



**RAN**  
Retail Association of Nevada

January 2021

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# NEVADA NEWS

## NEVADA'S LEGISLATIVE OPPORTUNITIES

By Mary Lau

### THE 81ST SESSION OF THE NEVADA LEGISLATURE WILL BEGIN IN JUST

a few weeks, and yet again our legislators are facing a substantial budget deficit, this time due to the COVID-19 pandemic. However, this time, our Nevada legislature has an opportunity to do more than apply a bandage; instead of another rushed tax hike, it's time for our legislature to ask themselves if Nevada's system of taxation makes sense in the post-COVID economy.

The COVID pandemic has created a perfect storm for Nevada's state budget that is built on the unsteady foundation of tourism dollars. Any time there is a hiccup in the economy the cycle repeats. Tourism dollars decline, resulting in layoffs and increasing unemployment, followed by a reduction in sales and business tax revenues. When the Legislature convenes, they do their best to plug the holes in the budget, justifying that the program cuts (or tax hikes) are temporary, just



Mary Lau, RAN CEO

until the economy recovers, only to continue the cycle.

This year we have an opportunity to change the conversation. COVID has presented an opportunity for Nevada to modernize and optimize to ensure our state is competitive in the national and global markets in the future. COVID has brought to light that consumer behaviors are changing, and our tax base is not keeping up. For example, a paperback book purchased in a store is subject to sales tax; however, an e-book is not. A video game purchased in a store is subject to sales tax; a downloaded video game is not.

Nevada is not the only

state that is facing budgetary challenges as a result of the COVID-19 pandemic, but Nevada also cannot afford to be left behind when the economic recovery begins. Even now, in the middle of the pandemic, not a day goes by that there isn't a news story about another business fleeing California or New York City. Other states are already doing the research and having conversations to make

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# RETAIL: AN OLD INDUSTRY THAT IS ALL ABOUT TOMORROW

By Andy Peterson

## RETAIL IS AN ANCIENT ART. RETAIL ACTIVITIES

that are thousands of years old have been discovered by historians. Goods back then were fairly essential — animals, grains, tools of sorts, and a million other things various cultures used to survive.

In North America's short history, it was the retailer who provided the goods needed to survive and thrive, and, more often than not, retailers were the most successful people in a town or region.

For example, during the California Gold Rush retailers were the most stable, trustworthy, and prosperous. Retail throughout history has been the cultural glue which lubricated the economy and held cultures together.

Today, in some of the most uncertain times many of us have ever experienced, retail has come through once again. Retail held up during the pandemic of 2020. There were a few shortages — toilet paper, paper towels, and cleaning supplies come to mind — but, for the most part, consumers



Andy Peterson

could procure most anything they wanted when great swathes of the country went into lockdown. Soon after the lockdowns eased even the most picked over shelves were once again full. Retail held up.

As the new year unfolds, we will return to normal even though normal may take some time. This, as we all know, is due to scientists who rapidly developed a vaccine. Once a sufficient number of people get vaccinated, normal is sure to return.

Scientists, government officials, economists, and those involved in the rollout, all predict mid-summer as the point we can consider things to be "back to normal."

However, retail may have already been "back to normal" long before. Retailers were forced to quickly figure out how to make things work in

the face of uncertainty.

Obviously, those who adapted quickly did much better than those who didn't. Some trends which helped included omnichannel integration wherein a seamlessness evolved between online presence and brick and mortar. Omnichannel is likely to remain past the pandemic and seem normal to all involved.

Another trend which seemingly thrived during the pandemic has been direct to consumer marketing.

Old and new brands took advantage of the trend and consumers saw the brands show up in social media outlets bypassing both online and brick and mortar outlets all together — we can expect the trend to remain in some form.

Black Friday, however, was likely the event most impacted as a result of the pandemic. Retailers knew they wouldn't expect door crushing consumers to fill baskets before the sun rose. As

a result, retailers extended Black Friday into a month-long event. Much of it was online but some was in-store.

Consumers were able to leisurely compare prices and products and pick those items up curbside, have them delivered, or have them shipped directly to recipients.

The jury is still out as to the final Black Friday numbers, but judging by numbers from the National Retail Federation results will be respectable. Black Friday may have changed forever, and it may, depending upon results, evolve into an expanded holiday shopping event.

