

NEVADA EXPECTED TO ADD UP TO 5,400 RETAIL JOBS THIS HOLIDAY SEASON

By Bryan Wachter

AS THE 2017 HOLIDAY SEASON NEARS, RETAILERS NATIONWIDE

and in Nevada are staffing-up and preparing stores for the most significant shopping period of the year. Hopes are running high for a successful shopping season that could prove even stronger than last year. Despite recent store closures, industry-wide price cuts on merchandise and the ongoing industry shift from brick-and-mortar retail locations to robust online presences, career transitions firm Challenger Gray & Christmas notes that retailers are signaling that there could be a high demand for seasonal jobs.

The Retail Association of Nevada (RAN) projects that storefronts and fulfillment warehouses will hire approximately 5,400 workers this holiday season. Seasonal hires throughout the remainder of 2017 should bolster employment within Nevada's retail trade sector, which over the past 12 months has added 1,600 permanent jobs, a 1.1 percent increase from one year ago.

E-commerce trends within the retail sector have increased demand for less traditional, in-

store positions this holiday season in favor of more warehouse and delivery personnel, and even at-home customer service agents.

Yet, the demand for seasonal workers in traditional retail stores remains high.

Across the United States, major retailers such as Macy's and Target account for nearly half of all seasonal jobs created. Similar to previous years, many new staffers will work exclusively in-store, while an increasing number of positions are being dedicated to fulfilling online shopping orders.

Specifically, Macy's will hire 80,000 workers this holiday season, with about 19,000 assigned to company fulfillment and call center roles. Target has announced plans to hire 100,000 seasonal workers, up from 70,000 last year, while Kohl's and JC Penney said they would hire 69,000 and 40,000, respectively, which are at or near seasonal hiring levels from a year ago.

Walmart, the nation's largest retailer, announced it will not add temporary holiday staff and instead offer more hours to current employees.

Online commerce leader Amazon plans to hire 120,000 seasonal employees to fill orders

this holiday season, which is the same number it hired in 2016. Delivery companies UPS and FedEx are expected to hire 95,000 and 50,000 seasonal workers this year, respectively, the same as last year.

Nevada's retail sector enters the holiday season on a strong upward trend. Statewide taxable retail sales reached a record high of \$56.8 billion for the 12 months through July 2017, up 7.3 percent from the previous year. Historically, taxable sales during the October-to-December holiday season have accounted for more than one-quarter of all sales in the state during the year. ■

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KUDOS TO THE LAS VEGAS CHAMBER METRO CHAMBER OF COMMERCE

By Mary Lau, RAN CEO

MANY OF US HAVE TAKEN VARIOUS

“storm the hill” trips and always enjoyed representing our industries before our congressional delegation. RAN is a statewide organization and we have strong ties to the Las Vegas Metro Chamber of Commerce. You can say we have ties to all Nevada’s chambers of commerce.

RAN is part of a solid business coalition that meets weekly during legislative sessions and continues to meet often during the interim. Our philosophy has always been, “if you want to protect your business in politics you should belong to your appropriate trade association, your chamber of commerce and the Nevada Taxpayers Association”.

In keeping with that mantra and relationship, Bryan Wachter and I were privileged to be invited to attend the Las Vegas Metro Chamber of Commerce annual Washington, D.C. trip, which was held September 25-29, 2017. The Metro Chamber has reached out to their various collation partners and had a record-

breaking attendance of 103 business representatives and local government officials. Several congressional representatives commented on this as being the largest state representation ever.

Working closely with the Metro Chamber was the Porter Group as well as our own National Retail Federation. Side note, the National Retail Federation’s (NRF) D.C. offices are amazing and, moment of pride coming, Laura Lilly from NRF did an amazing job presenting on her view of what’s happening on the hill and where we stand in the mix.

The Chamber presented a spectacular agenda for this event. They started out with a big bang and hosted a full gala, black tie requested, event at the Metropolitan Club. Then the attendees met the following morning at the same location, and starting after breakfast there were continuous presentations and discussions followed by lunch with presentations restarting until adjournment at 4:00 p.m.

