

GOVERNOR SISOLAK TACKLES BOARDS AND COMMISSIONS

By Mary Lau

I T'S INTERESTING TO NOTE THAT MOST EVERYONE ADMITS WE ARE IN A GREAT, dare I use the word "booming," economy. While some are predicting an upcoming recession, no one seems to be looking at another repeat of the tsunami we are recovering from. Our numbers, both in Nevada and nationally are great. Jobs numbers keep rising; thus, unemployment keeps dropping. Personal and business income is improving, to what degree is always a personal judgement.

Governor Sisolak has hit the ground running during his first year, with unforeseen bumps along the way that prompted changes in legislative leadership. He's also had to deal with delving into his administrative departments, some of which need overhauling and corrective action. Also, he has tackled the issue of Boards and Commissions and has started to work on his State-of-the-State speech in earnest now that he and his staff have a reprieve from legislative session activities.

The acts of government affect the actions of businesses. Our large

corporate members have more ability to ride the wave of administrative changes than our smaller ones, be it through Nevada Administrative Code changes, as a result of legislative sessions, or via their professional licensing boards. Local licensing and permit issues are a whole other matter — something which requires time and space in its own right.

In 1992, then Governor Miller tasked Kenny Guinn to study, critique, and suggest ways to make government more efficient. During that time one of the findings from this study suggested that boards and commissions would be better served with more executive branch oversight. The idea was included in a preliminary report but with the slightest threat to their status boards and commissions across the state panicked, called in their lobbyists and licensees and took the matter off the table quickly. While many of the aspects of the "Guinn Report" were enacted, others like the suggestion of administrative oversight were postponed, overran, or simply killed.

Currently, licensing boards operate under

statutory guidelines, and are managed by executive staff that are hired by board members, and do not answer to the executive branch.

Many recall that during the Desai case in Las Vegas then Governor Gibbons asked for resignations from the medical board - his request was denied. Ultimately, he had to appoint interim board members to serve in the place of recused ones. Boards and Commissions are quite often appointed, as statute requires, amongst the members of the profession and are enhanced with additional "lay" members. The appointment formula has worked in the past on both sides of the

Continued on page 2

INSIDE

2020: A Critical Year for Nevada.....	2
Retail Only Gets Better.....	3
Helping Fight Hunger in Nevada	4
Two-Thirds of Retailers See Increase in Organized Theft.....	5
Nevada's Energy Sector	8
The Middle Mile: Reducing Food Waste and Helping Feed Families.....	9



2020: A CRITICAL YEAR FOR NEVADA

By Bryan Wachter

THE HOLIDAYS ARE NOW BEHIND US, AND IT'S TIME

to turn our focus to not just the new year but a critical year for Nevada. With redistricting on the horizon, it is more important than ever that Nevada businesses prepare for an election that will determine the direction



Bryan Wachter

of Nevada for at least a decade to come.

During this most recent Legislative Session, we watched the Nevada legislature raise taxes without the constitutionally mandated two-thirds requirement. This was done as a result of the democratic majority relying upon a legislative council opinion

which essentially said the continuation of a sunset tax at current rates is different than "raising taxes." We beg to differ. As a result, RAN joined the legal challenge as the vote was never about balancing the budget – it was about raising revenue without a constitutionally mandated

Continued on next page

GOVERNOR SISOLAK TACKLES... *Continued from page 1*

equation, and, at times, has spurred accusations of protectionism and complaints regarding lack of knowledge.

The recent study by the State of Nevada, Governor's Office of Finance, Division of Internal Audits, makes some interesting points regarding the above paragraph and the problems of staffing and orientation juxtaposed to industry knowledge and board member education. Having served myself on advisory boards, and many official boards and commissions, it always felt strange that staff gave the orientation and training since these were the people you were supposed to be supervising while doing your job of protecting the public and seeing to proper licensing

and performance by licensees and/or those who you were overseeing. Actually, the FTC has warned about this type of arrangement, and state governments are grappling with a US Supreme Court opinion (2015) regarding a U.S. Supreme Court decision which upheld the Federal Trade Commission's determination that the North Carolina State Board of Dental Examiners ("NC Board") violated the federal antitrust laws by preventing non-dentists from providing teeth whitening services in competition with the state's licensed dentists.

