



THE BUSINESS ADVOCATE

WINTER 2016



A publication of the Nevada Department of Business and Industry



Department of Business and Industry Las Vegas agencies moving to the new Nevada State Business Center during first quarter

Tenant improvements for the new Nevada State Business Center are underway and expected to be completed in late January. The new building, located at 3300

West Sahara Avenue, will house ten of the Department's thirteen agencies plus the Director's office and the office of Nevada Consumer Affairs. Agencies that will not be moving from their current locations include the Taxicab Authority, Nevada Attorney for Injured Workers and the Division of Industrial Relations.

The consolidation to a central location will allow the Department to share resources, create operational efficiencies and provide improved service to the public. The Nevada State Business Center includes several multipurpose rooms that will serve as hearing and meeting space for our agencies. The Director's office will also utilize the multipurpose space to conduct training and education on starting or growing your business and will offer organizations that provide free business training to the public complimentary use of the space.

A specific schedule for agency moves has not yet been determined but once the keys to the new space are handed over, the moves will be staggered. Announcement of the move-in dates and the impacts to services will be made on social media and agency websites. Please follow the Department of Business and Industry Facebook page (www.facebook.com/BusinessandIndustry), Twitter account (@SmallBizNV) or visit the respective agency website for these updates:



Nevada State Business Center

Director's Office
<http://business.nv.gov>

Division of Insurance
<http://doi.nv.gov>

Employee-Management Relations Board
<http://emrb.nv.gov>

Financial Institutions Division
<http://fid.nv.gov>

Labor Commissioner
<http://labor.nv.gov>

Mortgage Lending Division
<http://mld.nv.gov>

Manufactured Housing Division
<http://mhd.nv.gov>

Nevada Athletic Commission
<http://boxing.nv.gov>

Nevada Housing Division
<http://housing.nv.gov>

Nevada Transportation Authority
<http://nta.nv.gov>

Nevada Consumer Affairs
<http://consumeraffairs.nv.gov>

Real Estate Division
<http://red.nv.gov>

Once the transition has been completed, we will be announcing an open house for the public and additional information concerning the free training and resources for the business community. We hope you'll join us!

BUSINESS DEVELOPMENT CORNER: Nevada attracts interest from Federal New Market Tax Credit program investors

In November 2016, the federal government allocated \$7 billion in New Market Tax Credits (NMTC) to support investment in businesses operating in distressed communities throughout the U.S. Although not new, this is the largest allocation to the program since inception. From 2000 to 2016, \$50.5 billion in tax credit allocation authority has been awarded by the Community Development Financial Institution (CDFI) Fund, part of the U.S. Department of the Treasury, resulting in \$42 billion in NMTC investment in low-income communities. By creating a public-private partnership, the NMTC program helps economically distressed communities attract private investment previously unlikely, to help fill the investment gap and make business development possible in these neighborhoods.

How does the program work? The CDFI certifies specialized financial intermediaries called Community Development Entities (CDEs). These entities use the allocated tax credits to raise private capital to invest. For their investment, they receive a tax credit against their federal income tax liability. It is important to note that despite the implication of the name, the businesses which receive the investment do NOT receive tax credits, but they do receive favorable terms that help their business access capital.

What does this mean for Nevada? Nevada has been identified as a historically underserved state by the CDFI Fund and many statewide tracts meet the program definition of economically distressed. Currently, there are at least 15 CDEs specifically targeting opportunities in ten underserved states, including Nevada, which equates to almost \$800 million, or 11 percent, of the \$7 billion allocation.

Does your company qualify for NMTC Investments? First, your business must be located in (or plan to locate within) a Qualified Low-Income (QLI) neighborhood as defined by census tracts. This includes:

- Where the poverty rate is at least 20%; or
- Where median family income does not exceed 80% of the area median family income; or
- Where median family income does not exceed 85% of the area median family income provided the census tract is located in a high migration rural county; or
- Where the census tract has a population of less than 2,000 and is contained within a federally designated Empowerment Zone and is contiguous to at least one other QLI zone listed above. (To see if your location qualifies, refer to the IRS and CDFI for guidance for additional details, or visit www.cdfifund.gov/mapping. Another useful tool can be

found at <https://www.novoco.com/resource-centers/new-markets-tax-credits/data-tools/nmtc-mapping-tool>.)

Second, a significant part of your business must be located, operating, and producing revenues in the QLI community. Specifically, at least 50 percent of the total gross income must come from the active conduct in the QLI; at least 40 percent of the use of the tangible property of the business is within the QLI community; and at least 40 percent of the services performed by the company's employees are conducted in the low income community. Additional restrictions regarding the holdings and industry also apply.

Third, the total funding package usually needs to be a minimum of \$5 million; however, larger package amounts are more common. For example, the total equity, loans, funding and investment may be \$10 million and the NMTC funding may make up approximately \$3 million in additional gap funding.

What kinds of businesses typically receive funding? Examples of qualified businesses include: manufacturing; grocery stores; rehabilitation of commercial, industrial, retail, and mixed use projects in the community; businesses that rehabilitate or provide community services such as community health centers or

schools. Nevada businesses that have benefited from the federal NMTC program include Northern Nevada Hopes, a Federally Qualified Health Center located in Reno providing critical healthcare and support services to disadvantaged community members; and Eclipse Theater, a luxury theater and entertainment complex located in Downtown Las Vegas. In addition, several manufacturers including Tortillas, Inc., Plastic-Card International Las Vegas LLC and Erickson Sputtering LLC are expanding because of NMTC funding and have hired employees from their respective distressed neighborhoods.

