

Business Voice

VEGAS CHAMBER | VegasChamber.com | OCTOBER 2020



2020 Election Guide

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MARY BETH SEWALD
PRESIDENT & CEO



A

strong voice of business begins at the ballot box. Electing candidates who understand and empathize with the challenges employers and small business owners face is essential to protecting our economic environment and

creating jobs.

There are so many issues that likely will be debated and decided during the upcoming session of the Nevada Legislature that have the potential to negatively impact businesses. We are already hearing about policy proposals in areas such as taxation, employer requirements, legal liability, and other regulations that would add more burdens to businesses. It is essential that we have lawmakers who are committed to voting to preserve Nevada's pro-business climate.

This issue of the Business Voice showcases the Vegas Chamber's endorsements for the 2020 General Election. These candidates have earned our support based on their knowledge, commitment, and track record on issues important to businesses, job creation, and economic growth.

The Vegas Chamber's Government Affairs Committee (GAC), chaired by Chamber Trustee Hugh Anderson, makes endorsements on behalf of our members. Each candidate is interviewed by a panel of GAC members who question candidates about their understanding of a wide-range of business issues. Additionally, candidates are evaluated on their voting record (where applicable), as well as their knowledge of public policy.

While much attention is given to the election at the national level, state and local government races are equally important when it comes to protecting businesses and jobs in Nevada. Yet oftentimes voters do not have the time to fully research

candidates in these races to know which ones would best represent them. That is why this magazine is a valuable resource and tool for you.

When you vote and support pro-business candidates, you are sending a message to all legislators that the business community is truly engaged and is paying attention to public policy decisions that are being made. Once the legislature gets underway in February, the Vegas Chamber will issue calls to action, connect you with lawmakers so you can share how legislation would impact you, and provide you with policy information and expertise.

But first, we need to work together to elect lawmakers who care about making it easier – not harder – to do business in Nevada. Vote as if your business depends on it because our economic climate is truly at stake.

Please take the time to read through these endorsements and share them with your colleagues, friends, family, and employees. And make sure you vote in this election to preserve our pro-business environment.

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I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

Business Voice

VOLUME 41 NUMBER 10

Vegas Chamber
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Mary Beth Sewald
President & CEO
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EDITORIAL POLICY:

The *Business Voice* is a member newsletter of the Vegas Chamber. The Vegas Chamber 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 content of paid advertisements. All content is subject to change. Questions or concerns about content of the *Business Voice* can be addressed to the Vice President of Marketing and Brand Strategy, Vegas Chamber, 575 Symphony Park Avenue, Ste. 100, Las Vegas, NV 89106.

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WELCOME NEW MEMBERS!

PRESIDENT'S CLUB:

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Cancer Foundation**
www.bbbcf.org

Cozen O'Connor
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Pitney Bowes
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Sebnic Investments Corp
dba GPPS Global Printing
Packing Shipping
Silver Mountain Tax
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Tech Tock IT LLC
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Women Success Society

Members joined from August 1 - August 31.

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Economic Briefing

YOUR FUTURE. THEIRS. OURS.

REVENUE

Year	Q1	Q2	Q3	Q4
2019	1,000.00	1,050.00	1,100.00	1,150.00
2018	950.00	1,000.00	1,050.00	1,100.00

TRADING 30 MONTHS

Year	Q1	Q2	Q3	Q4
2019	1,000.00	1,050.00	1,100.00	1,150.00
2018	950.00	1,000.00	1,050.00	1,100.00

BY SECTOR EMPLOYMENT GROWTH

Do you know the latest economic trends? We do. Nevada State Bank® retains the talented team at Applied Analysis to summarize and analyze key economic indicators monthly in our Economic Briefing. Get the latest perspective on new business creation, employment rates, personal income growth, housing prices, tourism stats and more. The Economic Briefing is just one of the many free resources available at www.NevadaSmallBusiness.com

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Member News

In the Community

Fingerprinting Express

In 2015, Monica Pappas opened Fingerprinting Express in Carson City and, in 2017, broke into the Las Vegas market. The fourth Fingerprinting Express store opened in Southern Nevada in April 2018, as the brand continues to grow. Their "Culture to Care" program now includes discounting over \$700,000 in fingerprint fees for teachers, non-profits, volunteers and military.

COVID-19 proved challenging as it did for so many businesses. Thinking they would have to close, Fingerprinting Express sent a notice to their clients. Immediately getting calls from their healthcare, elderly care, and long-term care accounts stating they provide essential services, the team sought and received permission from the governor's office to remain open. They invested thousands in PPE and placed the safety of their staff and customers as their number one priority. Through the recession and closures, the proven success of the Fingerprinting Express business model continues.

Reliance Security, a veteran-founded, full-service security company, revealed its newest service offering, Mini Surveillance Domes. The autonomously powered mobile video surveillance trailer is an ideal solution for clients who have remote sites, short-term events or off-grid locations and are looking to mitigate theft or vandalism. "This is ideal for companies that are looking to implement security measures but may not have the resources or necessarily want on-site guards," said Joel Logan, CEO at Reliance Security. "Whether you want to protect an outdoor event, construction site or shopping center, the tower can provide peace of mind."

Announcements

The Nevada Department of Transportation (NDOT)

is conducting a disparity study to research barriers to doing business with NDOT and the operations of its Disadvantaged Business Enterprise (DBE) Program. If your firm currently works with or has tried to bid on work for the Nevada Department of Transportation as a prime contractor, subcontractor or supplier, Colette Holt & Associates ("CHA") would like to hear from you.

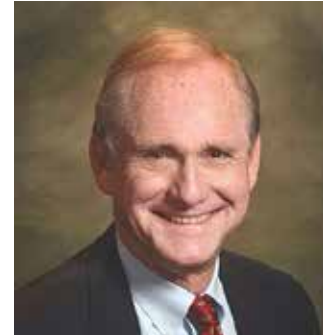
Small group business owner interviews are planned for late October. These focus groups will gather information to understand your experiences with NDOT's contracting programs and practices, including perceived race or gender-based discrimination when seeking NDOT contracts.

Your participation in these sessions is important to the disparity study. For more information about the study

RED - PRESIDENT'S CLUB MEMBER

and opportunities to participate, visit NDOT.disparity-study.com. Questions? Email ndot-study@mwbelaw.com.

