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LAS VEGAS METRO CHAMBER OF COMMERCE

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Why Business Matters ... On the Ground in Carson City

KRISTIN MCMILLAN
PRESIDENT & CEO



Our 2017 Chairman, Bill Noonan, and I have spent some time meeting with legislative leadership in Carson City during the last two months. It has provided excellent opportunities to reinforce our role as the voice of business for Southern Nevada employers, entrepreneurs and employees, ensuring that the principles we stand for and our members' concerns are heard loudly and clearly during the session. The positive response from these meetings indicated a willingness from legislative leadership to work with the Metro Chamber on a variety of issues that affect our members.

The Metro Chamber stands for less regulatory burden (and fewer regulatory costs), and ensuring our employers are not punished for creating jobs and serving as the backbone of our economy. We stand for making sure that local dollars are kept local whenever possible, and building a strong, sustainable, and competitive future workforce that meets the needs of our employers. Our state's employers have demonstrated time and time again that they were willing to step up and do the right thing for our state and their employees, and that must be recognized as we look ahead to the last few months of the Legislature.

Our constant presence in Carson City - through our dedicated government affairs team - is bolstered by your support. In the opening weeks of the Legislature, our members came out full force in opposition to the proposed minimum wage increases, voicing their concerns through a survey we conducted, as well as through letters, statements, and testimony. Similar results happened when we surveyed our members about a proposed mandatory paid sick leave bill. Your participation sends a strong message that employers are engaged in Carson City, doing right by their employees, and that we - as a business community - are watching and staying vigilant every step of the process.

We are tracking more than 600 bills that could potentially impact the businesses, employers and employees in Southern Nevada who have struggled to survive the recession, and we need your input. We know that

you are carrying the weight and just need a break. Your personal stories and the individual nuances of your businesses have helped us communicate early in the session why certain policies would be detrimental to Nevada's employers and their employees, and what the consequence there may be to jobs and the economy. Your continuing feedback will further an open dialogue with legislators and is paramount as we continue during this legislative session.

I encourage you to keep engaging with us as we ask for your input and your testimony as the session continues. We want to hear from you every step of the way. Contact our government affairs team if you need clarification on a bill. Respond to our surveys as we continue to send them. Read "The Rundown" every Friday, and be on the lookout for periodic Carson City Alerts in your inbox.

We are all in this together and the Metro Chamber is a strong voice in Carson City, but is even more formidable when we speak up together.

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VOLUME 38 NUMBER 4

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The *Business Voice* (USPS #717-970) is published by The Las Vegas Metro Chamber of Commerce, 575 Symphony Park Ave., Ste. 100 Las Vegas, NV 89106

Annual Subscription \$25
Periodical postage paid at Las Vegas, NV
POSTMASTER:
Send address changes to:
The Las Vegas Metro Chamber of Commerce,
575 Symphony Park Ave., Ste. 100
Las Vegas, NV 89106

Production Team

Greta Beck-Seidman
Publisher

Cara Clarke
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Production
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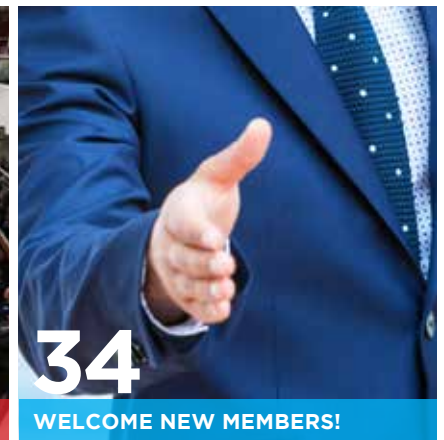
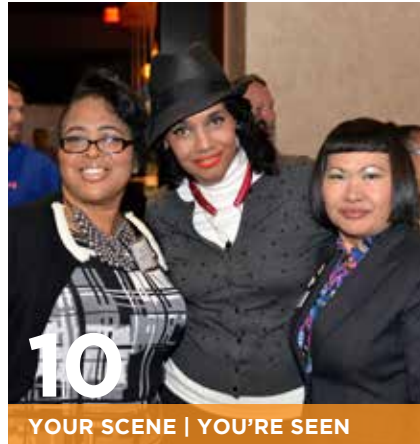
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The *Business Voice* is a member newsletter of the Las Vegas Metro Chamber of Commerce. The Las Vegas Metro Chamber of Commerce welcomes input, ideas and suggestions from our members. As with any periodical, we must adhere to strict deadlines and we reserve the right to edit all materials submitted for publication. Commentaries that are marked as such do not necessarily reflect the opinion or position of the Chamber, its trustees or employees. The Chamber cannot guarantee the validity or accuracy of the contents of paid advertisements. Questions or concerns about content of the *Business Voice* can be addressed to Vice President of Marketing, Las Vegas Metro Chamber of Commerce, 575 Symphony Park Avenue, Suite 100, Las Vegas, NV 89106.

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Chamber News

BUSINESS EXPO 2017

Earlybird Discounts, NEW Location, and NEW Hours!

Business Expo, the Metro Chamber's annual trade show, is Wednesday, June 14, at the Las Vegas Convention Center. This year, the Chamber's largest trade show event will run from 2:00 – 7:00 p.m., giving members ample time to increase their networks, find new products and services, and take advantage of meeting and networking opportunities in the procurement lounge and through information-packed talks on the show floor. With a captive audience of nearly 2,000 business professionals in Las Vegas, exhibiting at Business Expo is an excellent platform for business leaders to discover new products and technologies, as well as meet leads, customers, and service providers from new and established companies. Exhibit booths are available for \$475 for a standard, and \$725 for a double, until April 14. To sign up or get additional information, visit LVChamber.com.



Metro Chamber Welcomes U.S. Congresswoman **Dina Titus** to May 9 Eggs & Issues

U.S. Congresswoman Dina Titus will address the business community at Eggs & Issues at the Golden Nugget Hotel & Casino on Tuesday, May 9. Congresswoman Titus, who currently serves on the House Committees on Transportation and Infrastructure, Veterans' Affairs, and the Subcommittee on Disability Assistance and Memorial Affairs, will make remarks about important federal topics affecting businesses, including the Affordable Care Act, infrastructure policy, and more. Seats are \$40 for members, \$55 for non-members, and tables of ten are \$400. For more information or to register, visit LVChamber.com.

Mix It Up at **Business Blend**

Join the Metro Chamber and Vegas Young Professionals for Business Blend at HATARI Restaurant & Sports Bar on April 20. Get ready to experience one of Las Vegas' newest destinations for catching sports, cueing up a game of pool, and enjoying top notch spirits and bar bites. Sip a refreshing cocktail and savor light bites while catching up with Chamber and Vegas Young Professionals members. For more information or to register for the event, visit LVChamber.com.

Apply Today for **Leadership Las Vegas** and **Leadership Advance**, Classes of 2018

Applications are now open for the Leadership Las Vegas and Leadership Advance, Classes of 2018. 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 and enhance their leadership skills. Leadership Advance is tailored specifically to emerging leaders and those searching to develop their leadership skills. Applications for Leadership Las Vegas are due May 18, and applications for Leadership Advance are due June 1. For more information on Leadership Las Vegas or Leadership Advance and how you can apply for the incoming class, visit leadership.vegas or call 702.641.5822.

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News You Need



Your Vote Counts! Municipal Elections are **April 4**

Primary Election Day is April 4, for municipal elections. New voting centers will replace traditional Election Day polling locations throughout all cities, and will allow voters to cast their ballots at any vote center location, regardless of their residential address. Residents can check their voter registration, check voting center locations for Las Vegas, North Las Vegas, Henderson, and Boulder City by visiting clarkcountynv.gov/election.

National Small Business Week

National Small Business Week, the U.S. Small Business Administration's annual week dedicated to highlighting the impact of outstanding entrepreneurs and small business owners, will be held from April 30 - May 6 throughout the country. SBA Administrator Linda McMahon will start the week in Washington D.C., and continue the week with events in New York City, Indianapolis, Dallas, and Fresno. Recognition and educational events will also be held throughout the week. To find national and local events, visit sba.gov/nsbw.

