

## IT'S THE END THAT COUNTS

By Bryan Wachter

**YOU'VE PROBABLY HEARD THAT TIRED CLICHÉ**

that life isn't about the destination — it's the journey.

That may be true for life, but it's certainly not true in politics where the destination is of paramount importance. Business owners and their employees need to remember that the winners in this year's election cycle will be tasked with making decisions that can either cost business money, or can sustain an environment of growth.

Elections answer the most basic question of 'who gets to decide how much, if any, taxes I pay.' Thanks to June's primary election, we are now a step closer to answering that question.

For all of the talk and discussion centered on the Presidential and U.S. Senate races, it's easy to get distracted from the down ticket races, the races for State Senate and

State Assembly, which will have, arguably, a bigger impact on the day-to-day operations of business in Nevada.

When the dust settles on the November Election, what kind of legislature do you want to have? Keep in mind that elections are important, if for no other reason than those who win them become the policy makers.

Currently, as this publication goes to print, there are 463 BDR proposals, without details, for the public to guess at ([www.leg.state.nv.us](http://www.leg.state.nv.us)). Each of these proposals was submitted by someone who has either asked for your vote very recently, is asking for your vote now, or will ask for it in the future.

If you don't like the bills that are being drafted, your only chance to make changes to this list is to vote on November 8th for legislators who will write the laws that you hope get passed.

If as a business community we want to

have new laws that limit unelected regulatory authority, we need to elect lawmakers who will tighten the scope of the regulatory boards and commissions.

If as a business community we hope to put a stop to new taxes that will greatly inhibit the growth and development of new and existing businesses, we need to elect lawmakers who will vote "no" on creating new taxes.

If as a business community we hope to

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have any say on the bills that are drafted and ultimately passed in the next legislative session, then we must vote for those who represent our views.

RAN's legislative matrix, the scorecard for legislators who vote with business or against

business, is located at our website (**rannv.org**) and offers great insight into how our elected representatives voted, and who deserves our support.

As a business community we have the responsibility to vote, as well as to educate voters

on how lawmakers, who continuously vote against businesses, ultimately harm our ability to stay in business or to hire workers. And for someone who's out of work, that's the biggest consequence an election can have.

It is also our hope

that you encourage your employees to vote; their votes will likely determine how successful you'll be at keeping not only your businesses open, but their jobs as well. ■

## REMINDER: NEW RATING SYSTEM BEGINS IN NOVEMBER

*By Lea Tauchen*

### THE NEW FOOD ESTABLISHMENT RATING SYSTEM UNVEILED

over the summer by the Washoe County Health District, Environmental Health Services (EHS) Division, will begin in November. EHS is responsible for conducting routine inspections of all retail food establishments in Washoe County. They will now use a color coded scale, as shown, that will replace the current numerical scores.

No scores or placards will be posted at the food establishment location. However, all EHS inspection results will be available to

the public at **www.washoeeats.com**. EHS has made their new Food Establishment Field Inspection Guide and the associated Food Establishment Inspection Form available at **www.washoeeats.com** for all food establishment operators. This guide provides a reference list of key elements to ensure food safety. It explains matters related to the retail food inspections, examples of common violations, the establishment rating system, and industry terminology.

It also serves as a standardization tool among environmental health specialists while



conducting their routine inspections of retail food facilities.

If you have questions regarding the new inspection process, you may contact The Food Protection Services program at **foodsafety@washoecounty.us**.

Additionally, EHS offers free Food Safety workshops periodically throughout the year covering a variety of

topics. If you would like to be notified of workshop times and locations please visit **https://www.washoecounty.us/county\_news\_subscriptions.php** and sign up for the topic Food Safety. You may also get updates by following EHS on FaceBook at **https://www.facebook.com/wchdehs**. ■



# OPIOID ANTAGONIST— NALOXONE REPORTING

By Liz MacMenamin

## THE NEVADA LEGISLATIVE COMMISSION MET ON

September 8, 2016, and passed regulations regarding the sale of opiate antagonists in Nevada. As defined in state law, an “Opioid antagonist means any drug that binds to opioid receptors and blocks or disinhibits the effects of opioids acting on those receptors. The term includes, without limitation, naloxone hydrochloride.” In other words, it negates the effects of an opioid.