Although qualifying for and completing the process to receive these funds can be challenging, each business that received the NMTC funding states that it is well worth it due to the favorable terms and the ability to acquire funding that makes many of the projects possible.

To find out more information about NMTC funding, visit [http://business.nv.gov/Business/Access to Capital/NMTC/Nevada New Markets Tax Credit Program](http://business.nv.gov/Business/Access%20to%20Capital/NMTC/Nevada%20New%20Markets%20Tax%20Credit%20Program) or www.cdfifund.gov. Both websites list CDEs favorable to investing in Nevada.

The CDFI Fund reports that for every dollar of federal tax credit, the NMTC program generates over \$8 in private investment. Based on program history, the recent \$7 billion allocation is projected to create 166,000 jobs through

New date for filing wage reports with the Social Security Administration

The IRS is reminding employers and small businesses of a new January 31 filing deadline for Forms W-2 to be submitted to the Social Security Administration. The new Jan. 31 filing deadline also applies to certain Forms 1099-MISC reporting non-employee compensation such as payments to independent contractors.

A new federal law accelerated the filing deadline and also requires the IRS to hold some refunds until at least February 15 in an effort to detect and prevent refund fraud.

The January 31 deadline to furnish copies of these forms to employees remains unaffected.

Automotive lenders must file titles electronically

Any business that finances vehicles must transition to using Electronic Lien and Title (ELT) services, according to the Department of Motor Vehicles (DMV). This includes auto title loan companies, banks, credit unions, internet-based lenders and vehicle dealers if they finance vehicles themselves. Moped and off-highway vehicle dealers are included.

ELT eliminates paper titles for lenders in favor of a secure online lien management system. Lenders contract with one of seven authorized vendors and log on to the vendor's website to file, manage and release their liens.

When a vehicle owner satisfies a lien, the DMV prints and mails a paper title, reducing paperwork and mailing costs for the lender. Private parties are not required to use ELT and will continue to buy and sell vehicles using paper titles.

The ELT program was launched in September 2015, and is being phased in over two years. Participation is now mandatory for lenders who do 27 or more liens per year. All lenders must use ELT beginning in September 2017. For more information, visit dmv.nv.com/elt.htm.

Moped registration begins, dealers must be licensed

The Department of Motor Vehicles began registration of mopeds on November 1, 2016. Law enforcement began issuing citations to unregistered mopeds beginning January 1, 2017.

Moped dealers are required to obtain a DMV business license and follow all of the same rules and regulations as other vehicle dealers. See the DMV's Occupational and Business Licensing web page at dmv.nv.com/olbl.htm.

The 2015 Nevada Legislature passed Senate Bill 404 requiring moped registration as a means to help prevent moped theft and help moped owners prove ownership.

Moped owners must bring their vehicle to a DMV office (or the Sheriff's office in rural counties) for an inspection. The moped owner will be charged a one-time registration fee and be issued a distinctive moped license plate. Annual registration renewal is not required.

Because SB 404 was passed as an anti-theft measure, moped owners remain exempt from helmet use and insurance requirements. If the DMV inspection determines the vehicle meets the legal definition of a motorcycle, it must be registered as a motorcycle.

ask
an
EXPERT



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Q: How do I hire the right person for the job?

A: Hiring can be time consuming and vacancies often occur at inopportune times. A thorough approach to hiring is invaluable for hiring right.

Create a comprehensive job description. This is the essential first step for hiring right. It also helps ensure the job requirements are clear for the candidates and for those conducting interviews.

Ask your network for referrals. Your network is usually familiar with your business, your style and your company's needs. You are likely to get solid quality candidates from trusted referral sources—including current clients. Start with referrals before posting a job and interviewing candidates without any connection to your business.

Conduct multiple interviews. Multiple visits by the candidate will garner pertinent information as you become more acquainted with the candidate's experience and personality. In addition, the candidate's timeliness becomes more apparent upon return visits.

Allow your staff to participate in the interview process. Asking a peer to interview the candidate will illicit different details than when a supervisor or owner is interviewing. Also, the candidate will have more opportunities to ask candid questions about the company and its culture.

Ask behavioral-based interview questions. These questions focus on how the candidate has handled past projects and situations. The best predictor of future behavior is past behavior.

Conduct reference checks. Remember that reference checks can include more than the references provided to you. Call previous employers and coworkers or supervisors. If you know anyone at a candidate's previous employer, conduct a reference check. (Just make sure to respect any privacy requests made by the candidate regarding his/her current or past employers.)

Utilize testing. If the job requires filing, ask the candidate to file; if it requires computer proficiency, use testing software to assess competency; and if it requires sales skills, ask the candidate to prepare a presentation and "pitch" it to a panel of your current staff.

Hiring is one process that small businesses can't afford to rush. Hire right. Take the time during the hiring process to be thorough and ensure the candidate is the right fit for the job and your company. You won't regret it.

Have a question for one of our guest experts?
Email cfoley@business.nv.gov.