April 18 Tax Deadline Approaches

The IRS is giving taxpayers the information they need to file taxes on time. Several changes occurring for 2016 tax returns have been posted to irs.gov. Taxpayers will have until Tuesday, April 18, 2017, (due to the combined impact of a weekend and a Washington, D.C. holiday) to file their 2016 returns and pay any taxes due (or file an extension). Additionally, a law change that went into effect this year might result in refunds being delayed for some taxpayers. Other changes include self-certification for missed rollovers, ABLE accounts for people with disabilities, and a revision in standard mileage rates. For more information about these, and other changes, visit irs.gov.

Endorsements for Municipal Elections

In March, the Las Vegas Metro Chamber of Commerce released its endorsements in the upcoming municipal races. The Primary Election is Tuesday, April 4, and the General Election (if necessary) is Tuesday, June 13.

The Metro Chamber's endorsements are:

CITY OF LAS VEGAS

Ward 2 - **Bob Beers**

Ward 4 - **Stavros Anthony**

CITY OF NORTH LAS VEGAS

Mayor - **John Lee**

Ward 1 - **Isaac Barron**

CITY OF HENDERSON

Mayor - **Debra March**



business issues, finding solutions to make doing business in local government easier, especially for small businesses, and working to strategically improve the business climate and enhance economic development," said Hugh Anderson, chairman of the Government Affairs Committee.

Endorsement decisions are made by the Metro Chamber's Government Affairs Committee (GAC), comprised of members from a variety of business sizes and industries. Invited candidates are interviewed by members of the GAC and the endorsements are made based on a candidate's knowledge and understanding of business issues, voting record (when applicable), as well as dedication to creating a good environment for business growth, job creation and economic development. For more information on the process, please contact the Metro Chamber's government affairs team at 702.641.5822.

"Each of the Las Vegas Metro Chamber's endorsed candidates has a proven record of understanding



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Your scene | You're seen

BUSINESS AFTER HOURS at Fogo de Chao



Metro Chamber members were treated to light bites, cocktails, and the opportunity to meet and network with their fellow members at Fogo de Chao on Flamingo Rd. Be sure to join members, as well as Vegas Young Professionals, for Business Blend on April 20, at Hatari Sports Bar!



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GOVERNMENT AFFAIRS AND PUBLIC POLICY

LEGISLATURE 101: FREQUENTLY ASKED QUESTIONS

Why are there only 63 legislators in Nevada? Is that the maximum?

Each state sets its own number of legislators, typically by their state constitution. The Nevada Constitution sets the maximum size of the Legislature at 75 legislators. The Nevada Constitution further provides that the State Senate may not be less than one-third nor more than one-half the size of the State Assembly. Since 1983, the Nevada Legislature has had 63 members, 21 in the Senate and 42 in the Assembly. They are informally referred to as the "Gang of 63."

Can the legislature go beyond the 120 days even if they need additional time to finish legislation?

No, regular legislative sessions are limited to 120 calendar days following the approval by voters of a constitutional amendment in 1998. However, a special session may be called by the Governor or 2/3 of the elected members of both State Senate and State Assembly may petition themselves to convene to consider specific legislation.

When is the next legislative major deadline?

The next legislative deadline is April 14. Bills must pass the first committee by this day or they will not move forward in the process unless they have an exemption.

What does concurrence and conference mean in the State Legislature?

Concurrence relates to when the house of origin decides whether to accept the second legislative house's amendment. If it accepts the amendment, the bill is enrolled and delivered to the Governor for his consideration.

A conference occurs if the two-house conference committee is able to resolve the differences between the houses, and it sends a conference committee report with the proposed reconciliation to the two houses. The house of origin must adopt the report first. If either house fails to adopt the report, the bill dies. However, if both legislative houses adopt the report, the bill is enrolled and delivered to the Governor for his consideration.

What is "Why Business Matters?"

The theme of the Metro Chamber's 2017 legislative agenda is "Why Business Matters," which highlights the important role and contributions that employers, entrepreneurs, and employees play in Nevada's economy. The legislative priorities focus on ensuring that Nevada maintains a pro-prosperity economic climate that fosters business growth and job creation. The legislative priorities also include K-12 education, workforce alignment initiatives, economic development efforts, and transportation infrastructure investment. A copy is available on LVChamber.com.

How often is "The Rundown" sent and how can I get a copy sent to me?

"The Rundown" is sent on a weekly basis during the legislative session. Every Friday, members receive a legislative recap of business-related bills, which will include a summary of the legislation, its status, and the position taken by the Metro Chamber. It also provides members with information on small business bills and updates relating to the Southern Nevada Forum priorities.



OTHER UPDATES FROM THE GOVERNMENT AFFAIRS TEAM

When are the Carson City Call and the Paul Call?

The Carson City Call is held on the first Tuesday of every month during the legislative session at 11:00 a.m. This monthly legislative call provides members an update on the latest from the 2017 Legislature from the Metro Chamber's Government Affairs team.

The Paul Call, which is offered to President's Club members on a bi-weekly basis, is held every other Thursday from 11:00 - 11:30 a.m. During these calls, the Metro Chamber's Vice President of Government Affairs, Paul Moradkhan, will provide President's Club members the most updated legislative information from Carson City.

What are the Carson City Alerts and where do I find them?

The Metro Chamber periodically issues "Carson City Alerts" on key legislation that directly impacts employers. These alerts will urge you to contact your legislators and share with them your support or opposition on specific legislation. These alerts are sent via email to members.

OTHER UPDATES FROM THE GOVERNMENT AFFAIRS TEAM

Register for the Metro Chamber's Legislative Day in Carson City!

The Las Vegas Metro Chamber of Commerce's biannual Legislative Day will be April 13, 2017.

This event is open to President's Club members, Advocacy Impact members, Board of Trustees, and Government Affairs Committee members. As leaders of the Metro Chamber, we hope that you will be able to join us as we head to the State Capitol to advocate on behalf of Nevada's business community.

This year's trip will be comprised of meetings with legislative leadership and legislators. We will also be hosting a reception at Bella Fiore Wines that evening to further build relationships with lawmakers and to strengthen existing connections.

Join the Metro Chamber in Washington, D.C.!

Registration is now open for the Metro Chamber's annual Washington, D.C. trip, taking place September 25-29, 2017.

This event is open to President's Club members, Board of Trustees, and Government Affairs Committee members. As leaders of the Metro Chamber, please join us as we head to Capitol Hill to advocate on behalf of Nevada's business community on federal issues that impact employers and the Nevada economy.

The 2017 trip will be comprised of meetings with Congressional members, policy groups, trade associations, and think-tanks. We will also be hosting several receptions during the trip, including the Nevada Lights up the Capitol reception and the Nevada State Dinner, to further build relationships with Congressional leadership and to strengthen existing connections.

LEADING THE WAY



Building Our Leadership Capacity to Transform the Community

Every successful person has a To Do list. But do you ever notice the most significant tasks – the big ones you think about when you are alone in your thoughts, things that would bring both personal satisfaction and benefit to our community – sometimes never even make the list. Find a way to really give back to my community. Build my professional network. Help improve schools and education. Work to address issues of homelessness, child literacy, or mental health in our community.

These issues make for intriguing conversation. But wouldn't it be satisfying to be able to move the needle, to be part of something that can truly make a difference?

After all, discussion of a problem without movement toward a solution is just complaining.

No matter the challenge, changing the world starts with cultivating great leaders who are informed, engaged, passionate, and interconnected.

That is the mission of the Leadership Foundation of Greater Las Vegas – to develop and move leaders to action for the betterment of our community. The Leadership Foundation, a 501(c)(3) charitable nonprofit affiliated with the Las Vegas Metro Chamber of Commerce, was established to develop and

broaden leadership and talent in the region, most notably through Leadership Las Vegas. It is the only organization in Southern Nevada dedicated full time to preparing and engaging leaders at every level so they can positively address challenges and create a bright future for the region.