Retail has been around for a very long time. Times have changed and 2020 certainly challenged retail. We can only expect a stronger retail year in 2021. ■





# FIRST ALLOCATION OF COVID-19 VACCINE IN NEVADA

By Liz MacMenamin

## **N**EVADA RECEIVED ITS FIRST DISTRIBUTION

of 12,675 COVID-19 doses on Tuesday, December 14, 2020. These were delivered to hospitals to be administered health care workers. The state is following the federal guidelines to distribute the first dosages to health care workers on the front lines and then to the long-term care facilities in our state.

The state has a public-private partnership with members of RAN and these members will be assisting with the process of getting those in long-term care facilities vaccinated.

The first shipment is expected to cover only about 15 percent of the "Tier 1" community at this time. More doses are expected shortly in order to inoculate most of those in this "Tier 1" priority group.

The public will still have to wait several months before the vaccine is available in large enough quantities in order to be vaccinated.

RAN will be sending out information to keep its members updated as the vaccine becomes available.

### **UPDATE: 12/7/2020**

Nevada is expected to receive approximately 164,000 doses of COVID-19 vaccine in December. Doses will be allocated to Tier One individuals. Allocations will be made according to the priority to as outlined in the Nevada's COVID-19 Vaccination Program Playbook.

### **THOSE IN TIER ONE BY PRIORITY ARE:**

- a.** General medical and surgical hospital staff
- b.** Long term care facilities — staff & residents
- c.** Psychiatric and substance abuse hospitals
- d.** Emergency medical services personnel
- e.** Frontline public health — workforce and volunteers
- f.** Laboratory workers
- g.** Pharmacists and pharmacy technicians
- h.** Outpatient and home health providers
- i.** Nevada Department of Corrections — staff
- j.** Deployed and mission critical personnel who play essential role in national security.
- k.** State and local emergency operations — managers/staff
- Tier One recipients

include front-line medical workers and others in the public health sector. This group includes 173,451 people.

Nevada expects to implement vaccinations, including those in group A & B, as soon as vaccinations are received.

Because vaccinations are limited, the state will follow the aforementioned list as means of scheduling priority.

Once Tier One vaccinations are complete, those in Tier Two, including those considered to be critical infrastructure workforce, will be offered vaccinations. This will include those in education, public transportation, agriculture and food processors, essential retail workers, logistics and supply chain, utilities, communication, NDOT, and others.

Tier Three will consist of those at increased risk for severe illness or of acquiring or transmitting COVID-19. This will include the homeless, those living in transitional housing, those with underlying health conditions that are or may be at increased risk of severe illness, and the elderly.

Upon completion of



**Liz MacMenamin**

the above individuals, the vaccine will then become available to healthy adults between the ages of 18-64 and the remainder of the public.

The process is predicted to take time; many may have to wait until spring or midsummer according to Candace McDaniel, Bureau Chief of Nevada Department of Public and Behavioral Health.

Pharmacists or pharmaceutical technicians who are willing to volunteer in assisting in the administration of the vaccines should contact the Board of Pharmacy, who has been an active participant in the safe and effective rollout of COVID-19 vaccinations. ■





# SENATE MAJORITY LEADER NICOLE CANNIZZARO AND SENATE MINORITY LEADER JAMES SETTELMAYER ANNOUNCE 2021 LEGISLATIVE SESSION COMMITTEE ASSIGNMENTS

## **Commerce and Labor:**

Senators Pat Spearman (Chair), Yvanna Cancela (Vice Chair), Melanie Scheible, Roberta Lange, James Settelmeyer, Joe Hardy, Keith Pickard

## **Education:**

Senators Mo Denis (Chair), Marilyn Dondero Loop (Vice Chair), Dina Neal, Roberta Lange, Joe Hardy, Scott Hammond, Carrie Buck

## **Finance:**

Senators Chris Brooks (Chair), Mo Denis (Vice Chair), Nicole Cannizzaro, Julia Ratti, Marilyn Dondero Loop, Ben Kieckhefer, Pete Goicoechea, Scott Hammond, Heidi Gansert

## **Government Affairs:**

Senators Marilyn Dondero Loop (Chair), James Ohrenschall (Vice Chair), Dina Neal, Pete Goicoechea, Ira Hansen

## **Growth and Infrastructure:**

Senators Dallas Harris (Chair), Chris Brooks (Vice Chair), Pat Spearman, Scott Hammond, Keith Pickard

