

## SECRET WITNESS HELPS SOLVE CRIMES AGAINST LOCAL BUSINESSES

*By Lea Tauchen*

### SECRET WITNESS OF NORTHERN NEVADA HAS AN IMPRESSIVE TRACK RECORD OF

assisting law enforcement in solving crimes against businesses and residents in the Reno, Sparks, Carson City and surrounding communities. Secret Witness is a private, non-profit organization with no employees or facilities. They are a dedicated group of volunteers with a mission of generating information, not otherwise available, that could lead to the arrest and prosecution of suspects. They protect the identity of "secret witnesses" who wish to communicate information anonymously without fear of retaliation and they provide cash rewards for tips that result in an arrest and indictment in most felonious cases.

Recently, the Secret Witness Board of Directors approved a trial program with the Northern Nevada Organized Retail Crime Alliance and the Northern Nevada Security Director's Association that developed criteria to allow for submission of cases of crimes against businesses that could be considered by Secret Witness for dissemination to the local news media. This new partnership quickly proved successful. In April, Secret Witness profiled an organized retail theft ring that the Northern Nevada Repeat

Offender Program (comprised of the Reno Police Department, Sparks Police Department, and Washoe County Sheriff's Office) team had been investigating. Five suspects were identified for their alleged participation in a retail return fraud operation targeting a number of The Home Depot, Lowe's, and Walmart locations in Washoe County. Four of the suspects were arrested and charged with multiple counts of burglary, conspiring to commit burglary, and obtaining money or property under false pretenses. The fifth suspect has not been apprehended and Secret Witness is still accepting anonymous tips regarding his whereabouts.

This is just one example of how Secret Witness is making northern Nevada safer to live and do business. Since Don Richter, a Reno businessman, founded this program in 1979, Secret Witness has received over 100,000 tips from secret witnesses, solved more than 3,000 crimes including 34 murders, and paid out more than \$300,000 in rewards. Secret Witness has also created a School Secret Witness Program specifically to fight school crimes and they maintain a 24-hour multi-language telephone tip line, a "Text a Tip" text message number, a mobile phone app, and a website and social media pages for reporting tips online.

Secret Witness is completely funded by corporate sponsorships and donations from the public. Every dollar they raise is used to offer rewards since they have no staff or overhead to pay. If you would like to learn more about Secret Witness of Northern Nevada, please visit their website at [www.secretwitness.com](http://www.secretwitness.com) or contact Lea Tauchen at [lea@rannv.org](mailto:lea@rannv.org) or **775-882-1700**. ■

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A National Association

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**Seventh Annual Training Conference**

**MONDAY, OCTOBER 24, 2016**

- 2:00-4:30 Board of Directors Meeting
- 2:30-4:30 Vendor Exhibit Set up
- 4:30-6:00 Pre-registration and Vendor Exhibits
- 7:00-9:00 Welcome Reception – Hospitality Room

**TUESDAY, OCTOBER 25, 2016**

- 7:15-8:00 Registration
- 8:00-5:00 Conference and Vendor Exhibits
- 8:00-8:45 Opening Comments and Awards
- 9:00-10:00 Return Fraud "A different type of ORC"
- 10:30-11:30 Insights from the other side (Defense Attorney)
- 1:00-2:00 ORC Trends Panel
- 2:30-3:45 Credit Card Fraud
- 4:00-5:00 Counterfeit Products
- 5:00-6:00 Exhibitor Reception
- 7:00-10:00 Reception and Networking

**WEDNESDAY, OCTOBER 26, 2016**

- 8:00-5:00 Conference and Vendor Exhibits
- 8:00-5:00 Open Source and Social Media Investigations
- 6:00-7:30 ORCA Leaders Meeting
- 7:30-10:00 Reception and Networking

**THURSDAY, OCTOBER 27, 2016**

- 8:00-12:00 Conference and Vendor Exhibits
- 8:00-9:00 LVMPD RAPP team
- 9:15-10:15 Identity Theft and Mobile Phones
- 10:30-11:30 Legislative Update
- 11:30-12:00 Closing

\*Agenda is subject to change

On line registration available at [www.clearusa.org](http://www.clearusa.org).  
 For more information, please call or email:

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# SOUTHERN NEVADA FORUM: LEGISLATIVE PRIORITIES

By Amanda Schweisthal

## THE FULL SOUTHERN NEVADA FORUM MET

at UNLV in the Stan Fulton building on May 5, 2016 to finalize the list of priorities that will be brought forward to the 2017 legislature in the form of bill draft requests (BDRs) in the upcoming months. Most of the six subcommittees agreed to continue to meet until the August 1, 2016 BDR deadline to finalize language.

