



RAN

Retail Association of Nevada

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LOOKING OUT FOR BUSINESS

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NEVADA NEWS

ECONOMIC OUTLOOK FOR NEVADA RETAILERS

FIVE POSITIVE, FIVE NEGATIVE TRENDS TO WATCH

THE MOST RECENT NATIONAL RECESSION OFFICIALLY

ended in June 2009; however, the latest data from the United States Bureau of Economic Analysis suggest Nevada's economy continued to contract not only throughout 2009 but also in 2010. In this analysis, we will look briefly at recent economic conditions and then examine positive and negative trends that will impact our economy during the upcoming year.

OVERVIEW

In 2010, Nevada led the nation in the rate of unemployment, foreclosure and bankruptcy. The first half of 2011 has provided some encouraging signs, particularly in the tourism sector where visitor volume, average daily room rates, hotel occupancy and gaming spend have all reported year-over-year improvements. Core employment, defined as jobs in sectors other than construction and government, is up 7,900 positions during the past 12 months; taxable retail sales are up nearly 5.0 percent to \$39.6 billion during the same period.

Recent improvements

come in spite of formidable headwinds experienced during the past six months of 2011. These include \$3.90 gasoline, devastating tornados in the Midwest and a Japanese tsunami with nuclear implications, debt crises throughout the Eurozone and in Washington D.C., and a stock market that appears to be a ride sponsored by Six Flags. Although consumer confidence remains at historically low levels, consumer activity has been resilient — in some ways even defiant — in the face of both tragedy and uncertainty.

For Nevada retailers, the signals are mixed at best. While there is a general consensus that the choppy bottom reflects a new normal, there is little agreement regarding the scope, speed or sustainability of recovery. According to public filings and anecdotal reports, some retailers are reporting record sales and profitability while others are barely making ends meet.

This asymmetry is a reflection of competing forces within the market — some helping, some hurting. Below we briefly outline the five positive and five negative trends we believe will most directly impact the state's retailers over the next 12 months.

+ POSITIVE TRENDS

1. Visitor Spend Rising:

During the past 12 months, Nevada's visitor volume has increased by 1.3 million trips (3.0 percent) to 45.8 million trips. Although gaming spend has remained fairly flat, visitors are spending significantly more on eating, drinking, shopping and entertainment. Foreign visitation is also on the rise, as a relatively weak U.S. dollar makes destinations like Las Vegas and Lake Tahoe a value proposition. We anticipate this trend will continue during the balance of 2011 and into 2012.

2. Population Growth:

Nevada's nation-leading retail sales growth throughout the better part of the past 20

Continued on page 2

INSIDE

Warning: Fire Extinguisher Scam	3
In the Presence of Power	4
Regulatory Process in Nevada	5
Legislative Interim Committees & Studies	9
The Green Scene	11



ECONOMIC OUTLOOK Continued from page 1

years was not sourced to wealthier consumers; it was sourced to more consumers. Recently, data on population in-migration have again turned positive, including stronger-than-expected out-of-state driver's license surrenders at local DMVs, more housing units connected to the power grid, and rising school enrollments.

The sustainability of these trends is questionable, given elevated rates of unemployment; however, at this time the resident consumer base appears to be expanding, which bodes well for the state's retailers.

3. Retiree In-migration:

Overlooked by some, retirees are arguably among Nevada's greatest retail strengths. Today's retirees are healthier, wealthier and more active than their counterparts a generation ago. With its mild winter climate and pro-resident tax structure, Nevada continues to rank at or near the top of the nation in terms of retiree in-migration, which is accompanied by the inflow of retirement pensions and benefits. This is expected to be a stable, if not growing, segment of the state's retail base during the next several years.

4. Pent-up Demand:

Personal consumption

decreased significantly during the recession, as consumers spent less by choice or necessity. This included a decline in the purchase of durable goods like cars, washing machines and refrigerators. These are items that have fairly well defined lives.

While maintenance and repair activities suggest that households are trying to extend the life of their goods, eventually such items must be replaced. There are already signs of normalizing in automobile, electronics and appliances sales. These trends should benefit Nevada retailers.

5. Diversity: Nevada's population was not only the fastest growing between 2000 and 2010, it was also the most rapidly diversifying with Hispanic, Asian, and Pacific Islander population gaining significant market share. These segments of the market have historically been underserved, the result of a combination of supply and demand challenges. These barriers are rapidly falling, opening new markets, creating new customers and generating incremental growth for retailers.

- NEGATIVE TRENDS

1. Consumer Debt

Levels: Although U.S. households have significantly reduced

their outstanding debt during the past two years, revolving and non-revolving obligations as a percentage of personal income remain high.