The report points out that the legislature does have a role in watching these entities in both the Sub-Committee (of the Legislative Commission) to

Review Regulations, and the Sunset-Sub Committee to Review Boards and Commissions. There is also a DAG (deputy attorney general) appointed to sit on discipline cases and to give (at cost) legal advice. In light of the 2015 ruling, and advice, both governors and legislators struggle with compliance with the spirit and intent of the decision. Governor Sisolak has tackled two boards that did not do well in the Sunset Sub-Committee's audits, and he and his staff are diligently working through the other boards and their appointees.

The RAN team is committed to monitoring and working with both staff and legislators to address this challenging issue. Our members, many who are professional licensees,



Mary Lau, RAN CEO

depend on their board or commission for advice and straight forward regulations. RAN's members, in their respective businesses, work hard to serve the public. As such, we commend the governor for addressing the often-overlooked boards and commissions space. We, too, are committed to making sure it works well. We are all better off when it does. ■

Mary Lau



RETAIL ONLY GETS BETTER

By Andy Peterson

EVERY SO OFTEN SOMEBODY SUGGESTS THE U.S. HAS ENOUGH

retail and suggests we ought to consume fewer things to make this a better world. Those folks ought to consider how innovation, availability, and supply has increased living standards for all us.

For instance, grocery, drug, clothing, technology, and durable consumer goods continue to make our lives better, not worse. Consider any one of the aforementioned categories and it is easy to apply its life enhancing



Andy Peterson

qualities. Certainly, the advancement in retail food has made the world a better place. Without it more people would be undernourished. Retail evolution continues to amaze.

A recent article in Drug Stores News, a daily online offering, suggests retail will continue to advance for the better in 2020 (see Five Ways Retail Will Change in 2020 in National Notes).

DSN makes some valid points. First, they suggest technology will continue to evolve in ways that will only help consumers.

For instance, mobile devices will become more helpful to consumers while they shop. Product finding and Scan and Shop are examples which will help busy consumers not only find products quickly but they will also help the

consumer exit the store with their purchases in a timely manner.

Secondly, DSN suggests E-commerce will be enhanced. This is happening already—witness the changes within stores where consumers pick up previously ordered goods. Expect more developments in 2020 which enhance these services.

Third, expect more focus on sustainability. Stores like Kroeger are already working to reduce waste and feed those

Continued on page 4

2020: A CRITICAL YEAR FOR NEVADA *Continued from page 2*

two-thirds majority to raise revenue. It was about setting a precedent to dismantle a key provision of the constitution that protects Nevadans from legislators who don't know how to balance a budget without raising funds.

While we've joined the legal challenge and expect to see the State Supreme Court rule against the tax increase, we also must keep our eyes on the upcoming election. There has never been a more critical election with redistricting on the agenda next year, and has the possibility

of negative impacts of increased taxation and over regulation of Nevada businesses.

Nevada Democrats will be on a mission to maintain their majorities in both houses to guarantee a decade of control. The only thing missing is a loophole to allow them to raise taxes with a simple majority. Nevada Democrats are not the only ones eagerly working towards this outcome. We are already watching Nevada unions salivating as they build their cases for tax increases, with the Clark County Education

precedent on taxation hanging in the balance.

We need to support and stand with pro-business candidates, and oppose the incumbents in the state senate who have a record of opposing business in Nevada.

And while the Nevada Assembly is likely to stay under Democrat control and likely to lean pro-tax and pro-regulation, it is critical that we support the pro-business members of the legislature to ensure that the conversation the possibility of negative impacts of increased of n

Association leading the charge, pledging to act on their own if legislators don't raise taxes next session.