## **Health and Human Services:**

Senators Julia Ratti (Chair), Pat Spearman (Vice Chair), Dallas Harris, Joe Hardy, Ben Kieckhefer

## **Judiciary:**

Senators Melanie Scheible (Chair), Nicole Cannizzaro (Vice Chair), Yvanna Cancela, James Ohrenschall, Dallas Harris, James Settelmeyer, Keith Pickard, Ira Hansen

## **Legislative Operations and Elections:**

Senators James Ohrenschall (Chair), Roberta Lange (Vice Chair), Nicole Cannizzaro, Heidi Gansert, Carrie Buck

## **Natural Resources:**

Senators Yvanna Cancela (Chair), Melanie Scheible (Vice Chair), Chris Brooks, Pete Goicoechea, Ira Hansen

## **Revenue and Economic Development:**

Senators Dina Neal (Chair), Julia Ratti (Vice Chair), Mo Denis, Ben Kieckhefer, Heidi Gansert



# COVID-19 IN EMPLOYMENT: CAN BUSINESSES REQUIRE EMPLOYEE VACCINATIONS?

By Laura Jacobsen, McDonald Carano Law Firm



Government Affairs & Advocacy Group

**WITH THE RECENT  
ANNOUNCEMENT  
THAT THE  
UNITED STATES**

has begun distribution and administration of COVID-19 vaccines (the first shipment landed in Nevada on December 14, 2020), businesses across the nation are grappling with whether to require their employees to get vaccinated.

Whether to impose such a requirement should take into account if a vaccine is currently available to employees, as well as employment laws and regulations.

In Nevada, an employer deciding whether to require employee vaccination must consider the requirements of the Americans With Disabilities Act (ADA) and Title VII of the Civil Rights Act (Title VII), federal laws which cover all employers with at least 15 employees. Under the ADA, a vaccination is considered a medical exam. For that

reason, it can be required only if it is job-related and consistent with business necessity. If an unvaccinated individual is a “direct threat” to the health and safety of others, a vaccine mandate is permissible.

While the EEOC, the federal agency charged with enforcing the ADA, has determined that COVID-19 is itself a “direct threat,” the EEOC has not yet updated its guidance with respect to whether an employer may require employees to vaccinate.

In the retail space, it seems a vaccination requirement would meet ADA standards due to the

employee accommodation requests. An employer has a duty to reasonably accommodate: (1) disabilities under the ADA, and (2) sincerely held religious beliefs under Title VII.

An employer should therefore engage in the “interactive process”—a conversation about the employee’s precise limitations and requested an accommodation—with any employee who states they cannot undergo vaccination because of religion or a medical issue.

The interactive process may involve requiring the employee to provide a doctor’s note explaining

***“While the EEOC, the federal agency charged with enforcing the ADA, has determined that COVID-19 is itself a “direct threat,” the EEOC has not yet updated its guidance with respect to whether an employer may require employees to vaccinate.”***

possibility of transmission between employees and customers.

Once an employer institutes a vaccination requirement, it must be prepared to address

the disability or other information verifying the religious belief or practice (though employers should generally tread lightly in questioning the sincerity of an employee’s religious



**Laura Jacobsen**

belief).

Whether the employer can accommodate an employee and what that accommodation may be will depend upon the facts and circumstances of each case.

For example, perhaps it is possible to assign an employee who cannot be vaccinated to duties that the employee can perform from an isolated room where they will not physically interact with co-workers or the public.

In other cases, an accommodation exempting the employee from vaccination may not be reasonable because it

*Continued on page 8*



# Nevada Notes

## AMAZON BETS BIG ON NEVADA FULFILLMENT INFRASTRUCTURE

Amazon is opening eight new customer fulfillment and delivery operations facilities across Nevada. The sites are expected to create more than 2,000 permanent full- and part-time jobs.

Amazon broke ground in October 2020 on an 855,000-sq.-ft. fulfillment center in North Las Vegas, which will create 1,500 new full-time jobs when it opens in 2021. The site will be the second fulfillment center in the state using Amazon robotic technology to help associates pick, pack and ship smaller items to customers.