Bill Hornbuckle, president of MGM Resorts International and an alumnus of the Class of 1991, recalls, “My Leadership Las Vegas experience established relationships and forged friendships I still lean on today. These are life-long bonds with like-minded leaders in the community. Leadership Las Vegas helped me develop my skills by seeing other leaders in action, either in the program or through lectures and experiences the program afforded me. I vividly remember an overnight ride-along with Metro that sticks with me 25 years later as testament to the difficult and important work they do in our community.”

“As Las Vegas continues to evolve as a metropolitan city with complex challenges, as well as opportunities upon which to capitalize, it is more important than ever that our community develop its leadership talent at every level – leaders who can create transformative change that will lead to a better society,” says Lori Nelson, president of the Leadership Foundation’s board of directors and graduate of the Leadership Las Vegas, Class of 1999.



The Leadership Foundation's purpose is to identify and cultivate knowledgeable, engaged professionals and leaders who will positively shape our community and help it thrive. Through its programs, it has become the trusted and recognized source for full spectrum professional and community leadership development in Greater Las Vegas.

In addition to **Leadership Las Vegas**, the Leadership Foundation is home to other programs designed to focus individuals on bettering our community, including **Leadership Advance**, **Vegas Young Professionals**, **Focus Las Vegas**, and the newly created **Public Policy Leadership Series** to help prepare leaders who want to serve and affect change in public office. The Leadership Foundation will be introducing new partnerships to strengthen leadership, adding a second version of the Public Policy Leadership Series for those who want to run for boards of education.

"Through the Leadership Foundation, the Metro Chamber is at the forefront of developing strong, capable, connected, and informed leaders who are committed to the success of our community and are willing to step up to take on civic challenges," says Kristin McMillan, president and CEO of the Metro Chamber, who also serves on the Leadership Foundation board.

Leadership Las Vegas graduates have gone on to positively shape and impact the community in many leadership roles, including serving in Congress, state legislature, local government, in judicial roles, city, state and federal agencies, the military, non-profit boards, and as employers, entrepreneurs, and business executives. Their fingerprints can be found all over our region as leaders who have stepped up to address some of our greatest challenges.

"Perhaps the most powerful benefits of the Leadership Foundation's programs are the connections and friendships that are made," says McMillan, herself a 1997 graduate of the Leadership Las Vegas program. "Alumni are not only connected by program experiences, but also through a desire to serve. Graduates know that they can call upon each other as they strive to address challenges and improve the lives of Southern Nevadans."

"The Leadership Foundation serves an essential role in the community: it builds capacity for community leadership by transforming talented professionals into thoughtful and informed change makers who are capable of stepping up, building consensus and effecting positive change as we face new challenges," says Nelson.



POWERFUL PROGRAMS TO DEVELOP TALENTED LEADERS



LEADERSHIP LAS VEGAS

Leadership Las Vegas is the premier community

leadership-building program in Southern Nevada, **designed for executives and accomplished professionals** from a wide range of industries who want to make a positive impact on the community. Through the 10-month program, class members develop a deeper understanding of the region, its challenges, and opportunities, in order to become more effective leaders and change agents.

Alumni of the program include Bill Hornbuckle, President, MGM Resorts International; John Guedry, CEO, Bank of Nevada; Flo Rogers, President, Nevada Public Radio; State Assembly Speaker Jason Frierson; Dr. Ross Seibel, Chief, Pain Management Division, Southwest Medical Associates; Mauricia Baca, Executive Director, Outside Las Vegas Foundation; Fuilala Riley, CEO, HELP of Southern Nevada; and Scott Emerson, COO & Executive Director, American Red Cross, UT/NV Region.

"Leadership Las Vegas has played an essential role in the development of our community by providing leaders with valuable insight on important issues facing Southern Nevada. The relationships formed during Leadership Las Vegas are invaluable as we work together to make our community a better place," says Las Vegas city manager Betsy Fretwell, Class of 2000.



LEADERSHIP ADVANCE

Leadership Advance, evolving from the Leadership

North Las Vegas program and now in its ninth year, is an ideal program to help your brightest talent develop the leadership skills they need to become effective managers in your organization. Leadership Advance provides **emerging and mid-level professionals** leadership training that can transform them into more effective and confident managers and help advance their careers. During the 10-month program, class members - through a professional facilitator - gain extensive insight into their own leadership style and skills, and learn leadership strategies and techniques, as well as a better understanding of the community.

Graduates of the Leadership Advance program include Shaundell Newsome, owner of Sumnu Marketing; Jeff Lytle, North Las Vegas Fire Chief; and Viv Edwards, Director of Staff/Security at Nellis Air Force Base.

"Leadership Advance has given me the confidence and skills I need to grow in my professional development," Stephanie Guanlao, Class of 2015, now an associate at CliftonLarsonAllen LLP. "The program has taught me how to be both an effective leader and an effective team player."

Applications are open for both programs at leadership.vegas.



Focus Las Vegas is a series of mini-seminars designed to help alumni

from the Leadership Las Vegas and Leadership Advance programs, as well as others who want to engage, stay up-to-date on important community issues so that they can continue to be meaningfully informed leaders.

“Focus Las Vegas really opened my eyes on an critical community issue. Through the in-depth discussion from a wide range of perspectives, I came away from the session feeling much better informed as a community leader,” says Ilona Mitchell, business relationship manager, Wells Fargo Bank, program participant, and 2015 Leadership Advance graduate.

The next Focus Las Vegas session will be on Water Security and Sustainability on April 27.



Successful communities and regions have leaders who understand the tenets of sound public policy. The Public Policy Leadership

(PPL) Series - “People” Series, for short - educates community leaders interested in serving in public office on the tenets of good public policy and governance. The Series will appeal to individuals who hold (or want to hold) elected office or want to be effective in shaping public policy. The Series will help educate participants on how to develop sound public policy, better understand functions and structure of government in Nevada and its funding sources and mechanisms, and learn best practices in public policy development.

“The Public Policy Leadership Series provided informed discussion about relevant local public affairs,” says Melissa Clary, PPL graduate and project manager for the Department of Veterans Affairs. “As an involved community leader and current public servant with an interest in running for public office, I valued the diverse topics and program participants I engaged with throughout the series.”



Now in its eleventh year, Vegas Young Professionals (VYP) helps next

generation talent build connections, enhance their professional skills, and engage in the community. Open to professionals between the ages of 21 and 39, VYP is free to join and offers networking mixers, opportunities to engage with top community and business leaders, develop their professional skills, and better our community through service and volunteerism.



“Attending VYP events has been a tremendous benefit to broadening my business network and developing greater networking skills in general. In just a year of taking part in VYP’s social events, my business connections - and friendships, of course - have grown tremendously,” says Chad Kaercher, producer and sales executive at Kaercher Insurance, and now a VYP Advisory Council member.

Learn more about Leadership Foundation programs and find out which one is right for you at leadership.vegas.



HOW CAN YOU SUPPORT THE WORK OF THE LEADERSHIP FOUNDATION?



ENGAGE AND APPLY - Whether you apply or encourage your employees to do so, Leadership Foundation programs are an effective way to develop talent and engage in our community. While learning new skills, Foundation program participants learn about the Las Vegas community and begin building a significant network with civic-minded classmates.

Applications are currently open for Leadership Las Vegas and Leadership Advance, as well as the Public Policy Leadership Series. Membership in Vegas Young Professionals is open to anyone between 21 to 39, and it is free. And Focus Las Vegas is a great way for you and your employees to stay current on important community issues. Find out more at leadership.vegas.

SPONSORSHIP - When you support the Leadership Foundation programs, you send a strong message that your company is investing in current and future leaders who will positively shape our community. Sponsorship also connects your brand to influencers in the community, from leading professionals to millennials. Your sponsorship of Foundation programs may be tax-deductible and there are a wide-range of levels that can fit into your company's goals.

