

SPOTLIGHT ON THE LEGISLATIVE JUDICIARY COMMITTEES

JUDICIARY COMMITTEES HAVE EXISTED SINCE 1864 WITH NO NAME

changes. Their purposes and issues have varied with the history of the state. Once in a while, different issues were put into their own committees, such as prisons and parole and probation. But overall, the subject matter has been consistent.

While some may think that gambling should be in the Commerce Committee, since 1931, Judiciary Committees have heard the gaming legislation.

Sometimes odd issues are directed to the Judiciary Committees. In 1983, one state senator brought a "cult" bill to outlaw groups that "brainwash" inductees. Moonchildren, or "Moonies" as they were called back then, swarmed the legislature and followed members and staff of the Judiciary Committees. The bill was ultimately killed in the Assembly Committee.

In the past, these committees have processed bills regarding organized retail theft and other such issues.

SENATE JUDICIARY COMMITTEE

Senator Richard "Tick"

Segerblom (D-Clark) chairs the Senate Judiciary Committee. The walls of his office are decorated with paintings done by his father, the late-Cliff Segerblom, a judge and noted artist and photographer. * Although he's a freshman senator, Segerblom wears his "senatorial designation" like a custom-made garment. His soft-spoken affable manner has proved successful and persuasive to many.

"It's hard to say why, but I felt somewhat frustrated in the Assembly. I'm much happier in the Senate and I'm able to get more done," he said grinning.

One of his own bills, SB 74, lowers the fees for copies of public records, a benefit to both businesses and the average person. The bill has passed the Senate and is now in the Assembly.

As Chairman of a committee that gets a large number of bills and has a heavy workload, Segerblom efficiently moves bills along.

"I enjoy the fact that our committee is largely made up of attorneys (five of the seven members are attorneys including Segerblom) and so we do have these legal discussions. The different viewpoints lead to legislation

that's really well vetted.

"So far this session, we've seen a variety of bills; gaming, of course, securities and corporation bills, court and prisoner-related issues, foreclosures and the constitutional amendment to create a court of appeals," he explained.

Segerblom feels that in some ways, Nevada has gone too far in its criminal punishments.

"I would love a study where we could realign the criminal penalties and clean up the judicial laws," he concluded

Senator Segerblom's concerns on that subject are in sync with the Assembly Judiciary Chairman, Jason Frierson (D-LV).

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Senator Richard "Tick" Segerblom

ASSEMBLY JUDICIARY COMMITTEE

Frierson chairs a much larger committee than Segerblom. Five out of the 12 members are attorneys, including the Chair.

"At times we're educating the other members of the committee," he quietly explained, "and that's good because the average person needs to understand what we're

doing and why."

Jason Frierson came up the hard way. He worked his way through school and played football at UNR, as well as being elected student body president. (A fantastic color photo of Frierson playing football graces one wall of his Assembly office.) Soft-spoken with an engaging grin, he works hard to maintain civility and professionalism in a committee often fraught with emotion.

"I try not to take it home with me, but sometimes it's tough to shake off what we've heard in committee," he mused.

"The top issue this session has been sex trafficking," he said, "and child abuse has been an issue, along with gaming and fraud."

Frierson's committee

processed an Organized Retail Theft bill that should assist retailers, depending upon how the law is enforced.

Another bill removed petty larceny from the burglary statute.

"Over the years, Judiciary Committees and the Legislature have responded to various crimes and public outrage by enhancing penalties. Suddenly we look and discover that some minor crimes have a heavier punishment than more serious crimes. We have to weigh the cost of imprisonment and keeping the public safe versus rehabilitation. Most of these shop-lifting crimes are performed by those on drugs, and I can tell you, they're never worrying about the penalty when stealing," he explained.



Assemblyman Jason Frierson.

Frierson did think restitution was something that could be considered.