In the evening we were hosted to a reception, which was attended by members of congress and held at the

Porter Townhouse.

Wednesday was hosted at NRF’s offices and presentations started again at 10:30 a.m. and ending at 2:30 pm. Topics were varied on both days and included tax reform, healthcare, cyber security, federal level gaming, energy, Yucca Mountain, federal employer regulations among other pertinent topics. The evening included a “Nevada Lights Up the Capitol” reception – get ready for it – The Porter Group and Metro Chamber recreated a gaming floor and convention show in the Rayburn House Office Building near the Capitol.

It was so well received that even Nevada’s casino execs were impressed. RAN’s Senior Vice President Bryan Wachter, took it upon himself to give RAN’s CEO her first and only tutoring on how to play craps (no money of course)*.

The final day was the piece de resistance — we met with all the members of the Nevada Congressional Delegation starting with Mark Amodei NV-2 in the Gold Room of the Rayburn House Office Building as well as other congressmen,



Mary Lau

such as John Shimkus, IL 15, Rob Bishop, UT-1, Mike Britt, U.S. Department of Transportation, and ending with Kiel Weaver, Office of Speaker Paul Ryan. Following these discussions, the event ended with a farewell reception on the Potomac River.

As I said earlier, this was one of the best events of this type, organized by both The Metro Chamber and the Porter Group and just have to say that Paul Moradkhan and his staff was spectacular and Kristen McMillen, President/CEO ----- you rock! ■

**(NOTE: I understand I was a hit – I rolled the dice for 15-20 minutes and kept giving chips to the betters, who groaned when I got bored and passed the dice.)*



ADDRESSING THE OPIATE CRISIS IN NEVADA

By Liz MacMenamin

O N SEPTEMBER 25, 2017, GOVERNOR SANDOVAL

reconvened the Governor's Opioid Action Accountability Task Force. This task force membership is comprised of public health officials and the regulatory boards that oversee the health care industry. Governor Sandoval has been very aggressive in seeking solutions to this tragic problem.

Nevada has taken major steps forward and the governor has been instrumental in pushing forth changes in Nevada.

This past legislative session the governor sponsored Assembly bill 474 that made many changes to the law regarding prescribing a controlled substance in Nevada.

As explained in the

October issue of Nevada News, this legislation addressed six different provisions of prescribing. Following is more detailed information. The complete guideline to these changes can be found on the Board of Pharmacy website at http://bop.nv.gov/resources/ALL/Information_Regarding_AB_474/.

They have written a white paper that gives thorough guidance to prescribers and pharmacies.

SOME OF THE CHANGES THAT WILL BE EXPLAINED IN THE WHITE PAPER ARE:

- New changes to what a written prescription must contain:
- A patient's date of birth;
- ICD-10 (International

Classification of Disease 10th Revision) diagnosis code for the disease that is being treated for a controlled substance;

● The fewest number of days necessary to consume the quantity of the drug dispensed to the patient; and

● Practitioners' Drug Enforcement Administration (DEA) number.

FACTORS TO CONSIDER BEFORE WRITING A PRESCRIPTION FOR CONTROLLED SUBSTANCES:

● Determine if patient is using the prescription as prescribed or is diverting the drug;

● Is the patient using other drugs; Information obtained on the Prescription Monitoring report;

● Is the patient misusing or addicted to any drug;

● And other evidence of problems (please see complete list on White Paper).

BEFORE WRITING AN INITIAL PRESCRIPTION:

- Practitioner

must have bona fide relationship with patient;

● Establish preliminary diagnosis and treatment plan; and

● Obtain and review a Prescription Monitoring report on patient (please see complete list on White Paper).

● Must perform a patient risk assessment.

● Must obtain written informed consent.

● New limitations on amounts that can be prescribes.

All prescribers should obtain this white paper for their practices. However, all practitioners will still have the authority to exercise their professional judgments on treating patients.

Chief Medical Officer of Nevada Dr. John DiMuro made this clear at the Task Force meeting. He stated that the new laws are not intended to "handcuff" providers threatening their patients. This new law will take effect on January 1, 2018.