Vegas PBS has announced the upcoming retirement of General Manager Tom Axtell, after 48 years in broadcasting with the last 26 years leading the public television organization. During Axtell's tenure at the station, Vegas PBS grew financially, added an array of new services, built a new facility and embraced the internet and other technologies to further its educational, cultural, civic engagement and public safety missions. Axtell will continue to serve as general manager through early October.



Tom Axtell



Mike Peregrina

Homie, a technology company that is revolutionizing the Southern Nevada real estate industry, announced that the company has established a scholarship fund for business students at the University of Nevada, Las Vegas. This was created by Homie Co-Founder Mike Peregrina to give back to his alma mater. The Homie Scholarship Fund will offer 10 scholarships of \$1,000 each during the 2020-2021 academic school year to be awarded by the Lee School of Business to full- or part-time students pursuing a major in the College of Business. To be eligible, students must be sophomores, juniors or seniors with a GPA of 3.2 or higher and submit an essay outlining how funds will help them overcome barriers to graduation.



Business After Hours* Member Spotlight: William McCauley, Owner, William McCauley CPA, Inc.

What behavior or personality trait do you most attribute your success to, and why?

Many attributes come to mind, but if I have to give one not so obvious one, it would be curiosity. My curiosity to understand what a new client's business is all about and what they want to achieve. Because I'm curious, I tend to listen, gather thoughts and ideas before I provide a recommendation. Optimally, I would like to have as much of an understanding of our clients' business matters so I'm essentially one with the client's team; one that can add value. I try to do this with each of my clients and I receive a lot of great feedback for it, along with recommendations.

Which organizations outside your own do you admire the most and why?

I have a lot of respect for Elon Musk and what he's done not only with Tesla but also with SpaceX. I see him as a modern day Howard Hughes.

What I like about Elon is that he knows no bounds - he pushes the limits with his businesses and their development, where with SpaceX he's accomplished some of the unthinkable; like reusing boosters by having them land back to Earth.

If you could snap your fingers and become an expert in something, what would it be?

This one is simple for me; it would be to learn how to code in Java and all other relevant languages. I actually took some time to begin introductory courses through CodeAcademy to begin learning Java, but it was just too much of a task for me mid-life, with a family to support and a business to run. But I've suggested the same for my younger family members or those I run into with kids to begin to enroll them into these learning opportunities because it is already the backbone of the career base and has been for some time. Programs like Code.org or CodePath.org provide these opportunities because they aren't a part of grade school curriculum - yet.

**Members who attend Business After Hours events have the chance to win a Member Spotlight in a future Business Voice issue.*



Ambassador Spotlight: Romeo Villafania, Jr., Client Relationship Manager, E2E Tech Solutions

Who are other leaders you look up to and why?

Jim Rohn - he explains the complex into such basic principles, whether it'd be about business or life, that all ages could understand ... would recommend listening to Challenge to Succeed.

John C. Maxwell - if there's one leader who knows about leadership, he takes the cake, his wisdom is just priceless ... first of his books I read was The 21 Irrefutable Laws of Leadership.

Les Brown - if you need some umph/oomph to get going, this is the man! After listening to any of his talks, you'll just want to crush your goals and believe you are worthy of it! ... I'd recommend watching You Deserve.

What kind of cultures do you like to work in? Where do you excel? How do you excel?

- Cultures that have a clear vision and goal
- Leaders that get in the trenches with you instead of giving orders
- Very team-oriented
- No micromanaging where you're entrusted to get the work done

What behavior or personality trait do you most attribute your success to, and why?

The ability to relate to almost everyone, regardless of gender, age, ethnicity and afterwards, connecting them with someone in my network that may mutually benefit both.



New Job Profilers Will Help Employers Avoid Expensive Employee Turnover Costs

During this COVID-19 pandemic, a dozen workforce development professionals representing a variety of organizations in Southern Nevada became ACT® Job Profilers. These professionals will provide no cost services to local employers to help them **“hire the right employee, the first time.”**



The effort was spearheaded by Workforce Connections, Southern Nevada’s Local Workforce

Development Board. The new Job Profilers are embedded within Workforce Connections, Nevada’s Department of Employment, Training and Rehabilitation (DETR), the Las Vegas Global Economic Alliance (LVGEA), the Vegas Chamber, College of Southern Nevada (CSN), the Governor’s Office of Workforce Innovation (OWINN), and Nevada’s Department of Health and Human Services (DHHS).

“Our investment in this specialized training will allow us to serve employers more effectively, particularly as Southern Nevada works through the economic impact of the COVID-19 pandemic,” said Workforce Connections Executive Director Jaime Cruz. “This will save businesses money by ending the expensive revolving door of hiring and rehiring, while providing job seekers a better opportunity for sustainable employment. It is a win-win.”

The new Job Profilers are part of Nevada’s Work Ready Community initiative aimed at connecting employers to a ready workforce. Clark County is the largest ACT certified Work Ready Community in the United States.

How Job Profilers Can Help Businesses

Local employers can work with Job Profilers at no cost to analyze the specific skills needed for candidates to be successful at specific jobs or positions. This tool will be especially useful for

outlining work-readiness for the emerging and in-demand Southern Nevada occupations identified in Workforce Blueprint 2.0. The goal is to help employers avoid the high and unnecessary costs associated with employee turnover and constant retraining.

Job Profiling is just one of many resources available at no cost to employers through the two new Employ NV Business Hubs, the first of which is located at the Vegas Chamber.

are a coordinated effort between Workforce Connections (Southern Nevada's Local Workforce Development Board), the Nevada Department of Employment, Training, and Rehabilitation, the Nevada Department of Business and Industry, the Vegas Chamber and the Las Vegas-Clark County Library District.

A second Employ NV Business Hub will open later this fall inside the Sahara West Library, located at 9600 W. Sahara Ave.



Photo Credit: Tonya Harvey

From left to right: Mary Beth Sewald, president and CEO of the Vegas Chamber; Irene Bustamante Adams, chief strategy officer and deputy director of Workforce Connections; Jaime Cruz, executive director of Workforce Connections and Janae Cooley, business services ambassador, Sahara West Library Employ NV Business Hub

First Employ NV Business Hub in Nevada Opened Inside Vegas Chamber to Help Businesses Recover

The grand opening for the first **Employ NV Business Hub** in Nevada located inside the Vegas Chamber was on Sept. 18.

The new Employ NV Business Hub is a place where employers can access the public workforce development system. The center is staffed with workforce development professionals who can help employers with funding, training, hiring, talent development, recruiting and more.

