



LCC Business Newsletter

THE PREMIER HISPANIC BUSINESS ORGANIZATION | SINCE 1976

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Law:
Car Accident: What to do if your
are in a Car Accident

Real Estate:
Realtors Reveal: 5 Home Sellers From
Hell—and How You Can Avoid Being One

Finance:
Southern Nevada's
Pipeline

STANFORD GRADUATE
BUSINESS SCHOOL OF

CONGRATULATING OUR VERY OWN

BY MAGGIE PETREL, PETER
GUZMAN & OUR LCC STAFF

In March of this year we brought Stanford University to the Latin Chamber of Commerce and introduced the Stanford Latino Entrepreneur Initiative. This program gives business owners the once in a lifetime opportunity that will provide education, mentorship & access to capital resources.

Today we are proud to announce that our very own Andres Ramirez from Ramirez Group, Norberto Madrigal from Lunas Construction, and Patricia Navarro- Issel a McDonald's Franchisee have been accepted to the very important Stanford Latino Entrepreneur Initiative program at the prestigious Stanford School of Business.



UBERESPAÑOL LAUNCHES AT THE LCC

BY PETER GUZMAN

The very successful launch of the UberEspanol app, continues to show the importance and reach of the Latin Chamber of Commerce, the Premier Hispanic Business Organization in Nevada. Uber realized the importance from the very beginning of this important endeavor. "It was an AMAZING launch with great coverage and community engagement" says Maui Orozco of Uber. Not only did Uber become members of the Latin Chamber of Commerce, they have now become community partners. They see the real value of the Latino community, Latino buying power and overall strategy of having UberEspanol accessible by everyone who has a smart phone. The launch proved how well received this new phone app was, as the entire community and media came together to enjoy our culture, our energy and of course, Mariachi from Von Tobel junior high school.

You see, at the Latin Chamber of Commerce, we represent the small business community as well as the business community at large. We see this as a job creator and community economic driver. When UberEspanol wanted to do the launch at the Latin Chamber of Commerce, we asked the questions that we know are important to our members and our community. Uber explained how each vehicle is a small business in itself. With an employee and a resident of our community. We then asked if they would hold an employee outreach fair. They did. They had people on staff and on location hiring. This is the power of true partnerships and the community ends up winning because of it. What was also powerful, was the media attention this important launch created. The Latin Chamber of Commerce had 11 different media outlets at the launch. The diversity of the media was incredible, as we had traditional media and Hispanic media filming this great UberEspanol launch. The Latin Chamber of Commerce, now for over 40 years has been at the cutting edge of programs, education and opportunities for our Latino community and our Business community.



Car accident: What to do if you are in an Accident

BY LEILA LAW

An unexpected car accident can leave you feeling upset, scared a bit rattled and confused about what you should do next. That's why it's important to learn which steps you should take after when you are calm and levelheaded. This short outline can help make the moments immediately after an accident less stressful — and your experience run a lot smoother.

1. Never leave the scene of the accident

You should never leave the scene of the accident.

2. Move to a safe area (when possible)

If it's safe to do so and you aren't seriously injured, move as far out of traffic as possible to avoid being struck again. The shoulder of the road is often the safest place to move your vehicle. If moving your vehicle isn't possible, turn on your hazard lights to warn other drivers that your vehicle isn't moving.

3. Stop your vehicle and get out

Make sure your car is in park or is no longer moving. Turn off the engine, shift into park, or engage the manual brake. Take a moment to compose yourself. Check to make sure it's safe to exit your vehicle before opening the door. If you have safety flares, now would be a good time to consider using them.

4. Check on your passengers and the other parties involved

Check on your passengers, then the other parties involved if you are able to safely navigate the area. This includes drivers, passengers, and pedestrians, to make sure no one is injured. If there are injuries call 911 for immediate medical attention.

5. Call the police

Even in minor accidents, a police report can be invaluable when dealing with your car insurance company and other driver's insurance company. Many times you won't realize the extent of your injuries immediately, so contacting the police to properly document the accident is critical. Cooperate fully, but avoid admitting fault or blaming others while at the scene.

Let the police objectively judge events and determine who, if anyone, is at fault in the crash. Do not allow anyone to talk you into NOT waiting for the police. If the police can't make it to the scene (which sometimes happens if no injuries are reported), you should file an accident report through either the DMV or police department.

6. Check on your passengers and the other parties involved

Even a seemingly minor symptom like dizziness should be checked out by a health care professional. Make sure any injured parties you are responsible for seek medical attention within 24 hours of the accident. In some cases it may be necessary for an injured person to go straight to the hospital. Sometimes in an ambulance or other emergency vehicle.

7. Gather info. Gather as much information as possible before you leave the scene, including:

- Driver and passenger names (take a photo of the driver's license if possible)
- Name, address, phone number of all involved
- License plate numbers (use your smart phone and capture a picture)
- Insurance info (great time to use that phone again)
- Makes and models of all vehicles involved (a picture is worth a thousand words)
- Contact info for any eyewitnesses (get their names and phone numbers)
- If your car is towed make sure you get the name of the tow company and get a receipt for your vehicle from the tow driver
- Location of the accident
- The name and badge number of any responding police officers

8. Document the scene

If you have a smartphone, use it! Snap photos of the accident scene with your camera phone. You won't regret having them later.

9. Contact your insurance company

Contact your insurance company to notify them of the accident and note your claim number. Do NOT agree to accept any amount for your claim at any time before talking with an attorney.