If you have any questions, please contact Liz MacMenamin at

rannv.org or 775-720-2528. ■





CVS HEALTH ANNOUNCES NEW OPIOID INITIATIVES

By Liz MacMenamin

CVS ANNOUNCED NEW INITIATIVES

in their commitment to fight the opioid abuse epidemic. They have developed new criteria regarding safe drug disposal, utilization of pain medications and funding for treatment and recovery programs.

The key components of the new approach will include:

- Expanding our drug disposal collection program, with the addition of kiosks at 750 CVS retail pharmacies nationwide, adding to the more than 800 units previously donated to law enforcement;
- Strengthening counseling for patients filling an opioid prescription;
- Enhancing utilization

management through our pharmacy benefit manager, CVS Caremark, to encourage clinically appropriate use, consistent with CDC guidelines, including:

- A seven-day limit on the supply

of opioids dispensed for certain acute prescriptions for patients who are new to therapy,

- A daily dosage limit of opioids dispensed based on the strength of the opioid, and
- Use of immediate-release formulations of opioids before extended-release opioids are dispensed.
- Investing \$2 million from the CVS Health Foundation to support federally-qualified community health centers

delivering medication-assisted treatment and other recovery services; and

- Expanding the reach of our opioid abuse prevention education program, Pharmacists Teach, to parents. To date, the

program has reached more than 295,000 teens.

“Without a doubt, addressing our nation’s opioid crisis calls for a multipronged effort involving many health care stakeholders,” stated Larry J. Merlo, President and CEO, CVS Health, “from doctors, dentists and pharmaceutical companies to pharmacies and government officials.”

The company will be expanding its Medication Disposal for Safer Communities

Program to a total of 1,550 kiosks, including 750 additional disposal units in the CVS Pharmacy across the country. This fall they will begin in states along the east coast.

CVS has also been instrumental in expanding access to the opioid overdose antagonist,

Naloxone

This drug is instrumental in reversing the effects of the opiate and presenting an opportunity to access emergency medical help and is shown to save lives. They have also been advocates of the Prescription Monitoring Systems across the United States. This system is a tool that enables a prescriber and the pharmacies to address and prevent abuse of these drugs. ■





THANKSGIVING SHOPPING NOTES

THE NRF 2017 HOLIDAY PLANNING PLAYBOOK

is retail's guide for understanding the key lessons from the 2016 season and how the consumer's ever-evolving path to purchase will impact the upcoming holiday season.

To help retailers prepare for the 2017 holidays, NRF surveyed over 2,000 holiday shoppers to understand their experiences and behavior during the 2016 season and what they expect from retailers moving forward. Along with data highlighting consumer expectations, the report provides suggestions for retailers to consider when planning for the season.

SURVEY HIGHLIGHTS

Get on the list: Only a quarter of respondents said they used online wish lists and registries from retailers in 2016, but more than six in 10 would like to use more online wish lists in the future.

Know that consumers have the holidays in mind long before the first snow: The holiday season starts ahead of Black Friday, with more than

half of holiday shoppers starting to research and plan their gifts in October or earlier — before they start committing to actual purchases.

Understand how to save the sale: Consumers may be entering the holidays armed with more information but that doesn't mean their minds are completely made up. Nine in 10 holiday shoppers said something convinced them to make a purchase they may have been hesitant about; more than half purchased an item that was recommended to them by the retailer online.

FROM OTHERS: 62 MORE MALLS WON'T BE OPEN ON THANKSGIVING

Tide may be turning on early holiday shopping trend.

Bargain hunters looking to blow off Thanksgiving for pre-Black Friday deals are going to have a harder time this year.

CBL Properties has announced none of its 62 malls around the country will be open on Turkey Day 2017. The announcement follows similar decisions by many retailers.

Black Friday began



bleeding into Thanksgiving in 2010, when Sears opened on Thanksgiving.