The new sites also include five delivery stations that will support the last mile of Amazon's order fulfillment process. The locations of the stations are:

- Henderson – Delivery station opening in 2021.
- Las Vegas – Delivery station opening in 2021.
- North Las Vegas – Delivery station opened in September 2020.
- Reno – Delivery station opened in October 2020.
- Reno – “AMXL” fulfillment center / delivery station opening in 2021. This site supports the fulfillment and delivery of large products, from TVs to

couches, shipped by drivers employed by Amazon's delivery service partners or national third party carriers.

*Chain Store Age*

## LONGTIME, VISIONARY CEO OF ZAPPOS AND LAS VEGAS CHAMPION DIES

Tony Hsieh, the recently retired CEO of online footwear and accessories retailer Zappos has died at 46 after sustaining injuries in a house fire.

Hsieh served as CEO of Zappos from 2000 until 2020 died on Friday, Nov. 27, at Bridgeport Hospital in Bridgeport, Conn.

Hsieh's death was caused by smoke inhalation complications after he was injured in a house fire in New London, Connecticut.

Hsieh founded LinkExchange in 1996 and sold it to Microsoft for \$265 million in 1998. He used that money to launch business incubator Venture Frogs, which was an initial investor in Zappos in 1999. Still in his mid-20s, Hsieh became the Zappos CEO in 2000.

Zappos headquarters were located in downtown Las Vegas. In 2009, Amazon acquired Zappos for close to \$930 million in Amazon shares, cash and restricted stock. Hsieh remained as

the CEO and the company continued functioning as an independent entity within Amazon. In August 2020, Hsieh retired from Zappos.

According to reports, he planned to focus on supporting philanthropic causes.

In 2007, Hsieh, then 33, appeared on the cover of Chain Store Age, and was honored as one of Ernst & Young's Retail Entrepreneurs of the Year.

*Chain Store Age*

## SHOPPING OVER THANKSGIVING WEEKEND AND CYBER MONDAY TOPS \$545 MILLION IN NEVADA

Over the long Thanksgiving weekend and Cyber Monday, shoppers across the Silver State headed to stores and online retailers to take advantage of holiday deals and discounts.

In the Silver State, the Retail Association of Nevada (RAN) estimates that over 1.7 million people spent a total of \$545.7 million on gifts, decorations and other merchandise over the five-day period, down from \$638.9 million last year.

Online retail sales over the Thanksgiving weekend reflected the growth trends reported for most of 2020 due to the pandemic.

In Nevada, an estimated 899,000 consumers did their Thanksgiving weekend shopping exclusively behind a computer or cell phone screen, an increase of more than 51 percent, according to RAN estimates.

“This has been a challenging year for Nevada retailers, and a lot of preparation has gone into making this holiday shopping season safe for our customers and employees,” said Bryan Wachter, Senior Vice President of RAN.

“Retailers are listening to our customers and are investing in the infrastructure to keep stores safe and online shopping and curbside pickup as convenient as possible.”

Nationwide, an estimated 186.4 million consumers shopped over the Thanksgiving weekend and on Cyber Monday, a slight decline from the 189.6 million shoppers a year earlier, according to the National Retail Federation (NRF). Shoppers over the five days spent an average of \$311.75, with nearly \$225 going toward gifts and holiday items, according to NRF survey data.

Due to ongoing social distancing measures and

*Continued on page 11*





# National Notes

## PHARMACY AND RETAIL STAFF FIRST IN LINE FOR VACCINES

The CDC's Advisory Committee on Immunization Practices (ACIP) proposed health care personnel and long-term care facility residents — an estimated 24 million people — for Phase 1a of U.S. coronavirus vaccination allocation.

That includes health care professionals in hospitals, emergency medical services, pharmacies, outpatient clinics, home health care, and public health and long-term care facilities, as well as residents of skilled nursing and assisted living centers and other residential care facilities.

Supermarket pharmacy staff will be among the nation's first group of recipients of COVID-19 vaccines, with food industry workers following in the next phase, according to a Centers for Disease Control and Prevention panel.

This is important. Accordingly, FMI research show supermarket pharmacies currently provide 20% of the nation's flu vaccines. Furthermore, with the

appropriate resources, supermarket pharmacists will dramatically expand access to COVID-19 vaccinations and rapidly advance our nation's immunization program.

*Super Market News*

## WALGREENS BOOTS ALLIANCE IS ESCALATING ITS ROLLOUT OF VILLAGEMD HEALTH CARE CLINICS.

Walgreens and VillageMD announced plans to open 40 new Village Medical primary care clinics at Walgreens by the end of summer 2021.