10. Contact your attorney

Contact your attorney's office to discuss the accident. They will help you get a rental if needed, navigate the vehicle repair process, complete any forms you need assistance with, answer questions you may have about what you need to do, obtain police reports, and help set up any remaining claims. If you have any questions, please feel free to contact our office at 1-702-736-5800. We are always happy to discuss your concerns and help you understand and navigate this complicated process.

REAL ESTATE

Realtors Reveal: 5 Home Sellers From Hell—and How You Can Avoid Being One

BY CRAIG DONOFRIO

Sometimes selling your home is a breeze. But sometimes a good home sale goes bad. Very bad. And you may not even be sure just why, exactly, your home sits stagnant on the market—or why you end up losing money on the sale.

To find out how things can go wildly off the rails in a home sale, we asked Realtors® for some horror stories. No, you're probably not one of these self-sabotaging nightmare home sellers. But you can learn from their mistakes. Or, if you'd prefer, just revel in their craziness. Enjoy!

1. The 'Soup Nazi' seller

You know that famous "Seinfeld" episode with the "Soup Nazi," where the proprietor of a mouthwateringly delicious soup shop regularly refused service to anyone he didn't like? That's what happened here, but worse. Because even the Soup Nazi didn't take your money first. Mark Ferguson, a Realtor and property investor in Greeley, CO, says he had a client who simply decided he didn't want to sell to the buyer—or give back the buyer's earnest money. After the buyer expressed some qualms about the lack of repairs being done after damage from a hailstorm, the "House Nazi" put his foot down: No house for you! "The seller's main reason for not wanting to give back the earnest money was they did not like the buyer, even though they did not know them at all," Ferguson explains. It was wrong. It was irrational. And eventually it was litigious. Eventually the seller agreed to give the money back, but not out of the goodness of his heart. He only did so "once [he] found out going to mediation would cost just as much as the earnest money," Ferguson explains. Come to the light side: You can't keep someone's earnest money just because you don't like the person. There are specific instances on when you can keep a seller's earnest money and times when you definitely have to give it back. Follow the rules—you'll be glad you did.

2. The delusional seller

We all know that when you're selling, you should clear your home of personal memorabilia, in order to allow buyers to envision themselves there. One seller in Phoenix apparently didn't get the memo. Real estate agent Casey Cuppy of The Cuppy Group in Phoenix saw it as soon as she walked into her client's house: It was "a life-size mural of the Rat Pack painted on the living room wall," Cuppy recalls. "It was a very detailed and creepy painting. It even startled me the first time." Not only did the seller refuse to remove the painting, but he considered it to be a home upgrade—and wanted to recoup the cost by tacking on \$100,000 to the home price, Cuppy recalls. Unable to sell the home after 90 days, the owner rented it out but wouldn't even let the tenants cover up the ghastly thing. He went with another Realtor, but the home remains on the market to this day, Cuppy says. Come to the light side: The owner should have been paying attention to what his agent was telling him—instead of doing the complete opposite. "The seller should have either offered a credit for the painting or taken the mural down itself," Cuppy says.

3. The interfering seller

Some people can get a little too involved in the home-selling process. That's what happened to Joshua Jarvis, a real estate agent in Atlanta when one of his clients decided to sell the house to the neighbors—without Jarvis' help. "Of course I begin to ask questions about qualifications," Jarvis explains. The seller told him: "No, no, this person is legit, they are going to pay cash." After some back-and-forth, the neighbors decided to get a loan instead, even though they had the cash. That was a little weird, but they still proceeded with the contract. Until a week later, when the neighbors completely stopped responding, backed out of the deal, and put a stop payment on their earnest deposit. "My sellers had to start over," Jarvis says. Come to the light side: The sellers could easily have avoided all this frustration and time wasted if they had heeded Jarvis' warning. "If you're going to pay for (the expertise of) a Realtor, then use them," Jarvis says. His clients are now back in the game and using their agent.

4. The uncompromising seller

For most people, buying and selling a home are the biggest financial transactions of their lifetime. And when you're selling, you can make a whole bunch of cash on the deal—but you'll have to be willing to make some compromises. Ferguson had a seller who apparently never heard this truism. He was looking to make \$80,000 in the deal, but had a 17-year-old, rusty, leaking water heater that needed to be replaced before the buyers would proceed with the purchase. The total cost of repair? About \$800. But the seller wouldn't budge. "[They] thought the \$800 water heater was worth killing the deal over," Ferguson recalls. Luckily for the seller, the buyer ended up paying for the repairs. Come to the light side: In this instance, the seller made out like a bandit. And while that can be construed as shrewd business, it's also a pretty big—and most would say, unreasonable—gamble. It would have been safer for the seller to use 1% of his profits to ensure the deal went through. "That was a huge risk for a little bit of money," Ferguson says.

5. The 'cat man' seller

We've all heard of the "cat lady"—after all, an older woman who lives alone with a few dozen cats qualifies as a bit eccentric. But what about her male counterpart? "We once had an older gentlemen sell his property through our firm, who was, to

put it lightly, a nightmare," says Jamal Asskoumi, co-owner of the online estate agency CastleSmart.com. Asskoumi said the house itself was very impressive and the man demanded top dollar. Yet he completely refused to cut the grass on his overgrown lawn. "When questioned about it, he simply answered, 'I don't want to and I won't,'" Asskoumi says. "The visitors of the property were not as nonchalant about the eyesore that was his front lawn, particularly because the house was glorious and the man was asking a lot for it." That was the first warning sign. And then there were the cats. The seller let the felines roam around the home during showings, which bothered some buyers (especially those who were allergic). Asskoumi suggested he let the cats outside, or otherwise confine them. But again the seller refused and put all of them in the living room during a visitation.

