

THE RAN TEAM AND HOW WE LOOK OUT FOR YOUR BUSINESS

By Mary Lau, CEO/President RAN

I'M NOT SURE IF THIS IS A COMIC REACTION TO THE UPCOMING 80TH LEGISLATIVE SESSION;

however, while powering up my laptop I started hearing the theme from Jaws. Over-reaction on my part I'm sure.

As the count continues on legislative bill drafts that are being requested, we now stand at 376 and the general election isn't even here yet.

Once we have the "new" legislators identified then the number will grow exponentially.

In preparation for this next 120-day session, RAN's team recently conducted a meeting to again review the issues that are followed on our member's behalf.

New ones were included to reflect the latest technologies that exist in our world today, and we reassigned issues that would more accurately reflect the legislative committee assignments and provide the strongest coverage in each.

Of course, committee assignments can include multiple bills and topics. During the legislative session, committees actually are assigned bills on the Senate or Assembly Floors based on their Titles (where the

topic sits in the Nevada Revised Statutes) and some committees, such as Commerce and Labor, have expansive titles as opposed to, let's use Judiciary as an example.

Each committee will have a large number of bills and the various chairs manage this process in conjunction with leadership's intentions.

Please note, all RAN Team Members can and will assist each other as needed so if you see a different face in a committee – it's all teamwork.

Bryan Wachter, Sr. Vice President, while determining overall strategy and ensuring the team has the assets needed, will cover taxation, budget, education, energy and oversee the Retail Association of Nevada's team at the legislature.

Liz MacMenamin, Vice President, in addition to her long-time duties as advocate for pharmacy and health care issues, as well as boards and commissions, is also representing our members in the Grocery Industry Council for all of their needs and will continue working for our NRNSIG members and self-insured companies in the workers' compensation. MacMenamin will oversee all

issues relating to Pharmacy, grocery, health care, and work comp issues.

Andy Peterson, Vice President, is taking the reigns of the recently formed Restaurant Industry Council, and will also be lobbying on our members behalf. Peterson will oversee employee and employer relationships, restaurants, local government, and general business issues.

I will be covering Judiciary issues, which includes organized retail crime, employee theft, various crimes and data security. In

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LAWS HARMFUL TO BUSINESS

By Andy Peterson

YOUNG PEOPLE WONDER IF THEY WILL EVER BE

twenty-one. However, for those of us who have surpassed that magical age time seems to go faster every year. We wonder how the decades passed by with hardly the blink of an eye.

This serves us all as a reminder of Nevada's bi-annual legislative session soon to be a reality in early 2019. It seems the 2017 session was just completed. As a result, the Retail Association of Nevada has an eye to the future knowing legislative sessions bring opportunity and challenge.

Certainly, we want a business climate in Nevada which continues to attract those seeking opportunity

and fortune. We know a strong business climate is the foundation of job and economic growth, and it is a bedrock of wealth building for individuals whether they be starting out in life or those well on their way.

Surely there will be legislative items the Retail Association of Nevada will want introduced.

For instance, we anticipate one or more new laws enacted which will clarify the 2018 "Wayfare versus South Dakota" U.S. Supreme Court decision. The new law or laws will clarify how the State of Nevada collects sales tax from online retailers. This is no insignificant matter.

First, the decision levels the playing field between online retail and bricks and

mortar retail stores. This is something the Retail Association welcomes.

Secondly, it means online sales tax is no longer voluntary. You were always supposed to remit the tax, albeit hardly anyone ever did. Sales tax on online sales will now be compulsory and the state will collect, by some estimates, an additional \$30 million dollars. As well, some estimates also suggest an additional \$35 million will go to schools and \$30 million will go to local units of government.

These kinds of new laws are welcomed and anticipated.

However, in any legislative session there are

laws introduced which are harmful to business and to the business climate. Most assuredly these have to do with employer mandates.

These include minimum wage laws, burdensome overtime laws, various regulatory issues, and so forth.