RESOURCE ORGANIZATION SPOTLIGHT

Clark County Small Business Opportunity Program



If you have attempted unsuccessfully to land a government contract or find bidding processes seem too complex to maneuver, you may find the *Clark County Small Business Opportunity Program (SBOP)* provides just the boost you need to succeed. For many, County training opens doors to new opportunities that once seemed far beyond their reach.

In the SBOP training and capacity building program, a diverse range of small business owners learn the ins and outs of procurement directly from County purchasing management, business experts and mentors. The 12-session training curriculum is based on best business practices and includes topics such as how to research bids and quotes, bid proposal specifications, marketing and insurance compliance and bonds.

Since 2008, Clark County small business training efforts have yielded almost 500 graduates and millions of dollars in new contracts. Graduates of the training sessions say they found great value in networking with other SBOP small businesses. In addition, they value the opportunity to focus on challenges specific to their individual organizations with guidance and support from SBOP business mentors and strategic partners.

SBOP mentors are well established business owners and corporate executives who have government contracting experience and serve as volunteer advisors and role models for SBOP small businesses. Mentoring relationships are often mutually beneficial as they enable mentor organizations to expand their own supplier networks. SBOP small business graduates have benefited from the expertise of mentor organizations including Davidson and Associates, Integri-

ty Partners/Integrity Team Wire and HERServices, Inc.

SBOP firms that need additional assistance in specific areas of business may also seek the help of SBOP strategic partners- organizations that are primarily focused on small business, economic development and provide targeted expertise, often at no charge, in areas

such as social media, marketing, business lending and writing capability statements. SBOP is fortunate to work with partners such as the Nevada Governor's Office of Economic Development's Procurement Technical Assistance Center (PTAC).

In order to be eligible for SBOP training, a small firm must be in business for at least one year, have an active Nevada State business license, provide a product or service that may be procured by the County, and must not have received County contract awards in the past two years.

SBOP open enrollment is underway. Eligible small businesses are admitted on a first come, first served basis. To request an SBOP application, email CountyPurchasing@clarkcountynv.gov or contact Adleen Stidhum, Purchasing Manager and SBOP Program Administrator at abs@clarkcountynv.gov.

CLARK COUNTY

SBOP

SMALL BUSINESS OPPORTUNITY PROGRAM

Adleen Stidhum
Purchasing Manager, SBOP Administrator
abs@clarkcountynv.gov

Purchasing: (702) 455-2897
CountyPurchasing@clarkcountynv.gov

Clark County training opens doors for Crimeless Security, Inc.



Before entering Clark County's small business training program, Las Vegas-based Crimeless Security, Inc. has been in business for almost a decade, successfully providing crime security for apartment complexes, homeowners associations, car dealerships and construction sites. But government contracts seemed to be far out of reach.

Like many small organizations, the firm had followed instructions from government entities to get registered on vendor lists but quickly learned it takes much more to land contract opportunities. Clark County's small business training program offered the tools and information the organization needed for a breakthrough into the government arena.

"It gave us a roadmap. We were kind of under the radar and not many people knew we were out here... the program helped to open a dialogue and exposed us to let people know we're here," said Crimeless Security President and CEO Leroy Murray, Jr.

"We had no idea of how to deal with the County, and going through the program taught us how to deal with the County, the City (of Las Vegas) and the State," said Darrell Hampton, director of security for the company's Nevada office.

Hampton said investing time in the County's training program has been good for business. He learned how to market effectively to government entities, how to build the right foundation for a bid proposal, and how to build effective business relationships.

Crimeless Security's government client list continues to grow and includes organizations such as the Clark County Justice Courts, Nellis Air Force Base and the Las Vegas Wash.

Clark County remains committed to helping our local small business community succeed through the Small Business Opportunity Program.

To learn more about Crimeless Security, visit <http://www.crimelesssecurity.com>.

Entrepreneurship + Innovation: A minute with Marcel

By Marcel F. Schaerer, Deputy Director of Programs for the Department of Business and Industry's Office of Business Finance and Planning



Travel anywhere in Nevada and you will see and experience the presence of minority businesses everywhere. Their growth in recent years has been no small feat. Not only have the numbers been quite phenomenal, but also these minority entrepreneurs have seized all sorts of significant opportunities for themselves across our great state.

The Numbers in Nevada

According to the Minority Business Development Agency, a branch of the U.S. Department of Commerce, there are eight million minority-owned businesses in the United States today, a 38% increase

from 2007. These firms generate about \$1.4 trillion in annual sales, which is a sizeable contribution to our nation's economic activity.

In Nevada, consider the following facts to understand the remarkable growth and impact of minority-owned businesses:

- In 2002, there were about 24,318 minority-owned firms in Nevada, representing about 15% of all businesses in the state generating \$4.3 billion in sales. Nearly 4,300 of these firms employed people other than the owner, resulting in 31,887 jobs and annual payrolls of over \$800 million.
- In 2007, just five years later, there were 45,533 minority-owned businesses, representing 21% of all business firms in Nevada and generating more than \$8.5 billion in sales. Over 6,100 of these firms employed people other than the owner, resulting in 59,163 jobs and annual payrolls of more than \$1.6 billion.
- In 2012, the time of the last U.S. Economic Census, there were 71,864 minority-owned businesses in Nevada, representing about 32% of all business firms in the state. These minority-owned firms generated nearly \$12 billion in sales. Over 7,500 of the firms employed people other than the owner, resulting in 62,649 jobs and annual payrolls of more than \$1.8 billion.