Household debt service ratio (debt payments divided by disposable income) was at 11.5 percent during the first quarter of the year. This is significantly lower than the peak ratio of 14.0 percent recorded in the third quarter of 2007, but the declines are heavily influenced by (1) the discharge of debt through bankruptcy and other forms of default and (2) payment ratios being artificially reduced by extended periods of record-low interest rates.

Many Nevada consumers are underwater on their homes and are carrying substantial credit card debt; the systematic repayment of these obligations will inevitably cannibalize consumer spending for at least the next several years.

2. Fragile Consumer Confidence:

Consumers have been inundated with bad economic news for most of the past three years. While they have been resurgent during the past several months, there is no guarantee that this trend will continue. Recent consumer confidence readings have

again pointed to a drop in sentiment relative to current conditions and future expectations. While recent statistics might reflect a steely resolve, consumers are aware, concerned and highly responsive to movements in the economy.

3. Internet Market Share:

The Internet has been nothing short of evolutionary for the global economy. That said, for Nevada retailers, the rapid growth in market share among on-line retailers will continue to be a challenge for local bricks and mortar outlets. This trend is exacerbated by an unlevel playing field among some Internet retailers that avoid taxation by elevating form over substance, allowing them a competitive advantage over stores that do collect sales taxes on purchases. While overall levels of consumer spending are expected to continue, Nevada-based retailers may struggle to maintain their market share.

4. Rising Interest Rates:

Interest rates remain at historically low levels, and the Federal Reserve Bank has indicated that it intends to keep rates at or near zero through 2013. The Fed's intentions notwithstanding, recent actions by the Standard



WARNING: FIRE EXTINGUISHER SCAM

By Lea Tauchen

A NEW SCAM IS BEING PERPETRATED ON SMALL

businesses in Nevada related to the servicing of fire extinguishers. Fraudulent inspectors, typically wearing official-looking uniforms, will arrive unannounced and claim they have come to inspect and service the fire extinguishers at your business. They will then inform you that you are

out of compliance with fire code and attempt to perform maintenance on your existing equipment, or sell you new equipment. If you allow either maintenance or purchase new equipment, they will charge excessive fees and demand cash payment before they will leave the premises. Or, if you refuse either the service or the purchase, they will become aggressive and threaten to report you to

the State Fire Marshal and have your business shut down.

In an effort to reduce your vulnerability to this scam, RAN advises you to please educate all of your employees to increase their awareness. Make certain you refuse access to your property by such solicitors unless the service technician has proper identification and belongs to a reputable company that you have selected

as your fire extinguisher service provider. You may even want to verify their current business license. Legitimate operators will not request immediate cash compensation, so always make proper payment arrangements using established procedures. And should anyone in your business feel unsafe, call for police assistance. ■

ECONOMIC OUTLOOK Continued from page 2

& Poor's rating agency, which downgraded the rating for U.S. debt from AAA to AA+, threatens upward pressure on rates. The full implications of these actions are unclear; however, what is abundantly clear is that interest rates cannot remain at or near zero into perpetuity. With the amount of debt outstanding and the number of Nevada households on interest-

only or adjustable rate mortgages, even a slight uptick could have serious implications on disposable income levels and the state's retail sector.

5. Economic Development/Stigma:

Nevada has become the proverbial poster child for the negative effects of the Great Recession. Leading the nation in unemployment, housing price decline, foreclosure

and bankruptcy has meant that Nevada is often held out as the most extreme case in regional and national media reports. This has had a chilling effect on new business formation within the state. Should this trend continue, it will slow and extend the recovery, reducing growth in consumer spending. Repositioning Nevada relative to its longstanding position as a well-positioned, pro-business,

low-cost market is vital. Overall, we anticipate that Nevada's retail sector will continue to improve through the balance of 2011. While this improvement will be inconsistent and not extend equally to all retail outlets, overall taxable retail sales growth is projected to be above 4.0 percent with progressive improvements in the all-important holiday season. ■

Over the last three years, RAN has become the go-to source for economic news, forecasts, and local explanations as to why "Retail in Nevada" is where it is, where it's going, and what it means for Nevada and its citizens.

Continuing that tradition RAN will begin releasing its *2011 Holiday Spending Forecasts*, periodically, from now until Christmas, which will be followed by a *2011 Economic Year in Review*. Also watch for previews on *Halloween Spending*, *What a Thanksgiving Dinner Will Cost in 2011*, *Black Friday Projections/Results*, and *Christmas Spending*.