Consider raising the minimum wage, something many politicians' campaign on and believe in their heart of hearts will improve the lot of those at the bottom rung of the economic ladder. We agree increased

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THE RAN TEAM *Continued from page 1*

this committee I have the blessing of Josh Hicks, Partner in McDonald Carrano law firm on my side and literally, at my side.

It used to be that one could testify before this committee on policy. Now the consensus from the lobbying core is that

it is more like presenting before the U.S. Supreme Court. Josh is there when I draw a total blank after someone cites a matter of case law.

Piper Brown, Director of Finance and Administration. Well Piper runs the ship and makes sure we are where

we need to be — when we need to be there — and what is the issue, and RAN's position.

She monitors the bills and committees when the team needs help from afar (bless the Legislative Council Bureau's website) and keeps the whole office in pristine condition while

the remainder of the team is in "the halls".

That's your team and if you'd like to have a more comprehensive view of the issues followed, stay tuned. Once the session get's ready to go you will be able to go our website **www.rannv.org** and keep informed. ■



HEALTHCARE IN NEVADA

By Liz MacMenamin

IMMUNIZATIONS

August is National Immunization Awareness Month. As a result, the National Association of Chain Drug Stores (NACDS) celebrated pharmacist accomplishments including the ability of pharmacists to provide immunizations.

By 2009 all fifty states had changed or adopted regulations allowing pharmacists to provide immunizations. Nevada, however, is a one of the leaders in these efforts.

In 2005 the Nevada State Board of Pharmacy recognized the importance of pharmacist involvement and educated the legislature regarding the potential role of pharmacists in assuring citizens of all ages get proper immunizations.

A study by Avalere and NACDS researchers bears this out. They found that states which allowed pharmacist immunizations directly corresponded with a rise in residents receiving immunizations.

Steve Anderson, president and CEO of the National Association of Chain Drug Stores, stated, "In addition to pharmacy's daily work to increase vaccination rates,

and to foster pandemic preparedness, pharmacies are also focusing on access to vaccinations as part of their philanthropic endeavors."

The Retail Association of Nevada and the Nevada Board of Pharmacy were in the forefront of making these changes in Nevada. Legislators can look at the statistics on vaccination rates and be very proud. This is one area where Nevada is at the top of the "good" list.

ELECTRONIC PRESCRIBING

What is E-prescribing? E-prescribing is the secure transmission of an

"E-prescribing eliminates transcription errors and is an important link to assuring a hand written prescription is not altered enroute to the pharmacy."

electronically prepared prescription that is authorized and transmitted from the prescriber to the pharmacy.

E-prescribing enables physicians and other medical practitioners to send prescriptions to the patient's pharmacy of choice in an electronic format instead of handwriting, faxing or calling in prescriptions.

E-prescribing helps eliminate provider error,

and is an important link to reducing drug abuse. E-prescribing is an important link to assuring a handwritten prescription is not altered in route to the pharmacy.

E-prescribing helps eliminate provider error, and is an important link to reducing drug abuse. E-prescribing eliminates transcription errors and is an important link to assuring a hand written prescription is not altered enroute to the pharmacy.

A survey, conducted for AmerisourceBergen in 2003, had a number of interesting findings.

According to the report, nearly one in four people reported that they or a family member

had received the wrong medication at some point. This finding explains the clear need for e-prescribing. Statistics have shown a decline in unintended medication errors.

There are a number of reasons this practice has been mandated in other states:

1. This adds new dimension of safety and security to prescribing of controlled substances. This reduces the fraudulent

activity of altering or copying prescriptions. Once New York implemented mandatory prescribing of controlled substance, they saw a 70% decrease in "lost" or "stolen" prescriptions.

2. Studies show that electronic prescriptions are less prone to error. According to a study conducted at John Hopkins Medication outpatient pharmacy, 89% of handwritten prescriptions failed to meet the best practice guidelines or had information that was missing that would be prompted by an E-prescribing system.

When E-prescribing technology was first introduced by SureScript in the early 2000's, Nevada was recognized by SafeRX as the #2 state for compliance in 2006. At that time, the program was in its infancy a handful of states were participating. Since this time many states have adopted e-prescribing and Nevada's ranking has fallen to the bottom of the list.