That's a three-fold increase in the number of businesses, nearly a tripling of sales, and a doubling of jobs in only 10 years – almost half of it taking place during the Great Recession. The next U.S. Economic Census will take place next year, but it is likely to show these growth trends continuing. The number of minority-owned firms in Nevada increased by 38% between 2007 and 2012, during the depths of the greatest economic downturn since the Great Depression. The fact that these firms also increased payrolls by 22% (directly creating almost 3,500 new jobs) and saw an increase in sales of 40% (a \$3.4 billion boost to economic activity) is indicative of a strong, healthy trend. This is good news for minority owners and the state.

Undoubtedly, the impact of minority business owners on the economy will continue to grow in the coming years. The future for them is bright and our call for action is simple: no matter where we are in Nevada, let us continue to wholeheartedly support the success of these minority entrepreneurs.

Access to Assistance

In an effort to support the growth and development of the business sector in Nevada, the Nevada Department of Business and Industry offers an online business resource portal. The Business Resource Center provides the most comprehensive listing of resources, information, contacts and learning opportunities to help you – the person running a business or interested in starting one. It is simply one way we are working to enhance our state's entrepreneurial environment. The Business Resource Center can be accessed by going to <http://business.nv.gov/ResourceCenter/BusinessResourceCenterNew/>.

It's All About The Pitch

The competitions go by different names – startup, elevator, business plan. Some focus on nurturing early-stage ideas into something more, others on taking already proven products or concepts to scale. But their goals are one and the same: to identify entrepreneurial endeavors worthy of greater support to help them grow.

Thanks to television programs like *Shark Tank*, the popularity of online crowdfunding sites such as Fundable, and the number of people wanting to start and run their own business, the world has seen increased interest in more creative, competitive forms of business development and fundraising. The stakes are high, the entertainment value without question. To participate in a startup competition or to make a pitch requires energy, focus and a little showmanship, but the rewards include greater attention on you, your product and your business. And that might translate into money.

Here in Nevada, we've seen an increased interest in these competitions in recent years. If you are a startup looking for a chance to compete, or an early stage business looking to grow, we'd like to highlight several opportunities for you.

As part of its annual Governor's Conference on Business, the Nevada Department of Business and Industry holds a pitch competition that involves a two-step process. Applicants first submit a package outlining their business idea. These packages are assessed offline by a panel of judges. The highest rated applicants are then invited to do a live pitch before the panel at the Governor's Conference. Prizes, including cash and services, are awarded to the top two efforts, with an award going to the audience favorite. For 2017, the Governor's Conference on Business will take place in northern Nevada on August 17th at the Nugget Casino Resort in Sparks. The process for the GCB Pitch Competition will open this coming spring. Stay tuned for details by checking our website at www.business.nv.gov.

In a national effort to promote its Cox Blue services for business, Cox Communications holds a "Get Started" pitch

competition in many of its local markets. For 2016, the "Get Started Las Vegas" competition highlighted up to five entrepreneurs, who pitched their business ideas to a panel of experts. The event also added a separate competition called "Get Started U" for businesses owned by college students. Application was free. The competitions, which take place in the fall, target both startups and businesses interested in expansion. Prizes for "Get Started" included cash and services, while "Get Started U" awarded a business coaching package from Pitch Maps. Monitor www.coxblue.com/getstartedlasvegas/ for more information on Cox Blue's plans for 2017.

There is also the Dominic Anthony Marrocco Southern Nevada Business Plan Competition, presented by the Las Vegas Business Press and the Center for Entrepreneurship at the UNLV Lee Business School. This competition, now moving into its eighth year, involves a three-round process that culminates in a 15-minute pitch and 15-minute Q&A before a panel of judges. The 2016 winner received approximately \$100,000 in cash and prizes! The competition typically starts early each year, so check www.snbpc.com for more information.

Nevada's first business plan competition – The Donald W. Reynolds Governor's Cup – launched in 2004 with a focus on college and university students. Today, it is still going strong and features one of the largest cash

prize pools in the nation. Registration for the 2017 Cup is now open and will close on February 17th. Go to www.nvgovernorscup.org for more information on this impressive event.

Calvin Coolidge once said the business of America is "business." Judging by the growing number of pitch competitions today, so is "the art of raising money and awareness for your businesses." Each of the above competitions, in its own way, is helping Nevada become a better place for business and the innovators who start them. Look into these opportunities and see what they can do for you!



First Place and People's Choice Award Winner Colin Seale of Thinklaw pitches to the judges and audience at the 2nd annual pitch competition at the Governor's Conference on Business in Las Vegas.