Regulations LCB File

No. R058-16 and LCB File No. R121-15 both passed and can now be implemented in Nevada pharmacies.

R058-16 was discussed at length by the legislators with regard to Section 7, the record-keeping requirement for a pharmacy selling antagonists to a family or friends of an opioid user. Legislators determined that the regulation presented went further than the law had intended and requested that portion be removed.

The Pharmacy Board Deputy Director, Dave

Wuest, agreed to bring this portion of the regulation back to the board to remove this requirement. With the agreement on the record, the Legislative Commission passed RO58-16.

The main body of the regulation, which was kept, will allow the public to obtain this medication from pharmacies that have either a protocol or prescription from a physician, or by a pharmacy’s standardized procedures that allow a registered pharmacist to furnish this medication without the prescription.

The Retail Association worked with lawmakers to ensure the passage of the regulation without the over-reaching section. Legislators recognized the importance of passing the regulation and required the Board of Pharmacy to make the changes in accordance with statute at the upcoming board meeting.

This antagonist will now be available to family members and friends for use in saving someone they know from a potential overdose of an opiate. ■

# SCAMMERS GET POLITICAL WITH SURVEY PHISHING CON

## STEER CLEAR OF POLITICAL POLLING CALLS THAT PROMISE GIFTS IN EXCHANGE FOR TAKING A VOTER SURVEY

## THE RETAIL ASSOCIATION OF NEVADA WORKS CLOSELY

with the Better Business Bureau (BBB) in Nevada. They are an excellent resource for information on marketplace scams. They offer businesses up-to-date fraud/scam alerts ([www.bbb.org/scam](http://www.bbb.org/scam)), tips on various topics such as protecting customer data or researching merchant

processing services, and toolkits designed to make challenging issues simpler such as managing security and privacy.

The BBB has provided us with the following information about a political survey phishing scam occurring during this election period.

### How the Scam Works:

You get a call from someone claiming to be

conducting a political survey. The pollster wants to ask you questions about the upcoming presidential election. In exchange for a few minutes of your time and your opinions, you will get a gift card or other reward.

It sounds easy . . . but don’t do it! After answering several legitimate-sounding survey questions, the caller typically asks you to provide your credit

card number. Allegedly, you need to pay for the shipping and taxes of the “prize” you’ve won.

Providing your credit card number and personal information to scammers opens you up to the risk of additional fraudulent charges and identity theft. Legitimate polling companies rarely offer prizes for participating in a survey,

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# KALIFANO

CRYSTALS • GEMSTONES • FOSSILS • EXOTIC BELTS

**WHERE  
CUSTOMERS  
ARE GUESTS!**

***“For four generations, since 1912, the Alexander Kalifano family has been providing incomparable collections of jewelry and home decor products.”***

**D**URING THE PERIOD OF 1890 TO 1914, America experienced a huge wave of immigration through Ellis Island. Among the many in 1912 was Alexander Kalifano, who founded the Kalifano Company headed by his grandson Alex Kalaf today. “He started out by trading tapestries, rugs, and table linens, sometimes for stones, throughout northeastern New York. He would take the train from Philadelphia up to Boston and sell there,” explained Alex Kalaf, the present head of Kalifano’s.

“Grandfather sold by car going from farm to farm and my father did the same only in the southwest. I was actually born on a Navajo reservation in New Mexico where my father was trading rugs and tapestries. He started trading them with the Native Americans for the beautiful turquoise jewelry.”

As his father’s interest in gems and semi-precious

stones increased, so did Alex’s. “I collected the semi-precious stones but also grew interested in other kinds of stones and rocks.”

Soon his father opened a retail store in Arizona and then one in Colorado. Alex grew up in the retail side of the business, which proving very successful especially in the sales of globes using granite and other rocks.

“It was in 1996 that I went to China and then saw the possibilities in manufacturing the globes with semi-precious gem stones,” said Alex.