If you would like to receive these electronic bulletins please call the office at **775-882-1700** and leave your e-mail address. As these releases become available they can also be found at **www.rannv.org**. Plus, you can always follow us on twitter @NVRetail. — Bryan Wachter



IN THE PRESENCE OF POWER

NEW RESEARCH EXPOSES A THOUGHT PROCESS THAT STIFLES EMPLOYEE CONTRIBUTIONS

By James Larsen, Ph.D.

I F YOU WANT TO BE THE SMARTEST PERSON IN THE ROOM, CALL

a meeting of your subordinates. If you want to tell the funniest jokes, tell them to people who report to you. If you want to be the most knowledgeable person about the business you are in and all aspects of it, limit your conversations to people whose performance evaluations you fill out. These are realities of leadership, and some retail business owners find them pleasurable, but there is a danger. You could come to believe that you really are the smartest, funniest, and most knowledgeable person in the room.

Most retailers resist the seduction. They don't hire dumb people. They don't need people to cover their eyes and ears to avoid noticing problems. They do need the insights, ideas, and best efforts of all their people if their businesses are to thrive, and they expect their employees to make full use of the brains God gave them.

Wouldn't it be nice if they did?

There are many factors that stand in the way of a full contribution, and a good part of the art and

science of management involves clearing away handicaps, stimulating best efforts, and focusing those efforts on useful goals. Management research seeks to inform this task.

James Detert from Cornell University is interested in the handicaps that stand in the way of employee contributions, and he recently completed a series of studies that examined beliefs employees hold that prevent them from making one contribution that we depend upon them to make: speaking up to us when they recognize inefficiencies, mistakes, and opportunities for improvement that we have missed. Detert calls this voice, and employee beliefs about voice involve us.

By the time people appear at our doors ready to work, they've already had a lifetime of experience with authorities. Parents tell them to eat their vegetables and go to bed, teachers tell them to stay after school and keep silent until they raise their hands, and coaches tell them they have two left feet and send them to the bench to cool them off. Through

vicarious experience and trial and error learning, people form beliefs that guide their decisions about using voice with all authorities, and that includes us. Detert probed these employee beliefs about voice in a series of in-depth interviews with 190 working adults, and he found five beliefs that repeatedly appeared in the interview notes. All are self-protective. All assume the boss is dangerous and should not be provoked.

The first assumes that the boss devised current procedures and any suggestions for improvement will be viewed as a personal criticism. The second belief holds that solid data is needed before speaking up is safe. Proposed solutions must completely solve the problem. Questions that arise must be answered fully. The third and fourth beliefs involve speaking up in the presence of others. If someone of higher rank than the boss is present, then using voice will be seen as insubordinate and bypassing the chain of authority. If people from outside the work group are present, then speaking up will be embarrassing to the boss and leave him/her unprepared

for follow-up questions and comments. Voices in these settings may be viewed as challenging, contradicting, or exposing the boss. The final belief is fear of negative career consequences, i.e. there will be retribution, and advancement will be stopped.

Typically, when people find themselves in situations in which speaking up could be helpful, their beliefs about doing so automatically prevent it. There is no conscious thought, no decision. It just feels uncomfortable to speak up, so they don't. They let us keep making mistakes and missing opportunities. This is both a bad thing and a good thing.

It's bad because it happens quickly. The moment comes and goes. The opportunity is lost. It's good because you can call attention to it and force the belief out into the open where people can apply some common sense to it. When this happens, you can prevent these beliefs from working automatically to stifle voice. This isn't easy to do, and Detert is not optimistic that you can or will do it, but the alternative isn't very appealing.

Continued on page 5



REGULATORY PROCESS IN NEVADA: GOVERNOR SANDOVAL AIMS FOR IMPROVEMENTS

By Liz MacMenamin

UPON BEING SWORN IN AS NEVADA'S 30TH

Governor, Brian Sandoval issued an executive order freezing all regulations for examination and assessment as to whether they were archaic and/or hurt businesses in Nevada. Businesses, burdened with costly, redundant and time-consuming regulations, cheered.

Shortly thereafter, the Governor issued another executive order, amending the first. This one exempted regs that affected public health, safety and security among others. Businesses involved in, or related to, health care were disappointed.

Most small business owners are too busy trying to keep their companies solvent to spend time tracking what the government is going to do to them. That's where

associations, such as RAN, come into play. We take the time, and have the expertise, to follow the many different regulatory boards and bodies that take actions, and adopt regulations, which could impact a business in its activities or bottom-line. We try to do this for our members and keep them informed on what changes are being made may affect their businesses.

One concern appears to be the conflict in roles between the appointed board members and the hired staff. Following the appointments of well-qualified and knowledgeable members to a board, staff evidently steps in and tells them what to do. (Perhaps appointed members of boards and commissions need some sort of training so they will understand they are the ones in charge, and not the staff.)