STATEWIDE CALENDAR OF EVENTS

For event details, registration instructions and cost, please visit
http://business.nv.gov/Resource_Center/Calendar_of_Events/Calendar_of_Events/

SOUTHERN NEVADA

Date	Event & Location
January 17 1:00pm to 3:00pm	Access to Capital Latin Chamber of Commerce- 300 N. 13 th St., Las Vegas
January 17 9:00am to 12:00pm	Ask The Advisor Tax Seminar Department of Taxation-2550 Paseo Verde Pkwy. Ste. 180, Henderson
January 18 8:00am to 12:00pm	McCarran International Airport Vendor and Service Fair 5757 Wayne Newton Blvd., Las Vegas
January 18 8:30am to 5:00pm	Nevada Facility Operator Certification for Utility Systems Desert Research Institute- 755 E. Flamingo Rd., Las Vegas
January 18 5:00pm to 6:30pm	Business, Value & Service Las Vegas Urban League-3575 W. Cheyenne Ave. Ste. 101, Las Vegas
January 19 5:00pm to 7:00pm	Ask A Lawyer: How to Structure and Manage Your Business Entity West Charleston Library- 6301 W. Charleston Blvd., Las Vegas
January 20 10:00am to 11:30am	VEDC Small Business Community Relations Urban Chamber of Commerce-1951 Stella Lake St. Ste. 26, Las Vegas
January 21 9:00am to 11:30am	How to Understand Financial Statements & Improve Profitability Urban Chamber of Commerce- 1951 Stella Lake St. Ste. 30, Las Vegas
January 21 9:00am to 11:30am	Small Business START SMART! Las Vegas Urban League-3575 W. Cheyenne Ave. Ste. 101, North Las Vegas
January 24 7:00am to 1:30pm	Preview Las Vegas Thomas & Mack Center- 4505 S. Maryland Pkwy., Las Vegas
January 24 3:00pm to 4:30pm	Start Up Steps for Small Business Latin Chamber of Commerce- 300 N. 13 th St., Las Vegas
January 31 1:00pm to 3:00pm	Access to Capital Nevada Women's Business Center- 550 E. Charleston Blvd. Ste. E, Las Vegas
February 8 4:00pm to 6:00pm	What's the Law? Tax Records and Tax Disputes Henderson Business Resource Center- 112 S. Water St., Henderson
February 9 4:30pm to 7:00pm	Small Business START SMART UNCE- 8050 Paradise Rd., Classrooms B & C, Las Vegas
February 10 9:00am to 11:30am	Small Business START SMART Henderson Business Resource Center- 112 S. Water St., Henderson
February 15 8:30am to 5:00pm	Nevada Facility Operator Certification for Utility Systems Desert Research Institute- 755 E. Flamingo Rd., Las Vegas
February 18 9:00am to 11:30am	Small Business START SMART Las Vegas Urban League- 3575 W. Cheyenne Ave. Ste. 101, North Las Vegas
February 21 9:00am to 12:00pm	Ask the Advisor Tax Seminar Department of Taxation- 2550 Paseo Verde Pkwy. Ste. 180, Henderson
March 1 4:00pm to 6:00pm	What's the Law? Tax Records and Disputes City of Las Vegas Development Services Center- 333 N. Rancho Rd., 5th floor

SOUTHERN NEVADA, continued

March 2 4:30pm to 7:00pm	Small Business START SMART UNCE- 8050 Paradise Rd., Classrooms B & C, Las Vegas
March 3 9:00am to 11:30am	Small Business START SMART Henderson Business Resource Center- 112 S. Water St., Henderson
March 15 8:30am to 5:00pm	Nevada Facility Operator Certification for Utility Systems Desert Research Institute- 755 E. Flamingo Rd., Las Vegas
March 18 9:00am to 11:30am	Small Business START SMART! Las Vegas Urban League- 3575 W. Cheyenne Ave. Ste. 101, North Las Vegas
March 21 9:00am to 12:00pm	Ask the Advisor Tax Seminar Department of Taxation- 2550 Paseo Verde Pkwy. Ste. 180, Henderson
March 23 7:00am to 4:30pm	Ask A Lawyer: Reviewing a Contract or Lease West Charleston Library- 6301 W. Charleston Blvd., Las Vegas
April 5 4:30pm to 6:30pm	What's the Law? How to Choose the Right Business Entity? Henderson Business Resource Center- 112 S. Water St., Henderson
April 6 4:30pm to 7:00pm	Small Business START SMART UNCE- 8050 Paradise Rd., Classrooms B & C, Las Vegas
April 7 9:00am to 11:30am	Small Business START SMART Henderson Business Resource Center- 112 S. Water St., Henderson
April 15 9:00am to 11:30am	Small Business START SMART! Las Vegas Urban League- 3575 W. Cheyenne Ave. Ste. 101, North Las Vegas
April 18 9:00am to 12:00pm	Ask the Advisor Tax Seminar Department of Taxation-2550 Paseo Verde Pkwy. Ste. 180, Henderson