E-prescribing makes sense for Nevada for many reasons. It is time our state has a serious discussion to mandate E-prescribing. For more information call Liz MacMenamin at **775-720-2528.** ■



RENO: GROWTH AND OPPORTUNITY IN A LOW-TAX ENVIRONMENT

By Josh Hicks and Paul Bancroft, McDonald Carano Law Firm

RENO, NEVADA CALLS ITSELF THE "BIGGEST LITTLE CITY

in the World." For many years, Reno was viewed as a blue-collar gambling town tucked into the base of the eastern Sierra Nevada mountains. Today, many are discovering that Reno is one of the best-kept secrets in the western United States.

With a booming economy, low taxes, several of the highest ranked public schools in the state, a temperate four season climate, plentiful outdoor recreation opportunities, and a four hour drive from Silicon Valley, it's no surprise that companies like Microsoft, Tesla, Apple and Amazon have expanded and relocated operations to the area.

Startups and incubators are popping up and attracting more millennials. Transplants are relocating to the area to take advantage of these benefits and escape the high cost of living in states like California. If you visit downtown Reno today, the

growth and opportunity feel very similar to the early days in Silicon Valley; the biggest difference is the tax landscape.

Nevada has established itself as an attractive state to do business, and to reside. Nevada is a historically low-tax state. Nevada has no personal income tax. The majority of tax revenues come from the sales tax, taxes on gaming, lodging, mining and insurance premiums, a payroll tax and the property tax.

Of those taxes, the property tax is primarily used to fund the operations of local government and the Legislature has had to

balance the needs of local government against the desire of property owners for a low, stable and predictable tax.

Over the past five years, the median sales price of a residence in Reno has nearly doubled, but there has not been a corresponding increase in property taxes. As



Paul Bancroft

explained below, this is due to the unique way in which Nevada assesses property and a tax cap that was put in place in 2005 to mitigate the effect of rapidly increasing property values.

Unlike many other states that assess property

based on market value, Nevada assessors determine the taxable value of property by adding the depreciated replacement cost of improvements to the market value of land. This approach usually results in a value which is less than market value.

For example, a two-



Josh Hicks

year old residence with 3 bedrooms and 2½ baths in Damonte Ranch sold in early 2017 for \$580,000. At the time, the taxable value of the property was \$421,906. The assessor increased the taxable value for the subsequent tax year. But, even with knowledge of the sale, the assessor only increased the taxable value of the property to

\$429,497.

The difference between market values and taxable values is even more significant for older homes in desirable areas, because statutory depreciation can have a pronounced effect on taxable value. ■

"... it's no surprise that companies like Microsoft, Tesla, Apple and Amazon have expanded and relocated operations to the area."



RAN COMMITS TO HELPING FAMILIES EAT AT HOME TOGETHER MORE OFTEN DURING NATIONAL FAMILY MEALS MONTH™

THE PROVEN HEALTH AND SOCIETAL BENEFITS OF FAMILY MEALS INSPIRE A MONTH-LONG EVENT AIMED AT HELPING FAMILIES GET BACK TO THE TABLE

WITH AN AIM TO INSPIRE FAMILIES TO EAT AT HOME

together more often, as a service to public health, the Retail Association of Nevada (RAN) is celebrating National Family Meals Month™ in September, encouraging families to share one more meal together per week at home, and highlighting simple, healthy meal resources to make it easier for families raise their mitt to commit to making these meals happen.

Numerous studies underscore the long-term health, academic, and societal benefits of consistently eating together as a family, yet, according to a 2013 Harris poll, only 30 percent of American families share dinner every night. In addition, recent research proves that people who frequently cook at home eat fewer and healthier calories.

And the National Family Meals Month™ movement works!

Research from the 2016 campaign shows that 85% of shoppers said they took action after seeing the campaign. Further, 95% of those who saw the campaign on social media and/or email said that their consumption and/or shopping behavior changed.

“September is the perfect month to spotlight the long-term benefits of family meals, and start a conversation that encourages and inspires people to return to the kitchen,” said Liz MacMenamin, vice president of government affairs of the Grocery Industry Council.