Some boards consistently pass regulations that would increase the cost of doing business in Nevada by creating more work for the businesses they regulate. Often, they drag their feet on "pro business" regulations while taking up to two years or longer to "fix" a regulation that has proved to be problematic for businesses in Nevada.

For example, while attending a "Task Force" committee meeting of interest to our members, I learned the State Board of Health recently enacted regulations for physicians who work with addictions. One system doctors use in working with an addict is urine testing for drugs and/or alcohol. The State Board of Health has determined that the testing is a "public health risk" and will now charge for special licensing for a doctor to be able to administer

these tests. The "test" is performed in the doctor's office by placing urine in a closed container and then sending it off to a lab for testing. To some, it would appear this is just another way to bring in more dollars for this agency.

Governor Brian Sandoval recognizes how burdensome regulations can have a negative impact on businesses and economic development. Recently, in response to higher unemployment in Nevada, the Governor said, "The latest figures indicate that we must continue to encourage growth in our economy by supporting the businesses we have and recruiting new businesses to our state. This reinforces the need for my call to review all regulations that I made day one on the job so we can make Nevada the most business-friendly state in the nation." ■

"A direct democracy can exist only until a majority of citizens start to vote themselves largesse from the public treasury."
Alexander Fraser Tytler, Scotsman

IN THE PRESENCE OF POWER *Continued from page 4*

What to do? If you want to strengthen a behavior, reward it. That's true of job tasks, and it's true with voice, too. Explicitly encourage voice, challenge these unexamined beliefs, and

reward employee efforts to use voice to help your business. Get these beliefs out into the light of day. Examine the unconscious reasoning that follows from these beliefs and the decisions to keep silent

that follow from them. Tell people you want to know what they see. You may be surprised at what they say. ■

Reference: Detert, James R. and Amy Edmondson (2011) *Implicit Voice Theories: Taken-for-Granted Rules of Self-Censorship at Work*. *Academy of Management*, 54(3). C 2011 *Management Resources*



National Notes

AMERICANS WORKED TILL AUG. 12 TO PAY FOR GOVERNMENT

“Cost of Government Day” fell on Aug. 12 this year, meaning the average American worked until that date to pay for government spending and regulations.

Each year, Americans for Tax Reform publishes its Cost of Government Day report, and this year the organization calculated that Americans on average worked 224 days to pay for local, state, and federal government spending and regulations.

This year marks the third straight year that COGD has come in August. Prior to the Obama administration, the latest it had ever fallen was July 21.

“Americans have lost 29 days of the calendar year thanks to Obama’s overspending and regulatory zeal,” the report states.

NewsMax.com

HACKERS SHIFT ATTACKS TO SMALL FIRMS

Unbeknownst to owner Joe Angelastri, cyber thieves planted a software program on the cash registers at his two Chicago-area magazine shops that sent customer credit-card numbers to Russia.

MasterCard Inc. demanded an investigation, at Mr. Angelastri’s expense, and the whole ordeal left him out about \$22,000.

His experience highlights a growing threat to small businesses. Hackers are expanding their sights beyond multinationals to include any business that stores data in electronic form. Small companies, which are making the leap to computerized systems and digital records, have now become hackers’ main target.

With limited budgets and few or no technical experts on staff, small businesses generally have weak security. Cyber criminals have taken notice. In 2010, the U.S. Secret Service and Verizon Communications Inc.’s forensic analysis unit, which investigates attacks, responded to a combined 761 data breaches, up from 141 in 2009. Of those, 482, or 63%, were at companies with 100 employees or fewer. Visa Inc. estimates about 95% of the credit-card data breaches it discovers are on its smallest business customers.

In the time it takes to break into a major company like Citigroup Inc., a hacker could steal data from dozens of small

businesses and not get detected. Sometimes, all it takes is calling employees, pretending to be a tech-department worker or consultant doing work for the boss and getting one to disclose the password.

A 2010 survey by the National Retail Federation and First Data Corp. of small- and medium-size retailers in the U.S. found that 64% believed their businesses weren’t vulnerable to card data theft and only 49% had assessed their security safeguards.

WSJ

F.T.C. QUESTIONS BID TO SPUR COMPETITION BETWEEN DRUG STORES AND MAIL-ORDER PHARMACIES

The Federal Trade Commission has issued an advisory opinion questioning a proposed New York State law intended to make it easier for neighborhood drug stores to compete with mail-order pharmacies.

The opinion was quietly released and has stirred up a storm of protest from local pharmacists, who contend that they can provide drugs as cheaply as, if not cheaper than, mail-order pharmacies do, while offering a higher level of customer service.