This is first of two business hubs that will open in Southern Nevada this fall. The hubs

For now, the Employ NV Business Hub at the Vegas Chamber will be open by appointment only from 8 a.m. to 5 p.m., Monday through Friday. To reach the staff, email info@EmployNVBusinessHub.org.

To learn more about resources available, visit EmployNVBusinessHub.org.



Chamber News



First-ever Washington, D.C. Virtual Fly-in 2020 - It's DC in LV!

Thanks to all Vegas Chamber and Las Vegas Global Economic Alliance members who joined us for the first-ever Washington, D.C. Virtual Fly-in, held Sept. 14 to 17. Approximately 100 members were "in the Zoom where it happens" all week, with dynamic speakers, engaging sessions and interactive tracks. Plus, guests enjoyed socially distanced receptions to celebrate the beginning of the event and closed out the week with the Nevada State Reception, both at Wynn Las Vegas.

From keynote speakers such as Molly Ball and Frank Luntz to sessions led by U.S. Chamber of Commerce's Harold Kim to one-on-one time with the Nevada delegation, attendees were treated to insight that they cannot get anywhere else.

Special thanks to Exclusive Presenting Sponsor Cox Communications, and all sponsors involved with the DC in LV Fly-in!

We are excited to get back to Washington, D.C. in 2021 and look forward to you joining us next year.

2020 Customer Service Excellence Recognition Ceremony Happening This Month!

The Vegas Chamber, in partnership with the Las Vegas Convention and Visitors Authority, the Leadership Foundation of Greater Las Vegas, and KTNV Channel 13, is proud to announce our 2020 Customer Service Excellence Recognition Ceremony that is happening Tuesday, Oct. 27 from 5:30 to 7:30 p.m. This event is honoring all of first, second, and third quarter nominees for their dedication to great customer service. This is our opportunity to recognize our Customer Service Excellence stars! We invite you and your guests to celebrate your service and commitment to the Las Vegas valley. Visit vegaschamber.com for more details.

Evenings with Mary Beth Happening This Month

The Vegas Chamber is hosting our Evenings with Mary Beth networking event on Tuesday, Oct. 20 from 5:30 to 7 p.m. Select invited President's Club guests will be able to have the opportunity to get to know our President and CEO Mary Beth Sewald, along with a special guest. A meal will be served and members will have the opportunity to network with other President's Club members.



Carlos Fernandez

Vegas Chamber Government Affairs' Carlos Fernandez Receives Honor & Promotion

The Vegas Chamber is proud to announce two special recognitions for one special Chamber team member, Carlos Fernandez. First, Fernandez was honored with Employee of the Month for Quarter Two. He stepped up to the

Chamber plate when the members needed him the most and provided technical support and guidance to lead and maintain more than 50 webinars. Fernandez was the 'wizard behind the curtain' from the beginning of the shutdown through present day.

Additionally, with the wrap-up of the Washington, D.C. Virtual Fly-in, Vegas Chamber President and CEO Mary Beth Sewald announced that Fernandez was promoted to manager of public policy. His job knowledge, contributions, problem-solving and positive attitude contributed to this well-deserved promotion. Congratulations, Carlos!

5-Star Customer Service Excellence Award Winner



Our 5-Star Customer Service Excellence (CSE) Award Winner of the Quarter is Michele Rothstein, the owner of Balloons with a Twist. Rothstein truly demonstrates what it means to have excellent customer service. As a Vegas staple, almost everyone in the Valley has interacted with a member of Rothstein's team or with her directly. Rothstein's nomination form included comments about how involved she is within this Las Vegas community. She sits on the board of many non-profits in Las Vegas and dedicates her time to helping others. Balloons with a Twist had to adapt to working from home amidst the pandemic, but Rothstein has enjoyed being home with her dogs while still being able to support the community by doing what she loves. Congratulations, Michele - we are proud to have you as our 5-Star winner! Special thanks to Vegas Chamber Trustee Chris Way and his team at President's Club Member KTNV Channel 13 for their support in airing the CSE event on Facebook Live!



2020 Election Guide

Your Voice. Your Vote. Your Future.

Being the Voice of Business. Protecting Nevada's business climate. Standing up for employers. Supporting pro-business candidates. These responsibilities have been the core objectives of the Vegas Chamber for more than 100 years. The Vegas Chamber has defined its mission to preserve, foster and create jobs to make Nevada a better state in which to do business by taking action. We have and we will continue to be there for you, our members who are the employers that employ hundreds of thousands of Nevadans every year.

As the largest and most broad-based business organization in Nevada, the Vegas Chamber has been the steady and consistent leader in advocacy efforts. It has been this focus that drives the Vegas Chamber's government affairs operations at the local, state and federal levels of government.

The Vegas Chamber's advocacy work, policy priorities, political acumen, and thought leadership by our volunteer leaders and professional and full-time government affairs staff have helped shape Nevada into being a state where employers are encouraged to grow and expand their businesses; where unnecessary and burdensome regulations do not cripple the needs of employers; and do not hinder the hiring of Nevadans for good paying jobs.

The focus of the Vegas Chamber is to ensure candidates who understand business issues and who will stand for employers and entrepreneurs are elected to local and state government offices.

Candidate endorsements are decided by the Chamber's Government Affairs Committee, comprised of 29 Chamber members who represent a vast array of businesses, including small businesses, from several different industries. Government Affairs Committee members take the time to thoroughly interview and question candidates on behalf of the business community on priority principles including less regulatory burden on businesses, more efficiency in government, building a strong future workforce, education reform, taxation and improving the business climate.

"In today's changing political world and we look towards rebuilding our economy, it is more important than ever to elect candidates who want to work with

organizations such as the Vegas Chamber with a fair, pragmatic approach for the good of all Nevadans. You, our members, and your employees, play a pivotal role in Nevada's economy. I am asking to help us make your voice heard by supporting the Vegas Chamber's endorsed candidates this November. The single most important thing you can do is vote and be a part of Nevada's political process," said Hugh Anderson, Government Affairs Committee chairman.

It is for that reason the Vegas Chamber has compiled the 2020 General Election Guide that highlights candidates who have been endorsed by the Vegas Chamber's Government Affairs Committee. Endorsements include the State Supreme Court, State Senate, State Assembly, Nevada State Board of Education, Clark County Commission and Clark County School District Boards of Trustees. These endorsed candidates are reflective of Democrat, Republican and nonpartisan candidates who are committed to working with the Vegas Chamber. Candidates who are listed in the guide will be on the November ballot.