The globes are internationally well known as are the crystals, fossils, gem stone jewelry and other items which are sold throughout the world.

The most popular outlets have been 120 cruise ships shops, jewelry stores, along with stores in casinos plus being a top



*Store front above the Venetian Casino*

vendor for the Smithsonian Museum of Natural History in Washington, D.C.

The gems used by Kalifano in their manufacturing are imported from all over the world, including Brazil, Madagascar, quartz from mining sites, Africa, other locales. After they arrive, designs are made for the jewels and other material and sent to China where another branch of the family undertakes the manufacturing of the designs. A 14,000 square foot warehouse near the railroad station on Pilot Road, is maintained for the imports and exports.

But retail, which is Alex’s first love, will soon

supplant wholesale as their main focus.

“We’re now more interested in selling directly to the public,” said Alex. “We’ve had a small shop in the basement of the Venetian and recently opened a shop here in the Grand Canal Shops in the floor above the casino at the Venetian.”

A new store is opening in the Forum Shops at Caesars Palace the end of October.

Some items are best sold directly to the public. Many people value various gemstones for their healing qualities. This is something that can best be judged by seeing and

*Continued on next page*





# KALIFANO *Continued from page 4*



Alex Kalaf

touching the stones.

A small business with 24 employees, Kalifano's is open from 9:00 a.m. to 11:00 p.m. seven days a week. Alex fills in often after other employees have left for the day. While the stores are high-end, there are quality items of all prices including belt buckles and stone

decorations. On-line shopping is also available.

In the front of the store are gorgeous crystal bracelets for \$10 each or four for \$30.00.

"The bracelets are very popular, especially for tourists to take back home," Alex said.

Having grown

up in retail, Alex has very definite ideas about customer service. Kalifano strives to ensure the quality of their customer service is as high end as the most expensive item they sell.

"To us, each customer or potential customer is a guest. We provide them with water or coffee and our sales people are there just for assistance, not to pressure anyone or rush them into a sale. Some times people look and they don't buy anything, but they may come back

in a day or two and then buy something. It might be small or it might be something worth thousands of dollars. They are all treated alike," concluded Alex Kalaf.

For more information: [www.Kalifano.com](http://www.Kalifano.com) ■



Inside Kalifano

# SCAMMERS *Continued from page 3*

and none would ask for a credit card number.

## HOW TO AVOID A CAMPAIGN CON:

This campaign season, cons abound. Watch out for scammers' most popular tricks:

### ● Donate directly to the campaign office:

Donations made over the phone can be valid, but wary donors should give to a campaign

either through the candidate's official website or at a campaign office.

● **Watch for spoofed calls:** Your Caller ID may say that someone from Washington DC is contacting you, but scammers can fake this using phone number spoofing technology.

### ● Polling companies don't offer prizes:

Just hang up on any political pollster who

claims that you can win a prize for participating in a survey.

### ● Polls won't ask for personal or banking information:

Political pollsters may ask for information about your vote or political affiliation, but they don't need your Social Security number or credit card info.

### ● Research fundraising organizations before donating:

Be especially cautious of links that come to you through email or social media, and don't click through. Instead, go directly to an organization's website by typing the URL in your browser or using a search engine.

To report a scam, go to BBB Scam Tracker at [bbb.org/scamtracker](http://bbb.org/scamtracker). ■



# Nevada Notes

## GROCER: 'IT WILL TAKE A VILLAGE' TO FIGHT HUNGER

Jake Cannon is district manager of Smith's Food & Drug, which is gearing up to introduce its Marketplace concept to Southern Nevada next year. The multi-department store will include a full grocery in addition to household items and decor, dine-in and takeout food, a drive-thru pharmacy and a cheese shop.

Hunger and homelessness are the biggest issues facing Southern Nevada, and they will take a village to make a difference. Smith's has a long-standing partnership with Three Square Food Bank and just last year donated 1.3 million pounds of food to the organization, which created more than 1 million meals at a cost of \$2.1 million.