The expansion is part of the large-scale rollout announced earlier this year to open 500 to 700 Village Medical at Walgreens clinics in more than 30 U.S. markets in the next five years.

To date, expansions are planned in Houston, El Paso and Austin, Texas, Phoenix, Ariz., and Orlando, Florida.

In a statement VillageMD's CEO said, "In today's complex healthcare environment, this integrated model of care is more important than ever."

*Chain Store Age*

## CYBER MONDAY SALES BREAK \$10 BILLION

According to Adobe Analytics, U.S. consumers spent a record \$10.8 billion online by the end of Cyber Monday (Nov. 30), an increase of 15 percent year-over-year.

Cyber Monday 2020 stands as the largest online shopping day in U.S. history, beating the previous \$9.4 billion record set during Cyber Monday 2019.

*Chain Store Age*

## SURVEY: EMPLOYERS BRACE FOR WORKPLACE POLICY CHANGES UNDER BIDEN ADMINISTRATION

A new survey by Littler, an employment and labor law firm, indicates employers are concerned about coming workplace policies.

Half of all employers who participated in the survey say they are concerned. Of those, 74 percent said they expect changes to paid sick and family leave requirements, healthcare policy 71 percent, immigration 66 percent, and measures to address income inequality at 64 percent.

In addition, many

respondents say COVID-19 will likely ensure professionals, including C-suite personal, work remotely in the coming year.

*Chain Store Age*

## CVS HEALTH PICKS MONTGOMERY TO LEAD CVS PHARMACY

CVS Health has named Neela Montgomery executive vice president and president of CVS Pharmacy/retail, effective Nov. 30.

Montgomery, who has nearly 20 years' experience in global retail, will oversee the company's 10,000 pharmacies.

Montgomery, currently a board partner at venture capital firm Greycroft, most recently served as CEO of furniture retailer Crate & Barrel, where she transformed its online sales channel to comprise more than 50% of the company's total revenue.

In 2019 she was named to the "Top Women in Retail" list by the Women in Retail Leadership Circle.

Prior to Crate & Barrel, she served as group executive board

*Continued on page 11*



# NACDS SAYS HHS' ALIGNMENT OF TRAINING REQUIREMENTS WILL ENHANCE PATIENTS' ACCESS TO VACCINATIONS IN PHARMACIES

**NACDS  
PRESIDENT  
AND CEO  
STEVEN C.  
ANDERSON ISSUED A**

statement upon the U.S. Department of Health and Human Services' (HHS) issuance of an amendment to a prior Public Readiness and Emergency Preparedness Act (PREP Act) Declaration: "NACDS had urged HHS

to resolve inconsistencies between federal and state training requirements – inconsistencies that could stand in the way of patients' access to vaccinations. This includes safe and effective COVID-19 vaccinations when they are available.

"On behalf of national and regional pharmacies that have worked hard to ensure preparedness

to serve patients at this critical time – and the trained and professional pharmacists, pharmacy technicians and pharmacy interns on the front lines – we appreciate HHS' responsiveness in continuing to address policy barriers that could hamper the full response to the pandemic.

"Just as pharmacies and pharmacy teams

provide trusted access to health and wellness services every day, and certainly during a public health emergency, we also appreciate the chance to provide insights on necessary public policy actions. Addressing barriers and addressing patients' needs go hand-in-hand, and NACDS appreciates this latest action by HHS." ■

NACDS

## COVID-19 IN EMPLOYMENT

*Continued from page 5*

would pose a "direct threat" to others or it would impose an undue burden on the business.

It is important to note that there are no other exceptions under federal or Nevada law. A business is not required to accommodate political, secular, or medical beliefs about vaccines, and an employer is generally permitted to rely upon the FDA's determination that vaccines are safe.

For that reason, a business that implements a vaccine mandate that is job-related and consistent with business necessity does not need to accommodate an

employee's refusal to get vaccinated based on non-religious beliefs, even strongly held ones.

In fact, a business could legally discipline or terminate employment based upon this refusal under most circumstances. As an alternative to requiring vaccination, some business may consider encouraging—or even incentivizing—vaccination.

This approach would largely eliminate legal risk under the ADA and Title VII but should be balanced against an employer's duty to provide a safe workplace and the ongoing risk of transmission of COVID-19.