SCHOLARSHIPS - By contributing to the scholarship funds for Leadership Las Vegas and Leadership Advance, you give talented individuals who otherwise could not afford it the opportunity to develop their leadership skills, maximizing the leadership capacity of our region.

EMPLOYEE GIVING PROGRAM - If you have an employee giving program, either in partnership with the United Way of Southern Nevada or independently within your own company, consider letting your staff support the work of the Foundation through payroll deduction.

ENDOWMENTS AND GIFTS - Supporting the leadership programs of the Leadership Foundation through planned giving is an effective way for you to make an enduring impact on the future leadership of this community.

Sponsorships, scholarships, and gifts may be tax deductible as a charitable gift. For more information, please contact Cara Clarke at cara@leadership.vegas or 702.586.3832.

If you have questions about participation or sponsorship of one of our programs, we encourage you to talk to one of our program graduates. They are our greatest advocates. Talk to them about their experience. They will be more than happy to explain how the program influenced their lives and continues to do so long after graduation.

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Nevada Public Radio | Sunrise Hospital | Vegas PBS



VISIT LVCHAMBER.COM FOR TICKETS AND EXHIBITING OPPORTUNITIES

What's Happening

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

How to Register:

Visit LVChamber.com and
click on the Events Calendar.

Call 702.641.5822.

CHAMBER UNIVERSITY

FRIDAY, APRIL 14

FRIDAY, APRIL 21

FRIDAY, APRIL 28

4

TUESDAY, APRIL 4 CHAMBER VOICES TOASTMASTERS

Become a better speaker and a more effective presenter by joining Chamber Voices Toastmasters. Open to all members.
11:30 a.m. - 12:45 p.m.

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

\$63 every six months. Guests always complimentary.

4

TUESDAY, APRIL 4 CARSON CITY CALL

Join the Metro Chamber for the Carson City Call, a webinar series designed to keep all Metro Chamber members engaged and informed during the 2017 Legislature. This call is a new way for members to stay ahead of legislation and policies that could potentially impact their businesses.

11:00 - 11:30 a.m.

Webinar - online only. Advanced registration required. Email dtorchin@lvchamber.com to register. Open to all members.

4

TUESDAY, APRIL 4 CHAMBER CONNECTIONS

Chamber Connections is a dedicated leads group comprised of professionals from a variety of industries. The group helps professionals grow their business through networking and by sharing contacts, referrals and ideas

5:30 - 7:00 p.m.

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

Contact chamberconnections@lvchamber.com or call 702.641.5822 for space availability and cost.

10

MONDAY, APRIL 10 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
\$65 to join, \$54 every 6 months.

13

THURSDAY, APRIL 13 LEGISLATIVE DAY IN CARSON CITY

This year's trip will be comprised of meetings with legislative leadership and legislators. The Metro Chamber will also be hosting a reception at Bella Fiore Wines that evening to further build relationships with legislators and to strengthen existing connections.

8:30 a.m. - 8:00 p.m.

Carson City, NV

\$95 per person. Open exclusively to President's Club members, Advocacy Impact members, Board of Trustees, and Government Affairs Committee members.

Sponsors: Boyd Gaming, CenturyLink, Fennemore Craig, NV Energy, The Porter Group, Southwest Gas, and UnitedHealthcare

00 - CHAMBER EVENT

00 - VYP EVENT



The Paul Call

Sponsor: CenturyLink

THURSDAY, APRIL 6
THURSDAY, APRIL 20
THURSDAY, APRIL 27

14

FRIDAY, APRIL 14
EARLYBIRD EXHIBITOR DEADLINE FOR BUSINESS EXPO



Save \$100 on a standard exhibitor booth at Business Expo - but don't wait! This special rate only runs until April 14. Get your brand, products, services, and staff in front of nearly 2,000 business professionals. **BUSINESS EXPO IS JUNE 14**, from 2:00 - 7:00 p.m. at the Las Vegas Convention Center - South Hall (*note the new time and location!*).

\$475 - Standard single booth, earlybird pricing
\$775 - Standard double booth, earlybird pricing

Platinum Sponsors:

Cox Communications, Propel Marketing, Wells Fargo

Gold Sponsors:

CenturyLink, Las Vegas Review-Journal, Nevada Broadcasters Association, Nevada Drug Card, Nevada Public Radio, Sunrise Hospital, and Vegas PBS

18

TUESDAY, APRIL 18
CHAMBER VOICES TOASTMASTERS

See April 4

18

TUESDAY, APRIL 18
CHAMBER CONNECTIONS

See April 4

20

THURSDAY, APRIL 20
LOCAL GOVERNMENT POLICY COMMITTEE

Join the Metro Chamber, fellow members, and stake holders as we engage in the opportunity to learn about local government issues that impact businesses in Southern Nevada.

3:00 - 4:30 p.m.

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

Complimentary and exclusive to Metro Chamber members and their employees

20

THURSDAY, APRIL 20
BUSINESS BLEND

Get ready to experience one of Las Vegas' newest destinations for catching sports, cueing up a game of pool, and enjoying top notch spirits and bar bites. Sip a refreshing cocktail and savor lite bites as you catch up with your fellow Chamber members and Vegas Young Professionals at HATARI Restaurant & Sports Bar.

5:30 - 7:30p.m.

HATARI Restaurant & Sports Bar
3528 S. Maryland Pkwy., Ste. 100

Complimentary for Metro Chamber and VYP members

VYP Presenting Sponsors: Station Casinos & UnitedHealthcare

24

MONDAY, APRIL 24
VEGAS YOUNG PROFESSIONALS TOASTMASTERS

See April 10

26

WEDNESDAY, APRIL 26
VEGAS YOUNG PROFESSIONALS COMMUNITY CONVERSATIONS

For the first Community Conversations, Kristin McMillan, president & CEO of the Las Vegas Metro Chamber of Commerce, will share her thoughts about the role the Chamber plays in shaping the community, give an update of the current state of Las Vegas' business climate and discuss areas of improvement for our community.

6:00 - 8:00 p.m.

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

\$15 for Pre-register, \$20 walk ins/day of registration

Presenting Sponsors: Station Casinos & UnitedHealthcare

27

THURSDAY, APRIL 27
FOCUS LAS VEGAS: IN THE KNOW ABOUT H2O

Southern Nevada is situated in the desert, and water sustainability is at the forefront of conversations about our future. How secure is our water supply? Do we have enough for the future? What is our water quality (should I really be drinking this stuff?)? What are our priorities in water usage, and are conservation shorts making an impact? And what can you do to make a difference? Find out at Focus Las Vegas.

7:30 - 9:30 a.m.

Las Vegas Valley Water District
1001 S. Valley View Blvd.

\$25 per person

Sponsors: Cox Communications, Geotab, The Howard Hughes Corporation, Nevada State Bank

Chamber Members Speak Out on Senate Bill 196 on Required Paid Sick Leave



S

enate Bill 196, introduced in the State Legislature, would require all private employers to provide paid sick leave to all employees. Highlights of the bill originally proposed include:

- Every employer would be required to offer earned sick leave, to be accrued one hour for every 30 hours worked.
- The sick leave earned may be used by an employee 90 days after the start of employment.
- Employers can limit the use to 24 hours per year.
- Employers can limit the accrual to a maximum of 48 hours per year.
- Employers can set a minimum increment of leave that can be used at one time by an employee, but that minimum cannot exceed two hours.
- Employers must maintain records for inspection for up to three years after an employee has left by the State's Labor Commissioner and must provide employees with documentation of their accrued sick leave every pay period.
- Employers would not be required to compensate for unused sick leave upon employment separation, but if an employee returns within one year, their unused leave is returned to them.
- This legislation would not apply to an employer who, pursuant to a collective bargaining agreement,

contract, policy, or other agreement, provides employees with a paid sick leave or paid time off policy that provides at least 24 hours of paid leave per year, provided they may be used for the same purposes and conditions as outlined in the bill.