This means we have to stand together in 2020, starting today with the legal challenge and on Election Day with the candidates who pledge to follow the constitution. If the retail industry, Nevada's largest employer, doesn't take action, we will be paying for the consequences for years to come. Remember, this election is not about one or two years, it's about ten years. ■



HELPING FIGHT HUNGER IN NEVADA

By Liz MacMenamin

MANY OF RAN'S LARGER MEMBERS HAVE BEEN

participating in helping to feed families in our state by donating to The Food Bank of Northern Nevada.

The Food Bank has reached out to RAN to see if there was an opportunity educate and recruit members who are not aware of

this program to become participants.

RAN would like to request that any member that has foods that could be "rescued" to consider working with the Food Bank so that there is no food wasted.

The Food Bank has volunteers to help recover these products so that you may continue doing what

you do best, operate and run your business. Please consider becoming a partner in this endeavor.

RAN would like to highlight members that are participating, so please feel free to contact Liz MacMenamin at lizm@rannv.org or call **775-882-1700**. ■



Liz MacMenamin

RETAIL ONLY GETS BETTER *Continued from page 3*

in need. Millennials and Gen Z—huge markets for any retailer—are driving these values so expect this trend to continue and retailers to respond.

Fourth, retailers are getting into in-store health care. Case in point, according to DSN; Walmart's launch of "Pharmacy of the Future" pilot combines technology, services and customer experience into a meaningful effort.

Lastly, Retail will evolve it's in-store experience in an age of E-commerce. This reflects an increased customer experience of expanded immediacy. Witness the new parking

spots at most any retailer for customer pick up.

2020 will likely see these trends move forward at a significant rate.

Critics who suggest we over consume should look again at the evolution of retail to understand consumers demand is now more efficient than it has ever been to date.

Technology, data, and logistics deliver what is needed and wanted consumer by consumer rather than in the slow and inefficient patterns of the past.

The challenge of retail has always been to know what the customer wanted and how much

he or she would pay for it. This dynamic was further complicated by the fact that retailers had to spot and act on the trend so far in advance. Data, logistics, and the omnipresent and evolving ecommerce platforms of retailers are making these trends more manageable.

Consumers can get

what they want, when they want it, and how they want it. Simply put, its more efficient.

Expect the retail industry to not only meet consumer demand, but also to do it in ways that are more efficient and revolutionary. At the end of the day, we'll all be better off as a result. ■





TWO-THIRDS OF RETAILERS SEE INCREASE IN ORGANIZED THEFT

NRF

ORGANIZED RETAIL CRIME AFFECTS ALMOST

all merchants and more than two-thirds of those surveyed have seen an increase in the past year, according to the 15th annual ORC study released today by the National Retail Federation.

“Organized retail crime continues to present a serious challenge to the retail industry,” NRF Vice President of Loss Prevention Bob Moraca said. “These criminal gangs are sophisticated, but so are retail loss prevention teams. Retailers are committing more resources and constantly evolving their tactics to fight this ongoing challenge.”

The report found that 97 percent of retailers had been victimized by ORC in the past year and that 68 percent had seen an increase in ORC activity. Losses averaged \$703,320 per \$1 billion in sales, marking the fourth year in a row that the figure topped the \$700,000 mark.

Nearly two-thirds (65 percent) of retailers said ORC is a higher priority for their companies than five years ago, while 56 percent were allocating additional

technology resources to the issue and 44 percent were increasing their loss prevention budgets.

Among steps taken to fight ORC, 38 percent had changed or were planning to change return policies while 37 percent were doing the same with point-of-sale policies, 27 percent with employee screening and 24 percent with the way they handle trespassing.

While ORC often involves thefts from stores, 73 percent of those surveyed had been victims of cargo theft. Theft of cargo occurred most often en route from distribution centers to stores (59 percent), at distribution centers (33 percent) and en route between stores (30 percent).