Your vote needs to be heard. You can make your voice heard by voting between Oct. 17-30 at any of the early voting locations throughout Clark County or on Election Day, which is Nov. 3. As a result of changes to recent state law, all registered voters will receive mail ballots to their home. It is expected that mail ballot will be sent to registered voters by Oct. 7. Also, registered voters can go to any polling election in Clark County on Election Day to cast their vote. You can also visit accessclarkcounty.com or call the Elections Department at 702.455.VOTE for any polling location questions.

We ask you to share this election guide information with fellow employers, colleagues, community leaders, family, and your employees. Leverage your circle and expand the business community's influence by voting. United as a business community, we will be stronger and will be able to influence the policy decisions that will happen in the State Legislature and local government. Stand with the Vegas Chamber and take action. Vote this election and support pro-business candidates!

Ballot Question 1: Yes



Nevada State Supreme Court



District: Supreme Court Candidate Seat D
Candidate Name: Douglas Herndon
Party: Nonpartisan
Incumbent: No
Campaign Site: judgeherndon.com
Occupation: Chief Judge
Public Service: Nevada Judicial District Court (2005 - Present)
Education: Texas A&M University, Bachelor's; Washington and Lee University School of Law, J.D.

Senate



District: Senate District 4
Candidate Name: Dina Neal
Party: Democrat
Incumbent: No
Campaign Site: dinaneal.com
Occupation: Professor at Nevada State College
Place of Birth: North Las Vegas, NV
Public Service: Nevada Assembly (2010 - Present)
Education: Southern University and A&M College, B.A., Political Science; Southern University Law Center, J.D.



District: Senate District 5
Candidate Name: Carrie Buck
Party: Republican
Incumbent: No
Campaign Site: votecarriebuck.com
Occupation: Company President
Place of Birth: Sioux City, IA
Education: The University of Montana, Bachelor's; The University of Phoenix, Master's; Nova Southeastern University, Ph. D.



District: Senate District 15
Candidate Name: Heidi Gansert
Party: Republican
Incumbent: Yes
Campaign Site: gansert4nevada.com
Occupation: University Special Assistant
Place of Birth: Reno, NV
Public Service: Nevada Senate (2016-Present)
Current Legislative Position: Co-Minority Whip
Education: Santa Clara University - Santa Clara, California, B.S., Engineering; University of Nevada, Reno - Reno, Nevada, MBA



District: Senate District 18
Candidate Name: Scott Hammond
Party: Republican
Incumbent: Yes
Campaign Site: hammondfornevada.com
Occupation: Teacher
Place of Birth: Syracuse, New York
Public Service: Nevada Assembly (2011-2012), Nevada Senate (2012-Present)
Current Legislative Position: Co-Minority Whip
Education: University of Nevada, Las Vegas B.A., Political Science; University of Nevada, Las Vegas M.A., Political Science



District: Senate District 19
Candidate Name: Peter Goicoechea
Party: Republican
Incumbent: Yes
Campaign Site: gopeteg.com
Occupation: Rancher
Place of Birth: Salt Lake City, UT
Public Service: Nevada Assembly (2002 - 2012), Nevada State Senate (2012 - Present)
Education: Utah State University



District: Assembly District 1
 Candidate Name: Daniele Monroe-Moreno
 Party: Democrat
 Incumbent: Yes
 Campaign Site: daniele4nevada.com
 Occupation: Corrections Officer, Retired
 Current Legislative Position: Assistant Majority Floor Leader
 Place of Birth: Tucson, AZ
 Public Service:
 Nevada Assembly (2016 - Present)
 Education: Council of State Governments, Western Legislative Academy



District: Assembly District 2
 Candidate Name: Heidi Kasama
 Party: Republican
 Incumbent: No
 Campaign Site: heidikasama.com
 Occupation: Managing Broker
 Place of Birth: Brooklyn, NY
 Education: Central Washington University, B.S., Accounting



District: Assembly District 8
 Candidate Name: Jason Frierson
 Party: Democrat
 Incumbent: Yes
 Campaign Site: jasonfrierson.com
 Occupation: Attorney at Law
 Current Legislative Position: Speaker
 Place of Birth: Los Angeles, CA
 Public Service: Nevada Assembly (2010-2014) (2016-Present)
 Education: University of Nevada, Reno, B.S., Health Science; University of Nevada, Las Vegas, Boyd S. School of Law, J.D.



District: Assembly District 9
 Candidate Name: Steve Yeager
 Party: Democrat
 Incumbent: Yes
 Campaign Site: yeager4nevada.com
 Occupation: Law Firm Partner
 Current Legislative Position: Speaker pro Tempore
 Place of Birth: Brooklyn Center, MN
 Public Service:
 Nevada Assembly (2016 - Present)
 Education: University of Michigan, B.A., History and Spanish; Cornell Law School, J.D., Cum Laude



District: Assembly District 10
 Candidate Name: Rochelle Nguyen
 Party: Democrat
 Incumbent: Yes
 Campaign Site: rochellefornevada.com
 Occupation: Attorney
 Place of Birth: Vancouver, WA
 Public Service:
 Nevada Assembly (2018 - Present)
 Education: University of Puget Sound, Bachelor's; University of Nevada, Las Vegas, Boyd S. School of Law, J.D.



District: Assembly District 13
 Candidate Name: Tom Roberts
 Party: Republican
 Incumbent: Yes
 Campaign Site: roberts4nevada.com
 Occupation: Assistant Sheriff, Retired
 Current Legislative Position: Co-Deputy Minority Leader - South
 Place of Birth: Memphis, TN
 Public Service:
 Nevada Assembly (2018 - Present)
 Education: University of Nevada, Las Vegas, B.A., Education; University of Oklahoma, M.A., Human Relations



District: Assembly District 14
 Candidate Name: Maggie Carlton
 Party: Democrat
 Incumbent: Yes
 Campaign Site: maggiecarlton.com
 Occupation: Community and Workforce Developer
 Place of Birth: St. Louis, MO
 Public Service: Nevada Senate (1998-2010), Nevada Assembly (2010-Present)
 Current Legislative Position: Co-Assistant Minority Floor Leader