Other retailers followed suit in the years to come (Target joined the trend in 2012. Wal-Mart has been open for Thanksgiving shoppers for 30 years.) That never set well with many consumers, though. And chains and malls have recently begun rethinking the practice.

LVBP

MACY'S TO OPEN ITS DOORS EARLY ON THANKSGIVING

Macy's opened for the first time on Thanksgiving in 2013, at 8 p.m.

Last year, Macy's opened its doors on Turkey Day as early as 5 p.m., and it's planning to do the same in 2017.

A spokesperson confirmed Macy's will be

staffed with volunteers who will be paid overtime.

Recently, mall owner CBL Properties announced it would again keep more than 60 of its malls and open-air centers dark on Thanksgiving, sticking with a decision the landlord made two years ago.

A department store chain like Macy's, though, which typically has an exterior-facing entrance on retail properties, has the option to remain open.

And that's exactly what it's doing this year.

CNBC

WHEN IS BLACK FRIDAY 2017? IT DEPENDS.

Here's when Black Friday starts -- and it's not necessarily the day after Thanksgiving.

Day-after Thanksgiving sales are as much of a

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Nevada Notes

NEVADA EMPLOYERS TO GET MAJOR BREAK ON UNEMPLOYMENT RATES

Nearly 47,000 Nevada businesses will see a major reduction in what they have to pay into the Unemployment Insurance Trust Fund next year.

That break will come in December when the Employment Security Division pays off the last of the \$592 million raised by selling bonds to pay off the federal loans Nevada had to take to get through the recession. Once those bonds are paid off, the overall rate Nevada businesses must pay for unemployment insurance will drop 63-hundredths of a percent.

While that doesn't sound like much, economist Alex Capello said it will save businessmen an average of \$192 per employee over the course of the year.

Nevada Appeal

ATTORNEY GENERAL LAXALT INVESTIGATES SHAM WEBSITES SEEKING DONATIONS TO BENEFIT VICTIMS OF LAS VEGAS SHOOTING

AG Laxalt announced that his office had been working to pursue reports of fraudulent donation sites.

Since receiving

complaints from local consumers, AG Laxalt's office successfully shut down a sham Face book page. His office is also currently pursuing other complaints against other false websites.

To best ensure your donation benefits the victims and families of the Las Vegas shooting, no matter the platform you choose to use, the Office of the Nevada Attorney General offers the following suggestions:

- Avoid any charity or fundraiser that asks for donations in cash or via wire transfer.
- Ask for detailed information about the charity, including name, address and telephone number. Then, conduct some online searches of the charity's name in combination with the words "complaint" or "scam" to learn about its reputation
- Review the charity's financial information or its Form 990. For information on the Form 990, visit the Nevada Secretary of State website
- Do not feel pressured into making an immediate donation by telephone or in person.
- Avoiding making checks payable to individuals. Also, avoid providing credit card, bank

account or social security number information over the phone.

● Be cautious of unsolicited charitable e-mails and attachments. An unsolicited e-mail is likely part of a scam, and any attachments may have a virus designed to steal financial or other personal information from your computer.

● Social media sites can also perpetuate scams. Some sites, such as GoFundMe, take affirmative steps to ensure fundraising campaigns are vetted, donations are verified and complaints can be made to protect donors.

● Be wary of sound-alike names.

Nevada consumers can file complaints regarding fraudulent charities with the Nevada Attorney General's office.

(Editor's Note: A similar warning has been issued by the AG pertaining to charitable help for those caught in the California fires.)

Press Releases

MEDEXPRESS CLINICS COMING TO FOUR AREA WALGREENS

Four Las Vegas-area Walgreens stores will get connected walk-in clinics in late November and early

December.

Walgreens and the clinic chain, MedExpress, decided to open these clinics based on need for access and the presence of stores in the area. Walgreens views these walk-in clinics as opportunities for more convenient access to health care services, he said.