Come to the light side: Clearly, this guy should have listened to his agents. All he had to do was cut his lawn and do something with the cats so they weren't roaming around his property. "It was a very strange scenario: He seemed to be sabotaging his own sale," Asskoumi notes. He's not sure if the man ever made the sale, but "he definitely didn't sell it with us." And maybe that's just as well.

UPCOMING EVENTS

• MAY •
14
Saturday

11TH ANNUAL SEÑORAS OF EXCELLENCE & SEÑORES OF DISTINCTION AWARDS GALA

Place: Wynn Las Vegas, Latour Ballroom,
Time: Reception 5:30pm Dinner and Dancing 7:00 p.m.
Reservation: \$350.00 per person;
\$3,500.00 table of 10
Contact Sandy Peltyn 702-375-0173 or Jenny Rosado
702-638-4654

• May •
20
Friday

BUSINESS & NETWORKING LUNCHEON

Sponsors: LAS VEGAS CONVENTION & VISITORS
AUTHORITY PARTNERSHIP TO FIGHT CHRONIC
DISEASE
Speaker: Rossi Ralenkotter, President/CEO of Las
Vegas Convention & Visitors Authority
Jeremy Aguero, Principal of Applied Analysis
Place: Las Vegas Convention Center – North Hall/
Room N2523150 Paradise Rd. Las Vegas, NV 89109
Networking: 11:00 a.m. – Luncheon: 12:00 p.m.
Reservations: \$45 Members, \$50 Non-Members

• June •
3
Friday

DESAYUNO CON AMIGOS

Sponsor: Sprint
Speaker: TBA
Place: Sprint Store 3862 W. Sahara Ave. Las Vegas
NV 89102
Time: Networking: 7:30 a.m. – Breakfast: 8:00 a.m.
Reservations: \$15 Members, \$20 Non-Members

• June •
17
Friday

BUSINESS & NETWORKING LUNCHEON

Sponsors: COLLEGE OF SOUTHERN NEVADA
Speaker: TBA
Place: TBA
Networking: 11:00 a.m. – Luncheon: 12:00 p.m.
Reservations: \$45 Members, \$50 Non-Members

Please call to confirm the events at
(702) 385-7367

(NOTE: Cash, Checks and Credit Cards Only – No Billing)



Worker's Compensation: What to do if you are in an Accident

BY MARCEL SCHAEER

Whether your business is small or large, managing the expense and meeting the statutory requirements of workers' compensation can be challenging. However, running a business without workers' compensation insurance is bad for business. The consequences of not following the law is not worth the risk.

Pay Attention Now or Pay Later

Workers' compensation insurance is a no-fault coverage for employees suffering a job-related injury or illness. Workers' compensation insurance is designed to help protect employers from personal liability and potential costs associated with job-related injuries. Because Nevada has "exclusive remedy," the injured workers' benefits are set forth in statute and generally an injured worker, cannot sue an employer for work related injuries if the employer has secured workers' compensation insurance as required by Nevada law. The law requires employers operating in Nevada to secure and maintain workers' compensation insurance for their employees. There are few exceptions to this requirement.

Employers meet this requirement of the law by:

- Securing and maintaining a workers' compensation insurance policy with a licensed insurer authorized by the Division of Insurance to write workers' compensation policies in Nevada; or
- Becoming self-insured for workers' compensation (A self-insured employer may administer its own workers' compensation claims or contract with a third party administrator (TPA) to provide these services); or
- Be legally exempt pursuant to statute to provide workers' compensation insurance.

Some exceptions are outlined in NRS 616.A110.

Myths and Realities

Employers need to be aware that there are many workers' compensation myths. It is imperative you operate your business based on the law; operating a business based on misconceptions can result in administrative sanctions, premium penalties, and criminal prosecution by the Nevada Attorney General's office.

Myth: I only have family members, few employees, or part-time employees working for me, so I don't benefit or need to purchase workers' compensation insurance.

Reality: In the State of Nevada if you employ one or more people you are required to secure and maintain a workers' compensation policy. According to the law, most individuals who provide a service to a for-profit business will be deemed employees for the purposes of workers' compensation insurance.

Myth: I am a small employer with minimal revenue, so I will have my employees secure their own workers' compensation policy in order to save money.

Reality: A business cannot require their employees to obtain their own workers' compensation insurance policy. The cost of the workers' compensation policy must be paid entirely by the employer; no amount can be charged to employees.

Myth: I do not have employees because I only hire "1099s" or independent contractors, so I don't need to secure workers' compensation insurance.

Reality: It is important that each working relationship be thoroughly examined before an employer classifies an individual as an independent contractor and not an employee for the purposes of workers' compensation insurance. A "1099" does not always eliminate the employee-employer relationship. NRS 616B.603 pertains to Independent Enterprises and should be considered to determine if you could be deemed

an employer under this provision.

In order to not be deemed the employer under the “independent enterprise exemption,” 1) You must not be “in the same trade, business, profession or occupation” as the person or business with whom you contract, and 2) The person or business with whom you contract must be an independent enterprise. Otherwise, workers’ compensation coverage is required.