District: Assembly District 15
 Candidate Name: Howard Watts
 Party: Democrat
 Incumbent: Yes
 Campaign Site: wattsfornevada.com
 Occupation: Public Relations Professional
 Place of Birth: Las Vegas, NV
 Public Service:
 Nevada Assembly (2018 - Present)
 Education: University of Nevada, Las Vegas, B.A., Political Science



District: Assembly District 22
 Candidate Name: Melissa Hardy
 Party: Republican
 Incumbent: Yes
 Campaign Site: hardy4nevada.com
 Occupation: Small Business Owner
 Place of Birth: Las Vegas, NV
 Public Service:
 Nevada Assembly (2018 - Present)
 Education: University of Nevada, Las Vegas, B.S., Hotel Administration & Business Management



District: Assembly District 23
 Candidate Name: Glen Leavitt
 Party: Republican
 Incumbent: Yes
 Campaign Site: leavitt4nevada.com
 Occupation: Public Affairs Analyst
 Place of Birth: St. George, UT
 Public Service: Boulder City Planning Commission (2014-2018), Nevada Assembly (2018 - Present)
 Education: Brigham Young University, B.S., Political Science; University of Nevada, Las Vegas, M.P.A.



District: Assembly District 26
 Candidate Name: Jill Tolles
 Party: Republican
 Incumbent: Yes
 Campaign Site: jilltolles.com
 Occupation: Small Business Owner and Adjunct Professor
 Current Legislative Position: Legislative Executive Committee Chair
 Place of Birth: Greensboro, NC
 Public Service:
 Nevada Assembly (2016 - Present)
 Education: University of Nevada, Reno, B.A., Communication Studies; University of Nevada, Reno, M.A., Communication Studies



District: Assembly District 26
 Candidate Name: Lisa Krasner
 Party: Republican
 Incumbent: Yes
 Campaign Site: lisakrasnerfornevada.com
 Occupation: Community College Instructor
 Current Legislative Position: Minority Whip
 Place of Birth: California
 Public Service:
 Nevada Assembly (2016 - Present)
 Education: University of California, Los Angeles, B.A. Social Psychology & Sociology; University of LaVerne, College of Law, J.D.



District: Assembly District 29
 Candidate Name: Dr. Steven DeLisle
 Party: Republican
 Incumbent: No
 Campaign Site: stevenfornevada.com
 Occupation: Pediatric Dentistry Practitioner
 Place of Birth: Redmond, WA
 Education: University of San Diego, B.S. Biochemistry; University of Washington, D.D.S.



District: Assembly District 31
 Candidate Name: Jill Dickman
 Party: Republican
 Incumbent: No
 Campaign Site: jilldickman.com
 Occupation: Small Business Owner
 Place of Birth: Hancock, MI
 Public Service: Nevada Assembly (2014-2016)
 Education: Michigan Technological University



District: Assembly District 32
 Candidate Name: Alexis Hansen
 Party: Republican
 Incumbent: Yes
 Campaign Site: alexishansennv.com
 Occupation: Small Business Owner and Realtor
 Place of Birth: Sacramento, CA
 Public Service:
 Nevada Assembly (2018 - Present)
 Education: University of Nevada, Reno, Bachelor's



District: Assembly District 33
 Candidate Name: John Ellison
 Party: Republican
 Incumbent: Yes
 Campaign Site: ellisonforad33.com
 Occupation: Small Business Owner and Electrical Contractor
 Current Legislative Position: Co-Deputy Minority Leader - North
 Place of Birth: Elko, NV
 Public Service: Public Service: Elko City Council (1993-2001), Elko County Board of Commissioners (2002-2010), Nevada Assembly (2010-Present)



District: Assembly District 36
 Candidate Name: Gregory T. Hafen II
 Party: Republican
 Incumbent: Yes
 Campaign Site: hafen4nevada.com
 Occupation: Small Business Owner
 Place of Birth: Las Vegas, NV
 Public Service:
 Nevada Assembly (2018 - Present)
 Education: University of Nevada, Las Vegas, B.S. Business Management



District: Assembly District 38
 Candidate Name: Robin Titus
 Party: Republican
 Incumbent: Yes
 Campaign Site: voterobintitus.com
 Occupation: Physician
 Current Legislative Position: Deputy Minority Whip - North
 Place of Birth: Trenton, NJ
 Public Service:
 Nevada Assembly (2014 - Present)
 Education: University of Nevada, Reno, Bachelor's; University of Nevada, Reno, School of Medicine, Doctor of Medicine



District: Assembly District 40
 Candidate Name: Philip "PK" O'Neil
 Party: Republican
 Incumbent: No
 Campaign Site: pkoneill4nv.com
 Occupation: Division Chief of Nevada Department of Public Safety - Retired
 Place of Birth: Washington, D.C
 Public Service:
 Nevada Assembly (2014 - 2016)
 Education: Sierra Nevada College, B.S. Business Management



District: Assembly District 41
 Candidate Name: Sandra Jauregui
 Party: Democrat
 Incumbent: Yes
 Campaign Site: sandrafornevada.com
 Occupation: Real Estate/Housing
 Place of Birth: Monterey Park, CA
 Public Service:
 Nevada Assembly (2016 - Present)
 Education: Mt. San Antonio College, A.A.; University of Nevada, Las Vegas, B.A.



District: Assembly District 42
 Candidate Name: Alexander Assefa
 Party: Democrat
 Incumbent: Yes
 Campaign Site: assefa4thepeople.com
 Occupation: Small Business Owner
 Place of Birth: Dodola, Ethiopia
 Public Service:
 Nevada Assembly (2018 - Present)
 Education: Averett University, B.S.,
 Aeronautics & Political Science

State Board Of Education



District: State Board of Education District 1
 Candidate Name: Tim Hughes
 Party: Nonpartisan
 Incumbent: No
 Campaign Site: votetimhughes.com
 Occupation: Nonprofit Director
 Place of Birth: Las Vegas, NV
 Education: University of Nevada, Reno, B.S.,
 Biology; Johns Hopkins University, M.S.E.,
 Science Education



District: State Board of Education District 4
 Candidate Name: Mark Newburn
 Party: Nonpartisan
 Incumbent: Yes
 Campaign Site: mark4education.com
 Occupation: Company President and
 Founder
 Current Legislative Position: Vice President
 Place of Birth: North Las Vegas, NV
 Public Service: Nevada State Board of
 Education (2013 - Present)
 Education: University of Nevada, Las Vegas,
 B.S., Computer Science; University of
 Nevada, Las Vegas, M.S., Mathematics

