



Growing Business in Nevada

THE BUSINESS ADVOCATE

SUMMER 2016



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New Federal Rules for Overtime Coming: What You Need to Know

Regulations (29 Code of Federal Regulations Part 541) determining which salaried employees are entitled to overtime under the Fair Labor Standards Act (FLSA) will become effective **December 1, 2016**. The new rules increase the salary threshold below which most white-collar, salaried workers are entitled to overtime from the current \$455 per week (or \$23,660 for a full-year worker) to \$913 per week (or \$47,476 for a full-year worker). This salary threshold will be updated every three years, with the first update becoming effective January 1, 2020. The new rule applies to most employers including large businesses, small businesses, and state and local governments. The United States Department of Labor (DOL) estimates that this change will impact 4.2 million workers. (Source: United States Department of Labor).

As it stands now, salaried workers are eligible for overtime pay if they work beyond 40 hours in a week and are earning less than \$455 per week (\$23,660 for a full-year worker). If they earn more than \$455 per week, salaried

employees may or may not be eligible for overtime, depending on the type of duties they perform.

Effective **December 1, 2016**, all employees who work beyond 40 hours per week and earning up to \$913 per week (\$47,476 for a full-year worker) will become eligible for overtime pay. Employees earning more than this amount may or may not be eligible, depending on the duties they perform. Employers may also be able to count certain non-discretionary bonuses toward the \$47,476 amount.

Certain duties may cause an employee to be exempt from overtime eligibility under the new rules and the FLSA. The specific requirements for the following exemptions are found on Fact Sheet #17A on the DOL website at www.dol.gov/whd/overtime/fs17a_overview.htm:

- Executive Exemption
- Administrative Exemption
- Professional Exemption
- Computer Employee Exemption
- Outside Sales Exemption
- Highly Compensated Employees

- Blue Collar Workers
- Police, Fire Fighters, Paramedics and Other First Responders
- Other Laws and Collective Bargaining Agreements

It is important to note that the FLSA provides minimum standards that may be exceeded, but cannot be waived or reduced. The Department of Labor will be the primary agency responsible for the interpretation and enforcement of the new rules because these are federal FLSA requirements.

Currently in Nevada, overtime pay is required if an employee works for more than 8 hours in any workday, or more than 40 hours in any workweek (see Nevada Revised Statutes section 608.018). The FLSA overtime requirement is based on a 40 hour workweek for a salaried employee. However, similar to the FLSA, NRS 608.018 has exemptions from overtime for those employees who are performing executive, administrative, or professional job duties.

Continued

New overtime rules (cont'd)

Additional exemptions can be found in NRS 608.018. It is recommended that Nevada employers review the overtime exemptions in both federal and state law to determine those that may be applicable to their employees.

The Department of Labor has proposed the following options for employers in order to comply with the new rules:

- If an employee is salaried between the \$23,660 and \$47,476 threshold and works more than 40 hours in a workweek, pay time-and-a-half for overtime work;
- Consider raising the salaries of those employees who are impacted above the new amount of \$47,476;
- Perform an evaluation of an employee's job duties to see if they qualify for any of the exemptions listed above;
- Require employees to only work 40 hours per week;
- Convert certain employees to hourly employees and track their hours;
- Flexible schedules based on a combination of the above options.

Additional information and resources on the new rules can be found at <https://www.dol.gov/featured/overtime> and include:

- The Final Rule, 29 Code of Federal Regulations Part 541
- Guidance Documents
- Fact Sheets
- Frequently Asked Questions

In the months leading up to the December 1, 2016 effective date, the Office of the Labor Commissioner will work with the Department of Labor and Nevada employers and employees to ensure that those that may be impacted by the new rules are aware of the new requirements and have taken steps towards compliance with new rules.

The Office of the Labor Commissioner is the principal wage and hour, and labor regulatory agency for the State of Nevada. It is the mission of the office to resolve labor-related problems in an efficient, professional, and effective manner. This includes educating employers and employees regarding their rights and responsibilities under the law in an effort to promote the growth of business in Nevada. Additionally, it includes taking enforcement action when necessary, to ensure that Nevada's workers are treated fairly and compensated for all time worked.