Every day, Smith's stores donate un-saleable, yet still nutritious fresh foods such as meat, dairy and produce through the company's Perishable Donation Program. In this way, food is kept from landfills and donated to local food banks to supplement the more stable shelf items given to pantries and feeding kitchens. *VegasInc.*

## UNEMPLOYMENT INSURANCE RATES TO REMAIN SAME IN 2017

The Employment Security Council voted to recommend keeping the unemployment

insurance rate the same for calendar 2017.

The council headed by Paul Havas, voted unanimously to maintain the current 1.95 percent average rate for the more than 40,000 Nevada businesses under the system.

There was \$664 million in the trust fund; \$79 million more than was forecast a year ago and the highest trust fund balance since 2008.

The fund still needs to grow to protect the system from another major recession and would require a total trust fund balance of \$1.29 billion.

The insurance rate consists of several parts: There is the state portion that will remain 1.95 percent. On top of that, there is the 0.63 percent rate that is paying off the bonds purchased to pay the federal government back the \$800 million borrowed in the recession and a small 0.05 percent that goes to a jobs program. *Nevada Appeal*

## WINNERS: THESE FOLKS MAKE OUR COMMUNITY BETTER

Winner: Smith's raises \$475,000 for state hospitals Smith's Food & Drug Stores has raised \$475,000 during a statewide hospital fundraising campaign called "Bringing Hope and Healing to Kids," in which customers could participate by adding a small donation at the registers, joining in-store activities, or dropping coins into boxes at

check stands.

A company golf tournament with suppliers as well as associate contributions also contributed significantly to the proceeds. This year, \$400,000 was raised for children at Dignity Health-St. Rose Dominican in Southern Nevada, and \$75,000 was raised for Renown Children's Hospital in Reno. *RGJ*

## SMALL-BUSINESS EMPLOYMENT IN NEVADA REACHES RECORD HIGH

In the first quarter of 2016, small-business employment in Nevada reached an all-time high, according to the Nevada Department of Employment, Training, and Rehabilitation.

In Nevada, companies with fewer than 100 employees added 13,600 jobs year-over-year in the first quarter of 2016, according to the employment department.

In the fourth quarter of 2015, employment in small businesses fell by 6,300 due to the usual slowdown following the holiday season, the employment department reported.

Employees in small businesses totaled 591,000 as of the first three months of this year. That compares with the previous first quarter peak of 577,000 a year ago. *LVRJ*

## PARK LANE MALL SITE NOW IN NEW HANDS

Sale of the former Park Lane Mall site closed escrow

putting the 46-acre lot into the hands of Reno Land Inc.

Work to clean up the weeds and fences is already underway. Developers did not disclose the sale price for the property.

The blighted Park Lane Mall lot has been vacant since 2009, when the last retail building was bulldozed. The Century Park Lane 16 Theater is on a separate parcel owned by another company and was not included in the sale agreement.

Present plans call for probably 100,000 square feet of retail. *RGJ*

## SBA OFFERING LOANS TO RURAL BUSINESSES HURT BY THE DROUGHT

The U.S. Small Business Administration is offering Nevada small, non-farm businesses the chance to apply for loans to compensate them for economic damage from the drought.

Low-interest loans are offered through the SBA's Economic Injury Disaster Loans program that can provide up to \$2 million to help meet needs caused by the drought.

Businesses that depend on farmers and ranchers who have suffered production losses during the drought are eligible including small agricultural cooperatives, small aquaculture businesses and most nonprofit organizations.

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# National Notes

## RETAIL INDUSTRY SEES SOLID EMPLOYMENT GAINS IN SEPTEMBER

The retail industry saw an increase of 10,000 jobs in September over August, according to calculations released today by the National Retail Federation, which excludes automobile dealers, gasoline stations and restaurants. The gains came as the Labor Department announced that the U.S. economy overall gained 156,000 jobs.

NRF Chief Economist Jack Kleinhenz said "With modest gains spread across key business categories including, clothing, electronics and furniture, what we're seeing is reasonable when taking into consideration the economy is in the range of full employment."