The bill, which has passed both houses of the State Legislature, prohibits insurance plans, with some exceptions, from requiring that their members get their drugs from a mail-order pharmacy. It also forbids the plans from requiring a co-payment for a prescription filled at a retail pharmacy if a similar fee is not required for a mail-order prescription. The trade commission often asks its staff to weigh in on matters that may affect competition, although in this case its advice would not be binding.

In its opinion, the commission staff said that mail-order pharmacies were typically less expensive for consumers and insurers than retail pharmacies are, especially for long-term prescriptions, like those for diabetes, cholesterol and blood pressure drugs. Restricting the mail-order pharmacies’ exclusivity under some plans, the opinion said, would drive up prices for consumers and might force some plans to limit drug coverage.

Mail-order companies often provide discounts in return for a promise that an insurance plan will provide a high volume of patients, the trade commission’s

Continued on page 8



Nevada Notes

RETAIL INDUSTRY TRADE SHOW WILL CALL LAS VEGAS HOME THROUGH 2017

Las Vegas will be home to the ICSC retail industry trade show through 2017, according to the Las Vegas Convention and Visitors Authority. The authority signed a five-year lease with the International Council of Shopping Centers to hold its annual RECon show at the Las Vegas Convention Center starting in 2013. With a couple of exceptions, the convention has been an annual fixture here since 1982.

The show is reported to draw more than 30,000 exhibitors and attendees each May and contributes \$31 million in nongaming economic activity for Las Vegas.

The global retail real estate convention focuses on issues and trends in the shopping center industry, and provides face-to-face networking and deal-making opportunities for retail executives.

Las Vegas is the No. 1 convention city in North America, hosting 60 of the 250 largest trade shows in the region and supporting nearly 45,000 jobs, according to Trade Show News Network.

LVRJ

WELLS FARGO TO TEST \$3 DEBIT CARD FEE IN NEVADA

Wells Fargo plans to test a \$3 monthly fee for its debit cards starting this fall.

The fee would be in addition to monthly service fees ranging from \$5 to \$30 that Wells Fargo already charges. For now, Wells Fargo's \$3 debit card fee test will be limited to accounts opened in Georgia, Nevada, New Mexico, Oregon and Washington.

Although it's unusual, Wells Fargo isn't the first major bank to test whether customers will be willing to pay to use their debit cards. Other major banks have also revamped their lineup of checking accounts in the past year or so, in many cases by hiking monthly fees or adding conditions customers must meet to qualify for fee waivers.

The industry's experimentation with fees is partly a response to a new regulation starting this fall. A new cap will limit how much banks can collect from merchants whenever a customer swipes a debit card. It's not clear exactly how much banks will lose. In 2009, banks collected an estimated \$19.7 billion in such fees from merchants, according to the Nilson

Report, which tracks the payments industry.

The test comes at a time when consumers are increasingly relying on debit cards. An Associated Press-GfK poll last month found that about two-thirds of consumers use debit cards more frequently than credit cards.

When asked how they would react if they were charged a \$3 monthly fee for their debit card, 61 percent said they'd find another way to pay. If the fee were \$5 a month, two-thirds said they'd do the same. If the fee were \$7, the figure rose to 81 percent.

AP

MORE KIOSKS COULD SHORTEN NEVADA DMV LINES

Renewing your driver's license soon could be as fast and easy as shopping for groceries.

The state Board of Examiners voted to let private companies install 40 to 80 more kiosks in supermarkets where drivers can complete their Department of Motor Vehicles business without waiting in a long line.

There are now 27 kiosks, or computer terminals, open in supermarkets and other locations across the state, but they don't yet handle

driver's license renewal. Generally there is \$1 extra charge for a customer to use a kiosk to handle a car registration renewal or other DMV business.

Most of the kiosks are located in Southern Nevada, the latest at the Albertsons at Craig Road and Decatur Boulevard. Locations of all kiosks can be found at the DMV website: www.dmvnv.com.

LVRJ

HELLER, THREE SENATORS QUESTION BURDENSOME W-2 REPORTING

Ask Sec. Geithner to delay implementing portions of President's health care law

U.S. Senator Dean Heller (R-NV) and three Senate colleagues sent a letter to Secretary Timothy Geithner, asking that the IRS postpone a requirement for employers to report the cost of employees' health care coverage on W-2 forms until 2018. This information is required for calculation of the "Cadillac tax" on health insurance plans, which is not effective until 2018.

"This portion of the new health care law will force employers to incur more costs

Continued on page 8



National Notes Continued from page 6

staff said, and if they were not assured of getting that business, they would not provide the favorable prices.