Clark County Commission



District: Clark County Commission District A
 Candidate Name: Michael Naft
 Party: Democrat
 Incumbent: Yes
 Campaign Site: michaelnaft.com
 Occupation: Clark County Commissioner
 Place of Birth: Las Vegas, NV
 Public Service: Clark County Commissioners
 (2019 - Present)
 Education: University of Nevada, Las Vegas,
 Bachelor's



District: Clark County Commission District B
 Candidate Name: Marilyn Kirkpatrick
 Party: Democrat
 Incumbent: Yes
 Campaign Site: marilynirkpatrick.com
 Occupation: Clark County Commissioner
 Former Sales Executive
 Place of Birth: North Las Vegas, NV
 Current Legislative Position: Chair
 Public Service: Nevada Assembly
 (2004 - 2015), Clark County Commission
 (August 2016 - Present)

Clark County School District



District: Clark County School District A
 Candidate Name: Liberty Leavitt
 Party: Nonpartisan
 Incumbent: No
 Campaign Site: libertyleavitt.com
 Occupation: Nonprofit Director
 Place of Birth: Las Vegas, NV
 Education: University of Colorado at
 Boulder, Bachelor's; London Metropolitan
 University, M.A. International Relations



District: Clark County School District C
 Candidate Name: Evelyn Garcia Morales
 Party: Nonpartisan
 Incumbent: No
 Campaign Site: evelynfortrusteec.com
 Occupation: Nonprofit Executive Director
 Education: University of Nevada, Las Vegas,
 B.A., Political Science; George Mason
 University, M.S., Organizational Development
 and Knowledge Management



District: Clark County School District E
 Candidate Name: Lola Brooks
 Party: Nonpartisan
 Incumbent: Yes
 Campaign Site: voteforlola.com
 Occupation: Nonprofit consultant
 Public Service: Clark County School
 District Board of Trustee (2018 -
 Present)
 Education: University of Nevada, Las
 Vegas, Bachelor's; University of Nevada,
 Las Vegas, M.S.W., Management and
 Community Practice



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Vote by Mail Information and Procedures:

Throughout the COVID-19 pandemic Nevada, like the rest of the nation has had to adapt to the changing public health necessities of limiting crowds and socially distancing person to person contact in the context of activities like voting in elections. The Secretary of State, in coordination with County Clerks throughout Nevada, has already conducted the 2020 primary election via mail in ballots and with the direction of the State Legislature is preparing to conduct the general election similarly.

Under the provisions of Assembly Bill 4, passed during the 32nd Special Legislative Session, every active registered voter in Nevada will receive a ballot by mail with a prepaid return envelope that can be used to return completed ballots. Ballots may also be dropped off in person to designated ballot return locations. Ballots are scheduled to be mailed across the state anywhere from two to five weeks in advance of the general election, varying by County and sample ballots will have been mailed as of the time of this writing.

While every active registered voter will be receiving a ballot via mail, options will exist in every County to accommodate in person voting. Early voting will be open from Oct. 17-30 to augment traditional in person polling on election day. Clark County will have 31 long-term dedicated early voting sites, 17 short-term early voting sites and 125 election day in person polling places. For more information, call 702.455.VOTE.

The Secretary of State has compiled FAQs, lists of ballot drop-off locations, lists of election day and early voting polling places, portals for tracking returned ballots and online registration and modification options on their 2020 Election page, www.nvsos.gov/sos/elections/2020-election.

Senate Bill 4 Guidance For Employers:

During the 32nd Special Legislative Session, the Nevada State Legislature passed Senate Bill 4 (SB 4), a modification to the Paid Time Off (PTO) requirements passed in 2019. SB4 focused on requiring a written public health response plan from businesses for employees diagnosed with or experiencing symptoms of COVID-19, along

with accommodation for testing and quarantine time for said employees. Broadly speaking, SB4 required employers to provide time off for testing, quarantine and recovery, set minimums for the number of PTO days and how the aforementioned are to be calculated.

More recently, the labor commissioner has released guidance for employers on how to best comply with the provisions of SB4. While the complete document can be found on www.labor.nv.gov, some of the key areas of guidance are as follows:

Amount of PTO: SB4 stipulates that employees must be offered a minimum of 3 days to seek testing for COVID-19 and additional time may be required if results cannot be returned within the initial 3-day period.

In case of a positive diagnosis, employees must be provided a minimum of 14 days off, at minimum 10 of which must be paid. The guidance provided also notes that the time periods stipulated may be extended or decreased on approval of the director of health and human services.

Finally, the guidance provides practical methods for calculating the base rate of pay required for various employee classifications including salary, hourly, tipped and commission based. Eligibility: Full-time, part-time and new employees are all eligible to receive PTO in the case of a positive COVID-19 diagnosis, while properly classified independent contractors are not.

PTO provided: SB4 requires that PTO provided for employees diagnosed positive with COVID-19 may not be deducted from the 40-hour PTO minimum legally mandated in Nevada State Law.

As with all changes to labor law, the Vegas Chamber encourages members to seek guidance for their specific business by directly contacting the Office of the State Labor Commissioner at 702.486.2650.

Starting or Evaluating Your 401(k)?

Businesses are making tough decisions during this pandemic, including evaluating expenses and service providers. The Vegas Chamber is here to help you with many resources, including your company retirement plan. The goal is to offer you a robust and cost-effective 401(k), so you can spend more time running your business.

Deciding to sponsor a company retirement plan is essential for employees, which gives them access to savings during desperate times. But where do you start, and what questions should you ask if you are looking to evaluating your retirement program?

Let's first evaluate the roles and fees of a retirement plan, including the recordkeeper, the custodian, the third-party administrator (TPA), the financial advisor, the payroll company, and the trustee. Each has its vital roles to ensure the plan is efficient.