NORTHERN NEVADA

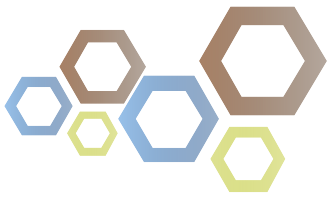
January 18, 25 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine- 3366 Lakeside Ct., Reno, NV
January 18 5:00pm to 7:30pm	eWomenNetwork Accelerated Networking Dinner Hidden Valley Country Club- 3575 Hidden Valley Dr., Reno
January 17-19	Preventative Controls Qualified Individual by Nevada Industry Excellence Truckee Meadows Community College- 475 Edison Way, Reno
January 19, 26 6:30pm to 8:30 pm	Bridgewire Open House 1055 Industrial Way Suite 20, Sparks
January 21 9:30am to 11:00am	Start-Up Basics by SCORE Innovation Center- 450 Sinclair St., Reno
January 25 11:30am to 1:00pm	NCET Tech Bite: The Nervous Nine Atlantis Casino Resort- 3800 S. Virginia St., Reno
January 25 6:00pm to 7:30pm	Start Up Basics by SCORE Governor's Office of Economic Development- 808 W. Nye Lane, Carson City
February 1, 15, 22 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine- 3366 Lakeside Ct., Reno
February 1 6:00pm to 9:00pm	Entrepreneurs Assembly Sierra Nevada College- 999 Tahoe Blvd. TCES 139, Incline Village
February 2 6:00pm to 9:00pm	Entrepreneurs Assembly Lake Tahoe Community College- One College Dr., Aspen Rm., S. Lake Tahoe
February 2, 9, 16, 23 6:30pm to 8:30pm	Bridgewire Open House 1055 Industrial Way Suite 20, Sparks
February 8 5:30pm to 7:30pm	NCET Tech Wednesday-Dynamic Isolation Systems 885 Denmark Dr. Ste. 101, Sparks
February 11 9:00am to 12:00pm	EASI-Entrepreneurs Assembly Startup Incubator Innovation Center- 450 Sinclair St., Reno

February 18 9:30am to 11:00am	Start-Up Basics by SCORE Innovation Center- 450 Sinclair St., Reno
February 22 11:30am to 1:00pm	NCET Tech Bite-Common Small Business Legal Mistakes Atlantis Casino Resort- 3800 S. Virginia St., Reno
March 1, 8, 15, 22, 29 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine- 3366 Lakeside Ct., Reno
March 1 6:00pm to 9:00pm	Entrepreneurs Assembly Sierra Nevada College- 999 Tahoe Blvd. TCES 139, Incline Village
March 2 6:00pm to 9:00pm	Entrepreneurs Assembly Lake Tahoe Community College- One College Dr., Aspen Rm., South Lake Tahoe
March 2, 9, 16, 23, 30	Bridgewire Open House 1055 Industrial Way Suite 20, Sparks
March 7 6:30pm to 8:00pm	Start-Up Basics by SCORE Innovation Center- 450 Sinclair St., Reno
March 8 5:30pm to 7:30pm	NCET Tech Wednesday Quality Plastics- 1685 Industrial Way, Sparks
March 11 9:00am to 12:00pm	EASI-Entrepreneurs Assembly Startup Incubator Innovation Center- 450 Sinclair St., Reno
April 5, 12 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine- 3366 Lakeside Ct., Reno
April 5 6:00pm to 9:00pm	Entrepreneurs Assembly Sierra Nevada College- 999 Tahoe Blvd. TCES 139, Incline Village
April 6 6:00pm to 9:00pm	Entrepreneurs Assembly Lake Tahoe Community College- One College Dr., Aspen Rm., South Lake Tahoe
April 6, 13, 20 6:30pm to 8:30pm	Bridgewire Open House 1055 Industrial Way Suite 20, Sparks
April 8 9:00am to 12:00pm	EASI-Entrepreneurs Assembly Startup Incubator Innovation Center- 450 Sinclair St., Reno
April 14 9:00am to 10:30am	Start-Up Basics By SCORE Carson Valley Chamber of Commerce- 1477 Highway 395 Ste. A, Gardnerville

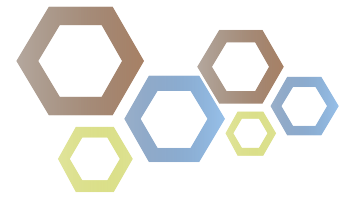
WEBINAR

January 17, 2:00pm to 4:00pm	SBA: Government Contracting Vehicles
January 18, 10:00am to 1:00pm	SBA: Managing and Adminstrating Government Contracts
January 18, 2:00pm to 3:30pm	Where's The Contract? Federal Government Contracting Basics
January 19, 10:00am to 2:00pm	SBA: Government Contract Negotiations
January 23, 10:00am to 1:30pm	SBA: Audits and Accounting Systems
January 24, 10:00am to 11:30am	SBA: How to Qualify for the GSA Schedule
January 25, 10:00am to 2:00pm	SBA: Introduction to Construction Project Management
January 26, 10:00am to 12:00pm	SBA: Special Topics for Construction
January 30, 10:00am to 11:00am	SBA: Strategic Planning for Small Business
January 31, 10:00am to 11:00am	SBA: Facilities Clearances
February 15, 2:00 pm to 3:30 pm	Where's the Contract? Business Intelligence and Market Research for Gov't Contracting

Visit http://business.nv.gov/Resource_Center/Calendar_of_Events/Calendar_of_Events/ for details & registration information.