"We can't have indentured servitude," he said with a grin, "but restitution should be part of the conversation." ■

**To see Cliff Segerblom's artwork, Google his name plus Nevada artist and hit images. The best ones are hanging in Tick Segerblom's office.*

FOLLOW THE LEADER

By Bryan Wachter

A LOT CAN HAPPEN DURING A NEVADA

legislative session. Most veteran lawmakers or lobbyists will tell you to expect the unexpected. But every once in a while, even the most ardent pessimists can be pleasantly surprised. After

the November election and the selection of Marilyn Kirkpatrick (D-NLV), (Senator) Moises Denis (D-LV), Pat Hickey (R-Reno), and (Senator) Michael Roberson (R-Henderson) to lead their caucuses, many political insiders theorized that the 2013 Legislative Session would be remarkably different

than previous sessions because its leaders were more concerned with public policy than scoring political points. It seems those theories were accurate.

As the deadline for bills to pass out of their respective houses of origin approached, the legislature spent more

time discussing solutions rather than debating ideology. The congeniality of the Republicans and Democrats has led, at least as of the middle of April, to real solutions to some very difficult problems.

For one, both parties came together to recognize the devastating effects passing a business



LEGISLATIVE UPDATE BENEFIT CORPORATIONS

By Lea Tauchen

BENEFIT CORPORATIONS ARE A NEW CLASS OF

corporation that creates a material positive impact on society and the environment, while still generating profit and shareholder return.

According to www.benefitcorp.net, a website run by B Lab, they must also meet higher standards of accountability and transparency in reporting their performance, than traditional corporations. B Lab is a nonprofit organization whose mission is to use the power of business to solve social and environmental problems.. They are trying to build a community of benefit corporations across the

country.

Currently, twelve states, plus the District of Columbia, have passed laws to establish the legal framework necessary to recognize benefit corporations.

In Nevada, Assembly Bill 89 proposes to authorize the formation of benefit corporations whose purpose would be to benefit the general public, such as providing underserved communities with services or improving human health or preserving the environment.

Such entities would be treated the same as traditional corporations for purposes of regulation or taxation. The directors and officers of a benefit corporation would be

required to consider the impacts of their actions on all traditional stakeholders, as well as the beneficiaries of their public benefit purpose. Assembly Bill 89 would further require an annual benefit report designed to assess the social and environmental performance of the benefit corporation, as well as their success in pursuing their specific public benefit purpose. Examples of benefit corporations incorporated in other states are Patagonia, Ben & Jerry's, King Arthur Flour, Etsy, and GoLite.

In February, the Assembly Committee on Judiciary held a hearing to discuss Assembly Bill 89. The Retail Association of Nevada delivered

testimony in support of this measure, as this legislation would provide a unique opportunity for Nevada corporations to distinguish themselves in the market. In March, the bill passed the Judiciary Committee and the full Assembly unanimously.

In April, the Senate Judiciary Committee heard the bill with the same level of support as in the other house. Next the bill will have to be scheduled for a work session and committee vote. An update will be provided as it becomes available.

If you have questions or would like additional information, please contact Lea Tauchen at lea@rannv.org or (775) 882-1700. ■

FOLLOW THE LEADER *Continued from page 2*

margin tax would have on the future of Nevada. By choosing to not bring up the teachers' union's proposal, legislative leadership were sending a message that creating hurdles to business development, employment growth, and economic diversification were not in the best interest of Nevadans.

Beyond tax issues, legislators have been

active in compromising on many issues such as recycling, energy, employee and management, and bills that deal with the practice of medicine. In fact, both houses, the Assembly and Senate, have spent the better part of "cross over week" (the week leading up to the deadline to pass bills in the first house) amending legislation in the spirit of compromise.

The money committees have been less dramatic than in previous sessions, leading some to conclude that a reasonable budget, based largely on the budget submitted by Governor Sandoval, will be ultimately agreed upon.

While typically the last month of the legislative session can be the most contentious and contested, the real possibility seems to exist

for an amenable ending. It's likely one or two issues will be heavily debated, and may divide the houses or political parties, but for the first time in a long time, it seems that the sixty-three legislators are content to follow their leaders down a path of statesmanship and not political posturing. If that's truly the case — Nevadans can't lose. ■



LEGISLATIVE UPDATE

CHEMICALS IN CONSUMER PRODUCTS

By Lea Tauchen

BISPHENOL A (BPA) IS THE CHEMICAL COMPOUND

used since the 1960s to make the strong, clear plastic found in a wide variety of consumer products. It is a controversial product, as research study results vary across the board.