On a three-month-average, retail jobs as calculated by NRF have increased by 11,000 positions over last year. On a year-over-year basis, retail jobs have increased by 194,000 positions.

Retail results by business lines have been uneven, and the figures jump up and down monthly. For example, the increase of 14,000 jobs in clothing in September followed a decrease of 1,800 in the same category in August. Moving in the opposite direction, building materials had a gain of 7,600 jobs in August, but lost 4,600 jobs in September.

*NRF Press Release*

## WALMART TO PULL BACK ON NEW STORE OPENINGS

Walmart said that it plans to significantly slow its efforts to open new U.S. stores, a strategic shift by the world's largest retailer as it works to claim more of the shopping dollars that are rapidly moving online.

At a meeting with investors, Walmart executives said the chain would open about 35 supercenters next year, sharply lower than the 60 it expects to open by the end of the current fiscal year. It aims to open just 20 of its smaller, grocery-oriented Neighborhood Markets, a pullback from the 70 it is to open this year.

Instead, Walmart said it would work to increase sales by ramping up growth in its online division and squeezing more business out of its roughly 4,600 U.S. stores. *WSJ*

## SIX QUICK AND EASY THINGS TO DO TODAY TO BOOST HALLOWEEN SALES

Here are six quick things you can do today to boost your Halloween sales.

- 1:** Promote Halloween Shopping With Email Marketing
- 2:** Dress Up Your Website
- 3:** Treat Your Loyal Customers.
- 4:** Add Some Halloween Video Content
- 5:** Take the Advantage

to Upsell

**6:** Offer Halloween Free Shipping  
*business2community.com*

## FLU SHOTS Many Parents Think Flu Shots Are Not Necessary

Many American parents believe that flu shots are not necessary and therefore do not get the shots for their children, according to a study published in the American Journal of Infection Control. However, the CDC recommends an annual vaccination for everyone six months and older.

## Over Half of Millennials Won't Get a Flu Shot

Fifty-two percent of Millennials don't plan on getting a flu shot for the 2016-2017 influenza season, according to a survey from Harris Poll on behalf of CityMD. Of that group, 49% noted they don't trust the vaccine will protect them against the flu, while 29% believe the shot will make them catch the virus. For about 25% of the cohort, cost was cited as the reason for not getting the vaccine.

## CDC: More Healthcare Workers Need to Get Flu Shots

Roughly one in five healthcare workers do not receive an annual flu shot, putting patients at risk for flu complications, according to

data released by the CDC.

"This is one of the most important ways to prevent transmission of influenza, not only in the hospital but also in other healthcare settings," said Dr. Robert Glatter, an emergency physician at Lenox Hill Hospital in New York City.

*Health Day/NACDS*

## FTC MAKES RECOMMENDATIONS TO REDUCE NUISANCE PATENT LITIGATION

U.S. regulators have called for several reforms to how courts handle patent litigation in an effort to curb what some companies call nuisance lawsuits meant to extract settlements that may not be warranted.

The Federal Trade Commission (FTC) issued a study in response to complaints from high-tech companies and others that patent assertion entities, or PAEs, sometimes called "patent trolls" allegedly file frivolous lawsuits in hopes of winning a settlement.

According to the study, the PAEs typically acquired the patents from third parties and used them to sue potential licensees, and would then settle shortly afterward, suggesting that PAE behavior is "consistent with nuisance litigation."

The FTC recommended that courts update rules and case management

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# EMPLOYEE FLOURISHING

By James Larsen

## WHEN A GARDENER STEPS OUT TO CHECK

the vegetables, he's looking for two things. First, he's checking to see what is ripe and needs to be harvested, and second, he's checking the plants to see if they're flourishing. Flourishing plants produce delicious food.

When a retail business owner steps out of her office, she's checking the product to make sure it's appealing and ready for sale, but she's also checking the employees to see if they're flourishing.

Just like in a garden, flourishing employees produce desirable products and positive experiences for customers.

Customers notice flourishing employees, and they notice when employees aren't flourishing. Flourishing is good for business, and owners have it in mind when they budget expenses for health insurance, paid vacation leave, and sick leave.