To learn more about the Nevada Office of the Labor Commissioner, visit <http://labor.nv.gov>. For questions, email mail1@laborcommissioner.com or call (702) 486-2650 in Southern Nevada or (775) 684-1890 in Northern Nevada.



Thad Barnes

Director of Managed Services
IQ Technology Solutions
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Q: Should my business be concerned about cybersecurity?

A: In a world driven by technology, businesses of all sizes rely heavily on their IT infrastructure and digital data retention for critical business functions, and almost all of them are somehow connected to the outside world via the internet. As such, nearly every business leader should be asking the question: "Is Cybersecurity important, and how does it affect my business?" Unfortunately, only around half of businesses today have a formal cybersecurity strategy in place, and only a fraction of these businesses are taking action to protect themselves against attack. Further, some estimates show that only 1 in 3 cybercrimes are reported to authorities, despite many police agencies having dedicated cybercrime divisions. This is often because businesses do not have a cybersecurity plan in place, and are unaware that the local authorities have cybercrime divisions within them.

Cybercrime is one of the largest challenges facing business today. Companies need to not only understand the financial and reputational impact a security breach can have on their company, but need to take significant steps to mitigate the risks to their business and data. Organizations should take a cyber breach as seriously as they would a physical threat or theft. Because there have been a number of high profile cyber attacks recently, businesses need to take note. Leaders within the organization can use the heightened awareness of cybercrime to effect real change within their business. Cybersecurity needs to become a companywide initiative, and not just a passing thought. Cultural changes need to take place where employees understand the threats and are aware of simple steps they can take to mitigate risk as end users. Open discussion about the risks and the means by which business can mitigate these risks are critical to this cultural shift.

Whether your business has one employee or 200, waiting for a security breach that results in loss of data, corporate downtime and lost productivity will be far more costly than a proactive, preplanning strategy.

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

Get Connected at the Governor's Conference on Business 2016

Five years ago, the Nevada Department of Business and Industry developed a plan to host a comprehensive, one-stop resource event to help promote the development and growth of small business in the midst of the economic recession. The inaugural Governor's Conference on Business was born in the fall of 2012 and is hosted annually on a rotating basis between Reno and Las Vegas. This year, the conference will take place on September 30 at the Rio All Suite Hotel and Casino in Las Vegas.

Like the economy, the conference- now in its 5th year- has grown and improved over time. But the goal remains the same: provide a comprehensive one-day event where businesses can network, learn and grow. This year's conference theme, *Get Connected Nevada!* conveys a focus on helping you make the connections you need to succeed. Here are three ways you and your business can *get connected* at this year's event.

#1) Pitch

The Business Pitch Competition, sponsored by AT&T, Microsoft and Vast, is open to any Nevada-based business in operation for two years or less with annual gross revenues under \$250,000. If your business fits this profile, apply today for a chance to win cash and in-kind services valued at \$23,500 total that will help boost your early stage venture. Applications submitted will be reviewed and scored by an esteemed panel of judges. Ten finalists will be invited to make a two minute pitch at the Governor's Conference. Cash and prizes for the top two companies as determined by the judges, will be awarded at the luncheon. And for the first time, a People's Choice Award category has been added for the pitch that receives the most audience votes. The deadline to submit a complete application packet and required documentation is August 19.

#2) Exhibit

Do you own or work for an established company looking to grow your business and develop new leads? Or maybe you're just getting a business started and looking for an affordable way to gain more exposure for your goods or services on a tight budget. Exhibiting at the Business Resource Expo is a great way for your B2B company to network and interact with potential customers. The number of morning breakout sessions offered have been minimized to provide more opportunity for attendees to network and locate the resources they need, and give exhibitors more face time with prospective customers. Booth selection is first come, first served so register early to have access to the best booth location!

#3) Attend

Conference attendees will have access to more than 100 business service providers, funders, development authorities, government entities, licensing divisions and B2B companies at the Business Resource Expo. Two breakout sessions, including the Business Pitch Competition are offered in the morning. The conference luncheon features a plated lunch program with special guest speakers Kristi Overgaard and Adam Kramer of Switch and a keynote address by Governor Brian Sandoval.