Finally, whether the federal, state or local government recommends or requires vaccination of certain workers will necessarily impact the analysis. (Hopefully the EEOC will issue COVID-19 vaccination guidance soon.)

It will also impact a business's eligibility for the so-called COVID-19 "liability shield" contained in Senate Bill 4 from the 2020 Special Legislative Session, based upon whether a business is in "substantial compliance" with applicable government COVID-19 directives.

In the meantime,

each business should consider its overall facts and circumstances before deciding whether, and how, to implement a mandatory vaccination policy.

In addition, a business should periodically review any policy as vaccines become more widely available, the pandemic waxes or wanes, and as government authorities publish guidance.

What may be necessary or appropriate in January, may or may not be appropriate or necessary in July. (Let's hope so.) ■





# SPEAKER FRIERSON ANNOUNCES COMMITTEE ASSIGNMENTS FOR THE 2021 LEGISLATIVE SESSION

## **Ways & Means**

Maggie Carlton, Chair  
Daniele Monroe-Moreno, Vice Chair

Teresa Benitez-Thompson, Jason Frierson, Michelle Gorelow, Sandra Jauregui, Brittney Miller, Sarah Peters, Howard Watts, Greg Hafen, Glen Leavitt, Tom Roberts, Robin Titus, Jill Tolles

## **Judiciary**

Steve Yeager, Chair  
Rochelle Nguyen, Vice Chair

Shannon Bilbray-Axelrod, Lesley Cohen, Cecelia González, Elaine Marzola, CH Miller, David Orentlicher, Shondra Summers-Armstrong, Alexis Hansen, Melissa Hardy, Heidi Kasama, Lisa Krasner, P.K. O'Neill, Jim Wheeler

## **Government Affairs**

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Selena Torres, Vice Chair

Natha Anderson, Alex Assefa, Venicia Considine, Bea Duran, Susie Martinez, Claire Thomas, Annie Black, Jill Dickman, John Ellison, Andy Matthews, Richard McArthur

## **Commerce & Labor**

Sandra Jauregui, Chair  
Maggie Carlton, Vice Chair

Venicia Considine, Bea Duran, Edgar Flores, Jason Frierson, Susie Martinez, Elaine Marzola, Jill Dickman, Melissa Hardy, Heidi Kasama, P.K. O'Neill, Jill Tolles

## **Education**

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Brittney Miller, Vice Chair

Bea Duran, Edgar Flores, Michelle Gorelow, Elaine Marzola, Rochelle Nguyen, Selena Torres, Alexis Hansen, Melissa Hardy, Lisa Krasner, Richard McArthur, Jill Tolles

## **Growth & Infrastructure**

Daniele Monroe-Moreno, Chair  
Howard Watts, Vice Chair

Alex Assefa, CH Miller, Sarah Peters, Shondra Summers-Armstrong, Steve Yeager, John Ellison, Glen Leavitt, Tom Roberts, Jim Wheeler

## **Health & Human Services**

Rochelle Nguyen, Chair  
Sarah Peters, Vice Chair

Teresa Benitez-Thompson, Michelle Gorelow, David Orentlicher, Shondra Summers-Armstrong, Claire Thomas, Annie Black, Greg Hafen, Lisa Krasner, Andy Matthews, Robin Titus

## **Legislative Operations & Elections**

Brittney Miller, Chair  
Sandra Jauregui, Vice Chair

Jason Frierson, Cecelia González, Daniele Monroe-Moreno, Claire Thomas, Selena Torres, Jill Dickman, Glen Leavitt, Andy Matthews, Richard McArthur

## **Natural Resources**

Howard Watts, Chair  
Lesley Cohen, Vice Chair

Natha Anderson, Alex Assefa, Maggie Carlton, Cecelia González, Susie Martinez, Annie Black, John Ellison, Alexis Hansen, Robin Titus, Jim Wheeler

## **Revenue**

Lesley Cohen, Chair  
Teresa Benitez-Thompson, Vice Chair

Natha Anderson, Shannon Bilbray-Axelrod, Venicia Considine, CH Miller, David Orentlicher, Steve Yeager, Greg Hafen, Heidi Kasama, P.K. O'Neill, Tom Roberts



## 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.*

***Imagination Station Early Learning Center MGM LLC***

## SOME FUN FACTS ABOUT NEW YEAR'S DAY

4,000 years ago Julius Caesar was the first to declare January 1st a national holiday, named after Janus, the Roman god of doors and gates. Janus had two faces, one looking forward and one looking back.