Amy Colbert from the University of Iowa studies flourishing in business, and she believes that positive interpersonal relationships at work contribute to flourishing. She would

like to demonstrate it and to broaden and deepen our understanding of the role positive workplace relationships play in employees' lives. In her most recent effort, she created a questionnaire to measure it. She interviewed 287 employed adults and let them describe what they experienced. She found six relationship functions, three she was expecting and three she wasn't.

The first three functions include 1) task

relationships that provide the opportunity to assist, mentor, support, or care for another person. These she did not expect.

Next, Colbert used her questionnaire to look for specific connections between relationship functions and varying aspects of employee flourishing. In this effort, 151 pairs (people in relationships) returned her surveys. Overall, she found she was right. Strong, positive relationships at work made a substantial

contribution to flourishing. More specifically, she learned that task assistance was most important for job satisfaction. Giving to others was most important for experiencing work as meaningful. Friendship was most important for positive emotions at work, and personal growth had the strongest impact on life satisfaction. Of these, giving to others stood out, and it prompted her to think further about this function.

Strong work relationships are mutually beneficial. Each person receives task assistance and gives it, receives

emotional support and provides it, and receives career assistance and gives it. When mutuality is absent, the relationship is unbalanced. One person receives but gives nothing in return. It is a sure recipe for resentment. Colbert's research is the first to capture this feature of strong work relationships, and, for her, it raises a caution.

If business success is what we want, if flourishing employees are an integral part of business success, and if strong work relationships are important to promote employee flourishing, then employment policies to promote strong relationships are good for business. But Colbert notes with some alarm that some businesses create policies that force employees to compete with one another, and that's a sure way to prevent employee giving. Other businesses fail to establish employee self-help groups that would promote employee giving and, thus, strong relationships. Both, she says, are mistakes.

Employment policies should promote strong work relationships. It's just good business. ■

Reference: [businesspsych.org](http://businesspsych.org)

**Flourishing is good for business, and owners have it in mind when they budget expenses for health insurance, paid vacation leave, and sick leave.**

assistance — help getting work done by answering questions, providing feedback, or assisting with a specific task, 2) career advancement — help to advance careers by providing advice, access to contacts, and other career-related resources, and 3) emotional support — help coping with stress by listening and responding in supportive ways. These she expected to find.

The second three include 4) friendship — becoming a friend or companion, 5) personal growth — help with growing and developing as a human being, and 6) giving to others —

contribution to flourishing. More specifically, she learned that task assistance was most important for job satisfaction. Giving to others was most important for experiencing work as meaningful. Friendship was most important for positive emotions at work, and personal growth had the strongest impact on life satisfaction. Of these, giving to others stood out, and it prompted her to think further about this function.

Strong work relationships are mutually beneficial. Each person receives task assistance and gives it, receives emotional support and





# COMPLIANCE POSTCARD SCAM

**NEVADA ATTORNEY GENERAL ADAM PAUL LAXALT ENCOURAGES**

Nevadans to be aware of a new business compliance postcard scam.

Businesses may receive a postcard from a company called "Business Compliance Division" prompting them

to call immediately to avoid potential fees and penalties.

Recipients of the postcard who have called the provided number are directed to pay a fee of roughly \$70 to apply for a certificate of existence.

Callers are asked to provide credit card information or are given instructions to send money

to an office allegedly affiliated with an unspecified state attorney general's office.

The Office of the Nevada Attorney General has no affiliation with the "Business Compliance Division," and the state of Nevada does not require a certificate of existence for Nevada corporations.

Business owners looking

for more information about business compliance should contact the Nevada Secretary of State's Commercial Recordings Division at **775-684-5708**.

Those who believe they have been victimized by this scam can file a complaint with the Office of Nevada Consumer Affairs. ■

# OCTOBER IMPORTS SPIKE AS RETAILERS STOCK UP FOR HOLIDAYS

**OCTOBER IS EXPECTED TO BE THE SECOND**

busiest month of the year for the nation's major retail container ports as merchants stock up for the holiday shopping season, according to the monthly Global Port Tracker report released today by the National Retail Federation and Hackett Associates.