Registration is now open! For more information, please visit <http://business.nv.gov/GCB/Home>.



Platinum



Gold



EnhancedCapital



Silver



Business Pitch



Powered by THE CFO GROUP.

Media

LAS VEGAS REVIEW-JOURNAL

Get Connected Nevada!

This comprehensive resource and networking event is focused on helping you make the connections you need to succeed. Whether you are looking to grow an existing business or launch a new venture, here are three ways you can *get connected* at the 5th annual Governor's Conference on Business: Attend, Exhibit, Pitch. Online registration is open.

CONFERENCE AGENDA

7:30 am

- ◆ Registration begins
- ◆ Continental breakfast and networking

7:30 am– Noon

- ◆ Business Resource Expo: featuring 100+ service providers, funders, B2B companies, business development agencies and government entities
- ◆ Breakout Session: Entrepreneurship: The Next Generation
- ◆ Business Pitch Competition sponsored by AT&T, Microsoft and Vast
Ten finalists will pitch for cash and prizes totaling \$23,500

Noon– 1:30 pm

- ◆ Conference luncheon with Governor Brian Sandoval, featuring special guest speakers Kristi Overgaard, EVP of Awesomeness and Adam Kramer, VP of Strategy at Switch

REGISTRATION AND DETAILS

<http://business.nv.gov/GCB/Home>

Conference Attendees: \$50 in advance; \$60 at the door

Pitch Competition: \$50, (applications due August 19, 2016)

Business Expo Exhibitors: \$275 nonprofit; \$375 B2B

Questions? (702) 486-2750



NEVADA DEPARTMENT OF BUSINESS AND INDUSTRY

RESOURCE ORGANIZATION SPOTLIGHT

Henderson Business Resource Center



The Henderson Business Resource Center (HBRC), a nonprofit organization under the Henderson Chamber of Commerce Foundation, is an incubator

providing business support services and resources tailored to young entrepreneurial companies. In its 15th year, it is the longest lasting incubator in Nevada. The primary goal is to create jobs, enhance an entrepreneurial climate and retain businesses in the Henderson community while diversifying the local economy. The HBRC offers affordable office suites designed to meet tenants' immediate needs and still provide ample space for growth.

As a business incubator, the HBRC's focus is on the theme "*Your Business Success Is Our Business Mission.*" Community partners also want to see businesses succeed. The HBRC offers free business counseling, resources for funding, opportunities for business education and networking with other successful business owners. It provides a safety net as a business

moves into the next phase of growth, providing all the tools needed to start or to grow a company.

Bill Bokelmann, Foundation Manager said, "Our short term leases offer flexibility and peace of mind as you take the first steps of starting a business. Our affordable turnkey offices and meeting spaces are beautifully furnished and business ready in a professional setting, complete with a furnished lobby and reception services to give your business a polished look. As part of our ongoing desire to provide economic development in downtown Henderson, our next project is to implement "*Collaborate on Main*" to attract tech entrepreneurs."



Tenants of HBRC incubator find success

Current Tenant, The Mainland Group

The Mainland Group, a new startup company, currently occupies an office at the HBRC. Nick Wester, founder of the company, needed a place to grow his business. Having worked and lived in China for over five years, Nick began to understand the need to support American companies. After moving back to the United States, Nick started Mainland Marketing, which helped American businesses manage their branding in China. That venture was pivoted into a larger, China-focused business called The Mainland Group. "We stop the sale of counterfeit goods. We take on the entire value chain of knockoffs from production to wholesale, B2C and C2C," he said.