Incorrectly deeming employees as independent contractors can lead to serious consequences. According to the Nevada Attorney General’s office this misconception does not preclude employers from being criminally prosecuted. In addition, if an employer-employee relationship exists, the employer will pay a premium penalty for the time the employer was uninsured as well as any costs relating to an uninsured claim, which can be significant depending on the severity of the injury. The consequences for being uninsured could be catastrophic to some companies.

Myth: The subs that I hire should have their own coverage, so I won’t worry about workers’ compensation insurance.

Reality: If you are a licensed contractor, you should know that you may be determined to be the employer of independent contractors, subcontractors and their employees for purposes of providing workers compensation insurance coverage. This result stems from NRS 616A.210, which states: “...subcontractors, independent contractors and the employees of either shall be deemed to be employees of the principal contractor for purposes of [the Nevada Industrial Insurance Act (the “Act”)]...” Licensed contractors need to be wary because the Act has a broad definition of principal contractor.

In addition, if an employee of a subcontractor or an independent contractor has a work-related injury and the employer has not secured industrial insurance, the principal contractor will be responsible for the actual cost of the claim, plus administrative fees. Please refer to NRS 616C.220. Generally, unless excluded by statute, “...Every person, firm, voluntary association and private corporation...which has in

service any person under a contract of hire,” needs coverage. Employers should consult with their attorney, insurance agent/broker, or carrier regarding the specifics of their situation and their options regarding workers’ compensation.

Education and Enforcement

The Division of Industrial Relations, Workers’ Compensation Section (WCS) is responsible for ensuring all

employers are in compliance with the law. Contact the Division of Industrial Relations, Workers’

Compensation Section if you would like more information relating to this matter. Employers are invited to learn more regarding workers’ compensation insurance by attending classes provided by the Workers’ Compensation Section. You can also visit the Division of Industrial Relations’ website to access information on employer coverage requirements for workers’ compensation insurance- <http://dirweb.state.nv.us/WCS/wcs.htm>.

Contact: Workers’ Compensation Section (775) 684-7270, (702) 486-9000 or WCSHelp@business.nv.gov

Business & Industry

This article was published in the Business Advocate Newsletter, a publication of the Nevada Department of

Business and Industry. Please email subscription requests to twilliams@business.nv.gov

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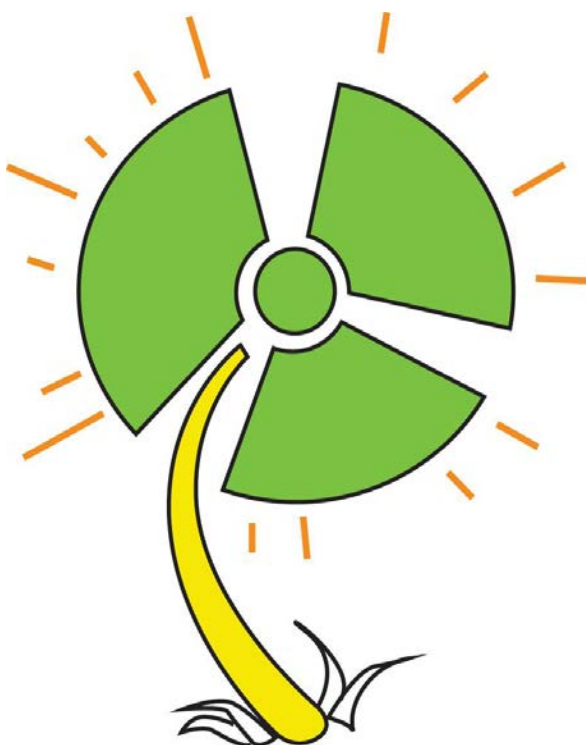
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Email: biinfo@business.nv.gov

Website: www.business.nv.gov

Facebook: www.facebook.com/businesssandindustry

Twitter: @SmallBizNV



Membership Spotlight

BY CECILIA RIVERA

We would like to thank Radioactive Productions who has been a member of the Latin Chamber of Commerce since September 11, 2014 for their loyalty and commitment to our chamber.

Radioactive Productions create visual content for marketing, advertising, education, eLearning, promotion, trial consulting, etc. They also create 2D and 3D animations. for the people by the people. They specialize in the online multi-media Radioactive Productions creates, produces, films, and broadcasts visual entertainment for consumer audiences. industry.

For more information please visit:

twitter.com/RadioactiveLV

Southern Nevada's Development Pipeline

BY JEREMY AGUERO



Those projects cover a broad spectrum in terms of scale, type and location, though many are focused in our core tourism economy. Headlining Resort Corridor development is the \$4 billion Resort World Las Vegas project, which will add 3,500 hotel rooms when it opens in 2018. Other projects on the north end of the Strip include Alon Las Vegas, a \$2 billion hotel set to add 1,100 rooms that same year, and the recently announced Wynn Paradise Park, which will feature a 38-acre lagoon, a 1,000-room hotel and convention space. A number of retail projects and smaller-scale resort expansions or remodels will also take place in coming years.