The subcommittees include: economic/workforce development, good governance, K-12 education, higher education, healthcare, and transportation/infrastructure.

The final list of priorities include:

### ECONOMIC/WORKFORCE DEVELOPMENT

● Continued investment in the UNLV Medical School: support a \$17.1 million increase to the base budget; build a robust and sustainable

physician pipeline; improve access to care; advance medical research; generate an economic impact for the community and state

● Fuel revenue indexing: supporting the ballot measure and/or creating a Plan B if the measure fails

● Industrial sites-state funding formula for infrastructure

● Health Science building at CSN Henderson: supporting a plan for CSN and Nevada State to partner to increase the number of nurses and other healthcare professionals; construction of a 70,000-square foot building

● Support the Workforce Innovation and Opportunity Act (WIOA): integrating and sharing workforce information and job seekers skill data

### GOOD GOVERNANCE

● Property tax reform

● Equitable funding for Southern Nevada (including grant dollars and reporting systems)

● Increase Southern

NV board and commission seats

### K-12 EDUCATION

● Provide additional funding for early childhood education

● Adequate and equitable funding for K-12: increase the base; continue movement on recommendations of weighting ELL, students in poverty, and GATE students; provide additional funds to increase ZOOM and Victory School projects

● Provide initial teacher licensure reciprocity relief, which includes removing possible licensure barriers to increase teacher recruitment pipeline

### HIGHER EDUCATION

● UNLV School of Medicine and advocating for increased financial support for Graduate Medical Education (GME) for all of NV's medical schools

● Silver State Opportunity Grant: support for making this program permanent to

allow for greater flexibility pertaining to the credit hours requirement per year

● Support capacity building for workforce development with a priority focused on community colleges

### HEALTHCARE

● Regionalization of mental health services

● Consolidation of a single overarching body with regard to mental health providers and regulators

● Raising the Medicaid/Medicare reimbursement rates and mandating the recalculation of base reimbursement rates for all providers

### TRANSPORTATION/INFRASTRUCTURE

● Monitoring, Management and Mitigation (3 M) Plans

● Utility Infrastructure Fund

● Transportation priorities, which include: transportation infrastructure bank; public private partnerships (PPP); RTC enabling legislation



# PRO-GROUP MANAGEMENT RECEIVES AWARD *By Staff*

**P**RO GROUP MANAGEMENT, INC. (PRO GROUP), THE administrator for RAN's Nevada Retail Network Self-Insured Workers' Compensation Group, was named the 2016 Top National Self Insured Group Administrator by Corporate American Magazine.

Vice President of Pro Group Robert Vogel accepted the award on behalf of the winning company at an event in April of this year. For receiving the award Mr. Vogel remarked, "For 22 years Pro Group has been dedicated to the highest possible level of regulatory compliance, financial and actuarial management and

top rated technologies in administering Self Insured Groups and has always taken the lead in Alternative Risk Transfer programs nationally. We thank Corporate America Magazine for this prestigious honor and recognizing our work in this ever important space." The Retail Association of Nevada has been with Pro

Group since the beginning of the Nevada Retail Network and is excited and proud of the work our administrator has done on behalf of the association and our membership. Pro Group specializes in cost-effective workers' compensation coverage for many industries that are key to the Nevada economy. ■

## NRF HONORS "HEROES OF MAIN STREET"

**WASHINGTON: THE NATIONAL RETAIL FEDERATION** recognized more than 300 members of Congress for their support of retail industry priorities including international trade, infrastructure investment, tax reform and labor issues.