According to Wester, "Before the HBRC, my business was run on a couch. I worked from home. My kids would want to show me something, I'd get distracted. I would walk downstairs for a drink and get distracted. I would be on an important call with a client and the dog would start barking. I needed a place to be able to focus. The HBRC has been a great place for me to come in and get stuff done. I had tried co-working spaces before, but they just aren't what they are cracked up to be. There are too many distractions and people and interruptions. I found that having a private space has allowed me to close my door and get done in an hour what would take me an afternoon elsewhere. I needed a place that wouldn't be financially viable for our young business. The spaces are awesome at the HBRC. It was great to be able to have a turn-key experience. I don't have to worry about the internet, phones, or any other time-sucks. The office came fully functional and equipped so I didn't go needlessly spending money on furniture when I needed to use capital to expand. I needed a place where I could feel part of a community of business owners. This has been an invaluable asset. Whenever I have problems with a certain aspect of owning a company, I can reach out to somebody in the office who has experience with law, accounting, marketing or just life. You can't get that anywhere else. It's great to have support from people that want to see you succeed."

Graduate Tenant, K2 Energy

K2 Energy became a tenant in 2006 and has since moved on and grown dramatically. The company, which designs and produces lithium ion batteries, now does business in a 20,000-square-foot building it purchased in 2012. K2 now employs nearly 100 people.

Other companies that the HBRC has helped include Imagine Communications, Desert Living HOA, American National Insurance, JAM Contracting, ToweCom, Nevada State High School, We the People, and Creative Property Solutions.

For more information about the HBRC, please go to <http://www.hendersonchamber.com/programs/chamber-foundation/hbrc/> or contact Bill Bokelmann, Henderson Chamber of Commerce Foundation Manager at bbokelmann@hendersonchamber.com or 702.209.3967.

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



The title of Steve Minter's article in IndustryWeek, "Google's Advice to Manufacturers: Innovate and Think Big" immediately caught my attention. Having worked on several manufacturing projects over the years, I got a sense right from the start that the content of this piece was going to be compelling and straightforward.

Michal Walton, the global head of enterprise manufacturing at Google, delivered a keynote speech in early May at the IndustryWeek Manufacturing & Technology Conference & Expo in which he pointedly stated, "Innovation is in the DNA of manufacturers and it is vital that they establish a culture of innovation in order to sustain it over time." I immediately thought that the concept of innovation, in whatever shape or form, should be in the DNA and thought process of every business and industry here in Nevada, and we should embrace it wholeheartedly.

Here are some easy-to-implement guidelines and tips from Mr. Walton that can help you begin the process of innovating in your own business:

#1- Follow Google's practice of the 70/20/10 Rule. Walton recommended that manufacturers allocate time on a 70/20/10 basis in order to support innovation.

70% of your time should be devoted to "small steps"- daily lean improvements, improving yields, cutting 2% of operational costs.

20% of your time should address "jump steps"- more sizable changes in your department or company to develop new products or improve employee retention.

10% of your time should be focused on "moonshot" ideas - fundamental changes to the company, its products or operations and personnel.

#2 – Implement these "9 Ways to Sustain Innovation". Walton offered nine tenets for supporting a culture of innovation:

10x - Walton said Google believes it is easier to make a huge or 10X change than a 10% improvement. Companies should spend time on "moonshot" innovation - "thinking much differently about how you are doing business today, about the products you have and what they serve, customer needs and how you solve them."

Launch and keep listening. Walton said companies should keep iterating, getting feedback and improving on their products.

Share all you can/collaboration. Walton said sending out an email or text message is not enough. Instead, personally reach out and get as many ideas and viewpoints as possible.

Hire the right people. Walton related how early in his career he had hired a person who turned out to be both the "most horrible" person he ever hired and the "most qualified" person. "I went through more pain with that one person than I ever did with anyone else," he said. Walton stressed it is better to wait and hire the right person than make a hasty hire in order to fill a position, and then have to deal with the ensuing disruption in the team.

Use the 70/20/10 rule. Walton challenged executives to take just one week and devote 10% - 4 hours out of a 40-hour week – to thinking big. "Challenge yourself to think differently about the way your organization is doing business and what it can do," Walton said.

Employee empowerment - look for ideas everywhere. "Companies are started all the time by people frustrated in the companies they work for," said Walton. "They get frustrated because they can't get their voice heard. They can't get the ideas up the chain."