The list of developments doesn't end at the Strip. Local data center pioneer Switch is in the midst of a \$1 billion expansion; Project Neon recently broke ground, kicking off the \$1 billion remaking of Interstate 15 at the Spaghetti Bowl; and days later, electric car maker Faraday Future started construction on its \$1 billion factory in North Las Vegas. Meanwhile, the much-anticipated grand opening of the IKEA store is just around the corner, and several large-scale distribution centers will finish construction later this year as

just a few years ago, the pipeline of new development in southern Nevada could be compared to a trickling faucet. During the depths of the economic downturn, new capital wasn't exactly flowing into southern Nevada like it had during the mid-2000s, when construction cranes dominated the Las Vegas skyline. Thankfully, our economy has emerged from those dark days with the return of job growth, rising home prices, and expanding tourism. The construction cranes have returned as well, bringing a new wave of development that is a reflection of optimism about where our economy is today and where it is going tomorrow.

southern Nevada solidifies its position as a leading location for the logistics and transportation industry.

A number of healthcare-related projects are also in the pipeline, which means expanding access to medical services across the valley as our community continues to grow. In Henderson, the \$1.2 billion Union Village opens later this year with the new Henderson Hospital at its core. The new hospital will anchor a first-of-its-kind integrated health village that will incorporate a wide spectrum of healthcare services along with senior housing, retail stores and a health club. Elsewhere around southern Nevada, Spring Valley and MountainView hospitals are undergoing expansions, as well.

There are many more ongoing, planned or proposed projects that I don't have the space to list here. Together, these projects will boost our construction industry, which was hit hardest in the Great Recession's aftermath, and generate thousands of permanent jobs for a growing population that is demanding them.

4 things Millennials need to navigate the Fourth Industrial Revolution

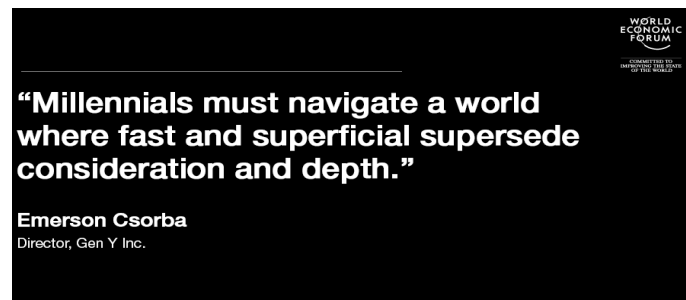
BY EMERSON CSORBA

In an essay on the Fourth Industrial Revolution, Klaus Schwab writes that ongoing technological innovations "will change not only what we do but also who we are," and that the "list is endless because it is bound only by our imagination."

His examples range from those that very few comprehend (Artificial Intelligence and biotechnology) to those which are now ubiquitous (smartphones). Crucially, however, is Professor Schwab's view that "Constant connection may deprive us of one of life's most important assets: the time



to pause, reflect and engage in meaningful conversation." It is a refreshing observation - one not generally captured by self-professed technology enthusiasts - and is a topic worth examining as communication becomes increasingly instantaneous. Although technology provides the world with many opportunities, Millennials must navigate a world where fast and superficial supersede consideration and depth.



We now live in a world where it is virtually impossible to disconnect. When travelling on trains, for instance, it is often difficult to find individuals simply peering outside a window, observing the places they pass by, rather than scrolling through their news feeds and emails. Whether on the London Underground, on a train passing through the British countryside en route to Edinburgh, or on a three-hour bus ride from one Canadian city to the next - my current setting as I write this - it is more common to find individuals on their phones than not. It is a challenge that all of society faces, though it is certainly acute with Millennials where technology has been intertwined with much of their upbringing.

In Sarah Maitland's *How to Be Alone*, she writes that society now has "a serious social and psychological problem around solitude." When presented with opportunities to do nothing, many of us feel that we must fill in the empty space - responding to texts, looking at a friend's social media profile, browsing through local news and the countless other opportunities at our fingertips. Similarly, we feel compelled to respond to emails within hours, and texts within minutes. This new reality has helped redraw the boundaries of business, for we can now conduct business wherever we happen to be in the world - a conversation with a colleague across the Atlantic is only a Skype call away. But empty spaces are equally ridden with guilt - a knowingness that we are not taking advantage of the information the world has to offer.

As a concerned Millennial, however, I believe we must critically examine what we are losing through instantaneity and means for constant connection and self-broadcasting. In both business and volunteer work in recent years, I have noticed several unsettling trends, which build on those shared by Professor Schwab in his essay. In describing these pressures and risks, I list four qualities that I feel Millennials should reflect on in order to live at ease in our fast-paced world.

The development of social autonomy

Our hyperconnected world creates challenges around thinking for ourselves, in spaces of temporary isolation from people around us. One of the most important - and challenging - questions to ask in life is "What do I think about this?" We

live in a world where it is easier than ever to piece together arguments based on quick Google searches, and through opinions gleaned on social media. However, to critically examine something on one's own requires time away from others. In a socially connected world, we must dedicate special effort to distancing ourselves from our colleagues, at least temporarily, so that we may develop perspectives that are truly our own. This social autonomy is a challenge when hyperconnection allows us to connect with both friends and internet users who feel they can provide us with worthwhile advice.

Sitting on decisions

Second, the demand for instantaneity hinders us from sitting on important decisions. Common advice in the world of entrepreneurship is to iterate through quick decisions and small failures. However, often times it is better to sit on a decision, telling others "I will come back to this shortly," than to provide a response because others expect rapid communication. Doing this in response to messages on Facebook or Twitter can be a challenge, but it allows for genuine consideration before making a decision.