The "Heroes of Main Street" award was presented as part of NRF's annual Retail Advocates Summit fly-in, which had retailers from across the

country in Washington May 23rd through May 25th to meet with lawmakers on Capitol Hill, and discuss the latest issues facing the industry. Recipients were honored at a reception the evening of May 25th. "This bipartisan group of lawmakers has shown they care about retailers big and small and value the role these businesses play in communities across the country," NRF President and CEO Matthew Shay said. "We appreciate their

advocacy on behalf of a thriving Main Street, their support for the long-term growth of the retail industry, and their recognition of retail's role as a catalyst for continued growth and opportunity for our nation's economy." The Hero of Main Street award was created by NRF in 2013 to recognize members of Congress for support of the retail industry's public policy priorities. Eligibility is based on NRF's Retail Opportunity Index, bill

sponsorship and advocacy to advance the industry's priorities. The "heroes" have supported policies and initiatives defined by NRF that recognize the contributions of the retail industry, and have worked to encourage a "vibrant, sustained and healthy" retail sector. ■

**Nevada recipients:**  
**Rep. Mark Amodei**  
**Rep. Cresent Hardy**  
**Rep. Joe Heck**  
**Sen. Dean Heller**

**"We are the front line of the health care team and often see patients more than any other provider. Pharmacists have become the most over-trained and under-utilized professionals in America."**

Rep. Buddy Carter (R-GA), in an article in The Hill on supporting provider status legislation for pharmacists



# GOVERNOR BRIAN SANDOVAL ANNOUNCES PRESCRIPTION DRUG ABUSE SUMMIT

**C**ARSON CITY, NV  
- GOVERNOR  
BRIAN  
SANDOVAL

and First Lady Kathleen Sandoval announced they will host a State Summit on Prescription Drug Abuse in June, 2016. The Summit will provide the opportunity for the First Lady's Drug Abuse Prevention Task Force, and subsequently the Multidisciplinary Prevention Advisory Committee (MPAC), to update the community on existing laws put into place as a result of the 78th Legislative Session and Nevada's Strategic Prescription Drug Abuse Prevention Plan.

"Nevada has established policies that have become national models in prescription drug monitoring and ongoing coordination between the public

and private sector. I am proud of what we have accomplished, but there is more work to be done," said Governor Brian Sandoval. "This Summit will bring together all stakeholders as well as community advocates and leaders in a united effort to eradicate this growing epidemic and create safe and livable communities."

The Summit will focus on four priority topics:

- Duties and responsibilities of healthcare licensing boards
- Overview of current coordination and opportunities for expanded collaboration with local, state and federal law enforcement
- Review of existing rehabilitation practices and substance abuse treatments
- Cooperation and oversight for private

sector issues, including sale and availability of pharmaceuticals

In 2014, Governor Sandoval was tapped by the National Governors Association to lead the second round of its Prescription Drug Abuse Project as part of the Association's ongoing effort to reduce prescription drug abuse. Nevada was selected as one of seven states to send a delegation to participate in a policy academy on the topic.

As a follow-up to this academy, the Governor established a Drug Abuse Prevention Task Force which was led by First Lady Kathleen Sandoval. The Task Force organized a statewide meeting that took place over two days and engaged approximately 200 stakeholders, and

interested individuals. The Task Force recommended policy changes, and with the leadership of Governor Sandoval, was able to introduce and pass Senate Bill 459 which made substantial policy changes regarding prescription drug abuse prevention in Nevada.

The Task Force also developed a statewide action plan that relied on the use of data and evidence-based strategies for combating this public health and safety crisis.

The State's Substance Abuse Prevention Treatment Agency's (SAPTA) Multidisciplinary Prevention Advisory Committee (MPAC) has been charged with leading implementation of the recommendations in the plan developed by the Governor's Task Force. ■

## 10 WAYS DOL FAILED ON OVERTIME

By David French/NRF

**W**HEN PRESIDENT  
OBAMA  
ORDERED THE  
DEPARTMENT

of Labor to update federal overtime rules two years ago, he asked that the

agency "modernize and streamline" the regulations. Instead, the DOL has turned the rules upside down – from a well-established way of ensuring that workers

are fairly paid for their time to a controversial one-size-fits-all federal mandate many workers it is supposed to help don't want, that will block upward career

mobility, and that will cost businesses millions of dollars in administrative costs while giving few workers an actual increase

Continued on page 8



# Nevada Notes

## **PARTNERSHIP CARSON CITY PRESCRIPTION DRUG ROUNDUP COLLECTS 194 POUNDS**

Partnership Carson City's Prescription Drug Round Up on Saturday, April 30th, collected 194 pounds of medications, and 73 pounds of needles. This event is was made possible by the support of the Drug Enforcement Agency, Carson City Sheriff's Office, both Save Marts and Smiths stores, and the Carson City Elks Lodge #2177. The next Round Up will be in October 2016. For information on safe home disposal of medications, call Partnership Carson City at **775-841-4730**.