The clinics will have their own entrances, lobbies and exam rooms with full medial teams, MedExpress spokeswoman Kelly Sorice said. The company has partnered with Walgreens so that customers can get X-rays, stitches and other treatments and buy pharmaceuticals and other goods all in one trip. The four Walgreens locations are:

- 1445 W. Craig Road, near the intersection of Martin Luther King Blvd., in North Las Vegas.
- 4895 Boulder Highway, near the intersection with Flamingo Road.
- 6401 W. Charleston Blvd., near the intersection with Torrey Pines Dr., in Las Vegas.
- 101 E. Lake Mead Parkway, near the intersection with Boulder Highway, in Henderson.

LVRJ

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National Notes

AMERICA'S RETAILERS HAVE A NEW TARGET CUSTOMER: THE 26-YEAR-OLD MILLENNIAL

This age bracket, bigger than any other, is pushing companies to revamp marketing and products, including a lot of remedial education

The biggest single age cohort today in the U.S. is 26-year-olds, who number 4.8 million. People 25, 27 and 24 follow close behind, in that order. Many are on the verge of life-defining moments such as choosing a career, buying a house and having children.

Companies looking to grab a piece of that business, however, have run into a problem. This generation, with its over-scheduled childhoods, tech-dependent lifestyles and delayed adulthood, is radically different from previous ones. They're so different, in fact, that companies are developing new products, overhauling marketing and launching educational programs—all with the goal of luring the archetypal 26-year-old.

Millennials as a whole are America's latest demographic bubble, overtaking the baby boom generation and, like them, transforming popular culture, retailing, media and lifestyles. They make up about 42% of all homebuyers today, and 71% of all first-time homebuyers, according

to Zillow Group. Some 86% of millennial homebuyers reported making at least one improvement to their home in the past year, more than any other generation, Zillow says.

*Note: Baby boomers are people aged 52-70 for the Labor Department and 53-72 for Zillow; Generation X are 36-51 (Labor) and 38-52 (Zillow); Millennials are 35 and younger (Labor) and 18-37 (Zillow). *Average annual spending for each household member Wall Street Journal (WSJ)*

MILLENNIALS WILL HIT THE STORES THIS HOLIDAY SEASON

Ninety-two percent of Millennials plan to spend money in a physical store this holiday season, according to the International Council of Shopping Centers. The Council forecast a 3.8% year-over-year growth rate for retail stores for the holiday season in 2017.

Additionally, Millennial-age consumers (71%) are more likely to visit multiple stores in search of deals when compared to baby boomers (57%), according to a report from First Insight.

RetailDIVE

WALMART AIMS FOR 35-SECOND ONLINE PURCHASE RETURNS

Walmart has announced a new way of handling in-store returns of online purchases that it claims could shrink

the processing time to 35 seconds.

Starting this month, customers will be able to begin a return process on Walmart's app before bringing the item in question to any of its 4,700 stores.

At the store, customers then scan a barcode with a smart phone and hand off the returned items at a dedicated express lane at the customer service desk, in what a Walmart executive said could take barely more than half a minute, far less than the few it takes now. It would also speed up the time it takes for a customer to get a refund.

The program, called Mobile Express Returns, will handle items sold and shipped by **Walmart.com** (only) and is set to launch in November. The express lanes already exist, having been put in place earlier this year to speed up service for its pharmacy (prescription drugs) and money service customers.

Walmart plans to add items bought in store to the service early next year.

Fortune

RETAILERS SAY U.S. 'MUST COMPETE' ON CORPORATE TAX RATE

The National Retail Federation (NRF) told Congress that lawmakers need to lower the nation's corporate tax rate in order to remain competitive in the global economy and to keep

high taxes from hampering job creation.

"The U.S. economy cannot thrive when we have the highest corporate tax rate in the industrialized world," NRF Senior Vice President for Government Relations David French said.

"Americans cannot sit by any longer and watch other nations continue to reduce corporate tax rates and attract our businesses and jobs. We must compete for this investment in our country and our workers."

French noted that the U.S. corporate tax rate of 35 percent is the highest in the industrialized world, and that U.S. companies pay almost 39 percent when state corporate taxes are included.