Some research has shown that BPA can seep into food and beverages or directly into your body if you handle it, while other studies show that BPA poses no risk to human health. Regardless of the science, the Nevada legislature decided to address the issue this

session. Assembly Bill 354 proposes to prohibit the manufacture, sale, or distribution of bottles, cups, and baby food or infant formula containers that contain intentionally added BPA and are intended for use by children under four years of age.

Initially, Assembly Bill 354 also proposed to prohibit the manufacturing and sale of children's products and residential furniture that contains certain flame retardant chemicals. Additionally, it would have required the Health Division of the

Department of Health and Human Services to create a list of 50 to 100 chemicals of high concerns to publish on their website. However, at the hearing of Assembly Bill 354 before the Assembly Committee on Commerce and Labor in April, legislators decided to limit the scope to BPA, as the bill was complex and incorporated three unrelated product safety issues (BPA, flame retardants, and green chemistry).

The Retail Association of Nevada testified in opposition to the original version of Assembly Bill 354. It is the association's position that consumer

product-safety issues should be addressed federally, so that there are uniform, national standards, rather than a state-by-state patchwork approach.

In April, the amended version of Assembly Bill 354 passed the Assembly Commerce and Labor Committee unanimously and then the full body of the Assembly. Currently, the bill is awaiting a date for hearing in the Senate.

If you have questions or would like additional information, please contact Lea Tauchen at lea@rannv.org or (775) 882-1700. ■

BARBARA WOLD'S RETAIL & CONSUMER TIPS

HOW TO MAKE YOUR BUSINESS RUN BETTER AND MORE PROFITABLY

1. Take action.

Taking action will probably move you forward on some significant goal.

2. Know your customers.

Look back at the misses and successes of the last two years and use that data to help you reassess your idea of your real customers/clients and prospects.

3. Speak your customers' language.

Remember that you are not selling your products or

services, you are meeting the needs or solving the problems of your prospects and clients/customers; package and market your products/services in a way that addresses that need or problem.

4. Some revenue is better than none.

Don't stall your success because you are afraid partnering will reveal your secrets to a potential competitor. Find a Business Buddy, create a business

partnership.

5. Put it in writing.

If you put the specifics of every agreement and arrangement in writing you will save yourself time, money, agony and broken relationships.

6. Make marketing a priority.

You should develop a schedule of marketing actions, put them on your calendar and carry them out — just as you would

any product or service development and delivery for a customer/client.

7. Avoid spending time "getting ready" instead of "doing."

If there is something you do not really want to do or are not comfortable with, there is the risk of avoiding it by getting trapped in the preparation phase. ■

*Barbara Wold, International Speaking Professional, Author and Business Strategist
Global Retail & Consumer Expert*



LEGISLATIVE UPDATE BILLS MOVING FORWARD AFTER FIRST DEADLINE

By Liz MacMenamin

● **SB 266** — This bill, as originally introduced, would have created a “parity” in what an insurer could charge for the oral chemotherapy. It could not be a greater amount than for intravenous chemotherapy. There were a number of amendments proposed on this bill that exempt the health trusts (unions) and Medicaid because “it is just too expensive for these plans”. The final amendment added to this legislation includes a cap of \$100 per prescription for patients on an oral chemotherapy regime. The Bill also specifies that nothing in the Bill can

: be construed as requiring
: coverage of either oral or IV
: cancer treatments.

● **SB 352** — This bill lifts the prohibition of anyone affiliated with the insurance industry from serving on the board for the Silver State Health Insurance Exchange. Other boards in Nevada require industry representatives to serve and this change would be consistent. RAN supports this bill.

● **AB39** — This bill enables a statewide system of reporting sales of ephedrine and pseudoephedrine. It passed the Assembly

: and was scheduled for a
: hearing the end of April
: in the Senate Commerce
: and Labor Committee. The
: Board of Pharmacy officially
: endorsed this legislation at
: their March meeting. RAN
: supports this legislation.

● **SB 81** — This bill will allow physicians to participate in the Cancer Drug Donation Program. It passed the Senate unanimously and is now in the Assembly.

● **AB 362** — This bill expands the existing Cancer Drug Donation program to include the donation of unsealed HIV/AIDS drugs.

: The bill has a \$100,000 fiscal
: note from the Board of
: Pharmacy. It’s been given an
: exemption and re-referred
: to the Assembly Ways and
: Means Committee. RAN
: supports the bill.