*Nevada Appeal*

## **PONDERING FUTURE OF STORES IN ONLINE AGE**

What's the future of the physical store? That was one of the big topics of a three-day conference called Shoptalk, which attracted more than 3,000 people from a broad spectrum of the retail world, including stores, suppliers and venture capitalists. They included executives from traditional retailers like Wal-Mart Stores Inc. and ecommerce upstarts that are disrupting the industry. They came together this week as the health of the retail sector and the future of shopping is under the spotlight amid a slew of quarterly sales drops. The

soft patch goes beyond the unseasonably cool weather. Many stores have been overhauling their businesses as they aim to cater to shoppers increasingly buying more online or heading more often to off-price stores to get deals. But the changing behavior could be accelerating, forcing those who don't change fast enough to be left in the dust. One attendee observed that all companies will be Internet companies, or they won't be companies at all.

*LVRJ*

## **OUTLETS AT SPARKS SELLS 18% OF ONSITE PARCELS TO FIRM**

The Outlets at Sparks confirmed that it has sold some of its properties onsite to a California retail company. The sale of what Outlets owner RED Development calls the "power center portion" of the property will not impact operations at the remaining pieces, which will see business as usual.

The transaction is part of plans to continue enhancing the core outlet at the center of the property.

The sale of parts of the Outlets to Solana Beach, Calif.-based retail company Gerrity Group for \$29.8 million was first reported by REReno. It includes the Best Buy location as well as some vacant parcels. Recently, plans to add a Walmart to the property fell through because

of an exclusive agreement with Target preventing the addition of new pharmacy services by a competing store.

*RGJ*

## **TRENDING HARDWARE SNAGS SPOTLIGHT AT NATIONAL HARDWARE SHOW IN LAS VEGAS**

Summer's almost here, and the livin' might be made a little easier with the Coolest Cooler. And the Spin Chill. Or perhaps the Burnie Grill.

Exhibitors showcased these products and countless others at the 2016 National Hardware Show held at the Las Vegas Convention Center.

While show officials did not yet have an exact number of attendees, they said they were up in all product categories from last year's show, which attracted about 30,000 industry professionals. The convention is closed to the public.

Entertaining friends and family on your porch patio with burgers and s'mores would be made much easier with the Burnie Grill — a wood-burning grill made of 100 percent, all-natural alder wood.

The product checks the box not only for outdoor living, but also, all-natural and eco-friendly — another trend that has emerged.

The Burnie Grill was recognized at this year's show as one of the top 35 products by the Retailer's Choice Awards Ceremony. A medium

grill costs \$12.95, and the large grill costs \$14.95.

And while you're engaging in this enjoyable summer fun, Bug Protector, an all-natural bug repellent — another top product — can keep the mosquitoes away.

The product is specially formulated with lemongrass, geranium, peppermint and cinnamon essential oils to offer safe insect protection for the family.

The Coolest Cooler, which is currently on sale for \$399.99, includes everything a person needs for fishing, a beach trip or a football game. It boasts a high performance blender; an outdoor Bluetooth speaker; a USB charger; an LED light; a cutting board; reusable plastic plates that double as flying disks; a sharp ceramic knife; and a bottle opener.

It remains the second-largest Kickstarter campaign, raising \$13.2 million over a two-month period in summer 2014.

Looking for another product to keep your beverages cool?

The Spin Chill uses forced convection to chill a beer or a can of pop in about 60 seconds. A bottle of wine takes about five minutes.

Both products were named winners in the Retailer's Choice Awards Ceremony.