Use data, not opinions. "Use data to make decisions, rather than always shooting from the hip," said Walton.

Focus on the user, not competition. Companies would be better off taking the energy they put into being "fast followers" and spend it on innovation, according to Walton.

Cherish victories and failures (do not condemn them). Walton advised companies to adopt a policy of "fail fast, fail early and celebrate your failures." He said it was important to learn from a mistake and "move forward."

So, here is my call to action as a proponent of innovation: Consider these practices in light of your own business and fill in the blank: In order to **innovate and think big**, we need to **plan and move quickly**, we need to _____.

BUSINESS DEVELOPMENT CORNER:

The color of money

As a current or prospective business owner, you don't have to be envious or Irish to understand the benefit of *going green*. Energy costs are one of the largest expenses in any business. Focusing on energy efficiency and environmental sustainability can be one of the best ways to improve your physical business environment, lower energy costs, and increase your bottom line. Improvements in energy efficiency can translate into improved cash flow, which in turn can be used to fuel further business growth. If a business considers energy savings on a cost per revenue dollar or cost of goods sold basis, then it becomes clear the importance of looking into incentives and savings regardless of the sustainability benefits. It's just good business.

Going green sounds complicated, but it doesn't have to be hard. To help businesses navigate the issues, organizations such as the USGBC (www.usgbc.org/usgbc-nevada) are available to provide guidance and support in the areas of energy efficiency, environmental sustainability and certification of energy savings. To make it easy, the USGBC Nevada has announced its first "Battle of the Buildings." This program will take a business step-by-step through the process of becoming more sustainable and finding incentives to help pay for it – all through friendly competition. Participants will start with a free assessment and then receive help each step of the way in an effort to see who can achieve the greatest savings in energy, water and waste.

Here are some of the other programs and advantages that can help get you through:

Nevada offers a property tax abatement for new non-residential and multifamily residential green buildings, and for existing buildings that are renovated to meet green building standards. Administered by the Nevada Governor's Office of Energy, the state's green building tax abatement program uses criteria established by the U.S. Green Building Council (USGBC) for its "Leadership in Energy and Environmental Design" (LEED) certification, and by the Green Building Initiative in its Green Globes online rating system. For more information, go to the Office of Energy website (www.energy.nv.gov) and click on the "Programs" tab.

At the federal level, passage of the Protecting Americans from Tax Hikes (PATH) Act in December 2015 extended the federal Section 179D tax break for the 2015 and 2016 tax years. Under 179D, owners or tenants who make their commercial buildings more energy efficient may qualify for a deduction of up to \$1.80 per square foot. The PATH Act also extended the New Energy Efficient Home Tax Credit through this year. This break provides eligible contractors with a \$2,000 tax credit for each dwelling unit constructed or rehabilitated to energy efficient

standards. Energy savings must be certified before either tax break can be taken. Consult your CPA or tax attorney to see if either option is right for you.

Your local utilities can also help. For example, NV Energy offers energy savings advice to business, municipal and non-profit customers through its PowerShift program. NV Energy also offers cash incentives and technical assistance to commercial customers through its Competitive Energy Services Group.

There are many ways to *go green*, and Nevada is striving to lead the way. This year we were sixth in the nation in the latest USGBC ranking of states that develop LEED certified buildings. Thirty projects representing over 6.5 million square feet of green building were certified in Nevada in 2015. *Going green* may be about environmental stewardship, quality of life, and the responsible use of limited resources, but it is mostly about smart business. Lowering energy costs and optimizing your resource efficiency means you can do more with less – which in turn makes you more competitive, lean and profitable. Take advantage of the chance to *go green!*



The easiest way to cut utility costs and improve the bottom line...
Join the Battle of the Buildings!

If you own or operate a commercial or industrial building, you may want to participate in the inaugural "Battle of the Buildings" competition, sponsored by the USGBC Nevada. The first of its kind in our state, the battle will see commercial and industrial buildings compete in a yearlong energy-saving program to see who can achieve the greatest savings in energy, water use, and waste.

Not only is it free, but a team of experts will help you become the biggest loser – which in this case means a direct benefit to your bottom line.