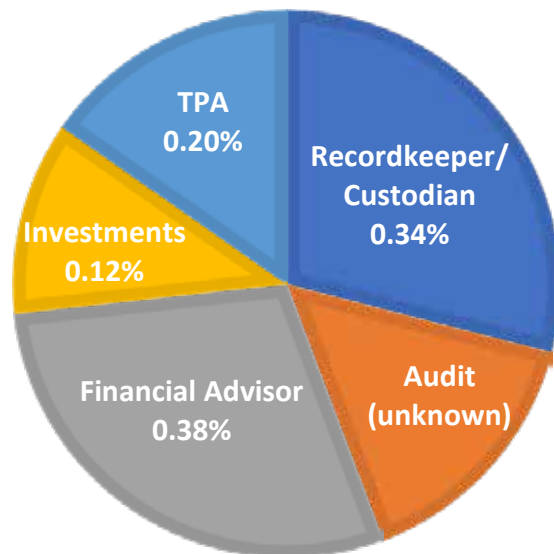
It is vital to track the activity and the participants' balance in the plan, which includes deposits, withdrawals, loans, and investments. This role is called the recordkeeper. Often, the recordkeeper is also the custodian, who physically holds the retirement assets. For instance, Nationwide Financial is the recordkeeper for the Vegas Chamber's Association Retirement Plan (ARP). They provide access for participants to view and manage their accounts. Nationwide eliminated their start-up fee and annual base fee for adopting employers.

The third-party administrator (TPA) helps manage the operation of the plan. They will create the company's governing documents, prepare required notices to employees, manage loans and distributions. They also complete the annual testing and IRS filings. Some companies may want the TPA to accept greater responsibility to have the discretion to sign off on loans and tax documents. The ARP has done just that, which reduces the employer's liability. The Chamber hired National Benefit Services, who also eliminated the plan document fee and their annual administration fee for the ARP.

Helping companies manage the selection of the recordkeeper and the TPA may be done with a Financial Advisor who specializes in retirement plans. The advisor may help get the plan started, conduct enrollments, and select the investment options in the plan. Some advisors may also accept fiduciary investment care as a 3(38). Just as the ARP, investments are managed, monitored, and scored each quarter. With proper notice, investments are added and removed. Some advisors may charge a flat fee per year or a percentage of the plan assets.

Once the team is in place and enrollments are completed, the deferrals must be entered into payroll for

ARP EXPENSES



calculation. The payroll companies or software will calculate the employees' contribution and the company match, which must be submitted timely to the custodian and recordkeeper if not already integrated. Fees vary greatly, from zero to several hundred dollars per payroll, depending on the number of employees and your payroll company. The ARP may work with any payroll provider.

Every plan requires a Trustee to oversee the plan. Under the ARP, the Chamber's Retirement Plan Committee governs the plan and allows the employer to have control of their plan provisions, including eligibility, company match, and profit-sharing. Best yet, the employer may have no fees, which makes the ARP very unique in the entire country.

For more information about the ARP, visit vegaschamber.com or call Caldera Wealth at 702.846.4015.



Joe Caldera is an LPL Financial Advisor, Chartered Retirement Plan Specialist®, and principal at Caldera Wealth Management Group. CRPS conferred by The College for Financial Planning.

Securities and advisory services offered through LPL Financial, a Registered Investment Advisor, FINRA/SIPC.

This information was developed as a general guide to educate but is not intended as authoritative guidance or tax or legal advice. Each plan has unique requirements, and you should consult your administrator, attorney, or tax advisor for guidance on your specific situation. In no way does the advisor assure that, by using the information provided, a plan sponsor will be in compliance with ERISA regulations.

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(B) Rafal Kartaszynski
Owner - TechEdge Developers

Rafal Kartaszynski is a doctor of technical sciences (IT), an MBA graduate, author of many scientific publications, and a graduate of prestigious development programs of the Harvard Business Review. Kartaszynski's has long experience in IT project management in an international corporate environment. His Poland-based Pro-Project company is now one of the global leaders in the quality control industry serving over 110 countries. He moved to Las Vegas to further grow Pro-Project's presence in the U.S., and explore other business opportunities, the most recent, TechEdge Developers initiatives, that gives Nevada's companies access to one of the best software developers in the world.

(A) Hanna Olivas
Founder - The Brave & Beautiful Blood Cancer Foundation

Hanna Olivas is the founder of local Las Vegas charity, the Brave & Beautiful Blood Cancer Foundation. Her journey started in 2017 when she was first diagnosed with Multiple Myeloma. She was given a 5-year prognosis and was told her cancer is incurable. To continue treatment, Olivas was forced to seek help outside of Nevada. With the frustration of being outsourced, Olivas realized what she had to do to make a change for other Nevadans and along with this inspiration, founded the Brave & Beautiful Blood Cancer Foundation.



(D) Tony Paoli
Co-Founder - MDX Ventures

Tony Paoli is a Las Vegas transplant. After a stint as Quarterback at UNLV, Paoli left to pursue new athletic endeavors, then returned to the valley a few years later to take on executive titles at local companies including The Cosmopolitan and MGM Resorts. After much success, he decided to pursue his dreams as a business owner. He co-founded several companies locally and globally, most recently MDX Ventures. MDX Ventures is spearheading the fight against COVID-19 utilizing a proprietary testing method called Quiksal, a non-invasive oral rinse PCR test.

(C) Eric Schmacker
President & CEO - SilverSummit Healthplan

Eric Schmacker is the president and CEO of SilverSummit Healthplan, a subsidiary of Centene Corporation. He joined SilverSummit in 2019 and represents the plan in Business Development and Strategy, Operations, Medical Management, Provider Relations, Member Services, Network Management and Claims. Schmacker, a 21-year US Army veteran and Black Hawk pilot, has more than 25 years of leadership experience in healthcare and hospital administration. His passion is guiding SilverSummit in "Transforming the health of the community, one person at a time."

Spotlights

(E) Thomas Bowen

President & CEO - Therapy Blocks

A Las Vegas native, Thomas Bowen served in the US Navy on the USS Abraham Lincoln and achieved the rank of E5. Deployed to Afghanistan, Iraq, and SE Asia, Bowen was part of the humanitarian relief effort of the Indonesia 2005 tsunami. Thereafter, he earned his degree in Occupational Therapy Assistant and in 2018, Bowen founded Therapy Blocks because he saw the huge need in Vegas for serving the special needs community. Therapy Blocks offers services throughout the valley and has 33 therapists who help families and children achieve greatness that only few would conceive possible.



(F) Karl Riley

Las Vegas Office Managing Partner - Cozen O'Connor

Karl Riley was recently named the Las Vegas office managing partner of Cozen O'Connor. Riley is an experienced and well-rounded commercial litigator, whose practical, business-minded approach to the practice of law adds significant value to his clients. He will be a member within the firm's Commercial Litigation, Labor & Employment, Class Actions, and Appellate practice groups. Cozen O'Connor, a law firm with over 750 attorneys in 31 offices across two continents, counsels clients on their most sophisticated legal matters in all areas of the law, including litigation, corporate, and regulatory law.