*LVRJ*

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# National Notes

## CONSUMERS BUILD CONFIDENCE BY SAVING TAX REFUNDS

Planning for the future is top of mind for Americans this year, with more consumers than ever putting their tax refunds into savings. According to the National Retail Federation's annual Tax Returns Survey conducted by Prosper Insights and Analytics, 49.2 percent of those expecting a refund plan to save the money rather than spending it right away, the highest percentage in the survey's history. Nearly two-thirds (65.5 percent) of those surveyed expect a refund.

NRF President and CEO Matthew Shay said, "Americans this year see refund season as a time to improve their financial health by using their refunds to get ahead on savings goals and plan for bigger purchases in the future. Money saved is money waiting to be spent."

Consumers know just what they want to do with their refunds this year: In addition to savings, 34.9 percent plan to pay down debt and 22.4 percent will use the refunds for everyday expenses. While 11.4 percent plan to book a vacation, 9.2 percent plan to spend on major purchases like a television or car. Splurges are still in the cards for some, with 8.3 percent planning to indulge on a purchase like a salon or spa service or an elaborate night out.

According to the survey, more young adults than ever – 57.3 percent of 18-to-24 year-olds – plan to save their refunds, and 27.4 percent will use it for groceries, gas and other everyday purchases. But plenty of young consumers will have some fun with their refunds: 12.6 percent will spend it on vacations and 13.4 percent will splurge. More than half (52.3 percent) of those ages 25-34 plan to tuck their refunds into savings and 45 percent will use it to pay down debt.

The poll of consumers was conducted February 2-9 and has a margin of error of plus-or-minus 1.2 percentage points. [www.ProspersDiscovery.com](http://www.ProspersDiscovery.com)

*NRF Press Release*

## U.S. SPENDS MORE ON MENTAL DISORDERS THAN ANY OTHER CONDITION

The policy journal, Health Affairs, published a top-10 list based on federal data that helps explain where hundreds of billions of health-care dollars are spent by medical condition in the United States. The list holds some surprises—and signals some of the challenges ahead as this country continues to age. The U.S. spent an estimated \$201 billion on mental disorders in 2013, heart conditions trailed in second place with \$147 billion, followed by trauma at \$143 billion.

*The Washington Post  
NACDS Blog*

## RETAIL SALES POST BIGGEST JUMP IN A YEAR

Sales at retailers jumped in April by the most in a year, indicating consumer spending will help the U.S. economy recover from an early-year slowdown.

Purchases climbed 1.3 percent in April, the biggest gain since March 2015, after a 0.3 percent drop the prior month that was smaller than previously reported, Commerce Department figures showed. The median forecast of 82 economists surveyed by Bloomberg called for a 0.8 percent gain.

Healthier household finances, reflecting reduced borrowing and increased savings, mean consumers have the wherewithal to boost spending even as gasoline prices rise and job growth moderates. That can help shore up profits at retailers after a disappointing start to 2016.

Core sales, the figures that are used to calculate gross domestic product and which exclude such categories as autos, gasoline stations and building materials, advanced 0.9 percent last month, the most since March 2014, after a revised 0.2 percent increase in March that was larger than previously reported.

Retail sales excluding autos rose 0.8 percent in April, also more than projected by economists surveyed by Bloomberg.

Employers in April added

the fewest workers to payrolls in seven months, while the unemployment rate held at 5 percent. At the same time, average hourly earnings climbed 0.3 percent from the prior month after a 0.2 percent advance. Worker pay rose 2.5 percent over the 12 months ended in April after a 2.3 percent gain a month earlier.

The dimmer projections from stores are a lingering sign of weak mall traffic and increased competition from within and outside the department-store category.

*Bloomberg*

## BABY LULL PROMISES GROWING PAINS FOR ECONOMY

The U.S. is experiencing a baby lull that looks set to last for years, a shift demographers say will likely ripple through the U.S. economy and have an impact on everything from maternity wards to federal social programs.

U.S. births have edged up modestly since 2013, a trend likely to continue when last year's official federal figures are scheduled to come out in June. That has stemmed a sharp drop in child bearing that started with the onset of the recession in 2007.

But behind that sliver of good news are more-worrisome signs that the U.S. may not soon return to its pre-recession average of

*Continued on page 11*



## DOL *Continued from page 5*

in take-home pay.

Obama said he wanted to help people who “just want a chance to get ahead.” Instead, the new regulations will almost certainly hold back more workers than they will help.