“Juggling the demands of modern life—school, sports, jobs and long commutes— can sabotage the best laid plans for home-cooked meals.

In addition to our commitment to public health overall, we want to have a hand in helping our members and their families make wholesome meals together, at home, a



modern family tradition.”

“Interest in creating more opportunities for families to eat meals together is at a critical point in our society,” said Leslie Sarasin, president and CEO of the Food Marketing Institute, creator of National Family Meals Month.™

“The will to return to the table exists, but families need a friendly, familiar voice to encourage, guide and help them. That voice comes from organizations they know and trust.

Join us as we work collaboratively with retailers, food

manufacturers, and health organizations from across the country to bring families back to the table to share one more meal at home per week.”

About National Family Meals Month™

As the voice of food retail, the Food Marketing Institute (FMI) created National Family Meals Month™ as a nationwide, annual event to highlight the mealtime solutions offered by grocers and to encourage families to share one more meal at home per week. ■



Nevada Notes

ELECTRICITY CUSTOMERS TO SAVE ON TAX CHANGE

Nevada residents can expect to see a drop in electricity rates thanks to the Tax Cuts and Jobs Act, according to a new analysis.

The U.S. Chamber of Commerce Global Energy Institute found the Tax Cuts and Jobs Act, which was signed into law in December, will save Nevada investor-owned utility residential ratepayers an average of \$199.80 per customer over the next five years.

In March, the Public Utilities Commission of Nevada approved NV Energy's request to reduce rates for electric and natural gas customers across the state by \$83.7 million. According to a press release from NV Energy, the request was made as a result of federal tax changes. The reduced rates went into effect in April

The release said the average single-family residential customer in Southern Nevada could expect a \$4.15 reduction on their monthly bill.

LVRJ

SMALL BUSINESS OPTIMISM HITS RECORD HIGH

Small business optimism is at an all-time high in the latest quarterly Wells Fargo/Gallup Small Business Index, conducted July 11-18, 2018. The survey, which measures small business optimism, had an overall Index score of 118,

12-percentage points higher than last quarter and the highest level in the survey's 15-year history.

Also, 84 percent of business owners said they expect their financial situation will be very or somewhat good a year from now.

Pahrump Valley Times

NEVADA ADDS 9,500 JOBS IN JULY WHILE UNEMPLOYMENT DIPS

According to the state Department of Employment, Training and Rehabilitation's (DETR) July 2018 economic report, overall job growth increased to nearly 46,000 jobs year-over-year. At 3.4 percent growth, this is the largest increase since June 2017.

The state's unemployment rate decreased by another 0.1 percent to 4.6 percent, the lowest level since August 2007.

"This month's record numbers in job growth, number of employers in the state's Unemployment Insurance System and Nevada's Trust Fund balance at nearly \$1.3 billion, is encouraging for our state and continues to strengthen Nevada's economic standing," said Governor Brian Sandoval.

"Combined with a diminishing unemployment rate, the Silver State continues to build on our position for the future."

DETR's report also notes that the unemployment rate in the state fell for the third straight month to 4.6%, with

the decline of 0.1-percentage point matching the change in the national rate.

DETR Presser

TARGET SET TO OPEN LOCATION ON STRIP

A big-name department store retailer will open its first Strip location. Target will open a 20,000-square-foot store where the former Smith & Wollensky building stood on the Strip. The company expects to open in the new building in 2020.

"With more than 42 million people visiting Las Vegas each year, Target is designing this store with the unique needs of business travelers, tourists and nearby residents in mind, as well as surface parking to make shopping even easier," Mark Schindele, Target's senior vice president of properties, said in a statement.

The store will sell essentials, beauty products, tourist merchandise, apparel and grab-and-go food and beverages. Customers will also be able to buy items online and pick them up at the store in an hour. The store will hire about 150 people and have on-site parking. The company has 14 Target stores in the Las Vegas area.

LVRJ

THE STATES WHERE SALARIES STRETCH FARTHEST

The dollar amount of your salary may not represent your actual purchasing power, depending on where

you reside, according to new research from the Tax Foundation.