Contact USGBC for more information at nevada@usgbc.org, Matthew Weinman at mweinman6@gmail.com or Shawn Kish at shawn@greenbusinesspartners.com.

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/

LAS VEGAS

Date & Time	Event & Location
June 15 11:00am to 5:00pm	Business Expo by Las Vegas Metro Chamber of Commerce Cashman Center
June 16 7:30am to 10:30am	LVGEA Las Vegas Perspective Four Seasons Hotel Las Vegas
June 17-18 All Day	Voto Latino in partnership with the Latin Chamber of Commerce and the LCC Young Professionals Stratosphere Hotel
June 18 9:00am to 11:30am	Small Business Startup Steps Las Vegas Urban League
June 20 7:30am to 4:00pm	Gay and Lesbian Chamber of Commerce Nevada Drive Fore Success TPC Summerlin
June 22 8:30am to 5:00pm	Nevada Facility Operator Certification for Utility Systems (FOCUS) Desert Research Institute
June 22 11:30am to 1:00pm	Henderson Development Association Luncheon – Henderson Hospital and Union Village: New Developments Dragon Ridge Country Club
June 22 3:00pm to 6:00pm	Lee Business School Alumni Chapter Takin' Care of Business 2016 Topgolf
June 23 8:30am to 10:00am	Introduction to Facebook for Business Microsoft Store @ Fashion Show Mall
June 24 11:00am to 1:00pm	Contract Connections: Creating a Capability Statement Workshop Urban Chamber of Commerce
June 25 9:00am to 11:30am	The Art of Selling! Make Big \$ For Your Business Urban Chamber of Commerce
June 28 8:30am to 5:00pm	Lean for the Office Workshop Desert Research Institute
June 29 11:00am to 2:00pm	Military Job Fair Vegas PBS
July 7 4:30pm to 7:00pm	Small Business Startup Steps University of Nevada Cooperative Extension
July 8 7:45am to 10:00am	Women's Chamber of Commerce of Nevada – Business Connection Cafe Lawry's The Prime Rib
July 8 9:00am to 11:30am	Small Business Startup Steps Henderson Business Resource Center
July 8 6:00pm to 9:00pm	The Small Business Network in Spanish University of Nevada Cooperative Extension
July 12 6:00pm to 9:00pm	Large Vision Business Network Mixer Expo Suncoast Hotel and Casino
July 16 9:00am to 11:30am	Small Business Startup Steps Las Vegas Urban League
July 20 8:30am to 5:00pm	Nevada Facility Operator Certification for Utility Systems (FOCUS) Desert Research Institute
July 21 5:00pm to 7:00pm	Ask A Lawyer – Human Resources West Charleston Library
August 4 4:30pm to 7:00pm	Small Business Startup Steps University of Nevada Cooperative Extension
August 5 9:00am to 11:30am	Small Business Startup Steps Henderson Business Resource Center
August 8-9 All Day	Womens' Leadership Conference 2016 MGM Grand
August 9 6:00pm to 9:00pm	Large Vision Business Network Mixer Expo Suncoast Hotel and Casino

LAS VEGAS, continued

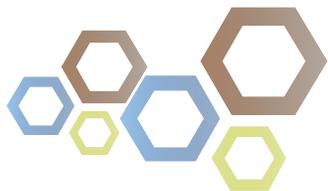
August 12 7:45am to 10:00am	Women's Chamber of Commerce of Nevada – Business Connection Café Lawry's
August 18-19 All Day	State of Nevada Workers' Compensation Educational Conference Tuscany Suites & Casino
August 20 9:00am to 11:30am	Small Business Startup Steps Las Vegas Urban League
August 24 8:30am to 5:00pm	Nevada Facility Operator Certification for Utility Systems (FOCUS) Desert Research Institute
September 1 4:30pm to 7:00pm	Small Business Start Up Steps University of Nevada Cooperative Extension
September 2 9:00am to 11:30am	Small Business Startup Steps Henderson Business Resource Center
September 6 6:00pm to 9:00pm	Large Vision Business Network Mixer Expo Suncoast Hotel and Casino
September 15 5:00pm to 7:00pm	Ask A Lawyer-Sales, Use and Modified Business Tax West Charleston Library
September 15 8:30am to 5:00pm	Lean Manufacturing Workshop Desert Research Institute
September 16 6:00pm to 9:00pm	The Small Business Network in Spanish University of Nevada Cooperative Extension
September 17 9:00am to 11:30am	Small Business Startup Steps Las Vegas Urban League
September 30 7:30am to 2:00pm	Governor's Conference on Business 2016 Rio Hotel & Casino