So what went wrong? In short, DOL failed in its mission to “modernize and streamline.” Here are a few of the ways it failed:

### **DOL Failed to Acknowledge Reality:**

Under current regulations, most workers making up to \$455 a week (\$23,660 a year) automatically receive overtime when working more than 40 hours a week. Rather than raising the level by a responsible amount, DOL has more than doubled the threshold to \$47,467 beginning later this year, with an update every three years. That level and the fuzzy math used to get there are a bad deal for retailers and retail employees alike.

### **DOL Failed at Math:**

Bad math equals bad regulations—DOL has exaggerated the benefits and woefully underestimated the sweeping negatives associated with the new rules. According to the Obama Administration’s own Small Business

Administration, DOL’s impact analysis was deficient, lacking in transparency and based on hypothetical data. The Florida Department of Economic Opportunity also hammered DOL’s economy-wide cost estimate of \$2 billion per year, saying the cost to Florida businesses alone would be \$1.7 billion per year, a whopping 80 percent of DOL’s overall number. Yet another estimate pegged the nationwide cost at \$37 billion in the first year. And an analysis by NRF finds the real cost just to read and understand the rules is more than \$5 billion rather than the \$255 million estimated by DOL. The math simply doesn’t add up.

### **DOL Failed to Understand Real World Impacts:**

An increase in overtime eligibility does not mean an increase in overtime pay. It’s a career and morale killer. Retailers surveyed indicate half of their current salaried workforce will be reclassified as hourly a result of these rules and uniformly agreed that reclassifying career professionals will damage employee morale. The rules amount to a bait and switch—an empty promise of higher wages

for millions of demotions.

### **RETAIL POSITIONS IMPACTED BY OVERTIME RULES**

NRF asked retailers what’s really going to happen, and they told us that jobs of all types will be impacted. Some retailers aren’t going to re-classify jobs just by salary, but by entire title categories. That means a buyer in New York City making \$60,000 a year and a buyer in Biloxi, Miss., making \$40,000 a year will both become hourly employees. See more insights from NRF’s membership survey on how overtime rules will impact retail companies.

### **DOL Failed to Consider Regional Differences:**

A study by Oxford Economics found that the DOL proposal would result in far more workers than intended coming under overtime in rural and low-income areas. Based on last year’s original proposal of \$50,440 a year, a total of 18 states, most of them in the south, would see a disproportionate impact.

### **DOL Failed to Give Employers and the Public Enough Time:**

After releasing its proposal last July—the most sweeping change to overtime rules in a decade—DOL gave the public only 60 days to file

comments.

### **DOL Failed to Give an Extension:**

After many of those responding to the proposal said they needed more time, including 140 non-profits that asked for extensions, DOL refused.

### **DOL Failed to Listen:**

Of the nearly 300,000 comments filed in response to the proposal, thousands came from business that said overtime expansion simply would not work. In addition, local governments, non-profits and universities showed that many important public services would be limited or shut down.

### **DOL Failed to Take Enough Time:**

DOL and the Office of Management and Budget held meetings with a number of groups that opposed the proposal, but still didn’t listen. The most recent was held last Thursday, less than a week before the final regulations were released. That speaks for itself as to how much consideration was given to presentations made in those meetings.

### **DOL Failed to Acknowledge Studies and Surveys:**

A survey conducted by research firm GfK found a

*Continued on page 9*



# 5 MORE WAYS TO GET CUSTOMERS

By Barbara Wold, International Speaker, Author and Business Strategist

**WE ALL WANT MORE CUSTOMERS. IT DOESN'T**

matter who you are — the butcher, baker or candlestick maker. Getting more consumers is an all-consuming part of everything you do. Without customers you find yourself out of work gasping for air.

You wake up way too busy and wondering how all the tweeting and Facebook posting is getting you anything more than arthritis in your fingers.

**1. Qualify new customers.** Take the time to learn what you're really, really good at. And then start taking on new customers that need that value. Not only will you be happy, your clients will be ecstatic at the outrageous results you'll be getting for them.