- This bill would allow for employers to be fined \$5,000 for each violation by the State's Labor Commissioner and makes any violation of the provisions a misdemeanor.

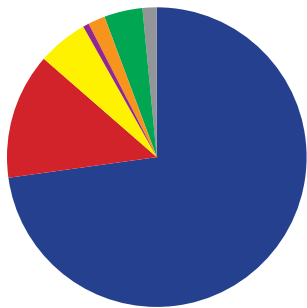
The Metro Chamber opposes this bill as originally proposed because of the onerous burden it would place on private employers, especially small businesses with limited resources and capacity for additional reporting requirements. "The Metro Chamber, as the voice of business, stands for ensuring that any regulation imposed on Nevada businesses is fair, effective, efficient, and would not hinder business growth," says Hugh Anderson, chairman of the Metro Chamber Government Affairs Committee. "We are concerned that the burden placed on Nevada employers would be significant and detrimental to business growth."

The Metro Chamber recently deployed a survey to private employers on their thoughts on the bill, as originally proposed, and its potential impact on their businesses and industries. More than half of the respondents represented businesses with 15 or fewer employees, and more than 65 percent of all respondents currently offer some form of paid sick leave to their employees.

When asked if mandatory paid sick leave would be of concern to employers, nearly 73 percent of respondents said they were concerned that a mandatory paid sick



leave program would affect their operations or increase their costs as an employer. (Note: “Yes” indicates that the respondent was concerned with the legislation as proposed. “No” indicates that the respondent was not concerned.)



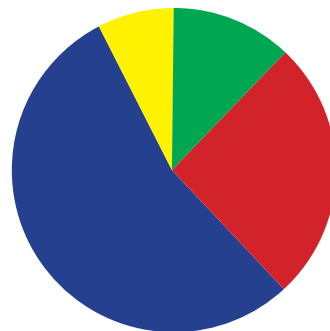
- Yes - Affecting business operations or increasing costs as an employer
- No - Business can absorb additional costs
- No - Does not have any employees
- Yes - Business would fall within exemption, but changes would still cause concern
- Yes - Does not have employees but changes would still cause concern
- Not enough information to make a decision
- No - Business would fall within exemption

Some of the major concerns about the implementation of the policy included:

- Resources needed to comply with the reporting and record keeping requirements for possible inspections
- Potential adjustment or reduction of other benefits offered to employees

- Mandating the implementation of these requirements by the State
- Hesitation about hiring new employees, or replacing those employees who leave
- Effects of the policy on small business
- Cumulative effects of mandating the proposal, combined with other bills under consideration by the Legislature that may affect the cost of doing business
- Potentially having to raise consumer costs to compensate for the additional payroll and compliance costs

The Metro Chamber also asked if respondents would support the bill as proposed:



- Do not support because of the burden or costs proposed to be imposed upon employees
- Do not support because respondent already offers a form of paid sick leave to employees
- Support bill as proposed
- Not enough information to make a decision

President's Club

(B) Christina Roush

President - Christina E. Roush, P.C.

Christina Roush is a life-long Las Vegan who has been an integral part of the real estate community for decades. A go-getter, Roush has fought to preserve culture and community while balancing raising her daughter, handling some of the Valley's largest commercial real estate transactions, and volunteering at local charitable organizations. As a co-founder of Tenaya Creek Brewery, independent business owner, and employer, she continues to strive for further economic progress and diversification in our community.

(A) John Cannito

Chief Operating Officer - PENTA Building Group

With the firm since 2004, John Cannito is the chief operating officer for The PENTA Building Group. He has worked in the commercial construction industry for over 24 years, 19 of those specific to Las Vegas. Boards he currently serves on include Las Vegas Global Economic Alliance (LVGEA), Opportunity Village Arc Board, and Junior Achievement. He is married to Lisa Cannito. They have four children together: Anna, Grace, Maddie, and Sarah.



(D) Bob Glaser

VP/Senior Director - BNY Mellon

Robert "Bob" Glaser is a vice president and senior director and is responsible for providing comprehensive wealth management solutions to clients. Glaser has more than 30 years of financial services experience including in private, retail, and corporate banking groups; in the consulting practice of a Big-4 accounting firm; and as a chief financial officer. Bob is a graduate of the University of Utah and the Stonier Graduate School of Banking at the University of Delaware. He also serves the community through Communities In Schools Nevada, Nevada Public Radio, Opportunity Village, and the Alexander Dawson School.

(C) Damon Schilling

Manager of Government Affairs - American Medical Response

Damon Schilling is manager of government affairs for AMR/MedicWest Las Vegas. A Las Vegas native, he began his career at Southwest Ambulance in 2003. He worked in the dispatch center while attending paramedic school, completing his internship in 2007. Since then, Schilling has held various roles within the organization. He served as the community relations coordinator for AMR and MedicWest prior to his current position. He will soon graduate from Nevada State College with a BA in Business Administration.

Spotlights

(E) Thomas Husted

Chief Executive Officer - Valley Electric Association

Thomas Husted has served as chief executive officer of Valley Electric Association for 11 years. During that time, Husted has led the Pahrump, Nevada, cooperative to its position as one of the fastest growing co-ops in the country. Valley's service area covers more than 6,800-square-miles of rural Nevada and parts of California and includes 24,000 meters with 2,200 miles of distribution and 360 miles of transmission lines. Husted has more than 34 years of experience in the utility industry across the West, including more than 25 years as a CEO.



(F) Gregory Cowper

Director of Business Development - Montevista Hospital

Gregory Cowper, director of business development, came to Montevista Hospital in June 2016. From Boise, Idaho and a proud Army Veteran with more than 25 years of service, Cowper's passion for healthcare stems from an assignment as the Command Sergeant Major (COO) for the largest medical recruiting unit in the Army. Working in the local behavioral healthcare field since then has strengthened his sense of duty and service to the local community. He leads Montevista Hospital's community liaison team to provide the highest quality patient care and excellent customer service.

(G) Fafie Moore

Executive Vice President of Southern Nevada - ERA Consolidated Realtors

A Realtor for more than 35 years, 27 as a broker-owner, Fafie Moore now serves as executive vice president for Southern Nevada for ERA Brokers Consolidated, a multistate brokerage with a 38 year history of accomplishment and leadership. Moore was the 2008 Chairman of the Las Vegas Metro Chamber of Commerce Board of Trustees. She is a 1995 graduate of Leadership Las Vegas. Moore is the current president of the Chamber Insurance & Benefits Board. She has served on numerous community boards for business and non-profit organizations.



(H) The Honorable Jon C. Porter

President/CEO - The Porter Group

Former Congressman Jon Porter is president/CEO of The Porter Group, a bipartisan government relations, lobbying, and business consulting firm. Porter ran a successful insurance business and was a former mayor, state senator, and three-term U.S. Congressman. Jon has amassed an extensive network of connections, giving his clients unparalleled access to the right people in business and government. Those clients include local governments, regional transportation agencies, airports, chambers of commerce, and domestic and international businesses in areas of technology, travel and tourism, aviation, health care, and gaming, among others.



WE HAVE YOUR BACK

How the Metro Chamber is Fighting For You

T

he Metro Chamber has been in Carson City since Day One of the 2017 Legislature, fighting on behalf of our business community. During that time, several bills with potentially harmful effects on the business community have been heard by legislative committees. Below is a list of bills that the Metro Chamber has opposed during legislative committee hearings on behalf of its members and employers in Carson City. This list of bills is current as of March 24.

**ASSEMBLY BILL 120:
Revises Provisions Relating To
School Construction**

Assembly Bill 120 would impose a residential construction tax of \$1,600 per unit for certain new construction or development, of which the proceeds would be required to be used to construct, remodel, and make additions to school buildings. The Metro Chamber opposed this bill as an industry-specific tax is not the solution to school construction and renovation.