RENO/ NORTHERN NEVADA

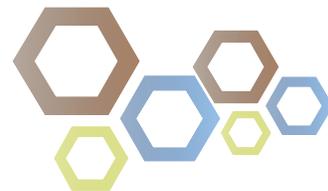
Date & Time	Event & Location
June 15, 22, 29 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine
June 15 2:00pm to 5:00pm	NCET Tech Café The Basement
June 16, 23, 30 6:30pm to 8:30pm	Bridgewire Open House Bridgewire
June 18 8:00am to 4:30pm	Boots to Business Reboot Western Nevada College
June 18 9:30am to 11:30am	Start-Up Basics by SCORE Innovation Center
June 21 6:30pm to 8:30pm	Start-Up Basics by SCORE University of Nevada Reno
June 21 5:00pm to 7:00pm	DevOps Reno Meetup Reno Collective
June 22 11:30am to 1:00pm	NCET Tech Bite-Brand Storytelling Atlantis Casino
June 22 9:00am to 3:00pm	Small Business Matchmaker Eagle Valley Middle School
June 23 8:00am to 4:30pm	Lean Manufacturing 101 Innovation Center
June 23 4:30pm to 6:30pm	Use LinkedIn. Make Connections. Win! Innovation Center
June 25 9:30am to 11:30am	Start-Up Basics by SCORE University of Nevada Reno
July 20 2:00pm to 5:00pm	NCET Tech Café Swill Coffee and Wine
July 1 8:30am to 10:30am	Where's the Contract? Small Business Certifications for Government Contracting Governor's Office of Economic Development
July 5 6:30pm to 8:30pm	Start Up Basics by SCORE Innovation Center

RENO/ NORTHERN NEVADA, continued

July 6, 13, 20, 27 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine
July 6 5:30pm to 7:00pm	eWomen Network Accelerated Networking Reception TBD, Reno
July 6 6:00pm to 9:00pm	Entrepreneurs Assembly Sierra Nevada College
July 7, 14, 21, 28 6:30pm to 8:30pm	Bridgewire Open House Bridgewire
July 9 9:00am to 12:00pm	Entrepreneurs Assembly Startup Incubator Innovation Center
July 13 5:30pm to 7:30pm	NCET Tech Wednesday Sports Attack
July 16 9:30am to 11:30am	Start-up Steps by SCORE Innovation Center
July 20 2:00pm to 5:00pm	NCET Tech Café The Basement
July 27 11:30am to 1:00pm	NCET Tech Bite Atlantis Casino
August 2 6:30pm to 8:30pm	Start Up Basics Innovation Center
Aug 3, 10, 17, 24, 31 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine
August 3 6:00pm to 9:00pm	Entrepreneurs Assembly Sierra Nevada College
August 4, 11, 18, 25 6:30pm to 8:30pm	Bridgewire Open House Bridgewire
August 10 5:30pm to 7:30pm	NCET Tech Wednesday Innovation Center
August 13 9:00am to 12:00pm	Entrepreneurs Assembly Startup Incubator Innovation Center
August 17-18 All Day	Internal Auditor 2 Day Workshop TBD, Reno
August 17 2:00pm to 5:00pm	NCET Tech Café Swill Coffee & Wine
August 20 9:30am to 11:30am	Start-up Basics by SCORE Innovation Center
August 24 11:30am to 1:00pm	NCET Tech Bite Atlantis Casino
September 1 6:00pm to 9:00pm	Entrepreneurs Assembly Lake Tahoe Community College
September 1, 8, 18 6:30pm to 8:30pm	Bridgewire Open House Bridgewire
September 6 6:30pm to 8:30pm	Start Up Basics by SCORE Innovation Center
September 7 7:30am to 9:00am	How To Become a Well Run Business Innovation Center
September 7, 14, 21 9:00am to 10:00am	1 Million Cups Swill Coffee & Wine
September 7 6:00pm to 9:00pm	Entrepreneurs Assembly Sierra Nevada College
September 7 8:00am to 4:30pm	Lean Manufacturing 101 University of Nevada Reno
September 10 9:00am to 12:00pm	Entrepreneurs Assembly Startup Incubator Innovation Center
September 14 7:30am to 9:00am	How to Become a Well Run Business Innovation Center