Focusing on depth of study

Our world of hyperconnection also leads to psychological exhaustion, borne from constant and yet superficial engagement with information. In a world that favours doing, it is commonplace to arrive home from work having done much and yet accomplished very little of substance. This is precisely because work of meaning requires immersion in an activity, often over hours, uninterrupted by others' demands. Superficial engagement, as I find it, leads to an unrewarding tiredness - one of consuming information, which smartphones favour. Knowledge is more difficult to arrive at, precisely because it requires sustained engagement on a topic, with little disruption.

Reflection on what should be private

Finally, we are now faced with a crisis of privacy; that is, deciding what it is that we should share online, and more importantly, not share online, with others. Online social platforms facilitate open exchange of information; however, some details - such as one's inner thoughts, relationships, successes and failures - are sometimes best kept to oneself. Believing that they must create 'personal brands,' Millennials often showcase their ideas and life experiences without having fully allowed them to settle. This prevents one from making sense of an issue, and leads instead to insecurity in one's self, and a feeling that one must strive to do more. Millennials, when looking at sharing through an online social platform, should ask, "Why am I doing this?" and "What good will I accomplish through this activity?"

Indeed, our world is changing, as Professor Schwab describes. The instantaneity of communication and interconnectedness of the world places new demands on Millennials in how they live their lives and cultivate a sense of self. Professor Schwab is correct in writing that we risk losing the ability to pause, reflect and engage in meaningful conversation. Building on this, I see the development of social autonomy, patience in making decisions, depth of study and careful examination of what



10TH ANNIVERSARY



Women's

LEADERSHIP CONFERENCE

AUGUST 8 & 9 2016 LAS VEGAS

ARE YOU READY TO BE INSPIRED?

WHEN

August 8 & 9, 2016

WHERE

MGM Grand
Conference Center



The MGM Resorts Foundation today announced that registration is open for the 10th Annual Women's Leadership Conference.

The two-day event will feature acclaimed keynote leaders; instructional workshops; interview and panel discussions with diverse and nationally recognized speakers; entertainment and more. The conference is open to women of all ethnicities, professions and social backgrounds, locally and nationally, and men who support them.

The conference was first established as the Women of Color Conference in 2006 as a way to provide women from all walks of life with education and development opportunities that specifically addressed the dynamic needs of both emerging and established women professionals.

The early registration fee for participants is \$375 until April 30, after which registration will cost \$450. Registration includes the full conference and all workshops and lectures, a networking reception, and continental breakfasts and lunches catered by MGM Grand. Time is also allotted for attendees to build key professional relationships with other women attending while enjoying the hospitality and entertainment of MGM Grand and other MGM Resorts attractions.

DRIVING INSTRUCTIONS

3799 S. Las Vegas Blvd.
Las Vegas, NV 89109

REGISTER NOW

Be sure to follow us during the conference

like us on facebook

follow us on twitter

For additional information visit our website at

<http://www.mgmresortsfoundation.org/womensleadershipconference/>

or email us at womensleadership@mgmresorts.com



MGM RESORTS
FOUNDATION

Which College Degree Will Make You A Better Leader?

BY LYDIA DISHMAN, FASTCO

An analysis of 15,000 leaders in 18 countries found that the degree-holders who score much better at leadership skills will surprise you.



Just in time for graduation, reports are examining the economic prospects for the newly minted class of 2016. But one thing is less obvious to both the graduates and their prospective employers: who will make the best leader?

A study from DDI, a global leadership consultancy, made a surprising discovery: Humanities graduates did better than MBAs in a number of areas essential to performing as a leader. As an earlier analysis of DDI's data revealed, good leadership is rooted in successful conversations. Beyond interpersonal skills, those with humanities degrees had stronger entrepreneurial skills and were more results-oriented.

The U.S. Department of Education data indicates that the MBA is the most popular graduate degree, with over 188,000 students earning one during the academic year 2012-2013, the most recently measured year. During that same time, liberal arts and humanities was the most popular undergraduate degree, with 344,000 students earning one.

The cost of tuition for either can cost as much as six figures, even at public universities. But employers are increasingly demanding graduate

degrees for positions that used to only require a bachelor's. And while DDI's study found that companies are compensating those who complete their MBA at a top college about 36% more than a candidate with a bachelor's degree, they also found that a degree from an ivy league school doesn't guarantee graduates with leadership skills.

DDI's research was based on studying 15,000 leaders across 300 companies in 18 countries. First they compared the performance of undergraduate business degrees and MBA degree holders against eight skills:

- financial acumen
- business savvy
- compelling communication
- driving execution
- driving for results
- entrepreneurship
- influence
- inspiring excellence

Unsurprisingly, the MBA grads had better scores in financial acumen, but they also had strong business savvy and strategic decision making. Areas where they fell short were coaching, results orientation, and visionary leadership skills.