**ASSEMBLY BILL 149:
Revises Provisions Relating To Non-Compete Provisions In Employment Contracts**

Assembly Bill 149 would revise how non-compete provisions are regulated in Nevada. As proposed, the bill would codify that a non-competition covenant is void and unenforceable if the non-competition covenant prohibits an employee from competing with or becoming employed by a competitor of his or her employer for a period of more than three months after his or her termination. The Metro Chamber testified in opposition to this bill because of the potential impact that it would have on employers in regards to limitations that would it place on the use of non-compete provisions.

**ASSEMBLY BILL 154:
Revises Provisions Relating To
Prevailing Wages**

Assembly Bill 154 would decrease the minimum threshold for prevailing wage projects from \$250,000 to \$100,000. School districts and the Nevada System of Higher Education are required under existing law to pay on their public works (and certain other construction projects) 90 percent of the prevailing wage rates that are otherwise required to be paid by other public bodies. AB 154 would eliminate this exception and therefore would require school districts and the Nevada System of Higher Education to pay the same prevailing wage rates on their

public works and other construction projects as other public bodies are required to pay. Additionally, AB 154 eliminates this exemption and requires charter schools to pay prevailing wage rates on their public works and other construction projects. The Metro Chamber opposed this bill, as the threshold change from \$100,000 to \$250,000 was supported by the Metro Chamber during the 2015 legislative session. Additionally, the Metro Chamber supported a bond rollover for school construction during the 2015 session for the Clark County School District that would allow more schools to be built in Southern Nevada at the 90 percent prevailing wage rate.

**ASSEMBLY BILL 175:
Requires Certain Increases in the
Minimum Wage Paid to Employees
in Private Employment in Nevada**

AB 175 would increase the state's minimum wage from \$7.25 to \$14 an hour (if an employer offers health care) and \$8.25 to \$15 an hour (if an employer does not offer health care). The rates would increase by \$1.25 each year until it reaches the above thresholds. The Metro Chamber opposed the legislation as proposed because of a variety of concerns including the increased costs to employers, the potential negative impact on job creation, as well as job losses.

**ASSEMBLY BILL 178:
Revises Provisions Concerning
Employment Discrimination**

Assembly Bill 178 would increase the window to which an employee may submit to the Nevada Equal Rights Commission a complaint and bring an action in district court to two years. AB 178 would authorize the Commission or a district court to award to a person aggrieved by an unlawful employment practice: (1) increased damages; (2) costs and attorney's fees; and (3) punitive damages. Additionally, AB 178 would require employers maintain records of wages for a five-year period, as opposed to the two-year period that is currently mandated. The bill would also require an employer

to maintain a record of the other terms, conditions, and privileges of employment of each employee for five years. The Metro Chamber opposed this bill, as this would bring unnecessary regulatory burden on to employers, in addition to allowing punitive damages to be awarded.

**ASSEMBLY BILL 211:
Revises Provisions Governing
Compensation And Wages**

Assembly Bill 211 would authorize a court to award treble damages to an employee who prevails in an action or proceeding to recover unpaid wages. The Metro Chamber opposed this bill as it would significantly increase the record-keeping burden to employers, as well as allow for employees to sue for simple clerical errors, as opposed to intentionally withholding wages.

**ASSEMBLY BILL 271:
Revises Provisions Governing
Collective Bargaining By Local
Government Employees**

Assembly Bill 271 would impact employee leave as currently bargained under collective bargaining agreements for public employee unions. Additionally, AB 271 would bring prospectively bring collective bargaining agreements directly to binding fact finding. The Metro Chamber opposed this bill as it will increase taxpayer costs.

**SENATE BILL 106:
Requires Certain Increases In The
Minimum Wage Paid To Employees**

SB 106 would increase the state's minimum wage from \$7.25 to \$11 an hour (if an employer offers health care) and \$8.25 to \$12 an hour (if an employer does not offer health care). The rates would increase by \$0.75 each year until it reaches the above thresholds. The Metro Chamber opposed the legislation as proposed because of a variety of concerns including the increased costs to employers, the potential negative impact on job creation, as well as job losses.

Member News

RED - PRESIDENT'S CLUB MEMBER



Congratulations

City National Bank received 16 Greenwich Excellence Awards for excellence in banking. The Greenwich Excellence Awards program recognizes banks that deliver exceptional service quality to middle market companies and small businesses.

Commercial Roofers, Inc. was awarded a Circle of Gold Award for their service to the industry during the International Roofing Expo.

The Glenn Group won overall Best of Show at the Reno ADDY Awards for a pitch video they created for the Reno-Sparks Convention and Visitors Authority, as well as the Gold ADDY for The Loop Logo in the logo design category.

The Lee Business School MBA program at **University of Nevada, Las Vegas** broke the top 100 in the *U.S. News and World Report's* annual ranking of part-time MBA programs. The ranking is part of the publication's "America's Best Graduate Schools."

Announcements



Johnson Advisors appointed Nicholas Rutherford as its newest audit manager and promoted Justin Thornley from accounting intern to staff accountant.



City National Bank hired Scott Sellers as vice president and manager of its Green Valley banking office. Sellers joins City National with 10 years of banking experience.



JAG Nevada appointed Sandra Douglass Morgan to its board of directors. Morgan is the director of external affairs for AT&T in Southern Nevada.

Piercy Bowler Taylor & Kern promoted Michael Rosten, CPA, CFE to Shareholder. Rosten is the first shareholder in the firm's 26-year-history to come from outside the traditional tax and audit departments.

DC Building Group announced that longtime industry professional Bill Purington has been hired as superintendent. In his role, Purington will be streamlining jobsite operations and supervising subcontractors.

Three Square Food Bank's Board of Directors elected Shawn Gerstenberger of the **University of Nevada, Las Vegas** as the 2017 board chair.

Upcoming Events

On Saturday, April 22, from 10:00 a.m. – 2:00 p.m., Junior League of Las Vegas, Project 150, and the **Clark County School District** will present the Elevate Career and Employment Fair at the Clark County Government Center, to connect students to local employers who offer positions in a variety of career fields. For more information, please contact elevate@jllv.org. Registration deadline is April 7.

Dress for Success of Southern Nevada will host the Fifth Annual Road to the Sun champagne luncheon and fashion show on Friday, April 28, from noon – 2:30 p.m., at the Four Seasons. The event will feature a complimentary champagne toast and silent auction, as well as a little black dress club after-party immediately following the event. For more information, visit dressforsuccesssouthernnevada.org.

Olive Crest is hosting their annual Be the Change fundraiser on Saturday, April 29, from 6:00 to 9:00 p.m. at Crimson inside **Red Rock Casino Resort & Spa**. The event, which will feature entertainment and auctions, will support the at-risk children and families of Olive Crest. For ticket or sponsorship information visit: 501auctions.com/bethechange.

Wine, Women & Shoes, an event to benefit **St. Jude's Ranch for Children**, will be held Sunday, April 30, from 1:00 – 5:00 p.m. The event will feature wine tasting, designer shopping, a fashion show, auctions, and contests. For more information, visit winewomenandshoes.com/lasvegas.

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

Students, teachers and parents from Halle Hewetson Elementary School, along with volunteers from **Bank of Nevada** and **Brownstein Hyatt Farber Schreck**, built a new vegetable garden at the school along with two outdoor classrooms, a harvesting table, and a commercial grade composter. The gardens are part of local non-profit **Green Our Planet's** Outdoor Garden Classroom Program.

Miracle Flights concluded February with 552 flights for sick children struggling to reach medical care far from home. Families served include 56 from Texas and 40 each from California, North Carolina, and Nebraska.

Wheeling and Dealing

Reverence, a new **Summerlin** village developed exclusively by Pulte Homes, is now underway on 300 elevated acres along the base of Red Rock Canyon National Conservation Area and bounded by West Lake Mead on the south and Cheyenne Avenue on the north.