**2. Deliver way more value than customers expect.** There is something simply magical about having your expectations blown away. It's the chocolate mint on your hotel room pillow. It's getting your Amazon.com package a day earlier than you expected. Right? It's hard to describe the delight at getting more than you paid for. Most of us are so focused on profit and loss and "what is fair" that we neglect the opportunity to create raving fans. And these raving fans are the evangelists who will get other people excited about what you do. And that excitement and loyalty isn't something that you can buy or market. It can only happen when you over-deliver on the value you promise.

**3. Treat referrals like gold.** Referrals aren't just

a name and number or email address on a piece of paper. They are the next generation of buyers for your company or business -- treat them special.

And you know what that means. That means that you build a relationship with them before pitching your merchandise. Part of that respect and relationship has to do with follow-up. Remember, these are prime opportunities, not just "leads".

**4. Be something that matters.** Have a higher calling than simply making more money and taking bigger vacations. Get obsessed with changing the world around you. Stop going through the motions of calling your products "better" and challenge your team to "be" better.

Getting rich is a state of mind. You start by

planning to enrich the lives of others.

**5. Promote Partnerships.** Today's smart businesses understand that the sharing of ideas and resources among like-minded businesses can lead to new-found success.

The opportunities for these kinds of partnerships are endless. No matter what kind of business you're in, you share customers with other businesses. Find yourself a business buddy or two and you'll pass those customers around and keep them in your local shopping district.

You can have more. You can grow your business farther and faster than you ever imagined. But it requires you to "be" a better business-person.

Are you up for that challenge? ■

## DOL Continued from page 8

majority of retail managers and assistant managers overtime expansion is supposed to help oppose the plan because of the limits it would place on career advancement. A separate study by Oxford Economics said the economy would force employers to limit hours or cut base pay in order

to make up for the added payroll costs, leaving most workers with no increase in take-home pay despite added administrative costs.

### DOL Failed to Consider Career Advancement:

NRF and others showed evidence that the proposal would be a step back that would

limit career opportunities by turning retail career professionals such as managers, accountants and buyers into rank-and-file hourly workers. DOL failed to acknowledge that careers, not time clocks, are the key to advancement.

DOL's new overtime rules are a massive failure.

They are a failure of the regulatory process. They are a failure to listen. And, most of all, they are a failure to face reality.

See more at: <https://nrf.com/news/10-ways-dol-failed-overtime#sthash.S1zgAfmU.dpuf> ■



## Important Information for SIG Members

*NRS requires all existing members of a self-insured group to be notified of all new members.  
NRNSIG new members are listed below.*

Bargain Online Shops LLC dba SouthShore Fine Linens

Clear Vision Window & Blind Cleaning Inc

Hendrix Outdoors LLC

In1Spot Lending LLC

Nevada Airline Services LLC

**NRNSIG** members who wish to register a negative vote on a new group member, please write NRNSIG at 575 S. Saliman Road, Carson City, NV 89701, indicating which member and the reason(s) for the negative vote.



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# NEVADA NOTES *Continued from page 6*

## PLANS CALL FOR APARTMENTS, RETAIL IN DOWNTOWN LAS VEGAS

Officials with Downtown Project are calling their newest venture a "first-of-its kind" in the emerging Fremont East area.

The Wolff Co. and 901 Fremont, LLC, an affiliate of Downtown Project, introduced, a mixed-use, multifamily residential project at the intersection of Fremont and Ninth streets.

The podium-style building, which will include 231 units, as well as 15,000 square feet of retail space, is also slightly different from other residential buildings in the area in terms of size and price.

The property, which is about two blocks east of Container Park, will feature one-, two- and three-bedroom apartments, with finishes including quartz countertops, under-mounted sinks, custom tile backsplashes and stainless steel appliances. Prices for the units are not yet available. Potential retail tenants are already showing interest in the 15,000 square feet of retail space. *LVRJ*

## ALLEGED RENO 'PILL MILL' SHINES LIGHT ON COMMUNITY DRUG PROBLEM

*SIGNS OF POSSIBLE DRUG ABUSE AND WITHDRAWAL INCLUDE:*

Restlessness, agitation, sudden change in behavior; poor judgment, confusion and memory problems; and nausea, vomiting, sweating, dry mouth and seizures.

Addiction does not discriminate. It grabs a hold and tightens, oftentimes prompting even the most reasonable-seeming people to do unreasonable things to feed it.