The data, shows the "real value" of \$100 in various states and the District of Columbia, based on the assumption that prices for the same goods—and thus, consumers' purchasing power—vary from place to place.

The Tax Foundation, a conservative-leaning nonprofit tax think tank based in Washington D.C., designates states as either "low-price" or "high-price" depending on those regional price differences.

Nevada falls in the middle at #29 with \$100 purchasing \$102.67 worth of goods. Hawaii, where \$100 will buy \$84.46 worth of goods, is the highest-price state, followed by the District of Columbia (\$86.28), New York (\$86.51), California (\$87.41), New Jersey (\$88.34) and Maryland (\$91.32).

The lowest-price state, where money stretches farthest, is Mississippi. There, \$100 will purchase \$115.74 worth of goods.

To some extent, price differentials from state to state correlate with higher incomes, as places with higher costs of living tend to pay higher salaries for the same jobs than their lower-cost counterparts.

"However, there are a great number of reasons why individuals decide to live in one place or another, such as family, job opportunities, weather,

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National Notes

WHEN CHECKOUT IS TOO HARD, SHOPPERS ABANDON PURCHASES

Eighty-seven percent of online shoppers reported they would abandon a shopping cart if the checkout process was too difficult and 55% noted they would abandon the cart and never return to the site, according to a survey from payment solution company Splitit.

The research found older consumers were more likely to abandon a tough checkout, with 90% of shoppers over the age of 55 reporting they would leave the site under difficult circumstances.

RetailDIVE

HOW WALMART IS FINDING SUCCESS IN THE GROCERY AISLE

Walmart's many efforts to bolster its food shopping services — including letting customers order online and pick up in person, expanding its home delivery of groceries, even experimenting with robots — appear to be paying off, the company said.

The largest grocer in the United States with a 23 percent share of the market, said that the grocery division's performance last quarter was its best in nine years, propelling a crucial measure of sales to its largest increase in a decade.

Walmart said that it expected to offer home

delivery of groceries to 40 percent of the U.S. population by the end of the year. It has expanded its service that provides curbside pickup of food orders to 1,800 stores. And it recently announced a pilot project to use automated carts to help employees speedily retrieve items for customers' online orders.

Walmart's online grocery strategy has required the company to combine its vast inventory with a digital infrastructure that has often been less than inspiring to customers.

But after the company redesigned its website, its e-commerce sales in the United States increased 40 percent in the second quarter from a year earlier. The company is betting big on its online baby products segment, where it has added 30,000 new products this year.

Apparel sales were also robust, Walmart said. The company has partnered with or acquired more upscale names like Lord & Taylor and Bonobos to try to elevate its clothing offerings. *NYT*

VOCATIONAL TRAINING IS BACK AS FIRMS PAIR WITH HIGH SCHOOLS

CVS, Tesla and others help educators create skills-based programs—and future job candidates

Schools are once

more deciding it is worth intervening in the lives of students who might not have the academic prowess, or the financial footing, to pursue bachelor's degrees, and instead equip them with skills for steady employment.

Nationally, the number of high-school students concentrating in career education has risen 22% over the past decade, to 3.6 million.

The idea has gained currency with politicians, many of whom say technical and career programs can widen the pool of workers in a tight labor market.

The U.S. had 6.66 million unfilled job openings at the end of June, just below the highest level on record back in 2000, according to the Labor Department. And the jobless rate, at 3.9%, is near lows rarely seen in the past half-century.

Rhode Island has partnered with companies like CVS, which helped set up a program that trains students to become pharmacy technicians. It features a mock CVS pharmacy with color-coded medicine bins and dummy magazines at the checkout counter.

Businesses are searching hidden corners of the population to find people with skills they need. For some, that means looking beyond college graduates

toward high-school students who might grow into jobs in plants, fisheries and beyond.

A disproportionate share of working-age adults outside the labor force don't have college degrees, White House economists said in a paper released last month. Providing vocational skills to those now entering the labor force could set them up for better career prospects, some experts say.