A study in Maryland, the commission said, found that statutory barriers to filling prescriptions by mail order had made long-term drugs "very costly for a state and its citizens."

NYT

NRF SEEKS FLEXIBILITY AS FTC UPDATES GUIDELINES FOR INTERNET ADVERTISING

NRF is asking the Federal Trade Commission for flexibility as the agency updates its guidelines governing advertising on the Internet for the first time in more than a

decade. "The methods by which consumers and merchants interact are ever-changing," NRF Senior Vice President and General Counsel Mallory Duncan said in comments filed with the FTC. "Different formats present different limitations. The guidance itself needs to have flexibility in order to address those limitations." Among NRF's

recommendations:
● The FTC should avoid setting overly specific requirements. Mandating that a disclosure be made in 8 point type, for example, doesn't work online because not all computers, smart phones or tablet devices will display the text the same,

and most give users the ability to choose the type size themselves. Instead, guidelines should offer a "general direction" that important text must be big enough to be seen and easily accessed.

● Updated guidelines should recognize that some social networking sites, such as Twitter with its 140-character message-size cap, "greatly limit what can be said." Instead of mandating that lengthy disclosures be included, advertisers should be allowed to use short "hash tags" that link to full-length information.

● Retailers who post all required information in original ads should not be held responsible if someone else

subsequently omits part of the information, such as someone "re-tweeting" a Twitter post or an online marketing affiliate who makes changes in order to list the item in a different format.

● Companies that provide products or information to bloggers for free in order to obtain a review should not be held responsible for a blogger's failure to disclose that fact, provided that they have informed the blogger of the FTC's requirement to do so.

The FTC has not announced when it plans to issue an updated versions of the guidelines.

NRF Press Release

Nevada Notes Continued from page 7

as they calculate their benefits and address the administrative demands of additional reporting. At a time when businesses are already struggling to keep their current employees and hire more, the Administration should not be imposing another burdensome regulation," said Senator Heller.

Senators Scott Brown (R-MA), Saxby Chambliss (R-GA) and Johnny Isakson (R-GA) co-signed the letter.

The letter follows bi-partisan efforts to repeal the 1099 reporting

requirement earlier this year. *Press Release*

NEVADA'S UNEMPLOYMENT RATE RISES IN JULY TO 12.9 PERCENT

Nevada's unemployment rate continued to fluctuate in July, jumping to 12.9 percent. The state's major metropolitan areas also experienced an increase in the rate of joblessness. Las Vegas' rate of unemployment rose from 13.8 percent to 14 percent; in Reno, the rate went from

12.9 to 13 percent and Carson City's rate increased slightly to 12.6 percent.

July 2011

Nevada	12.9%
Las Vegas-Paradise MSA	14.0
Reno-Sparks MSA	13.0
Carson City MSA.....	12.6
United States.....	9.1

DETR Press Release

DRUG STORE TO REPLACE CASINO

New plans have been unveiled for an old casino that has been sitting empty for more than a year

and a half on the south shore of Lake Tahoe.

The Tahoe Daily Tribune reports three new tenants have been confirmed for the building that once was Bill's Casino in Stateline.

Owner Mike Laub said a CVS drug store will be the primary tenant, along with a Dotty's casino and a bar and restaurant called BrewJangles.

Dotty's has about 70 locations in the U.S., including casinos in Carson City, Stateline, Reno and Sparks.



LEGISLATIVE INTERIM COMMITTEES & STUDIES

By Liz MacMenamin

YES, THE LEGISLATURE SINE DIED AND WENT HOME...

they're no longer in session. But they're not gone.

We are now in the interim period between sessions. During this time, legislators meet to discuss various issues and propose new laws to be passed in the next session (Feb. 2013). Those who serve on these committees typically receive pay, per diem and travel (if they do so). However, the Legislative Commission has determined that there is no budget for travel, so these interim meetings will be broadcast live from the Legislative building in the north, and the Sawyer building in the south. If legislators choose to travel to either location for meetings, the expense will be theirs.

Below are some of the committees, which will be meeting during this interim period, and the legislators serving on those committees. More information will be listed in the October RAN Newsletter. *Key: Sen. denotes state senators; no title means they are members of the Assembly.*

APPOINTMENTS TO VARIOUS ONGOING STATUTORY COMMITTEES:

1. Commission on Special License Plates (NRS 482.367004)

Marilyn Dondero Loop (D-Clark) Chairman; Sen. Shirley Breeden (D-Clark); Richard

Carillo (D-Clark); John Ellison (R-Elko); Sen. Don Gustavson (R-Washoe)

2. Committee to Consult with the Director (NRS 218E.225)

(In addition to making decisions about the structure of the next session, this committee has been given the responsibility of selecting the next executive director for the Legislative Counsel Bureau.)