Stolen merchandise is sometimes returned for store credit, usually in the form of gift cards. Those cards can then be sold for cash, and 51 percent of retailers had found them for sale on websites while 17 percent found them in pawnshops.

ORC gangs typically steal a mix of high-end designer products and easy-to-fence everyday

necessities. Top items stolen included designer clothing, infant formula, razors, designer handbags, laundry detergent, denim pants, energy drinks, allergy medicine and high-end liquor among others.

Retailers in areas with state-level ORC laws said

the stronger penalties that come with a felony. Among retailers surveyed, 51 percent had seen an increase in average ORC case values in states where that has happened.

Retailers’ efforts to fight ORC focus on more than just preventing the theft of



they were happy with help received from local law enforcement (84 percent) and state law enforcement (75 percent) but somewhat less so with federal law enforcement (64 percent). ORC often crosses state lines, and 71 percent said a federal ORC law is needed.

A number of states have increased the threshold of what constitutes a felony in recent years, allowing criminals to steal more before being subject to

merchandise. The survey found that 68 percent of retailers said ORC gangs had shown more aggression or violence in the past year, and many anti-ORC resources are directed toward protecting the safety of customers and employees.

The top five cities for ORC in the past year in order were Los Angeles, New York, Houston, Chicago and Miami, with a number of ties rounding out the top ten. ■



Nevada Notes

RETAIL ASSOCIATION OF NEVADA LAWSUIT UPDATE

On November 19, the Carson City District Court heard oral argument on motions pertaining to the right of the Legislative Counsel Bureau (LCB) to participate in the case pertaining to a constitutional challenge to the passage of a Modified Business Tax rate and DMV fee extension without a supermajority vote.

The case was brought by nine Senators and several business entities, including RAN, all of whom are represented by private counsel. The defendants in the case are the State of Nevada, including the Senate Majority Leader and Secretary of the Senate.

The LCB appeared in the case on behalf of the Senate Majority Leader and Secretary of the Senate. This triggered a motion to disqualify by the plaintiffs on the grounds that the LCB had a conflict of interest because it had clients on both sides of the case.

In addition to opposing the plaintiff's motion to disqualify, the LCB filed a separate motion on behalf of the entire Legislature to intervene as a party. In 1965, the Nevada Legislature passed a bill that effectively gives the Legislature the ability

to intervene in any case in which the applicability of a statute or constitutional provision is at stake. Nevada appears to be in the minority of states, both in terms of the availability of this right to intervene and the frequency in which the Legislature utilizes it to intervene in litigation.

At the November 19 hearing, the Judge granted the plaintiff's motion to disqualify the LCB from representing the Senate Majority Leader and the Senate Secretary, but granted the Legislature's motion to intervene. Consequently, the Senate Majority Leader and Senate Secretary will need to retain private counsel, but can pay their legal fees with state funds.

The Legislature will now be a party to the case, represented by the LCB. The underlying conflict of interest for the LCB remains in place, and threatens the long-standing claim of the LCB to be a non-partisan organization.

A hearing on the substantive arguments in the case pertaining to the constitutionality of the passage of the MBT and DMV Fee bills is scheduled for 9:00 a.m. on April 1, 2020 in Carson City District Court.

Update provided by

Joshua Hicks, McDonald Carano, General Counsel to RAN NRF

UP TO 1.65 MILLION NEVADANS SHOP OVER THANKSGIVING WEEKEND

Once the turkey dinner was done Thanksgiving weekend, Nevada consumers began flocking to shopping destinations to hunt for Thanksgiving Day and Black Friday deals.

The shopping marathon continued into Small Business Saturday and concluded with the final round of sales on Cyber Monday. The Retail Association of Nevada (RAN) estimates that 1.65 million adults in the Silver State shopped over the four-day Thanksgiving weekend and Cyber Monday, a time when retailers sought to boost sales by offering an abundance of deals.