Forty-five percent of Americans make New Year's resolutions.

Many people ring in the new year by popping open a bottle of champagne.

If Santa is the most common symbol associated with Christmas, then Baby New Year is the symbol most associated with New Year's.

According to statistics from the National Insurance Crime Bureau, vehicles are stolen on New Year's Day more than any other holiday.

**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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Retail Association of Nevada

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**PRO GROUP**



**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*

public health concerns due to the COVID-19 pandemic, shopping at traditional brick-and-mortar stores declined compared to recent years.

With many stores closed on Thursday this year, in-store shopping on Thanksgiving Day dropped 55 percent from 2019, while Black Friday in-store shopping dropped by 37 percent, according to the

NRF. On a positive note, 70 percent of shoppers said they felt safe shopping in-store due to efforts by retailers to create safe environments for consumers.

On a national level, online sales surpassed \$29.6 billion during the Thanksgiving weekend and Cyber Monday, a 5.0 percent increase over a year ago, according to

Adobe Digital Insights. That total included \$9.0 billion on Black Friday and \$10.8 billion on Cyber Monday, which set a new record for online shopping volume in a single day.

Adobe Digital Insights noted that social media played a big part in driving online sales this year. Over the shopping weekend, social media drove 1 in 10 visits to retail websites, a

17 percent increase from last year.

Top purchases over the long shopping weekend included clothing (purchased by 52 percent), toys (32 percent), books/music/movies/video games (29 percent), gift cards (29 percent) and electronics (27 percent), according to the NRF.

RAN

## NATIONAL NOTES *Continued from page 7*

member of the Otto Group, a global retail and services group and one of the leading e-commerce retailers in the world.

*Drug Store News*

### BLACK FRIDAY RECAP 2020

Nobody is surprised the holiday season is different this year. And, it is no surprise Black Friday was different from normal. Many retailers spread their discounts over several weeks while online sales

grew dramatically. Again, no surprise online sales grew as they have been expanding since the onset of the pandemic.

Other developments include curbside pickup which increased 52 percent over last year. On Black Friday, those retailers that offered curbside increased digital sales by 19% over those that didn't. Omnichannel capabilities seemingly helped retailers on all fronts.

*Marketing Dive*

### WALMART NAMES CHIEF EXECUTIVE VP OF HEALTH & WELLNESS

Walmart named Dr. Cheryl Pegus executive vice president of Health & Wellness. In her role she will enhance the strategy of making quality health care more readily available and less costly for American consumers.

Dr. Pegus has served as president of consumer health solutions and chief medical officer at

Cambia Health Solutions, as a private cardiologist, at Pfizer, at Aetna, and at Walgreen's.

In her many roles she has worked to make care more affordable, and has championed the careers of women and minorities. She begins her work at Walmart in December 2020.

*Mass Market Retailers*

## NEVADA'S LEGISLATIVE OPPORTUNITIES *Continued from page 1*

sure they are competitive when the time comes. Our Nevada legislature would be foolish not to spend this time laying the groundwork for the future, too.

If we continue doing

as we have always done, we will continue to get the same results. Nevada should have learned in 2009 that tourism dollars are not guaranteed. The COVID-19 pandemic is not something we could

have planned for, but it is certainly something we can learn from. The world economy is changing, and if Nevada does not start taking steps to modernize, we will find ourselves left behind. In the months

and years the competition between states for business will only increase, and if we aren't careful, Nevada won't be their new destination. ■





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# AMAZON LAUNCHING RENEWABLE ENERGY PRODUCTS

**A** **MAZON WILL  
BECOME THE  
WORLD'S  
LARGEST**

corporate purchaser  
of renewable energy.  
Amazon plans to add 26  
utility-scale wind and solar  
energy projects, totaling

3.4 gigawatts production  
capacity, bringing its  
total investment in  
renewable energy in 2020  
to 35 projects and more  
than 4 GW of capacity,  
representing the largest  
corporate investment in  
renewable energy in a

single year.  
These new projects  
will make the company  
the largest-ever corporate  
purchaser of renewable  
energy. Amazon's total  
renewable wind and solar  
energy investments to  
date will supply 6.5 GW of

electricity  
If Amazon's renewable  
energy were available to  
the public, it could power  
1.7 million U.S. homes for  
one year. ■