"The holidays are nearly here, and from warehouses to store shelves, retailers are making sure they have the merchandise on hand to meet consumers' demands," NRF Vice President for Supply Chain and Customs Policy Jonathan Gold said.

"November and December are the busiest time for holiday shopping, but this is the month for the behind-the-scenes supply chain work that ensures

shoppers will find what they want, where they want it, when they want it."

Ports covered by Global Port Tracker handled 1.71 million Twenty-Foot Equivalent Units in August, the latest month for which after-the-fact numbers are available. That was up 5 percent from July and up 1.7 percent from August 2015, and has been the busiest month of the year so far.

One TEU is one 20-foot-long cargo container or its equivalent.

Volume dipped in September to an estimated 1.64 million TEU but was still up 0.9 percent from last year. October is forecast at 1.65 million TEU, up 6 percent from last year; November at 1.54 million TEU, up 3.9 percent, and December at 1.48 million TEU, up 3.4 percent.

Cargo volume for 2016

is expected to total 18.6 million TEU, up 2.1 percent from last year. Total volume for 2015 was 18.2 million TEU, up 5.4 percent from 2014. The first half of 2016 totaled 9 million TEU, up 1.6 percent from the same period in 2015.

January 2017 is forecast at 1.53 million TEU, up 2.7 percent from January 2016, and February is forecast at 1.47 million TEU, down 4.4 percent from last year.

After a long period of high inventory levels, Hackett Associates Founder Ben Hackett noted that the retail industry inventory-to-sales ratio stood at 1.49 in July, the latest number available from the U.S. Census Bureau. That was down from 1.5 in June and a peak of 1.52 in March.

"The inventory-to-sales ratio, one of the best indicators of where the

economy is going, is finally declining," Hackett said. "It's not down by much, but the key is that the sharp rise seen earlier this year appears to have come to an end."

Global Port Tracker, which is produced for NRF by the consulting firm Hackett Associates, covers the U.S. ports of Los Angeles/Long Beach, Oakland, Seattle and Tacoma on the West Coast; New York/New Jersey, Hampton Roads, Charleston, Savannah, Port Everglades and Miami on the East Coast, and Houston on the Gulf Coast. The report is free to NRF retail members, and subscription information is available at **www.nrf.com/PortTracker** or by calling **(202) 783-7971**.

Subscription information for non-members can be found at **www.globalporttracker.com**. ■



## 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.*

CMA Reno LLC dba Champion Martial Arts

Diesel Tech Inc

Edge Core Tech LLC

EOS Home Care LLC

Fallon Veterinary Clinic Inc

Just Like Family Home Care LLC

Keeping Youth Educated Inc

Mats Etc dba Southwest Linen

Reno Land Inc

Ryndon Gas & Food LLC

Stepping Stones Children's Academy 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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**Las Vegas Office**  
175 E. Reno Avenue, Suite C9, Las Vegas, NV 89119  
(800) 480-1846 or (702) 740-4380

**Elko Office**  
557 W. Silver Street, #206, Elko, NV 89801  
(775) 753-7771



**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](http://www.RANNV.org).



## NEVADA NOTES *Continued from page 6*

The money can be used to pay fixed debts, payroll, accounts payable and other bills.

There are two deadlines coming next month. For losses between Jan. 1, 2015, and Dec. 31, 2015, the application deadline is Oct. 24. For losses beginning Sept. 1 2015, the application deadline is Oct. 17.

The loans are set at 4 percent for businesses and 2.625 percent for nonprofits with terms of up to 30 years. Businesses primarily engaged in farming and ranching are not eligible for these loans. But nurseries are eligible.

Those interested can apply online at

<https://disasterloan.sba.gov/ela>.

Those wishing to download an application can visit <https://www.sba.gov/disaster>.

*Press Release*

### COMMUNITY FORUM WARNS ABOUT SCAMS TARGETING LAS VEGAS' SENIOR POPULATION

When it comes to ways to run scams on seniors, the sky's the limit.