By contrast, the average rate for Organization for Economic Cooperation and Development nations is 24.7 percent, and several countries have already passed laws that will lower their rates over the next few years. Retailers benefit from few of the deductions and tax credits that lower tax bills for other industries, and pay at or close to the full 35 percent.

French cited a recent NRF analysis that shows that the average employee of a U.S. "C" corporation is paid \$4,690 less per year because of high corporate taxes. The analysis shows that reducing the corporate tax rate to 20 percent could result in

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SELLING HAPPINESS

By James Larsen

jameslarsen@businesspsych.org



“YOU MADE A GOOD CHOICE. I’M SURE

you’ll be happy with your purchase.”

How many times have you said those words while wrapping up a sale in your business? Happiness, as an outcome of purchasing our products and services, strikes at the heart of why we’re in business in the first place. The alternatives are unhappiness and indifference, and those are not good for business.

We think through the needs our products and services deliver and how they deliver happiness. We consider buying motives — the reasons people have for buying from us.

Buying motives reflect physical needs we all share in our pursuit of a full and satisfying life: food because we’re hungry, shelter for protection, clothing for warmth, and transportation to get to work. Buying motives also reflect psychological needs that make us more comfortable and satisfy our desires: food for pleasure, shelter to display wealth and gain standing, clothing to create and express personal identity and to attract romantic partners, and transportation for

convenience, to gain status, for self-identity, and for pleasure and recreation.

Have we overlooked something? Maria Saaksjarvi from Delft University of Technology thinks we have.

Professor Saaksjarvi is interested in happiness and noticed that the things we buy for happiness often turn out to make us unhappy. They don’t last. The Mac-mansion we bought when kids filled the house becomes a burden when they’ve all left the nest, and we find the only times we’re going into many rooms is just to clean them. The sports car that used to be so much fun to drive rides so low to the ground that it’s difficult to get into and out of.

Most days it sits unused, taking up space in the garage. Saaksjarvi thinks this reveals a weakness in our assessments of the buying motives of our customers. In her most recent work, she reexamines our thinking on the topic.

We have divided buying motives into two groups, physical and psychological. What if we divided them into self-focused and other-focused? Looking again at the list above, it’s easy

to see that they mostly fall into the self-focused category.

Saaksjarvi recognized the importance of a sense of belonging to a group, and she thinks one key to long-term happiness lies in addressing this need and providing ways to strengthen people in their efforts to fulfill it, especially products and services that draw us to others and strengthen social bonds.

She devised an experiment that allowed her to compare the contribution of specific other-focused and self-focused happiness activities. One hundred young adults spent six weeks working with her. They were instructed to try the activities to increase the happiness they felt in their lives.

Saaksjarvi found that both self-focused and other-focused activities improved feelings of happiness, but other-focused activities had a stronger and more long-lasting impact.

We’ve got work to do. Go back to your products and services and the self-focused buying motives that have anchored your

marketing efforts, and think of other-focused, belonging-enhancing buying motives. These other-focused buying motives can join the self-focused buying motives you already use and give you a fuller, richer set of reasons to purchase your products and services.

Beer and pizza businesses already do this by picturing their products being used in social settings. The buying motive is the feeling of belonging in these attractive groups of people.

We are social animals. We’re comfortable working and living and playing in groups. We get lonely. We want a sense of belonging - of being a valued member of a group. How can your products and services help? Answer this question and you’ll have a new set of good reasons to buy your products and services and a new way to help people be happy with their purchases. It is, after all, why we’re in business. ■

Reference: www.businesspsych.org



NATIONAL NOTES *Continued from page 7*

higher wages or the creation of between 500,000 and 1.5 million new jobs.

NRF Press Release

PREPARE YOUR BUSINESS FOR HOLIDAY SUCCESS

As the busy holiday season approaches, you'll want to make sure you know exactly when and how your products will reach customers. Here are some resources to help you get ahead this holiday season:

- Double-check

shipping rates. FedEx will not apply any additional holiday residential surcharges. Other surcharges/fees may apply.

Visit <http://www.fedex.com/us/shipping-rates/surcharges-and-fees.html> for further information.