● **AB 95** — This bill will require that labels on prescription drugs include the brand name for generic substitutions. One concern is the language used offering a public opt-out of this procedure. The bill passed the Assembly unanimously and is pending a hearing the Senate Commerce and Labor Committee. RAN supports the concept as initially introduced. ■

REQUIRED NOTICE TO EMPLOYEES REGARDING THE SILVER STATE HEALTH INSURANCE EXCHANGE

The regulations surrounding the Affordable Care Act require that employers send a notice to all employees informing them of the existence of the Exchange and the ability to purchase health insurance on the Exchange. The original regulation required that this notice be delivered to employees by March 1 2013. This requirement has been changed to late summer or early fall: <http://www.dol.gov/ebsa/faqs/faq-aca11.html>

The Silver State Health Insurance Exchange has prepared two model templates that employers may use to meet the requirements of the Affordable Care Act Implementation Part XI.

- The first template “Employee Notice 1” may be used by employers that currently provide Minimum Essential Coverage (MEC) to their employees.
- The second Template “Employee Notice 2” may be used by employers that do not provide MEC to their employees.

Employers may take the sample templates and place them on company letterhead and distribute to employees. Employers should keep a copy of the notice along with the date distributed and method of distribution for their records. The address and telephone number for Nevada Health Link are listed as To Be Determined, as soon as the Customer Service Center is open, the information will be available on nevadahealthlink.com.

If you require further assistance or have questions regarding the Employee notice and how to download the template, please contact the Exchange at (775) 687-9939.



NATIONAL COUNCIL OF CHAIN RESTAURANTS LAUDS RENEWABLE FUEL STANDARD LEGISLATION

THE NATIONAL COUNCIL OF CHAIN RESTAURANTS

issued the following statement from NCCR Executive Director Rob Green on the introduction of the Renewable Fuel Standard Reform Act, which seeks to limit the scope and costs of the federal government's requirements on the use of corn-based ethanol and other biofuels:

"The National Council of Chain Restaurants and our broad membership

of quick-service, fast casual and table service restaurants support repeal of the federal Renewable Fuel Standard (RFS). As long as the RFS mandate is law, it will continue to adversely affect America's chain restaurants, their small business franchisees and their customers.

"A recent PwC study — commissioned by NCCR — found that the federal mandate on corn-based ethanol substantially raised prices and costs for chain restaurants on a wide variety of inputs

and commodities. The report concluded that if the RFS mandate and ethanol requirements were left unchanged it would increase chain restaurant industry costs by up to \$3.2 billion a year, each year the RFS remains in effect.

"NCCR shares Chairman Goodlatte's well-placed reservations about the Renewable Fuel Standard and supports efforts to eliminate this artificial and arbitrary corn ethanol mandate and 'ethanol tax.'"

The National Council of Chain Restaurants

(NCCR) is the leading trade association exclusively representing chain restaurant companies. For more than 40 years, NCCR has worked to advance sound public policy that best serves the interests of restaurant businesses and the millions of people they employ. NCCR members include the country's most-respected quick-service and table-service chains. NCCR is a division of the National Retail Federation, the world's largest retail trade group. ■

NRF ASKS CONGRESS TO MOVE 'AS EXPEDITIOUSLY AS POSSIBLE' ON TAX REFORM

NRF HAS ASKED A KEY CONGRESSIONAL

committee to move quickly on comprehensive tax reform, saying an update of the nation's tax system is essential to the continuing economic recovery.

"The most important aspect of any tax reform measure is its impact on the economy, jobs and the consumer," NRF Vice President and Tax Counsel Rachelle Bernstein said. "The U.S. economy

is coming out of the worst recession since the Great Depression, but economists predict that economic growth may continue to be slow, which will also continue to depress consumer spending. Tax reform can provide a much-needed stimulus to the economy and should be enacted as expeditiously as possible."

NRF submitted eight pages of comments to a House Ways and Means Committee working group that is developing proposals for tax reform.

Chairman Dave Camp, R-Mich., has said he wants to get a reform bill to the House floor by the end of the year.