Based on National Retail Federation (NRF) survey data, RAN projected up to \$593 million was spent across Nevada over Thanksgiving weekend and Cyber Monday, a 5.5 percent increase from the estimated \$562 million spent a year ago.

"Nevada retailers prepared for a robust holiday shopping season," said Bryan Wachter, Senior Vice President of RAN.

"Small retailers play a vital role in our state's economy, and all Nevadans will see a benefit from these strong holiday spending trends."

RAN's projections are based on nationwide survey data from the National Retail Federation (NRF), which estimates that over 165 million Americans are planning or considering to shop at stores or online outlets between Thanksgiving Day and Cyber Monday.

Black Friday, as usual, was the busiest day of the shopping weekend, with 69.3 percent of shoppers planning to camp out or wake up at the crack of dawn to find the best deals of the holiday season. Cyber Monday was the second-busiest day of the extended shopping weekend, with 41.6 percent of shoppers making a purchase.

A growing trend involves shoppers hitting stores on Thanksgiving Day. About a quarter of shoppers on Thanksgiving weekend (24.0 percent) shopped on the holiday itself, which is up from about 20 percent in recent years. Additionally, 40.3 percent of shoppers planned to participate in Small Business Saturday and another 20.1 percent

Continued on page 11



National Notes

RETAIL SALES MIXED IN OCTOBER

Retail sales in October inched up 0.2% over September, according to the National Retail Federation, and were up 4.2% year-over-year. This according to the National Retail Federation.

The rise in October sales was due to gains in three sectors: online, grocery and general merchandise stores. Sales were down month-over-month in apparel and accessories; home furnishings; sporting goods; building supplies and garden supply; and electronics and appliances.

“Despite the gradual slowdown in the U.S. economy, consumers are in a good place and October’s retail sales are a step forward into the all-important holiday season,” said NRF chief economist Jack Kleinhenz said. “Uncertainty around trade policy has impacted consumer sentiment recently but ongoing job growth, low interest rates, low inflation and the stock market hitting record highs provide support for consumer spending.”

Specifics from key retail sectors for October month-over-month sales are below.

- Online and other non-store sales were up 0.9%.
- Grocery and beverage stores were up 0.5%.
- General merchandise stores were up 0.4%.
- Health and personal care

stores were unchanged.

- Clothing and clothing accessory stores were down 1.0%.
- Furniture and home furnishings stores were down 0.9%.
- Sporting goods stores were down 0.8%.
- Building materials and garden supply stores were down 0.5%.
- Electronics and appliance stores down 0.4%

Chain Store Age

STUDY: GLOBAL RETAIL SALES WILL SLOW IN 2020 BUT REMAIN STRONG IN U.S.

According to a new study by the Economist Intelligence Unit, global sales growth will slow.

However, in terms of U.S. dollar growth they will accelerate. This is due to regional trends in demand, pricing, and exchange rates.

“It’s a mixed picture for retailing in 2020,” said Shveta Sharma, consumer goods analyst at The Economist Intelligence Unit. “Although there will be areas of opportunity, particularly in Asia, there are several threats to the industry. The U.S.-China trade war, Brexit and the protests in Hong Kong will all take a toll, while some retailers will also struggle to keep up with the continued shift online. We expect more store closures and job cuts.”

The report predicted

that in volume terms, growth will slow to 2.2% in 2020, compared with 2.5% in 2019. Global retail sales will accelerate in U.S. dollar terms, rising by 4.8%.

Chain Store News

FIVE WAYS RETAIL WILL CHANGE IN 2020

It is said death and taxes are the only sure thing. That is partially true. Change is the other thing that is certain. 2020 will bring changes to retail. This year’s predictions contain:

1. Technology Transforms

Technology advances will bring about more unique consumer experiences, from stores to homes. One such change might try-before-you-buy that will come into consumers’ homes.