WSJ

HOME DEPOT RAISES THE ROOF

The housing market isn't doing so well this year, but somebody forgot to tell Home Depot. HD 0.46%

The company expects the good times to continue, and raised its sales and earnings guidance for the year. It is a reflection of a changed environment: In the past, home sales tended to drive purchases at Home Depot. Now homeowners are spending more money at its stores even when they stay put.

The chief reason for the change is that while weak home sales have historically reflected straitened circumstances among would-be homebuyers, today's weakness in home sales has more to do with a lack of supply. The sharp decline in new construction since the housing bust has reduced the

Continued on page 11



SMITH'S LAUNCHES MOBILE APP TO ENCOURAGE HEALTHY EATING

S MITH'S FOOD & DRUG STORES HAS LAUNCHED OPTUP, AN innovative data-driven app that helps customers make more informed, healthier purchase decisions.

The free app provides users with a score indicating a product's nutritional attributes based on nationally recognized dietary guidelines.

Products are scored 1 to 100, with a higher number assigned to healthier items.

Products in the green category score 71 or better, are lower in saturated fat, sodium, sugar, and calories,

and may be higher in fiber, protein, and fruit/vegetable, or nut content.

The yellow category range is 36-70 while the red category ranges from 1-35.

Dietitians recommend customers have a cart mix that is at least 50 percent green category products.

Total OptUP scores, which range from 0 to 1,000, reflect a customer's purchasing history over the past eight weeks and act as

a guide for customers in developing better grocery shopping habits. The ideal score is 600 or better.

"As part of redefining the customer experience,

we are encouraging our shoppers to engage in a balanced, holistic approach to self-care," said Jaime Montuoro, Smith's Health and Wellness Director.

"The OptUP app puts nutritional information at your fingertips and makes finding and buying better-for-you products easier and simpler."

Customers can download the free OptUP app through the App Store® and Google Play™ store or visit **www.smithsfoodanddrug.com/d/optup**

Smith's Food & Drug Stores is a division of the Kroger Co. (NYSE:KR), one of the nation's largest



retail grocers. Smith's visionary Zero Hunger | Zero Waste plan is aimed at ending hunger in the communities Smith's calls home, and eliminating waste across the company by 2025, in keeping with the company's Purpose to Feed the Human Spirit.™ ■

FOUR REASONS COMPUTER SCIENCE GRADS SHOULD BE LOOKING FOR JOBS IN RETAIL

By Sam Berndt, National Retail Federation (NRF)

WITH FALL AROUND THE CORNER, COLLEGE

students are about to return to their classes and potentially begin the search for their first "real" job. The labor market is on

their side — available jobs now outnumber workers to fill them — and while grads have lots of job choices, computer science students are especially in demand.

Silicon Valley's high wages and ample job

opportunities make it an obvious choice, but retail companies are increasingly seeking to hire recent college graduates with computer science backgrounds (and are willing to pay comparable salaries). As

retailers move into bold tech initiatives (see Target's Tech Incubator or Walmart Labs), their tech talent needs are beginning to rival those of Silicon Valley. Emsi data shows more than 35,000 graduates in

Continued on next page



LAWS HARMFUL TO BUSINESS *Continued from page 2*

wages helps the lives of those struggling to get by. What we disagree with is what that will do to the competitiveness and viability of those who employ lower wage earners. Simply put, there is only so much money with which to pay labor.

If you artificially raise the cost of labor, via a mandate, economic laws force the employer to raise prices, do with less labor,

or automate jobs. When forced by mandate to raise wages it is likely that employers will invest in automation to replace labor leaving those marginally employable out in the cold. What results from the kind-hearted efforts on the part of politicians, ends up hurting those whom the politicians sought to help in the first place. Those employees might have been better left

to the wage levels set by market or by finding better paying jobs as their skills increased.

Clearly, the Retail Association of Nevada does not like employer mandates. Rarely do they contain sound economic principles and often times serve as a means to get one elected or to assure the elected politician's base that he or she has their best interest in mind.