NRF asked that the committee seek reform along the lines of principles adopted by the NRF Board of Directors in January calling for measures that would "broaden the base" by eliminating tax breaks that benefit only a few industries and using the revenue that would be saved to lower tax rates for all businesses. NRF believes

tax reform should benefit both corporations and small businesses and be neutral on issues such as whether retailers own or lease their stores and brick-and-mortar sales vs. online sales. NRF is opposed to any form of consumption tax, and believes temporary tax provisions should be eliminated in order to provide certainty. Tax reform should also provide a transition period so businesses are not penalized for decisions made in the past. ■



NRF ANNOUNCES INDUSTRY PERCEPTION CAMPAIGN

THIS IS RETAIL: CAREERS, COMMUNITY, INNOVATION

NRF’s This is Retail: Careers, Community, Innovation campaign, will highlight the industry’s opportunities for life-long careers, how retailers strengthen communities at home and abroad, and the critical role that retail plays in driving innovation.

NRF President and CEO Matthew Shay announced the campaign and address to students and top retail executives during his remarks at the Global Retailing Conference in Tucson, AZ. Additionally, Shay sent a letter to Capitol Hill to highlight the importance of the initiative and to encourage larger discussions about the impact retail has on the economy, consumers and American jobs.

“Our industry has a perception problem – and we need to address it head on. We will counter the myths about our industry with research and stories that show the true face of retail. That, in fact, retail offers richly rewarding and diverse career opportunities, is central to communities, big and small, and that retail is at the forefront of innovation. By fundamentally transforming the

perception of retail, we will ensure the industry continues to thrive and grow.”

RETAIL INDUSTRY OFFERS WHAT YOUNG ADULTS ARE LOOKING FOR IN A CAREER, ACCORDING TO NEW NRF FOUNDATION/ BIGINSIGHT RESEARCH

In an effort to raise awareness about the career opportunities that exist in the retail industry, and highlight what young adults are looking for in a job, NRF also released new research that sheds light on why NRF is undertaking the task of broadening the perceptions that exist about the retail industry.

In general, the research shows that the average young adult values aspects of community, innovation and prosperous career opportunities when considering a company as a potential employer. One-quarter (25.3%) of 18-24 year olds say companies whose mission and values match their own is important to them when considering a future employer, and about 1 in 5 (18.2%) say that having a reputation for giving back to the community is important. Additionally, nearly four in 10 (38.9%) say that learning a new

or innovative technology is an experience and skill they’d want to gain at their first “real” job.

“Retail offers what young adults value in a career—yet too few are buying into the opportunities that exist; we want retail to be the first place young adults shop for a career,” said Shay. “Retail helps push boundaries in innovation, it brings good to people across the world through charitable actions, it is the foundation of every main street in America, and it offers life-long careers in areas such as real estate, software development, private investigating and even animal training and photography. This is Retail is about telling that story.”

NRF LAUNCHES THISISRETAIL.ORG TO SHOWCASE INSPIRING RETAIL STORIES

A centerpiece of the campaign is an interactive site, **www.thisisretail.org**, which will fully launch in June with dynamic, original content, the latest industry news, retail case studies and research.

The campaign will also be marked by significant investments in grassroots, social media and communications, including:

- A *This is Retail Road Show* and calendar of events that will include thought-leadership from industry insiders on how changing the perception of retail is critical to growth;

- The release of new, original research that explores trends within community-building, retail innovation and what young people are looking for as they enter the job market;

- Unique social media crowd-sourcing initiatives, with heavy emphasis on gathering creative content and stories;

- New grassroots initiatives to enhance policy-makers’ understanding of the industry, including retail roundtables in targeted congressional districts;

- National advertising in multiple media including print, digital and radio.

As the world’s largest retail trade association and the voice of retail worldwide, NRF represents retailers of all types and sizes, including chain restaurants and industry partners, from the United States and more than 45 countries abroad. **www.nrf.com** ■



Nevada Notes

ATTORNEY GENERAL WARNS...

Nevada Attorney General Catherine Cortez Masto applauded the generosity of those donating to causes supporting victims of the Boston Marathon bombings, but she warned them to beware of charitable-donation scams. Legitimate charities will explain how they intend to use your contribution, Masto said.

People should never give credit card numbers or other such information over the phone, she said. If approached, people should ask for identification and never give cash donations.