- Check last days to ship.

With Christmas Eve and New Year's Eve falling on Sundays, you may not have access to all FedEx® services. Make sure you know the last days to ship to have your packages arrive in time by checking these

shipping deadlines.

● Review the money-back guarantee. Check our updated terms to see how the holidays will affect the money-back guarantee.

● Stay ahead with service alerts. The holidays aren't the only factors you need to keep in mind this season. Our service alerts will allow you to quickly address issues like winter weather and other unexpected delays.

• Learn to manage holiday growth. The holiday season

is a critical time for small businesses.

Get more resources to help you manage a busy season and keep customers happy at the FedEx Small Business Center.

https://smallbusiness.fedex.com/holiday.html?cmp=EMT-1004256-3-1-200-1111000-US-US-EN-PEAKOPSEMAILSM0&ET_CID=185356&ET_RID=388449&LINK=CTA-success

FEDEX

THANKSGIVING NOTES *Continued from page 5*

tradition as carving turkey.

If you're hoping to snag steep discounts this year, mark your calendar. Black Friday isn't as straightforward as it used to be.

Black Friday used to be exclusive to the day after Thanksgiving. This year, that day occurs on Nov. 24. However, these days,

retailers start offering Black Friday-style deals early. In some cases, deals can start as early as the beginning of November.

Here's a list of retailers and what we know:

- **Best Buy: Nov. 23-24**

Best Buy has already stated that Black Friday deals will begin on Thanksgiving, although

the retailer hasn't specified a time. Expect deals to be available online and in stores.

● **Walmart: Likely Nov. 23-24** Walmart hasn't yet announced its Black Friday dates, but if the retailer follows last year's schedule, expect to find deals online starting at 12:01 a.m. and in-store

deals starting at 6 p.m. Thanksgiving Day.

● **Target: Nov. 23-24** Target has already announced that its Black Friday deals will officially begin Nov. 24, Target stores will open the evening of Thanksgiving, but it's unclear if Black Friday deals will be available early, too.

CNET



RAN joins with ribbon designer Michelle Ferrise, her husband and Ronnie's Hockey Club in a salute to shooting victim Nick Robone and all the other victims, first responders and citizens. The streets of Clark County are filled with heroes.



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.

- Cheerawit “Jim” Thongchoom dba Hunan Buffet**
- Complete Transformation**
- Fallon Bail Bonds Inc dba Aawsome Bail Bonds**
- Go Publishing LLC dba A Recycled Furniture Store**
- Griffis/Blessing Inc**
- JJ’s Sandwich Shop, LLC dba Capriotti’s**
- NR Gold LLC**
- PB Strips LLC dba Pink Box Donuts**
- Tahoe Douglas Sewer District**
- Trade Show Technical Inc dba Total Show Technology**

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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MEMBERSHIP INFORMATION: Find out more about RAN’s self insured group. Call Pro Group, **800-859-3177**,

10 ♦ or the RAN office at **775-882-1700** (toll free in Nevada 800-690-5959). Don’t forget to check out our website, **www.RANNV.org**.



NEVADA NOTES *Continued from page 6*

TARGET TO RAISE MINIMUM WAGE TO \$15 PER HOUR BY END OF 2020

Target Corp said it would increase its minimum hourly wage this year by a dollar to \$11, vowing to raise this by the end of 2020 to \$15 an hour — the so-called “living wage” labor advocates across the United States are campaigning for.

Amid increasing competition for workers in a strengthening labor market, the “Fight for Fifteen” movement — a union-led push for a \$15 minimum wage — has been gaining traction in cities across the country. The retailer, which employs more than more than 323,000 people, said the \$11 hourly wage would also apply to the more than 100,000 workers Target is hiring for the holiday season.

Last month, the company reported its first

increase in comparable sales in five quarters, raising expectations that its turnaround plans under Cornell were taking hold.

LVRJ

LAS VEGAS VALLEY GROCERS DROPPING 24-HOUR SERVICE

Without the sales volume to justify 24 hours, Smith’s has decided over the past six to eight weeks to shorten hours at four former 24-hour stores, spokeswoman Aubriana Martindale said.