Retailers need to be ready for all the impacts of these technologies. For example, the in-home trial phenomenon will give new meaning to the concept of sampling, and smartphones will become more useful in-store tools as consumers shop.

2. E-commerce on Steroids

Consumers are ramping up their expectations about the speed of product deliveries, now insisting on one-day or same-day delivery service, and even within hours. All this puts huge pressures on retailers

trying to meet customer needs. Retailers should ask themselves essential questions: Will customers pay for the extra services? If not, do we need to make these investments anyway just to remain competitive?

3. Sustainability Grows Up

Consumers are demanding more sustainable products, and this trend has moved well past food status. The sustainability stakes in 2020 for retailers will become greater because it’s their younger customers who are the most insistent.

4. Health Care Accelerates

Retailers will make have large commitments to in-store health care.

Many retailers further will need to accelerate and upgrade such efforts in the coming year or two because retail is on the front lines of making health services more available. Walmart’s recent launch of its “Pharmacy of the Future” pilot is a great example of how to combine technology, services and customer experience into a meaningful effort.

5. Physical Gets Experiential

It’s probable 2020 will bring new and innovative lessons for how in store can transform in the age of e-commerce.

Drug Store News



NEVADA'S ENERGY SECTOR

By Lucas Foletta



2019 SAW SOME OF THE MOST CONSEQUENTIAL DEVELOPMENTS

in the energy sector in the last decade. At the top of the list was Senate Bill 358, which increases Nevada's portfolio standard to 50 percent by 2030.

There were also bills that provide for expanded solar access (AB 465), modified the state's direct access program (704B) (SB 547), allowed the incorporation of renewable natural gas in the gas mix (SB 154), and potentially changed the way electric rates will be made (SB 300).

The Legislature also passed SB 254 mandating the inventory of carbon emissions by industry sector and the development of policy proposals to address specific climate goals.

The Governor took related action to combat climate change by joining the U.S. Climate Alliance, and he has since issued an executive order directing state agencies to assist in the development of a State Climate Strategy.

The utility itself took action incorporate more renewables in the state's resource mix, obtaining

approval to add another 1190 MW of solar energy to the mix along with 590 MW of battery storage.

It also attempted to address some of its departing customers' concerns regarding rate competitiveness and resource mix through the application for an optional program price tariff with certain green elements.

Thus, not only did the Legislature make fundamental changes to the state's electric system, but in conjunction with the Governor's efforts it laid the foundation to increase the focus of the state's energy policy toward carbon reduction and addressing climate change more generally.

And the utility itself has shown a willingness to be responsive to the demands of its largest customers.

All this said, there is no sign that energy will be any less of a dynamic sector going forward. Indeed, it is already clear that 2020 will be a busy year.

One of the hotly contested matters from recent years is the litigation over the deferred tax savings resulting from the

Tax Cuts and Jobs Act. The Public Utilities Commission concluded that the utility inappropriately directed those savings to its earnings instead of preserving them for disposition by the PUC.

The utility appealed that finding to the courts, and the district court will hear arguments on the issue in January.

The PUC will also continue to be hard at work. Numerous consequential rulemakings are ongoing and will likely continue through 2020.

Perhaps the most significant is the rulemaking associated with SB 300. That bill charges the PUC with establishing regulations to facilitate the submission of a so-called alternative ratemaking application by the utility.

Such an application is alternative in the sense that it will not necessarily be governed by the traditional ratemaking methodology of establishing what the cost is to serve various customers and then assigning those costs to those customers plus a reasonable return.



Lucas Foletta

Instead, alternative formulas and metrics could be used to determine the appropriate rates for certain customers. The PUC has started the process of investigate how alternative ratemaking works and what types alternatives may make sense for Nevada, and that process is likely to continue at least through 2020. The PUC is also busy making rules relating to the other pieces of legislation described above.