If a charity sounds suspicious, people can call Senior Deputy Attorney General John McGlamery at **775-684-1169**.

Nevada Appeal

ZOMBIE BILLS

Much like a zombie, a bill at the Nevada Legislature doesn't necessarily die once. Sometimes a legislator or lobbyist scores a decisive kill shot.

But just when you're not looking, a reanimated bill can rise, rip open a warm-blooded bill, consume its innards, and crawl inside the skin of its new host: a zombie bill in a new suit. But lobbyists and

legislators alike can also use amendments to take over a host bill with their own ideas.

Mary Lau, lobbyist and president of the Nevada Retail Association, calls the amendment practice the "Legi-matic."

The "Legi-matic" machine will take the text of your dead bill and, voilà, make it new and whole again by attaching its contents to another bill.

If one house amends a bill that originated in the opposite house, it goes to a conference committee, where members of the Assembly and Senate are supposed to sit down and sort out their differences.

When that happens, a clever lobbyist or legislator can eject the contents of the bill and steer the vehicle in a whole new direction. A bill about casino employees, for example, can become a bill allowing online gambling when it goes to conference committee.

The final adjournment — called sine die — is the only magic panacea that kills all zombie bills.

Las Vegas Sun

NEVADA'S MINIMUM WAGE TO REMAIN UNCHANGED IN 2013

Nevada's minimum wage will remain unchanged for the upcoming fiscal year that

begins July 1.

According to Labor Commissioner Thoran Towler, for workers who receive health benefits from employers, the hourly rate will remain at \$7.25. The hourly rate for workers who do not receive health benefits stays at \$8.25.

Nevada voters in 2006 approved a constitutional amendment requiring that the state's minimum wage be recalculated annually. Rates are adjusted by comparing increases in the federal rate over \$5.15 per hour, or the cumulative increase in the cost of living, whichever is greater.

LVRJ

SANDOVAL'S TAX BREAK FOR BUSINESS FACES OPPOSITION

Gov. Brian Sandoval's plan to give a tax break to 2,700 small businesses in Nevada is apparently facing an uphill battle, at least on the Senate Finance Committee.

Several witnesses testified in support of Senate Bill 475 that extends the sunset for two years on a number of taxes approved by the past Legislature during the economic downturn.

But there was no testimony in support of the tax reduction, a separate inclusion in the bill.

The current law

imposes an excise tax of 1.17 percent on wages paid above \$62,500. SB475 raises the base to wages in excess of \$85,000.

In his message to the Legislature, the governor said employers continue to struggle with the aftermath of the great recession

The bill extends for two years the annual \$200 fee for a state business license, which was raised from \$100. It is due to expire July 1. Mining companies would continue to pay their net proceeds tax in advance by one year instead of paying after they have extracted the minerals.

It would extend the local school support sales tax of 0.35 percent and also the additional tax on the gross receipts from the rental of transient lodging in certain counties.

Some committee members suggested the taxes be made permanent, rather than just extending them a year

L.V. Sun

BILL REQUIRING CHAIN RESTAURANTS TO REVEAL CALORIES ADVANCES

A bill requiring many chain restaurants in Nevada to post calorie information on their menus won approval. Assembly Bill 126 was

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National Notes

BUY STOCKS WHEN MEN BUY SOCKS

Some have looked to the width or color of men's ties as economic bellwethers. But a better sartorial indicator may be the size of a man's underwear drawer.

American men's apparel sales remained relatively flat in 2012, rising just 1% to \$57 billion, according to a study by market researcher NPD Group. The exceptions were the two garments some men continue to wear even after they're falling apart: underwear, up 13%, and socks, up 12%. And that may be a positive sign for consumer spending overall.

Another reason to be encouraged by renewed spending on boxers and briefs: personal confidence typically accompanies economic confidence. Romantic entanglements — as measured by online dating sites — have indeed seen an increase. The industry is now worth about \$1.2 billion, up 4% from a year ago, according to research firm IbisWorld.

Of course, many consumers are still spending carefully. A long winter and persistent worries about the economy hurt retailers in March, data suggests, as sales remained tepid for the second month in a row. Many men made undergarment purchases at off-price retailers and online, while fewer shopped at

national chains, according to the NPD report.