Three of those stores now close at midnight. They are located at:

- 7130 N. Durango Drive
- 6855 Aliante Parkway North
- 2211 N. Rampart Blvd.

The store at 9851 W. Charleston Blvd. closes at 1 a.m.

Smith’s operates 35 stores in Clark County.

According to the

company’s website, 15 stores in the valley remain open 24 hours.

Smith’s in particular may be saving money for the two new supermarkets announced to open in the valley, said Dan Hubbard, senior retail services director with real estate firm Cushman & Wakefield.

One could assume the store changed hours at the locations that performed worst after midnight. The ones still open have the sales to justify those hours. The changing hours could also speak to greater trends. More people are interested in buying groceries online.

Earlier this year, five Walmarts announced an online ordering service, and grocery delivery service Instacart started work in the valley.

The hours shift may also speak to Las Vegas growth. The area is beyond a 24-hour gaming town, including more industries and more people who work traditional hours.

As a result, locals have become more accepting of changes that in the past would cause chaos.

LVRJ

LITTLE COMFORT IN NEW OPIOID RULES

Doctors, patients worry legitimate pain issues being overlooked Legislators, health officials and drug abuse experts

see over-prescription by medical professionals as the primary reason for the nation’s opioid epidemic. To fight back, they are pushing increased restrictions on doctors to curtail the scourge that is killing 91 Americans a day by overdoses, according to the Centers for Disease Control and Prevention.

In Nevada, state regulations allow pharmacists to deny prescriptions if they believe they are unlawful or fraudulent, could harm the patient or are not for a legitimate medical purpose, said Larry Pinson, executive secretary of the Nevada State Board of Pharmacy.

A new law, proposed by Nevada Gov. Brian Sandoval and passed unanimously by the Legislature this year as Assembly Bill 474, will go much further.

It mandates that doctors conduct mental health evaluations before prescribing painkillers to patients for the first time and limits initial prescriptions to 14 days for acute pain.

While the national opioid overdose death rate was seven per 100,000 residents in 2015, Nevada’s rate was 10.4, according to the Kaiser Family Foundation.

LVRJ

UPCOMING

Convention & Expo
January 14–16, 2018
 Jacob K. Javits Convention Center, NYC
 #NRF2018

SPEAKERS

Featuring Leaders From
 Chobani, Facebook,
 The Washington Post, Instagram



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NEVADA NEWS

Nevada News is published by the Retail Association of Nevada, a nonpartisan, nonprofit corporation founded in 1969 representing the Retail Community, the Chain Drug Council and the Grocery Industry Council.

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NRF AND UNIVERSITY OF PHOENIX ANNOUNCE 2017 "DREAM BIG" SCHOLARSHIPS

WASHINGTON: THE NATIONAL RETAIL FEDERATION

and University of Phoenix today named the Dream BIG Scholarship recipients for 2017, recognizing individuals who want to enhance their retail careers through education.

"At NRF, we put a premium on lifelong learning, and we're inspired by the number of individuals in the retail industry who are constantly looking for new

ways to improve their craft," NRF President and CEO Matthew Shay said.

"Our mission is to nurture the raw talent and determination that exists in each one of our Dream BIG Scholarship recipients by giving them the resources they need to further their education.

This opportunity for professional development is a win for scholarship recipients, their employers, the customers they serve and the retail industry at large."

"Technology and consumer demands continue to drive change within the retail industries," said Dennis Bonilla, executive dean, School of Business and College of Information Systems and Technology, University of Phoenix.

"Education is essential to helping one grow in their career in order to be prepared for and take advantage of opportunities that change may bring. University of Phoenix is proud to work

with the National Retail Federation to develop the next generation of leaders in retail by providing an industry-aligned education designed to help them succeed."

The 20 recipients are current retail employees and were selected out of hundreds of applicants from 70 retailers across the country. Each will receive a full-tuition scholarship to pursue an undergraduate or master's degree at University of Phoenix. ■