NEVADA SMALL BUSINESS RESOURCE DIRECTORY



ACCESS TO CAPITAL

Accion
1951 Stella Lake St.
Las Vegas, NV 89106
Phone: (702) 250-3372
Web: www.accionnv.org

Bank of Nevada
Multiple Locations
Web: www.bankofnevada.com

Prestamos/CPLC
3685 Pecos-McLeod
Las Vegas, NV 89121
Phone: (702) 207-1614
Web: prestamosloans.org

Nevada State Bank
Multiple Locations
Web: www.nsbank.com

Nevada State Development Corporation
1551 Desert Crossing Ct.
Las Vegas, NV 89144
Phone: (702) 877-9111
Web: www.nsd.com

Nevada State Development Corporation
6572 South McCarran Blvd.
Reno, NV 89509
Phone: (775) 770-1240
Web: www.nsd.com

Nevada Business Opportunity Fund
550 E. Charleston Blvd. Suite E
Las Vegas, NV 89104
Phone: (702) 734-3555
Web: www.vedc.org/nevada

Rural Nevada Development Corporation
1320 E. Aultman St.
Ely, NV 89301
Phone: (775) 289-8519
Web: www.rndcnv.org

Small Business Administration (SBA)
Multiple Locations
Web: www.sba.gov

The Interface Financial Group
Chuck and Karin Schultz
Phone: (702) 636-8644
Web: www.interfacefinancial.com/
Schultz

USDA Rural Development
7080 La Cienega St. Ste. 100
Las Vegas, NV 89119
Phone: (702) 407-1400 ext. 103
Web: www.rd.usda.gov/nv

The Valley Center Opportunity Zone
(VCOZ)
300 North 13th St.
Las Vegas, NV 89101
(702) 384-8269
Web: www.vcoz.org

Wells Fargo
Multiple Locations
Web: www.wellsfargo.com

EXPORTING

Governor's Office of Economic
Development
See Government Contracts below

Nevada Industry Excellence
Multiple Locations
Web: www.nevadaie.com

U.S. Department of Commerce-
U.S. Export Assistance
400 S. Fourth St. Ste. 250
Las Vegas, NV 89101
Phone: (702) 388-6469
Web: www.export.gov

GOVERNMENT CONTRACTS

Clark County Department of Finance
Purchasing & Contracts
500 S. Grand Central Pkwy.
Las Vegas, NV 89155
Phone: (702) 455-0000
Web: [www.clarkcountynv.gov/depts/
finance/purchasing/pages/default.aspx](http://www.clarkcountynv.gov/depts/finance/purchasing/pages/default.aspx)

Governor's Office of Economic
Development
555 E. Washington Ave. Suite 5400
Las Vegas, NV 89101
Phone: (702) 486-2700
Web: www.diversifynevada.com

Governor's Office of Economic
Development
808 West Nye Lane
Carson City, NV 89703
Phone: (775) 687-9900
Web: www.diversifynevada.com

Nevada Department of Transportation
600 S. Grand Central Pkwy. Room 140
Las Vegas, NV 89106
Phone: (702) 730-3301
Web: www.ndotdb.com

INSURANCE

State of Nevada, Division of Insurance
2501 E. Sahara Ave. Suite 302
Las Vegas, NV 89104
Phone: (702) 486-4009
Web: www.doi.nv.gov

State of Nevada, Division of Insurance
1818 E. College Parkway Suite 103
Carson City, NV 89706
Phone: (775) 687-0700
Web: www.doi.nv.gov

State of Nevada, Division of Industrial
Relations, Workers' Comp Section
1301 N. Green Valley Pkwy, Suite 200
Henderson, NV 89047
Phone: (702) 486-9000
Web: www.dir.nv.gov/WCS/home/

LABOR LAWS

State of Nevada, Office of the Labor
Commissioner
555 E Washington Ave. Suite 4100
Las Vegas, NV 89101
Phone: (702) 486-2650
Web: www.labor.nv.gov

State of Nevada, Office of the Labor
Commissioner
675 Fairview Dr. Suite 226
Carson City, NV 89701
Phone: (775) 687-6409
Web: www.labor.nv.gov

STATE BUSINESS LICENSE

Secretary of State
Multiple Locations
Web: www.nvsos.org

SilverFlume Business Portal
Web: nvsilverflume.gov

TAXATION

State of Nevada, Department of Taxation
Multiple Locations
Web: www.tax.nv.gov

Internal Revenue Service
110 N. City Parkway
Las Vegas, NV 89106
Phone: (702) 868-5005
Web: www.irs.gov

TRAINING OPPORTUNITIES

Nevada Business Opportunity Fund
550 E. Charleston Blvd. Suite E
Las Vegas, NV 89104
Phone: (702) 734-3555
Web: www.vedc.org/nevada

Nevada Small Business Development
Center
Multiple Locations
Web: www.nsbdc.org

LVUL Entrepreneurship Center
3575 W. Cheyenne Ave, Suite 101
Las Vegas, NV 89032
Phone: (702) 636-3949
Web: www.lvul.org

SBA
Multiple Locations
Web: www.sba.gov

SCORE
Multiple Locations
Web: www.score.org

Vegas PBS – Global Online Advanced
Learning (GOAL)
3050 E. Flamingo Rd.
Las Vegas, NV 89121
Phone: (702) 799-1010
Web: www.vegaspbs.org/workforce/

VETERANS SERVICES

Nevada Department of Veterans Services
Multiple Locations
Web: www.veterans.nv.gov

WORKPLACE SAFETY

State of Nevada, Division of Industrial
Relations
1301 N. Green Valley Parkway Suite 200
Henderson, NV 89014
Phone: (702) 486-9080
Web: www.dir.nv.gov

