and heard from business experts on Nevada's economic outlook for 2016.
- Kicked off another year for Vegas Young Professionals for the first fusion mixer of the year at PBR Rock Bar inside Miracle Mile Shops.
- Mixed and mingled with fellow Metro Chamber members and welcomed new members at the New Member Lunch.
- Connected members to two of Nevada's former governors, who shared thoughts about the issues impacting the state and the business community at Cocktails & Conversations inside the Ling Ling Lounge at Hakkasan, inside MGM Grand.
- Co-presented the North Las Vegas State of the City Luncheon, featuring North Las Vegas Mayor John Lee as he addressed the city's economic outlook and Kristin McMillan, President and CEO of the Metro Chamber, as she discussed the importance of North Las Vegas' business community to the Valley's success.
- Invited Vegas Young Professionals members to a Bigwig Lunch Time featuring a discussion with President of Wendoh Media, Michael Skenandore, at The Smith Center for the Performing Arts.
- Hosted a Lunch & Learn on Conducting Security Assessments, which gave businesses the resources and information they need to effectively respond in the event of an active shooter or mass casualty crisis.
- Launched HRUSA, a comprehensive set of tools so you can navigate human resources issues in a one-stop shop at HRUSA.com.



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.

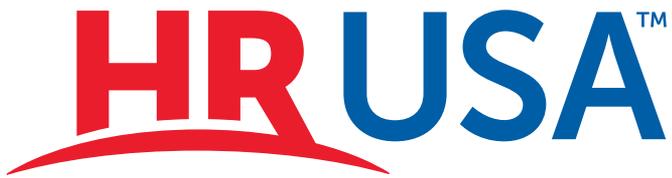


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FEBRUARY 2016



OPEN FOR BUSINESS:
Disaster Preparedness
for Your Business

**Wednesday,
March 23**

9:00 a.m. – 2:15 p.m.
The Innevation Center



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