The latter, according to Evan

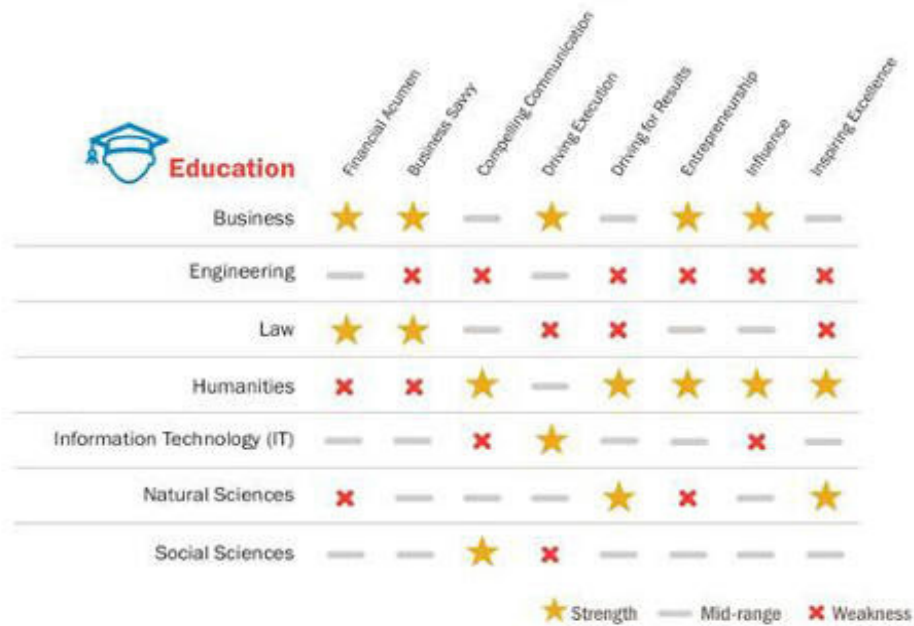
Sinar, DDI's chief scientist and lead author of the study, is particularly challenging. He tells Fast Company, "Long-term leaders still struggle with visionary leadership skills," because it's a slow-growth skill and "one where leaders need sustained practice in a real-world environment."

Those who step off the career track to earn an MBA have to suspend their real-world focus on learning how to be visionary in their daily work. For students, Sinar says, the classroom can only provide conceptual learning.

Sinar says, "A focus on building this skill has to be sustained over the course of a career."

At the undergraduate level, humanities degree holders got high marks for five of the eight leadership skills as did those with business degrees, but for slightly different competencies. Those who earned a bachelor's in business had the financial acumen and business savvy their humanities counterparts lacked. But they scored only in the mid-range for compelling communication, driving results, and inspiring excellence. Despite this deficiency, a recent survey from CareerBuilder found that employers were currently favoring business graduates above all other

Top- and Bottom-Ranked Educational Degrees Across Leader Skills



Source: High-Resolution Leadership

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majors.

Engineers wound up at the bottom of the pile, with weak scores across six skill sets and middling results for financial acumen and driving for results.

As degrees play into hiring managers' decisions to take or leave a candidate as well as the employee's opportunities for promotions as much as a decade into their career, these findings suggest that degrees aren't always a good predictor of leadership

success.

But it does align with universities' recent efforts to make the study of humanities relevant. In an increasingly challenging economic landscape for graduates, schools such as Stanford wrap philosophy into one of its most popular interdisciplinary majors, Symbolic Systems. Even without an interdisciplinary course of study, several tech founders, including Jon Dahl of Zencoder, have extolled the virtues of majoring in classical

philosophy for aspiring programmers. Sinar observes, "A job candidate with the skills that his/her degree counterparts lack will have to recognize that assumptions may be made about his/her lack of leadership skills." He adds, "For them, it will be particularly important to find ways to demonstrate these capabilities to overcome hiring biases—and to differentiate yourself from others holding the same degree, to gain an advantage in the job hunt."



JOB OPPORTUNITIES



Category: Promotions

Position/Title: Street Team

Details: iHeartMedia Stations

Job Summary: Assists the promotions or marketing departments with daily activities that promote the station(s), clients or events.

Location: Las Vegas, NV: 2880-B Meade Avenue, Suite 250, 8910

Position Type: Regular

Vacancy Type: Part Time

Closing Date: 7/7/2016

For More Information:

<http://www.iHeartMediaCareers.com>



Job Title: Photographer, News

Education: Some College Coursework Completed

Career Level: Entry Level

Location: Nexstar - KLAS - Las Vegas, NV 89109 US (Primary)

Category: News

Job Type: Full-time

Job Description: Photographer, News Las Vegas

Essential Duties & Responsibilities:

- Shoots video for news reports.
- Confers with other personnel to discuss assignments, logistics and shot requirements.
- Sets up, composes and executes video shots.
- Maintains video equipment.
- Edits video clips for television broadcasts and eMedia content.
- Operates live microwave and satellite trucks in remote situations.
- Performs other duties as assigned.

8 News Now is owned by Nexstar Broadcasting and is an Equal Opportunity Employer.

GO HERE TO APPLY: <https://nexstar.hua.hrsmart.com/hr/ats/Posting/view/2250>



Job ID #: 5328 **Location:** Las Vegas, NV

Functional Area: Communication

Department: 500079 Corporate - Communications

Position Type: Full Time Regular

Education Required: Bachelors Degree

Experience Required: Not Indicated

Summary: We are currently seeking a Senior Graphic and Digital Artist to join our Corporate Communications team at our Global Headquarters in Las Vegas – supporting the development of lively, creative multi-format internal and external communications campaigns to engage a number of stakeholders including employees, customers, the media, and communities.

For More Information Visit: https://careers.peopleclick.com/careerscp/client_wmsgaming/sg_external/gateway.do?functionName=viewFrom-Link&jobPostId=10719&localeCode=en-us



**Open Positions For The Week Of
3/21/2016-3/25/2016**

To Apply Visit

www.affinitygaming.com

Accounting

Cage Shift Manager
Lead Audit Clerk

Food & Beverage

Barback
Bartenders

Casino

Slot Attendant

Kitchen

Kitchen Runner

Hotel Operations

Bell/ Valet
Front Desk Training Supervisor
Pool Supervisor
Life Guard
Spa Coordinator

Housekeeping Supervisors
Asst. Director of Housekeeping
Linen Supervisor
Guest Room Attendant
Maintenance
Carpenter
HVAC Tech
Painter
Lead Engineer

Rides & Retail

Lead Attractions
Monorail Operator
Retail Cashier
Ride Associate

Primm Centers

Retail Cashier
Fuel Desk Clerk
QSR'S



We are hiring!