The Metropolitan Police Department investigates roughly 400 to 500 cases each year that fall under "elder abuse," a blanket term that does not specify the type of crime. Legally, the term "elder"

constitutes those age 60 or older.

There are multiple cases where a nurse is caring for someone, and then (after their death), a mysterious will shows up, leaving all the money to the nurse.

The Federal Trade Commission found that telemarketing accounted for 19 percent of all fraud complaints reported in 2010.

Dumpster diving is popular for getting credit card and bank statements. Crosscut shredding will thwart that. Also, don't advertise on Facebook that you're away on vacation. Install security doors, use window protection, put lights on timers if going away

and install motion-activated outdoor lights.

Ways to keep from being a victim include: not leaving mail in your car where it is visible; not carrying your Social Security card; not carrying your passwords; taking outgoing mail to the post office; not giving out your credit card number over the phone or when answering an email; routinely checking your credit report at a secure site such as [annualcreditreport.com](http://annualcreditreport.com); and, if using a wireless router, running a virus scan often.

Report elderly abuse to Metro's Abuse/Neglect Unit at **702-828-3364**.

*Summerlin Area View*

## NATIONAL NOTES *Continued from page 7*

practices to reduce the burden of discovery. The agency also urged courts to pause cases against users of a technology if a PAE also sued the manufacturer on the grounds that the manufacturer is better able to defend against the lawsuit. *Reuters*

### U.S. SUPREME COURT'S NEW DOCKET

An evenly divided U.S. Supreme Court returned from its summer recess to confront a long list of thorny issues, including the death penalty, separation of church and state and several cases involving race. But just how far the justices are willing

to go in those and other cases will likely hinge on the outcome of the presidential race.

Other cases on the court's docket include:

A dispute over a New York law (which is similar to laws in nine other states) that prevents retailers from adding a surcharge for customers who pay with credit cards.

New York officials say its law does allow sellers to offer discounts to customers who pay in cash, though.

The plaintiffs in Expressions Hair Design v. Schneiderman say the law violates the First Amendment because it regulates how the

retailers characterize their prices. But an appeals court upheld the law, concluding that it simply required retailers to charge credit card users the advertised price on their goods.

A dispute involving four Wisconsin brothers who argue that the state took land away from their family when it rezoned two neighboring properties as one property. By doing so, the state prevented the brothers from developing and selling the parcels separately. The brothers argue that the state regulation made half of the parcels "economically useless" and they should be

**UPCOMING EVENT**  
**THE BIG SHOW**  
**NRF RETAIL'S BIG SHOW**  
3 days Convention/Expo  
Jacob K Javits  
Convention Ctr  
New York City, NY  
January 15-17, 2017

compensated for the loss.

The Wisconsin Court of Appeals ruled that there was no "taking" because the family had retained significant value even after the properties merged.

*Governing Magazine*





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# RETAILERS SUPPORT HOUSE VOTE TO PUSH 'PAUSE' ON CAREER-KILLING OVERTIME RULES

## THE NATIONAL RETAIL FEDERATION PRAISED

the House passage of legislation that would delay the Labor Department's expansion of overtime rules for six months. Prior to the vote, NRF told lawmakers in a letter that action on the legislation would be included in its annual voting scorecard.

• The Regulatory Relief for Small Businesses, Schools, and Nonprofits Act approved would give employers an extra six months to come into compliance with new overtime rules that are set to take effect December 1 by pushing the deadline to June 1, 2017.

• The new regulations will require employers to pay overtime to most workers who make up to

• \$47,476 per year when they work more than 40 hours a week, more than double the current threshold of \$23,660.

• Despite the dramatic increase, a recent survey by human resources company Paychex Inc. found that 49 percent of business owners polled were unaware of the change.

• Research conducted for NRF shows that the regulations will force

• employers to limit hours or cut base pay in order to make up for added payroll costs, leaving most workers with no increase in take-home pay despite added administrative costs.

• A separate survey found that the majority of retail managers and assistant managers the regulations are supposed to help oppose the plan. ■