(G) Ulises Guerrero

Founder & CEO - Envirody

Ulises Guerrero, founder and CEO of Envirody, is a lifelong entrepreneur who is pioneering the future of global pandemic prevention and response devices with technology he developed from a rough sketch on a napkin, to a patent pending industrial grade sanitizing device. Utilizing ultraviolet light and ozone, Envirody is about to change your definition of clean forever making our world a much healthier place to live. Soon, Envirody will have the capacity to deliver 80,000 units per month to markets in the Americas, Europe, Africa and West Asia.



(H) Scott Arkills

President/CEO - Silver State Schools Credit Union

Scott Arkills is president/CEO of Silver State Schools Credit Union (SSSCU) in Las Vegas. He leads all aspects of this 55,000+ member credit union. The credit union places a premium on excellent member service and Prioritizing People Over Profit. SSSCU has been recognized as the Gold Medal Award recipient for Best Credit Union for both 2018 and 2019. Arkills serves as board chairman for the Nevada Credit Union League; and serves on boards for Voices in Voting; Nevada Succeeds; and Andson. Dedicated to improving financial literacy, he serves on Nevada's Financial Literacy Council.

What's Happening

OCTOBER

Register at VegasChamber.com

6

TUESDAY, OCTOBER 6

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.

Virtual

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 p.m.

Virtual

Contact agoldberg@lvchamber.com or call 702.205.5492 for space availability and cost.

8

THURSDAY, OCTOBER 8

MEMBER ORIENTATION

Member Orientation is a great time for you to connect with fellow Vegas Chamber members, staff and our volunteer Prospectors and Ambassadors. We provide a brief overview of your Chamber membership benefits, as well as our role in the greater context of Southern Nevada's economy. Advanced registration is required.

11 a.m. – 12:30 p.m. Registration & Program

Virtual

14

WEDNESDAY, OCTOBER 14

CHAMBER CONNECTIONS AM

This event is great for business professionals interested in expanding their network and optimizing their chamber membership. In addition to quality networking time, each event will feature two speakers: a member selected from the event prior, and a Vegas Chamber team member.

7:30 – 9 a.m.

Virtual

If you have any questions or are interested in bringing a guest, email Lita Stein at lstein@vegaschamber.com

WEBINAR

High Performance Leadership in a Changing World
Join us for a virtual session with Doug Beckley, CEO of The Beckley Group. Engaging employees in times of change or stress makes proven leadership practices more critical now than ever – and requires the adaption of these practices in innovative, and often virtual ways.

1 – 2 p.m.

Virtual

20

TUESDAY, OCTOBER 20

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.

Virtual

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 p.m.

Virtual

EVENINGS WITH MARY BETH

Exclusive President's Club event by invitation only

23

FRIDAY, OCTOBER 23

LEADERSHIP ADVANCE

8:30 – 11:30 a.m.

PUBLIC POLICY LEADERSHIP

11 a.m. – 1 p.m.



**To attend
any of our
online events,
please visit
VegasChamber.com
to register.**

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» Nevada Drug Card is helping in the fight against breast cancer.



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Tamoxifen Citrate (Soltamox) 20mg Tablet	60.....	\$111.95	\$34.33	69%
Letrozole (Femara) 2.5 mg Tablet	30.....	\$130.69	\$14.21	89%
Raloxifene (Evista) 60mg Tablet	30.....	\$193.69	\$25.76	87%
Methotrexate (Trexall) 2.5mg Tablet	30.....	\$105.32	\$25.11	76%
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DID YOU KNOW?
This drug savings program will grant funds to local CMN Hospitals to help kids within the communities they do business.

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PHARMACIST INSTRUCTIONS: Submit as a primary claim (cannot be processed as secondary) using the following pharmacy processing information. For processing questions and comments please call the Pharmacy Helpline below.

Customer Service: 877-321-6755 Pharmacy Helpline: 800-223-2146 This is a point-of-sale (discount) program.



This program is not insurance.

Vegas Chamber Partners with U.S. Bank to Provide Free Goals Coaching to Members

First Chamber in country to offer free 1:1 coaching sessions from U.S. Bank as member benefit



The Vegas Chamber announced the new U.S. Bank Coaching and Growth Program at the Vegas Chamber, which offers personal and professional goal coaching to Vegas Chamber members. Members and their employees have exclusive free access to 1:1 goals coaching sessions, virtually at this time, and on-site at the Chamber office in the future.

Goals coaches are U.S. Bank employees trained in behavioral science and goal achievement. They help people explore life goals, prioritize them on a digital timeline, and create a plan for achieving those goals. Goals coaches can help members and their employees with a range of personal or professional goals, whether it's refining a business plan, learning new leadership skills or helping an entrepreneur transition a business to another leader.

The Vegas Chamber is the first chamber in the country to offer free U.S. Bank goals coaching to its members, helping achieve its mission of cultivating growth and prosperity for the business community. As the economy recovers from the impacts of COVID-19, Chamber members – particularly small businesses – are seeking

resources that can help them find new ways to grow and thrive.

“As businesses recover from the negative impacts of COVID-19, this exclusive professional and personal coaching program through U.S. Bank gives Vegas Chamber members a competitive edge in revitalizing their operations and rebuilding a thriving business,” said Mary Beth Sewald, president and CEO of the Vegas Chamber.

“U.S. Bank created goals coaching because we believe the best way to build relationships is to genuinely help people,” said Morris Jackson II, Las Vegas Consumer & Business Banking Market Leader for U.S. Bank. “This residency at the Chamber aligns perfectly with our mission, because we both believe in helping people achieve more in life through collaborative, purposeful guidance.”

To get started with this free program, visit VegasChamber.com/coaching to connect with a goals coach now.

WE MADE THE SWITCH.



“The Vegas Chamber is doing whatever it takes to make saving easy at no cost to our organization, while cultivating our growth and prosperity.”

Terri Janison, President & CEO | Grant a Gift Autism Foundation



Grant a Gift Autism Foundation joined the new Vegas Chamber 401(k) Plan, providing a valuable employee benefit, supporting their personal financial stability and utilizing local companies as a business partner.



Advised by Caldera Wealth Management.
Join us now at VegasChamber.com or call **702.641.5822**.

Joe Caldera is a financial advisor and principal at Caldera Wealth Management Group. Advisory services offered through LPL Financial, a Registered Investment Advisor.