Inside Sales Representatives (Call Center)

Job Summary

Work in a fast-paced call center to initiate outbound calls to potential and existing customers. Call center sales jobs revolve around creating new clients or selling additional services to drive revenue. You may contact existing customers to review their current services. Or, you might be making calls to prospective customers. Either way, your goal is to help clients afford and attain the perfect energy products and services for their individual situation. In a call center job, you'll use computers and telephones extensively in your work. Wondering what might not be in the call center job description? Doing the same thing every day. This job can be challenging so it's great for people who thrive on overcoming obstacles and achieving goals.

Essential functions of the Inside Sales Representative role are as follows:

- Outbound sales calls to new prospects and/or current customers
- Utilizing a predictive dialer for outbound sales
- Working in small teams with specific goals and objectives
- Utilizing a computer while closing sales over the phone
- Establish accounts in billing systems
- Quote rates for new services available to prospective customer
- Summarize the contact and explain what will happen next
- Assist with inbound renewal calls during times of high volume
- Interact with other functional groups to ensure customer satisfaction
- Meet established productivity goals: sales, call handling time, records accuracy
- Obtain, establish and access customer billing information
- Work simultaneously with multiple computer applications and databases

Required skills and experience

- Minimum of 1 year telemarketing experience
- Prior sales experience in telecom and/or energy preferred
- Strong communication skills
- Basic computer and keyboarding to include excel
- Ability to effectively close a sale
- Ability to type at least 35 words per minute
- Ability to multi-task

ABOUT SNH, Inc. and SPERIAN ENERGY

Sperian Energy is a retail energy provider operating in multiple states across the country. Sperian Energy Corporation is a subsidiary of the SNH Family of Companies, which provide a range of services to large financial institutions, Fortune 500 companies, and consumers nationwide. www.sperianenergy.com

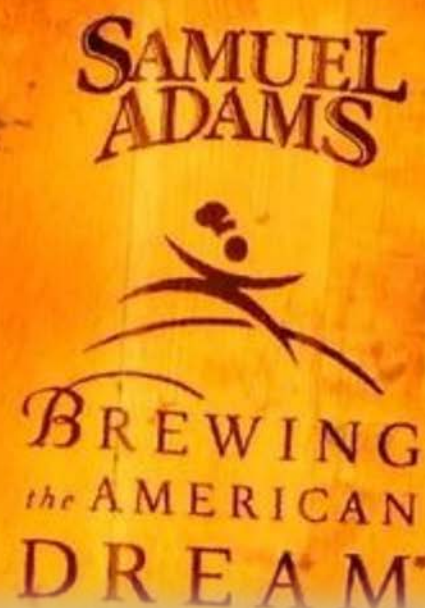
Please contact or email resume to: Jai Johnson, Senior Recruiter at SNH, Inc.

email: jjohnson@snhinc.com. Telephone: 702.757.2644

ACCION

Free Event!

Refreshments
will be served!



SAMUEL ADAMS BREWING THE AMERICAN DREAM® *is Coming to Las Vegas!*

For years, Accion and Samuel Adams have partnered to bring the *Brewing the American Dream®* experience to food and beverage business owners across the nation, and now we are bringing this event to Las Vegas!

This free event provides food and beverage entrepreneurs in the Las Vegas area with short, high-impact coaching sessions with experts in various areas to help them network and grow their businesses.

The event will kick off with a chance to network with other local business owners and industry leaders and will be followed by 20-minute speed coaching session on topics of your choice.

When: Tuesday, May 17, 2016
Time: 6:00 p.m. - 8:30 p.m.
Where: Zappos
400 Stewart Avenue
Las Vegas, NV 89101

To register for the event, please visit:
btad.samueladams.com/events

Bring your products, packaging, and questions and enjoy great food and refreshments from Samuel Adams Beer as well as local restaurants. We hope to see you there!

Questions? Please contact Jessica DeFeo, Samuel Adams:
617.368.5203 or BrewingtheAmericanDream@samueladams.com

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Comments from a Team Member



Members & Future Members,

As a future social studies teacher, I believe it is very important for our community to be involved in politics. As a first generation American, I know the importance of my vote and the power it has in the electoral process. I was very excited to hear that the Latin Chamber of Commerce was hosting its first Bagels & Politicos this month. This is an event that truly engages the community in what is happening in politics at a city, state, and national level. Bagels & Politicos will take place at the end of every Month. Look out for our flyers for more information.

Thank You
Cecilia Rivera

CONTACT:

PHONE: (702) 385-7367

E-MAIL cecilia@lvlcc.com



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[@latinchambernva](https://www.instagram.com/latinchambernva)



[@lvlcc](https://twitter.com/lvlcc)



www.lvlcc.com

The mission of the Latin Chamber of Commerce, Nevada Inc. is to promote the success of our members and Hispanic-owned businesses by facilitating positive business, cultural and educational relationships, as well as economic development and knowledge sharing in an efficient, effective and professional manner