NEVADA SMALL BUSINESS RESOURCE DIRECTORY



ACCESS TO CAPITAL

Accion
1951 Stella Lake St.
Las Vegas, NV 89106
Phone: (702) 250-3372
Web: www.accion.nv.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.4microbiz.com

Rural Nevada Development Corporation
1320 E. Aultman St.
Ely, NV 89301
Phone: (775) 289-8519
Web: www.rndc.nv.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.rurdev.usda.gov/NVHome.html

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.clarkcounty.nv.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.ndotdbe.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.state.nv.us

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

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

STATE BUSINESS LICENSE

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

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.dirweb.state.nv.us

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

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.clarkcounty.nv.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, 89104
Web: www.detr.state.NVus

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

B&I unveils improved online Business Resource Center

In an effort to support the growth and development of businesses in Nevada, the Department of Business and Industry has made improvements to its online business resource portal. Relunched as the **Business Resource Center**, this area of the department's website is dedicated to providing the most comprehensive listing of resources, information, contacts and learning opportunities to help you – the person running a business or interested in starting one.

The Business Resource Center can be accessed by going to <http://business.nv.gov>. From here, on the top menu bar, you will see the words "Resource Center." Click on that link to enter the Center itself, where you will find the following tools and help:

- ◆ **The Learning Center** – for those interested in becoming an entrepreneur, this section provides tips and guidance on getting started in business, available mentoring sources, preparing a business plan, the different types of business structures, locating your business for optimal impact, marketing, financing options, licensing requirements, and workforce hiring.
- ◆ **Access to Capital** – if you are thinking about starting a business or are running one already, you know money is the lifeblood that makes it happen and grow. Yet putting together the capital to accomplish your goals can be a daunting task. The Access to Capital section provides a comprehensive directory of contacts for financing a business including information on grants, incentives, non-traditional and traditional financing provided by outside parties, as well as bond and tax credit programs
- ◆ **Resource Directory** – beyond financing, you may need help in other areas of your business. The Resource Directory provides links to specialists in such areas as contracting, business counseling, entrepreneurship, exporting, hiring employees, legal assistance, licensing/permits, regional economic development authorities, taxes, training, and business assistance for women/minorities/veterans and more.
- ◆ **Video Library** – in this section, you will find ideas, advice and words of encouragement for the new or established entrepreneur...all in short video clips.
- ◆ **News Article Library** – updated regularly, this section provides a curated list of interesting or informative news articles on the economy, entrepreneurship, and how to succeed in business.
- ◆ **Statewide Calendar of Events** – if you want to learn and grow in your business, networking and continuous improvement are of paramount importance. This section offers a regularly updated calendar of training and network events for the aspiring entrepreneur, established pro, and everyone in-between.
- ◆ **FAQ's** – a staple of every website, the FAQ's section highlights some of the routine questions that a business owner may have.
- ◆ **Workplace Poster Requirements** – for when your business is up-and-running, here are .pdf copies of the various workplace postings required by divisions of the Department.

The Business Resource Center is simply one way the Nevada Department of Business and Industry is *growing business in Nevada* and working to enhance our state's entrepreneurial environment. Can't find what you need, or have suggestions about additional content? We're interested to hear what you think. Please send feedback to Carrie Foley at cfoley@business.nv.gov.



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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