Some retailers are discovering a well-heel market in men's socks. The majority of underwear sales come from trunks and boxer-briefs.

WSJ

NACDS TAKES TO CONGRESS CONCERNS ABOUT BUDGET

Urging consistent government policies that empower the benefits of pharmacy patient care, the National Association of Chain Drug Stores (NACDS) submitted statements to the U.S. Senate Committee on Finance and to the U.S. Senate Committee on Armed Services in conjunction with Congressional committee hearings focusing on the Obama Administration's FY2014 budget proposal.

In its statements, NACDS emphasized that community pharmacies help patients use medicines safely and stay healthy, and that innovative pharmacy services do even more to improve patient health, quality of life and healthcare affordability. NACDS urged consideration of budget provisions to ensure that public policy leverages the value of trusted and accessible pharmacists, who are extremely valued by those in greatest need.

To the Senate Armed

Services Committee, NACDS noted the success — in patient health and in cost-savings — of the retail pharmacy vaccination program for TRICARE beneficiaries, including military families and veterans. Given the ability of community pharmacies to help reduce costs through improved adherence to medication therapies, NACDS cautioned that it would be "penny wise and pound foolish" to implement an Administration proposal that would make further changes to pharmacy co-payments and other policies that would drive TRICARE beneficiaries out of their local pharmacies and to the TRICARE Mail Order Pharmacy.

Press Release

SHOULD YOU SWEAR AT WORK?

In a word: No. While half of employees admit they swear at work, over 80 percent of bosses said a cursing employee appears unprofessional, according to a CareerBuilder survey. Perhaps more importantly, half of the employers surveyed stated they'd be less likely to promote a swearing employee. Essentially, use bad language and you could just talk yourself out of a new title and pay raise.

Swearing is risky because you really don't

know how your co-workers will perceive a certain word. The same term can seem innocuous to one person, and horribly offensive to the next. At the very least, it can make you appear insensitive to others — even to those who aren't personally offended by off-color remarks. "Swearing reflects weak E.Q., emotional intelligence," says executive leadership coach Shannon Cassidy.

Finally, losing control of your language filters shows that you may be in need of some anger management training — not exactly the image you want to portray at the office.

Money Watch

RENEWABLE ENERGY USAGE A COMPETITIVE ADVANTAGE FOR WALMART

Walmart is eyeing greater energy efficiency and less reliance on fossil fuels as key drivers of its low cost, low price business model.

The company on announced several new targets that are designed to put it further along the path to becoming supplied 100% by renewable energy and save an estimated \$1 billion annually in energy costs.

In the U.S. alone, Walmart hopes to install solar power on at least 1,000 rooftops and facilities



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 April 1, 2013 to April 30, 2013 are listed below.

- Affordable Emergency Medicine Solutions
- Artisan Handyman
- Battle Arms Development
- George R. Berry III dba Bob Berry's Auto Trans
- Chapala Market
- Chris Hass Gardening Service
- Divine Cleaning
- Easy Wash, LLC dba Squeaky's Car Wash
- Elevate Investment Group, LLC
- Miscenarios, LLC
- MJL 12, LLC dba MJ Live
- NRES LLC dba Harcourts NV1
- Pinion Veterinary Hospital
- Platinum Analytics and Distribution, Inc. dba Fast Company
- Rail Aces, LLC
- U.S. Firearms Academy, LLC

NRNSIG members who wish to register a negative vote on a new group member, please write NRNSIG at 575 S. Saliman Road, Carson City, NV 89701, indicating which member and the reason(s) for the negative vote.

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



• **Self Insured Group** •
• Membership in RAN Required •

- Greater management control that cuts overhead costs
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Take Control Today...
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Sponsored by:
The Retail Association of Nevada
410 South Minnesota Street
Carson City, NV 89703-4272

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.



NEVADA NOTES *Continued from page 8*

amended, however, to encompass chains with 15 locations or more instead of 10 as originally proposed. Violations were also changed to administrative rather than criminal penalties.

New federal rules are being developed that will require retail food establishments with 20 or more locations (nationally) to post calorie information on their menus and menu boards, including at drive-

through lanes. Assemblyman Wes Duncan, R-Las Vegas, opposed the bill because the federal regulations implementing the posting requirements are not adopted yet.