Sen. Mo Denis (D-Clark) Chairman; Debbie Smith (D-Sparks); Sen. Sheila Leslie (D-Washoe); Sen. Ruben Kihuen (D-Clark); Marcus Conklin (D-Clark); Ed Goedhart (R-Rural); Lynn Stewart (R-Clark); Sen. Mike McGinness (R-Rural).

3. Legislative Committee for the Review and Oversight of the Tahoe Regional Planning Agency and the Marlette Lake Water System (NRS 218E.55)

(Committee determines chairmanship.)

Peggy Pierce (D-Clark); Marilyn Kirkpatrick (D-NLV); Kelly Kite (R-Douglas); Sen. James Settlemeyer (R-Douglas/Carson); Sen. John Lee (R-Clark); Sen. David Parks (D-Clark).

4. Legislative Committee on Child Welfare and Juvenile Justice (NRS 218E.705)

(This committee will also be responsible for studying the Laws governing the Protection of Children)

Sen. Valerie Wiener (D-Clark) Chair; Teresa Benitez-Thompson (D-Washoe); Jason Frierson (D-Clark) Vice Chair; John Hambrick (R-Clark); Sen.

Greg Brower (R-Washoe); Sen. Ruban Kihuen (D-Clark).

5. Legislative Committee on Health Care (NRS 439B.200)

Peggy Pierce (D-Clark) Chair; April Mastroluca (D-Clark); Cresant Hardy (R-Clark); Sen. Joe Hardy (R-Clark); Sen. Shirley Breeden (D-Clark); Valerie Wiener (D-Clark) Vice Chair.

6. Legislative Committee on Public Lands (NRS 218E.510)

Paul Aizley (D-Clark); Maggie Carlton (D-Clark); Irene Bustamante-Adams (D-Clark); Ira Hansen (R-Washoe); Sen. Greg Brower (R-Washoe); Sen. Dean Rhoads (R-Rural); Sen. David Parks (D-Clark); Sen. Mark Manendo (D-Clark); Clark Commissioner Chris Giunchigliani-Local Government Representative.

APPOINTMENTS TO INTERIM STUDIES:

1. Allocation of Money Distributed from the Local Government Tax Distribution Account (A.B. 71)

Marilyn Kirkpatrick (D-Clark) Chair; Sen. Elizabeth Halseth (R-Clark); John Ellison (R-Rural); Richard Daly (D-Washoe); Sen. John Lee (D-Clark); Sen. David Parks (D-Clark).

2. Laws Governing the Protection of Children (S.C.R. 5)

(See Child Welfare)

3. Structure and Operation of the Nevada Legislature (A.C.R. 12)

Tick Segerblom (D-Clark) Chair; Lynn Stewart (R-Clark); Jason Frierson (D-Clark); Sen.

Greg Brower (R-Washoe); Sen. Mo Denis (D-Clark); Sen. Sheila Leslie (D-Washoe).

APPOINTMENT OF CHAIR AND VICE CHAIR OF CERTAIN COMMITTEES:

(Membership of these committees is appointed by leadership and will be announced in RAN's October Newsletter.)

1. Committee on High-Level Radioactive Waste (NRS 459.0085)

Sen. David Parks (D-Clark) Chair; Joe Hogan (D-Clark), Vice Chair

2. Legislative Committee on Education (NRS 218E.605)

Sen. Mo Denis (D-Clark), Chair; David Bobzien (D-Washoe) Vice Chair

3. Legislative Committee on Senior Citizens, Veterans and Adults with Special Needs (NRS 218E.750)

Sen. Shirley Breeden (D-Clark) Chair; Theresa Benitez-Thompson (D-Washoe) Vice Chair

4. Deposits and Refunds on Recycled Products (A.B. 427)

James Ohrenschaal (D-Clark) Chair; Sen. Mark Manendo (D-Clark), Vice Chair

5. New Method for Funding Public Schools (S.B. 11)

Marcus Conklin (D-Clark) Chair Sen. Mo Denis (D-Clark) Vice Chair

6. Trademark and Copyright Law (A.B. 383)

There were no appointments made to this proposed study at this time.



Important Information for SIG Members

The NRS governing self insured groups requires notifying members of all new members to the Nevada Retail Network Self Insured Group. New members for NRNSIG from Aug.1, 2011 to Aug. 31, 2011 are listed below.

AB Remodeling LLC

Ann Road Animal Hospital

Big Brothers Big Sisters of Northern Nevada

Fire Hydrant Services & Construction Inc

Las Vegas Health Systems, LLC

McColm Properties, Inc dba Elko East Mini Storage

Nexgan Medical Systems, Inc

ORV Innovations Inc. dba Brake Masters

The Art of Living Center Inc.