Commercial Executives Real Estate Services represented Michael Mays Properties, LLC in the sale of a 4,704-square-foot multi-family property located at 221 W. New York Avenue. The transaction is valued at \$435,000.

St. Rose Dominican - Dignity Health and Select Medical Corporation announced a joint venture agreement to construct and operate a 60-bed acute inpatient rehabilitation hospital that will open in 2018.



Vegas PBS Presents

2017

SBA SMALL BUSINESS AWARDS LUNCHEON

Thursday, May 4, 2017

Gold Coast Hotel and Casino

4000 W. Flamingo Road, Las Vegas, NV 89103

Check-in: 11:30 a.m. | Luncheon: 12:00 p.m.
Tickets: \$60 | Table of 10: \$550

Media Partners

Silver Sponsors



Ribbon Cuttings

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



ZIPHUB, INC.

Ziphub, Inc. invited local chambers and elected officials to their Dedication Day. ZipHub is a community based website, where you can shop while you earn money. ZipHub allows you to earn money towards your favorite charities. Call 702.960.4211 or visit ziphub.com.



THE NEON MUSEUM

The Neon Museum recently celebrated its expansion and the grand opening of its new gift shop. It is a non-profit organization dedicated to collecting, preserving, studying and exhibiting iconic Las Vegas signs for educational, historic arts, and cultural enrichment. Call 702.387.6366 or visit neonmuseum.org.



BIG 5 SPORTING GOODS

Big 5 Sporting Goods, founded in 1955, celebrated its new location at 3265 E. Tropicana Ave. Operating more than 430 stores in 11 Western states, Big 5 features a broad selection of athletic shoes, sports apparel, equipment, and accessories for the entire family. Visit big5.com.



SPECTRUM COLOR PRINTING & MAILING

Spectrum Color Printing & Mailing, located at 5715 W. Alexander Rd., Ste. 125, offers graphic design services, full-color printing and mass mailing solutions. It is dedicated to state-of-the-art graphics technology, coupled with more than 30 years of experience in printing. Call 702.834.3000 or visit spectrumcolormedia.com.



ANAPLAN

Anaplan is the leading planning and performance management platform for smart businesses. With 16 global offices and 100,000 happy "anaplanners," it combines an unrivaled planning and modeling engine, predictive analytics, and cloud collaboration into one interface for businesses. Call 415.742.8199 or visit anaplan.com.

PC



IRON MOUNTAIN

Iron Mountain celebrated its Metro Chamber membership with a ribbon cutting. Located at 4105 N. Lamb Blvd., it provides records storage and document shredding, powered locally with live 24/7 client support, and scalable packages to fit your business and budget. Call 800-899-4766 or visit ironmountain.com.

SPONSORED BY:



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



PLASTICARD-LOCKTECH INTERNATIONAL

Plasticard-Locktech International, or PLI, located in North Las Vegas at 1220 Trade Dr., Ste. 101, has been manufacturing keycards for more than 28 years. It also produces gift, loyalty, and membership cards, working closely with some of the world's biggest brands and retailers. Call 800.752.1017 or visit plicards.com.

PC



PROPEL MARKETING

Propel Marketing, located at 1160 N. Town Center Dr., Ste. 170, helps businesses build their brand online, providing comprehensive digital marketing solutions. The ThriveHive platform helps business owners take control of their marketing efforts in an easy-to-use dashboard. Call 702.383.4607 or visit propelmarketing.com.



DELL MILITARY MOSAIC

Dell Military Mosaic, located at 10A Kinley Dr., held a ribbon cutting ceremony. It provides Dell products for the military with special price match guarantees, the Dell Advantage Loyalty program, and member-exclusive store access. For more information, call 702.850.8353 or visit dell.com.



THE CLUB AT SUNRISE

The Club at Sunrise celebrated its new Metro Chamber membership with a ribbon cutting. Located at 5483 Club House Dr., this golf club boasts expansive views of Sunrise Mountain, tournaments, dining, and membership. It underwent a full renovation, re-emerging in 2016. Visit theclubatsunrise.com or call 702.207.7501.



NEVADA SECRETARY OF STATE BARBARA CEGAVSKE

Nevada Secretary of State Barbara Cegavske, along with members of her staff, held a ribbon cutting at the Nevada Secretary of State's booth during Preview Las Vegas. For more information on the Secretary of State, please visit www.nvsos.gov.



BACK OFFICE REMEDIES

Back Office Remedies, located at 6212 W. Desert Inn Rd., held a ribbon cutting to celebrate their new membership. It provides all-in-one HR solutions for small to mid-size businesses, including HR management, workers' comp, benefits administration, payroll, and tax services. Visit backofficeremedies.com or call 702.776.8718.

Ribbon Cuttings

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



BIG LEAGUE DREAMS

Big League Dreams is a sprawling sports park complex, located at 3151 E. Washington Ave. It offers replica fields for baseball, soccer, and more, including stadium seating, batting cages, playgrounds, and more. It is available for groups and special events. Visit lasvegas.bigleaguedreams.com or call 702.642.4448.



CENTURY GAMING TECHNOLOGIES

Century Gaming Technologies held a ribbon cutting ceremony with its team and the Metro Chamber. It is located at 600 E. Pilot Rd., and provides top-notch games, service, and state-of-the-art technologies to make its partner gaming businesses the best they can be. Visit cgtnv.com or call 702.270.7500.



EIDE BAILLY LLP

Eide Bailly LLP is a regional certified public accounting and business advisory firm, located at 9139 W. Russell Rd., Ste. 200. It also offers audit and assurance, cyber security, forensic and valuation, and risk advisory services. Visit eidebailly.com or call 702.384.7717.



GRIFOLS PLASMA OPERATIONS

Grifols Plasma Operations, located at 611 N. Las Vegas Blvd., knows that plasma donations save lives, and their experienced team members are happy to assist clients with any questions or concerns they may have. Visit grifolspasma.com or call 702.385.5172.



LYON CAPITAL CORPORATION

Lyon Capital Corporation celebrated its offerings of niche factoring services. Its services let the client stay in control of their accounts and continue to manage their businesses. Its programs have no minimum volume requirements and no contractual obligation to factor at all. Call 702.838.6100 or visit lyoncredit.com.



SUN BUGGY FUN RENTALS

Sun Buggy Fun Rentals, just in time for the spring, celebrated its top notch equipment and service with a ribbon cutting. Located at 6925 Speedway Blvd., it offers dune buggy and ATV rentals, off-road ATV tours, corporate and group events for up to 1,000 people, and more. Visit sunbuggy.com or call 702.644.2855.

SPONSORED BY:



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



GOODWILL OF SOUTHERN NEVADA

Goodwill of Southern Nevada celebrated the opening of its twenty-first store in the Las Vegas Valley in February. Located in Henderson at Boulder Highway & Horizon Parkway, this store created 45 new full time jobs. Visit goodwill.vegas for more information.



MIRAGE FIBER ARTS

Mirage Fiber Arts unraveled its top-notch products with a ribbon cutting ceremony. It is a yarn shop with the goal of creating a comfortable atmosphere where clients want to come and work on their projects. Located at 1161 S. Buffalo Dr., Ste. 101, it can be reached at miragefiberarts.com or 702.902.4881.



HUNTINGTON LEARNING CENTER

Huntington Learning Center, located at 7565 W. Washington Ave., Ste. 104, celebrated 40 years of excellence in education with a ribbon cutting. It provides tutoring and test prep tailored to fit each student's unique needs, goals, and schedules. Visit huntingtonhelps.com or call 702.838.1067.



BAR CODE

Bar Code, located at 1590 E. Flamingo Rd., celebrated its handcrafted food and cocktails with a ribbon cutting. Its mission is to offers customers an unrivaled experience as a gaming bar focused on quality food, cocktails, service, and entertainment. Visit barcodeburgerbar.com or call 702.294.2633.