State of Nevada, Division of Industrial
Relations
400 West King St. Suite 400
Carson City, NV 89710
Phone: (775) 684-7260
Web: www.dir.nv.gov

OTHER

City of Henderson
240 Water St.
Henderson, NV 89015
Phone: (702) 267-2323
Web: www.cityofhenderson.com/economic-development/home

City of Las Vegas
495 S. Main St.
Las Vegas, NV 89101
Web: www.lasvegasnevada.gov

Clark County
500 S. Grand Central Pkwy.
Las Vegas, NV 89155-1212
Phone: (702) 455-2000
Web: www.clarkcountynv.gov

Economic Development Authority of
Western Nevada (EDAWN)
5190 Neil Rd. Suite 110
Reno, NV 89502
Phone: (775) 829-3700
Web: www.edawn.org

Las Vegas Global Economic Alliance
6720 Via Austi Parkway, Ste. 130
Las Vegas, NV 89119
Phone: (702) 791-0000
Web: www.lvgea.org

Nevada Association of Counties (NACO)
304 South Minnesota St.
Carson City, NV 89703
Phone: (775) 883-7863
Web: www.nvnaco.org

Nevada's Center for Entrepreneurship
and Technology (NCET)
5441 Kietzke Lane, Second Floor
Reno, NV 89511
Web: www.NCET.org

Nevada Department of Employment,
Training and Rehabilitation (DETR)
500 E. Third St.—Carson City, NV 89713
2800 E St. Louis Ave—Las Vegas, NV 89104
Web: www.detr.state.nv.us

Nevada League of Cities & Municipalities
310 S. Curry St.
Carson City, NV 89703
Phone: (775) 882-2121
Web: www.nvleague.com

Nevada Women's Business Center/
Nevada Business Opportunity Fund
550 E. Charleston Blvd. Suite E
Las Vegas, NV 89104
Phone: (702) 734-3555
Web: www.vedc.org/nevada

CUBE at Midtown
800 Haskell St.
Reno, NV 89509
Phone: (775) 622-9900
www.cubeatmidtown.com

University of Nevada Las Vegas
Office of Economic Development
4505 S. Maryland Pkwy.
Box 451092
Las Vegas, NV 89154-1092
Phone: (702) 895-3011
Web: www.unlv.edu/research/econdev

Legal watch: Wage and hour updates



Department of Labor seeks expedited appeal of overtime rule injunction

On November 22, a U.S. District Court Judge granted a preliminary injunction enjoining the Department of Labor from implementing and enforcing the Overtime Final Rule on December 1. The rule raised the salary threshold for exemption from overtime pay from an annual rate of \$23,660 to \$47,476 and provided a method to adjust the salary level to keep it current to better reflect Congress's intent to exempt white collar workers from overtime protections.

On December 1, the Department of Justice, on behalf of the Department of Labor, filed a motion for an expedited briefing of its appeal of the District Court's preliminary injunction. No action has been taken by the U.S. Circuit Court of Appeals as of this writing.

Unless and until the court grants a motion for an expedited hearing or a motion for a stay, which would cause the rule to take effect, employers should continue under the old thresholds.



Nevada Supreme Court clarifies key aspects of Nevada minimum wage law

On October 27, 2016, the Nevada Supreme Court issued several decisions to settle the debate on key provisions of the Nevada Constitution's Minimum Wage Amendment (MWA). It should be noted that there are other cases that are currently under review that involve issues related to the MWA, such as what is the definition of a "qualified health plan"/health insurance for purposes of the MWA.

In regards to "providing" a qualified health plan/health insurance, the court concluded that the MWA's direction to employers who pay the lower tier minimum wage (currently \$7.25) is that they "offer" health insurance to employees. By offering health insurance to employees, who can choose to enroll or not, employers satisfy the requirement of "providing" a qualified health plan/health insurance by making it available to employees.

The court also found that the statute of limitations to file a minimum wage lawsuit is two years, not four, as some had argued.

And finally, the court ruled it is not permissible to include tips in calculating employees' income to meet the MWA's requirement that health benefit premiums be capped at 10% of the employee's gross taxable income.

**SAVE
THE
DATE!**

GOVERNOR'S CONFERENCE ON BUSINESS 2017

August 17, 2017
Nugget Resort, Sparks

**ATTEND
EXHIBIT
PITCH**



State of Nevada Department of Business & Industry

Bruce Breslow, Director
Terry Reynolds, Deputy Director
Marcel F. Schaerer, Deputy Director

555 E Washington Avenue, Suite 4900, Las Vegas, NV 89101
1830 College Parkway, Suite 100, Carson City, NV 89706
biinfo@business.nv.gov

Are you a victim of fraud or deceptive business practices?
Contact **Nevada Consumer Affairs** toll free: 844-594-7275
or file a complaint online at <http://ConsumerAffairs.nv.gov>.

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The Business Advocate is a publication of the Nevada Department of Business and Industry. The Business Advocate welcomes ideas and suggestions to make this publication as relevant and useful to readers as possible. Questions or concerns about content of The Business Advocate may be addressed to: Teri Williams, Department of Business and Industry, 555 E. Washington Ave., Suite 4900, Las Vegas, NV 89101.

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