LVRJ

FOOD TRUCK FRIDAYS TO BEGIN; SHORTER LINES THE PLAN

In the first year of Reno Food Truck Fridays, no one expected it to explode in

popularity right out of the gate. The trucks couldn't serve food fast enough as hundreds waited in line. Many people arrived and immediately left because of the wait. Food trucks simply ran out of food.

In its second year, the organization committed to providing a food truck culture said it has worked out the bugs.

Deemed "Reno's mobile food roundup," seven

trucks will congregate with live music, dancing and a beer garden available for adults and a school bus gymnasium for kids. As many as 13 trucks will participate as the summer draws near.

The event is slated for the first and third Fridays of each month, starting in April and going through October.

RGJ

NATIONAL NOTES *Continued from page 9*

by 2020, a significant increase from just over 200 solar projects in operation or under development currently. In addition to onsite solar, the company will continue to develop projects in wind, fuel cells and other technologies.

In order to meet its energy efficiency goal between now and 2020, Walmart projects to increase LED usage in sales floor lighting, parking lots and other applications.

Retailing Today

SUMMER HIRING HEATING UP, STEPS TO IMPROVE YOUR HIRING PROCESS

Is your small business planning to hire hourly summer workers? If so, you'd best get hopping. Snagajob's annual summer hiring survey found that more

businesses are planning to hire hourly workers than last year, and they're also planning to pay them more.

For the first time in two years, hourly wages are projected to rise, from \$10.90 last summer to \$11.50 on average.

As in most years, the survey found most hiring will take place in April and May (24 percent and 30 percent, respectively), and 77 percent of all hiring will be done by the end of May. Just 11 percent will still be hiring in June.

Below are some steps to speed and improve your hiring process.

Create a System —

Create a job description for each position that includes the duties to be performed, hours needed, skills or experience required

and anything else that candidates need to know.

Maintain Records —

Keep contact information for past seasonal workers whom you liked and get back in touch with them in advance of your hiring season.

Put the Word Out —

Many good hires come from word-of-mouth, so let your social media friends, family and business contacts know you're hiring.

Hire for Personality —

Skills are important, but attitude is more so. You can teach people to operate a cash register, but you can't teach them to be friendly or energetic. Put reliability, a positive attitude and friendliness above all.

NRF Daily News

UPCOMING EVENTS

NRF GLOBAL SUPPLY CHAIN SUMMIT

May 19–21, 2013
Adolphus Hotel
Dallas, TX

NRF LOSS PREVENTION CONFERENCE & EXPO

June 12–14, 2013
San Diego
Convention Center
San Diego, CA

SHOP.ORG ONLINE MERCHANDISING WORKSHOP

July 15–17, 2013
Huntington Beach, CA

NRFtech TECHNOLOGY LEADERSHIP SUMMIT

July 28–30, 2013
La Jolla, CA



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WASHINGTON RETAIL INSIGHT

NATIONAL RETAIL FEDERATION COMMENTS ON IMMIGRATION REFORM BILL

THE NATIONAL RETAIL FEDERATION — THE

world's largest retail trade association — issued the following statement from President and CEO Matthew Shay on the introduction of the Border Security, Economic Opportunity, and Immigration Modernization Act of 2013, an effort to reform the U.S. immigration system:

"NRF is grateful that the bipartisan group of

Senators has introduced this comprehensive immigration reform proposal. Immigration reform is long overdue and is truly an economic and workforce priority.

"This bipartisan immigration bill is as comprehensive as it is complex and includes everything from homeland security and border patrol funding to a new visa program and an incremental pathway to citizenship.

"The bill merits and

deserves a full and rigorous analysis from the retail industry, the largest private sector employer in the nation, and the business community. Specifically, NRF will examine the size, scope and phase-in schedule of the new, mandatory employer verification system (E-verify), the employer-employee contractual obligations and other labor and workforce-related requirements.

"The Gang of Eight's focus on reforming our

broken and unworkable immigration system is an historic achievement but much work still needs to be done.

"NRF looks forward to working with Congress and the Administration in support of a practical, comprehensive, and workable immigration system that addresses the new economy and new workforce. Protecting and safeguarding employers, retailers and the broader workforce are our top priorities." ■