When thinking about all the problems facing Nevada and our country, wouldn't we all be better off if more politicians from either party used common sense, bi-partisanship, and reason to solve these kinds of problems, rather than pass laws which hurt employers and employees in the first place? ■

FOUR REASONS *Continued from page 8*

computer science in 2016, with the overwhelming majority (92 percent) completing a bachelor's or master's degree. When considering related programs (computer and information sciences, information technology, etc.), the number of graduates with tech degrees climbs to well over 200,000.

Retailers have thousands of job openings for computer science graduates.

Despite the dramatic increase in computer science graduates, the growth in demand for these graduates still far outpaces their supply. According to Emsi's Job Posting Analytics,

employers posted more than 118,000 jobs across all industries in 2017 requesting between zero and two years of experience, an associate's or bachelor's degree, and computer science skills. Of these, almost 5,000 were in the retail industry.

This means the retail industry alone could hire almost 15 percent of all computer science graduates into relevant jobs, with no signs of the demand for recent computer science graduates slowing. In June 2018, the retail industry had over 1,200 unique, entry-level, computer science job postings.

The pay is good. In addition to the huge

demand for retail tech talent, these positions are paid salaries comparable with those in other industries, and in some cases more.

The positions offer geographic diversity with a lower cost of living.

Retail careers exist in communities big and small across the United States. Many of these jobs are in locations without Silicon Valley's high cost of living, meaning a college graduate's entry-level salary goes even further.

The jobs are cool.

Practical and economic thinking aside, a tight labor market means graduates can afford to be choosy. As emerging technologies

continue to transform the shopping experience, a career in retail tech could mean being at the forefront of advancements in everything from AI and voice recognition to visual search and autonomous vehicles.

As computer science students and recent graduates look for their dream job, they should consider going beyond traditional tech employers and considering what retail has to offer. For those interested, check out the NRF Foundation's numerous career development and scholarship opportunities for all students considering retail careers. ■



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.

- A Plus Facility Services LLC
- Advance Inc
- Alex Lasani MD PLLD
- Ambre Maehler dba Picasso's Pizza
- Badger Mountain Mortgage Inc
- Conti Motor Co, LLC
- MK Nelson Enterprises LLC
- Nail Bar
- Prospector Enterprises Ely LLC
- Smartdeeds LLC

CREDIT CARD PAYMENTS

The Retail Association of Nevada is happy to announce that you can now pay your annual membership dues by credit card on our website: www.rannv.org.

Please contact Piper Brown if you have any questions, **775-882-1700**.



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
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(800) 480-1846 or (702) 740-4380

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

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NEVADA NOTES *Continued from page 6*

taxes, and many more, "said Kate Elizabeth Queram a staff correspondent for government executive's Route Fifty. *Governing Magazine*

RETAILERS UNVEIL UNUSUAL BACK-TO-SCHOOL SUPPLIES

The microwave ate my homework? Reusable notebooks where writing disappears with heat are among the basic school supplies raising their game against gadgets like iPads.

Also hot in the paper aisle this year: Decorative tape, creative journals and scented pencils in smells like bacon and pickle.

"There's an explosion of innovation and fun" in school supplies, said Scott Bayles, vice president of stationery at Walmart. He noted that people are looking for ways to relieve stress through creative expression, and that's trickling down to kids.

At one store, for example, a pack of 72 basic No. 2 pencils costs about \$15.49, or 21 cents each, while a pack of five scented pencils runs \$7.99, or \$1.60 each.

New kinds of notebooks and pens: The Rocketbook Wave notebook that runs about \$25 works like a traditional pen and paper version. But when pages are full, you can scan

them with the app and send the contents to the cloud. If you used the Pilot FriXion pen in your Rocketbook Wave, you can erase the notes by heating it in the microwave, and then reuse it.

Using only the Pilot FriXion pen works in a similar way. You can make corrections on a page by heating the ink in the microwave or by rubbing the eraser tip to cause friction. Put it in the freezer and the ink will reappear. *AP/LVRJ*

DELIVERY ON DEMAND WAITING IS SO YESTERDAY

Shoppers increasingly want their orders to arrive at their doorsteps as soon as they

click a button, whether it's a hot meal, groceries or a sofa. In response, retailers are betting big on delivery services to drop off packages faster.