2020 will also see the filing of a general rate case by Nevada Power Company. Nevada Power's last general rate case resulted in an approximately \$30 million reduction of the utility's revenue request and the imposition of a first of

Continued on page 11



THE MIDDLE MILE: REDUCING FOOD WASTE AND HELPING FEED FAMILIES

By Jocelyn Lantrip



FOOD BANK

OF NORTHERN NEVADA

FOOD BANKS ACROSS THE COUNTRY RESCUE FOOD EVERY DAY

that would otherwise go to waste and they deliver it to families facing food insecurity. The Food Bank of Northern Nevada, in coordination with many partner agencies, pick up food daily that is close to the

expiration date from grocery stores so that this perfectly good food can be used to help feed those in need rather than being tossed into a landfill. It is a true win-win for all involved.

The regular model of food delivery with the Food Bank is through a network of 145 partner agencies throughout the region.

Each spoke in the wheel is dependent on the others to roll forward and fight hunger.

The issue of food insecurity in northern Nevada is still very serious. The Food Bank of Northern Nevada is helping an average of 91,000 people each month and nearly half of those are children and seniors throughout its 90,000 square mile service area.

More than 18.2 million meals were delivered last year with 38 percent of that food being fresh produce. The cost to rescue food and get it to those who need it is high, and, for that reason, smaller food donations may be missed in this process and ultimately be wasted.

The Food Bank of Northern Nevada has joined a group of food banks across the country. Through their national network, Feeding America, they are piloting the Middle Mile, a program designed to rescue smaller food donations from small



Jocelyn Lantrip

and medium retailers such as convenience stores, bakeries, and other food purveyors.

Donations can be perishable foods. However, hot prepared foods are not accepted. The Middle Mile incorporates a new system combining technology and volunteers to move these valuable donations to non-profit organizations and partner agencies who can immediately use them.

The Food Bank of Northern Nevada is excited about this new endeavor. In the first few months of



Bringing HOPE To the Table

Smith's



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.

Gold Standard Child Care & Preschool LLC dba Gold Standard Child Care
Gymnastics 702 LLC
Jeff J Rife & Associates
Uni-Steam LLC

Credit Card Payments

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.



“Workers' comp that works for you”

Take Control of Your Workers' Compensation through the Self Insured Group Administered by Pro Group

- Increased workplace safety
- Effective claims management
- Lower claims cost
- Reduced rates
- Full Control of your coverage
- Help you retain your profits
- Protect your Employees
- Comply with State Regulations
- Pay-as-you-go with no annual deposits or renewals
- Reduce interruption in production and services
- Management, Supervisor, and Employee Training

Talk with one of Pro Group's specialists today.
Give them a call at **(800) 859-3177**, Monday - Friday
8:00 a.m. to 5:00 p.m. or email at info@pgmnv.com.



www.pgmnv.com | info@pgmnv.com

Carson City Office
575 S. Saliman Road, Carson City, NV 89701
(800) 859-3177 or (775) 887-2480

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.



NEVADA NOTES *Continued from page 6*

planned to shop on Sunday.

Two-thirds of consumers cited the deals offered during the Thanksgiving weekend and Cyber Monday as

the reason they went shopping, making it the primary reason for shopping during that period. Tradition was the second-most cited reason, with 28.0 percent

of consumer responses. Consumers this year are shopping at brick and mortar stores at a higher rate than the past few years. According to the NRF survey, 47.0 percent

of Thanksgiving weekend consumers will begin their shopping in store, while 41.0 percent will check online for deals first.

Retail Association of Nevada

NEVADA'S ENERGY SECTOR *Continued from page 8*

its kind earnings sharing mechanism.

Nevada Power has committed publicly to seeking a \$120 million reduction in rates in the next case. Interested parties will likely be investigating how the requested decrease is allocated and whether the utility will recommend maintaining the existing earnings sharing mechanism.

The earnings sharing mechanism has captured

substantial (millions) monies for the benefit of ratepayers since its imposition, and Nevada Power's sister utility Sierra Pacific Power Company recently agree to impose such a mechanism for the benefit of northern Nevada customers.