PLAZA BANK

Plaza Bank celebrated the grand opening of its new offices at 10777 W. Twain Ave. with a ribbon cutting. With its mission of "advancing small business," it offers a comprehensive portfolio of products and services to create an exceptional personal experience, one relationship at a time. Visit plazabank.com or call 702.853.4700.

PC



REDNECK RIVIERA

Redneck Riviera celebrated its grand opening at the Grand Bazaar Shops with a ribbon cutting. This new hotspot offers live music, exciting ice cold libations, and great people for a Vegas experience like none other. Visit redneckrivieravegas.com or call 702.476.9251.

WELCOME NEW MEMBERS!

Welcome to the newest members of the Las Vegas Metro Chamber of Commerce. Please be sure to meet them at an upcoming event, or check out their business online at LVChamber.com on the member directory.

PRESIDENT'S CLUB:

**Hatari Restaurant &
Sports Bar**

www.hatari.vegas

Allstate Appliances
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Champagne Salon & Spa
Chick-Fil-A
Denstone Group
DiBella Flowers & Gifts
Downtown Vegas Alliance (DVA)
Easyhome
Farmers Insurance Group -
Arnitha Webb

First Choice Maintenance
Furniture Fashions 1
Furniture Fashions 2
Healthy Choice Enterprise Inc.
Icebox Consulting Group
Kanani Espinoza
LOL Kids Club
Magnolia Pet Wellness Center
Mance Wealth Management
Morgan Stanley - Kelly Peterson
Nevada Fertility Institute
North American Trade Show, Inc.

Olivia's Mexican Restaurant
Mariscos & Bar
Power Foods LLC
Reindl Powerboats, the Ultimate
Boat Racing Experience
The Mint 400 INC
Trigg Laboratories
Vasayo Las Vegas
YoungerLife, LLC

Members joined from February 15, 2017 to March 15, 2017

57
YEARS

in Nevada

BUSINESS INSIGHTS YOU NEED

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 **2017 Small Business Survey** could play a valuable part in your strategic planning and decision-making.

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Upcoming
Events

**THURSDAY, APRIL 20
BUSINESS BLEND AT
HATARI RESTAURANT &
SPORTS BAR**

5:30 - 7:30 p.m.
Complimentary for VYP
members

**WEDNESDAY, APRIL 26
COMMUNITY
CONVERSATIONS WITH
KRISTIN MCMILLAN**

6:00 - 8:00 p.m.
VYP members only:
\$15 - In advance
\$20 - at the door

**Register for these events
at VegasYP.com.**



Polishing Your Personal Brand

By Maddyn Monroe, VYP Member

How are you known in your community, both personally and professionally? If you haven't asked, you might want to take a moment of introspection and reflect on it. It is, after all, your personal brand – more than just your name and title. It's what your field of expertise is, and if people regard you as the go-to for that expertise. So how can you polish that personal brand and build your authority?

Shakespeare was onto something when he had Polonius opine, "To thine own self be true." Part of building your personal brand is an honest appraisal of your strengths and weaknesses, and staying authentic to your past, experiences, personality, and beliefs. Also, it's energy-sapping to build a brand around your fake self. Real people connect with real people. So own whatever you feel your shortcomings are, embrace your strengths, and "you be you."

As part of this appraisal, note a list of "Things At Which I Am Good." (One of mine, for example, is not ending a sentence with a preposition.) Building off that list, find out what you can bank as a subject matter expert. Offer to write blog posts and articles. Answer questions online that fall in your line of expertise. If you

can't find an outlet, then create one just to sharpen the sword and get into a rhythm of practice.

Take the plunge and offer to speak at an upcoming meeting or event on your area of expertise. If you are nervous about speaking in front of a crowd, join VYP and attend Toastmasters – it is a great way to get comfortable with a microphone and develop those presentation skills. Perhaps most importantly, speak with confidence. You are the subject matter expert; people are there to hear what you have to say about the topic. Own it and speak from a place of power.

Building your personal brand online is essential, as well. Be mindful of your behaviors on social media. What tone do you impart in your posts? What information and opinions do you share? Are you using a professional photo that conveys what you want? Beyond your own profiles, how do you interact online? Are you providing insights and commentary, and sharing relevant content that may inspire others to do the same with your original pieces? Lastly, are you searching for yourself (nope, not in a metaphysical way)? It never hurts to Google yourself every so often to monitor your personal brand and manage your online reputation.



Fusion Mixer
@
PKWY TAVERN

More than 130 Vegas Young Professionals toasted 11 years of networking, professional development, and VYP success at the Anniversary Fusion Mixer at MR CHOW, inside Caesars Palace. **Photo Credit: Kristina Alexis Photography, VYP mixer photographer**



Lastly, I would ask that in the development and cultivation of your personal brand, you never stop wanting to learn more. As Einstein once said, "Life is like riding a bicycle. To keep your balance, you must keep moving." Never stop the wheels of curiosity and education; it gives you more of an edge on your

personal brand and in your professional life than you'll realize as you toil over an online class, seek out a new skill, or possibly even start over, all over again.

How do you cultivate your personal brand?
Let us know @vegasymp.

The Final Word

MARCH ACCOMPLISHMENTS

T

he Metro Chamber considered itself very lucky the month of March. With several opportunities for members to connect and grow their businesses and a strong month of fighting on behalf of the business community at the State Legislature, it was a busy and productive month. Here are just a few ways the Metro Chamber worked for you in March:

- Held the second Carson City Call, when Paul Moradkhan, vice president of government affairs for the Metro Chamber, updated members on legislation that is impacting their businesses in the Nevada Legislature.
- Mixed and mingled with current and new Chamber members, showcasing local businesses during Morning Mingle at Ricardo's.
- Engaged with business leaders and heard from Nevada Attorney General Adam Laxalt during a special lunchtime Cocktails & Conversations.
- Celebrated eleven years of professional development and networking at Vegas Young Professionals' Anniversary Fusion Mixer at MR CHOW inside Caesars Palace.
- Welcomed Bob Brown, president and CEO of Opportunity Village, and Bruce Spotleson, director of corporate partnerships for Vegas PBS, as the featured speakers for a special VYP Bigwig Lunch Time.
- Discussed the impact that raising the minimum wage would have on the business community and heard from members the devastating effects it would have on their businesses in "The Tipping Point," featured in the March *Business Voice*.
- With the Las Vegas Global Economic Alliance, Bank of Nevada, Station Casinos, Boyd Gaming Corporation, and other business and community leaders, welcomed business and community leaders to The Smith Center for the Performing Arts for the second annual Business + Education (BE) Engaged Conference, where we discussed the importance of improving public school outcomes for the benefit of all Southern Nevada.
- Showcased new members, giving them the tools to maximize their Chamber membership and the opportunity to introduce their business during the New Member Orientation.
- Welcomed Chamber members to the Networking Power Lunch, a unique connection-building experience at Downtown Summerlin, sponsored by D & R House of Diamonds, and hosted by Casa del Matador and Fogo De Chao.





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This coupon has no expiration date and is reusable on Brand and Generic Rx's. Savings can be as high as 75%.

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This program is not insurance. This is a point-of-sale discount plan.

Medication (qty 30)	Strength	Retail Price	Rx Card Price	Savings
Singulair (Brand)	10mg	\$217.00	\$193.98	10%
Montelukast (Generic)	10mg	\$136.30	\$20.96	84%
Xyzal (Brand)	5mg	\$124.99	\$80.35	35%
Levocetirizine (Generic)	5mg	\$77.59	\$29.62	61%
Clarinet (Brand)	5mg	\$243.00	\$186.42	23%
Desloratadine (Generic)	5mg	\$115.00	\$37.90	67%

NOTE: Our price is the average price members paid on that prescription during the month of January, 2016. Pricing varies by pharmacy and by region. Prices are subject to change.

For more information or to order hard cards contact:

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APRIL 2017

EGGS & ISSUES



**U.S. Congresswoman
Dina Titus**

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8:00 - 9:30 A.M.
\$40: MEMBERS
\$55: NON-MEMBERS
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