In the latest development, Amazon, which played a crucial role in raising shoppers' expectations for near-instant gratification in recent years, announced plans in Reno to assemble its own fleet of delivery vans that would be operated by independent contractors.

Other companies are also thinking of radical new initiatives to get their products into customers' hands more easily, helping to transform shopping as we know it. *RGJ*

NATIONAL NOTES *Continued from page 7*

number of homes available to a growing population, making it more difficult and expensive to move.

So people are fixing up the homes they already have, and since the values of their homes have risen, they feel pretty comfortable doing that. Moreover, the drop-off in home building has raised the average age of homes in the U.S., and those older homes may be more in need of repair and new amenities. *WSJ*

RETAILERS ARE ADJUSTING TO THE SURGE IN BABY BOOMERS

Each day, 10,000 U.S. Baby

Boomers turn 65. If current trends hold, about 10,000 more will reach 65 every day through 2029. As brands market to the generation that grew up on Main Street and later saw the rise of malls and online shopping, physical store formats, product selection, and technology are evolving to better serve Boomers.

A 2016 report by Visa projects that consumers over age 60 will continue to dominate U.S. consumer spending growth in the coming decade. In sheer numbers, there are more 60-year-old-plus consumers than there were a few years

ago. Plus, Boomers are retiring later than their predecessors, retaining more debt, and spending more on travel and discretionary items than earlier generations.

The ways Boomers are living and spending are changing so quickly that retailers are being forced to respond in real time.

For instance, Boomers are downsizing from larger homes and moving into smaller spaces. In 2017, the number of new single-family houses under 1,400 square feet sold jumped from 17,000 to 21,000, according to the Census Bureau.

The number of homes

between 1,400 square feet but less than 1,800 square feet rose from 79,000 to 90,000 units. Those trends alone have implications for retailers that sell furniture and accessories as well as home-improvement stores.

As homes shrink, so have the stores that serve the homeowners. As urban locations gain new residents such as Boomers, smaller-format grocery stores are becoming an increasingly popular option for customers who make multiple trips to the supermarket. *Forbes*



Retail Association of Nevada
 410 South Minnesota Street
 Carson City, Nevada 89703-4272

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Elizabeth MacMenamin
Vice President of Government Affairs

Andy Peterson
Vice President of Government Affairs

Piper Brown
*Director,
 Finance and Administration*

Ande Engleman
Newsletter Editor

Sue Arzillo, Alphabet Soup Inc.
Newsletter Design & Layout

RETAILERS WELCOME SENATE EFFORT TO CLARIFY TAX PROVISIONS

WASHINGTON: THE NATIONAL RETAIL FEDERATION

(NRF) applauded Senate Finance Committee Republicans for clarifying the congressional intent of provisions of the federal tax reform law related to depreciation rules and "carryback" of operating losses.

In a letter, the senators called on Treasury Secretary Steven Mnuchin and Internal Revenue Service Acting Commissioner David Kautter to reflect this congressional intent

in any guidance they issue pertaining to these provisions and in the IRS enforcement of the law.

The two errors in the law are costing the retail industry millions of dollars and delaying investments.

"For months, we've seen many retailers delay job-creating investments across the country due to the uncertainty caused by these drafting errors," NRF Senior Vice President for Government Relations David French said.

"We appreciate this effort to clarify the intent of these provisions and allow companies and

their employees to realize the full benefits of historic tax reform. We urge Treasury and the IRS to issue guidance reflecting the intent of the law, as suggested by the committee, and we continue to call on Congress to work toward technical corrections legislation to provide a permanent solution."

Under the Tax Cuts and Jobs Act, remodeling and other improvements to stores were supposed to be fully depreciated in the first year the work is done. Instead, a mistake in the legislative language

requires that depreciation be done over 39 years.

Under a separate error, the legislation got the effective date of carryback eligibility wrong, resulting in a retroactive tax increase on businesses with losses, some of which are facing liquidity issues.

The timing difference is critical to cash-strapped businesses that were counting on the carryback to finance continuing operations as well as investments needed to revitalize their businesses. ■