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.

UPCOMING EVENTS

RAMA CMO Summit 2011
Sep 14–15, 2011 • Washington, DC

ARTS Users' Conference
Sep 25–27, 2011 • Orlando, FL

NRF Human Resource Executives Summit
Oct 11–13, 2011 • Dallas, TX

NRF 101st Annual Convention & EXPO
Jan 15–18, 2012 • New York, NY

NOTE FOR MEMBERS

If you would like us to profile your business in our newsletter, or have any questions about RAN or the NRF Partnership, please contact Piper at Piper@rannv.org or call the business office at 775-882-1700.

TAKE CONTROL OF YOUR WORKERS' COMP COST

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The Nevada Retail Network
Certificate #5004



- Greater management control that cuts overhead costs
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• **Self Insured Group** •
• Membership in RAN Required •

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



THE GREEN SCENE

Sustainable Retail Practices



The retail industry is focused on implementing sustainable practices through recycling, energy conservation, green building design and efficient supply chain issues. Each month, we will highlight a RAN member who is committed to social and environmental responsibility by adopting company-wide “green” policies. If you have a project you would like featured on this page, contact Lea Tauchen at lea@rannv.org



Let's Build Something Together™



LOWE'S COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY

has never been stronger. We're strengthening that commitment even more with our latest endeavor, and we need your help to make it a huge success.

We've partnered with a few of our vendors to launch a new public service campaign to encourage water conservation, called Wasting Water is Weird. The group includes Bosch, Kohler, Proctor & Gamble and the EPA's WaterSense® program. As you know,

we've won the WaterSense Partner of the Year award for the past two years and we want to continue being leaders in helping our customers find the products, projects, and information needed to save water and money.

This new public service campaign will launch on television soon and is already running online. The campaign takes a positive, humorous tone delivered by a guy named Rip the Drip, who shows up just when using water becomes wasting water — and that's when things get weird.

Here's where we need your help: Check out the TV commercials and meet Rip at www.wastingwaterisweird.com. Go to Facebook and “Like” Rip the Drip. Follow him on Twitter @ RipTheDrip. Then tell all your friends and family to do the same. Your role is vital in making this latest Lowe's effort a big success for all of us.

Go to Lowe.com/EfficientHome for even more tips on how to save water, or share your own on Rip's Facebook page! ■

“Pretend that every single person you meet has a sign around his or her neck that says, ‘Make me feel important.’”

Mary Kay Ash,
Founder of
Mary Kay Cosmetics



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 410 South Minnesota Street
 Carson City, Nevada 89703-4272

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NRF URGES "SUPER COMMITTEE" TO FOCUS ON ECONOMY AND JOBS

THE NATIONAL RETAIL FEDERATION WELCOMED THE

completion of appointments to a congressional "super committee" on deficit reduction, and urged lawmakers to focus on solutions that will boost the economy and create jobs.

"We look forward to working with this new panel as they seek ways to reduce government spending and develop meaningful tax reform," NRF President and CEO Matthew Shay said. "The panel is an important opportunity to ... put our nation's economy back on track and put Americans back to work. For the nation's retailers, this means

a tax system that treats all players fairly instead of being riddled with special breaks, and it means looking at rules and regulations that kill jobs. As an industry that accounts for one in four U.S. jobs and a fifth of GDP, we are ready to do our part and don't want to see job creation held back."

Shay urged the committee to include three key initiatives among the options it considers:

- Corporate tax reform that would "broaden the base" by eliminating special tax breaks enjoyed by a handful of industries in return for lower corporate rates. The intensely competitive retail industry would pass most of the tax

- savings along to consumers in the form of lower prices, thereby increasing demand for products and increasing employment not only in the retail industry but among the industries that supply merchandise and services to retailers.

Proposals for a Value Added Tax or other consumption tax should be rejected. An Ernst & Young study conducted for NRF last year found that adding a VAT to the current tax system in order to reduce the deficit would cause the loss of 850,000 jobs in the first year alone, reduce GDP for three years and reduce retail spending by \$2.5 trillion over the first 10 years.

- The Main Street

- Fairness Act, which would make it easier for states to require out-of-state Internet retailers to collect sales tax on sales to their residents. The legislation would end an unfair tax advantage held by online retailers over Main Street stores, which are struggling to keep their doors open and to continue providing employment in local communities across the country.

- Relief from the employer mandate provision of the 2010 health care reform law, which requires most employers to provide government-mandated levels of health care coverage for their workers beginning in 2014. ■