The recent arrests of nine people accused of operating a "pill mill" out of a Reno car dealership illustrates that prescription drug abuse is a serious problem that affects people from all walks of life. Nationally, more than 165,000 people died from overdoses

related to opioid pain medication between 1999 and 2014, the latest figures released by the Center for Disease Control.

Nevada is not immune, and neither is its capital city. Partnership Carson City holds a twice-a-year prescription drug and needle roundup that allows people to safely dispose of prescription medication that they either no longer need or that has expired.

*Nevada Appeal*

**REMINDER:  
Father's Day  
is  
June 19th**

# NATIONAL NOTES *Continued from page 7*

about two babies for every adult woman.

Some demographers have pared their forecasts for future births because an expected post-recession baby boom has been smaller than anticipated.

The leveling-off in births is weighing on sales at children's stores, prompting hospitals to rework their birth wards and putting pressure on builders of single-family homes, executives and economists say.

An ideal birth rate is around 2.1 babies per woman, demographers say, since that's the rate that's needed to replace the current levels of population. America, at

1.9, remains in far better shape than most of Europe and parts of Asia, where the total fertility rate dips as low as 1.44 in Germany and 1.49 in Italy, said a demographer at the Population Reference Bureau, a nonprofit research organization in Washington. *WSJ*

## IN SOUTH DAKOTA, A TEST CASE FOR ONLINE SALES TAXES

In a lawsuit that could have taxing consequences nationwide, online retailers are suing South Dakota for trying to collect a sales tax from them. If the suit makes it to the U.S. Supreme Court -- as many believe it will --

governments would finally get an answer to their long-awaited question of whether they can collect a sales tax from online purchases.

South Dakota lawmakers essentially provoked the suit by passing a law they knew would be challenged by retailers. The law allows the state to collect a sales tax on Internet purchases from remote retailers who have a so-called "economic presence" in the state. Retailers had to start complying with the law by May 1. It challenges a 1992 Supreme Court case that ruled states can only tax retailers who have a physical presence there.

South Dakota may not

be the only state that sees litigation on this issue. Putting the issue of taxing online sales before the courts is part of a new coordinated effort by state legislators across the country. All told, 34 bills in 22 states have been introduced this year that would let states collect sales taxes from remote retailers, according to the National Conference of State Legislatures (NCSL). About a half-dozen of those bills have moved forward in some fashion.

By some estimates, states are collectively missing out on more than \$23 billion annually in potential online sales tax revenue.

*Governing Magazine*



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# NRF CALLS PROPOSED DOUBLING OF OVERTIME THRESHOLD “UNWORKABLE”

**T**HE NATIONAL RETAIL FEDERATION ASKED THE Senate Small Business and Entrepreneurship Committee to take action to prevent the Labor Department’s (DOL) proposed changes to federal overtime rules from taking effect.

“Under this administration, employers have witnessed a deluge of labor regulations that have had real consequences on economic growth and job creation,” NRF Senior Vice President for Government Relations David French wrote in a letter to the

committee.  
 “The pending changes are clearly excessive and will have sweeping negative consequences for employees,” French said.

“The Department’s one-size-fits-all rule will curtail career advancement opportunities, diminish workplace flexibility, damage employee morale and lead to a more hierarchical workplace.

Many employees who currently enjoy the benefits associated with salaried, exempt status may be forced to take a step back in their careers when they are converted to hourly, non-exempt

status as a direct result of this rule.”

French said DOL’s proposal to raise the wage level under which most workers automatically receive overtime to \$50,440 a year—more than double the current \$23,660—“is artificially high and breaks sharply with DOL’s recent precedents in setting the salary level.” A \$47,000 level reportedly being considered by DOL as an alternative is “equally unworkable.”

“Throughout the rulemaking process, NRF and others have expressed significant concerns with

DOL’s failure to consider regional differences in costs of living and the lack of transparency in the agency’s impact analyses,” French said, noting that the Obama administration’s own Small Business Administration has criticized DOL for conducting “deficient” analysis and using “unsound” data.

“Despite stakeholders’ widespread opposition to the rule and a record number of meetings with administration officials, it is clear DOL is not willing to reconsider the rule in any meaningful way absent congressional action.” ■