The executive branch will also likely be busy. The Department of Conservation and Natural Resources must release its SB 254 report by the end of the year, and that

report is likely to result in further action within the executive branch to develop policy proposals to address the carbon reduction goals identified by the administration. That process seems likely to focus at least in part on addressing carbon emissions by the transportation sector and could involve a stakeholder process. These issues may also be debated by the interim Legislative Committee

on Energy. Consequently, it seems likely there will be legislation that results from these efforts. Indeed, SB 254 and the work that flows from it could reflect a shift in the focus of energy policy in Nevada from the electric system to a more comprehensive approach to carbon reduction. In all, 2020 should be a busy year in energy, as 2019 has been. ■

THE MIDDLE MILE *Continued from page 9*

the program, approximately fifty of these donations were picked up by volunteers and delivered to six different agencies in northern Nevada. Those who have joined forces with the Middle Mile are excited to see such an innovative solution to reduce food waste while at the same time serving people who face food insecurity.

The process is simple and exciting for the donors. "We love the work of the Food Bank and are excited to be

a part of this new program that helps save this food and put it to use," said Anton Novak, owner of Rounds Bakery and first donor to join the Middle Mile program. "The quality of our product is important to us so we are thrilled when the food doesn't go to waste and we can help families at the same time." Debra Waggoneer, of the Center of Influence, a partnering agency, said, "Our small pantry often doesn't always have the resources

to pick up donations when they are available. It is always exciting to receive these very welcome Middle Mile donations." "The partner agencies we serve vary greatly in their size and resource level," explains Nicole Lamboley, president & CEO of the Food Bank of Northern Nevada, many agencies are run completely by volunteers and these donations are of great value to those they serve." Our goal, she added, "is

to connect and recruit small and medium retailers to be our partners so that we can rescue food that can be put into the Middle Mile program for distribution rather than sent to the landfill." If you would like to learn more about the Middle Mile program and how you might participate, please contact Chris Gleim, Food Bank of Northern Nevada at cgleim@fbnn.org or 775-331-3663 ext. 129. ■



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

PRESORTED
STANDARD
U.S. POSTAGE PAID
RENO, NV
PERMIT NO. 931

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.

Mary F. Lau
President/CEO

Bryan Wachter
*Senior Vice President of
Public and Government Affairs*

Elizabeth MacMenamin
Vice President of Government Affairs

Andy Peterson
Vice President of Government Affairs

Piper Brown
*Director,
Finance and Administration*

Andy Peterson
Editor

Sue Arzillo, Alphabet Soup Inc.
Newsletter Design & Layout



OVER THE COURSE OF THREE DAYS, The NGA Show brings together independent retailers and wholesalers, food retail industry executives, food/CPG manufacturers and service providers for unparalleled opportunities to learn, engage, share, network, and innovate. It's a must-attend event for those who need to stay up-to-date on industry trends and best practices.

A special registration discount is offered to members of the Retail Association of Nevada.

Register at www.thengashow.com with Discount Code: NV15 to save 15%!

This year's event features:

- Opening Keynote Address presented by Doris Kearns Goodwin, world-renowned presidential historian, sponsored by KraftHeinz.
- Closing Address presented by Steven A. Robinson, former Executive Vice President and Chief Marketing Officer of Chik-fil-A, Inc.
- Over 60 educational workshops and sessions providing valuable insights on industry trends, emerging issues and best practices you can apply immediately.
- More than 100 speakers, featuring independent retailers and wholesalers, sharing best practices to help you increase your bottom line.
- Over 400 exhibitors on the Expo Floor, showcasing innovative technologies and solutions to meet your every need and boost value for your business.
- Plus, the Opening Night Reception, Creative Choice Awards, Best Bagger Competition & After Party, and Closing Party at the Hard Rock Hotel!