

### Chamber Offers Medical Insurance



The Mesquite Chamber of Commerce is proud to announce an exclusive offer of National HealthCare Access (NHA) to provide and support a new health insurance plan for our members. NHA is a full-service employee benefits firm in business since 1990. We have been working diligently with NHA to ensure this new program will benefit the members of our Chamber. Please look for information to be sent out soon.

### We Want to Hear From You...

The Mesquite Chamber of Commerce has been asked to participate in a Stakeholders group for the development of a new amphitheater facility and trailhead system in the Mesquite Sports and Event Center. As part of a development agreement with the City of Mesquite, Nevada Community Solutions will build a new park facility in the form of a public amphitheater to satisfy the requirements of the agreement. The amphitheater will be constructed with private funds.

The purpose of the stakeholders group is to provide community leaders an opportunity to voice their ideas and desires for the design and construction of the amphitheater and trail system projects. This is an opportunity for the community to voice their wants and desires for these projects.

See page 4 for more...



### Free Advertising for Chamber Members

Reliance Connects is offering free advertising to Chamber members in June. We are changing the program guide on cable channel 2, and the new channel includes space for local advertising. Ads are 640x120 images and display for 30 seconds in a continuous rotation.

Knowing that it takes at least 9 impressions for the average customer to act, this is a great opportunity for all of our local businesses.

Our only request is members must create the artwork themselves. Members should send a 640x120 pixel Jpeg image of their ad to westd@rconnects.com. Dave West can also be reached at 346-5211 to answer any questions about this new program.

### JUNE EVENTS

#### JUNE 1ST

**New Business Orientation**  
3:30 to 5:00 pm

Blake Syndergaard, Nevada  
Microenterprise Initiative  
Mesquite Chamber of Commerce

#### JUNE 2ND

**The Community Pasta Garden  
Chamber Fundraiser**

4:00 to 7:00pm

Experience Buffet  
Eureka Casino Hotel

#### JUNE 8TH

**Chamber Lunch**

11:15 to 1:00 pm

**Speaker:** Rick Horn, Procurement  
Outreach Program

**Sponsor:** Castle Management  
Eureka Casino Hotel

#### JUNE 15TH

**Chamber Bowling**

5:00 start time

Virgin River Bowling Alley

#### JUNE 16TH

**Leadership Mesquite**

9:00 to 3:00

#### JUNE 23RD

**Chamber Mixer**

5:00 to 7:00 pm

**View on Mesquite**  
483 W. Mesquite Boulevard

### INSIDE THIS ISSUE:

<i>Be a Better Manager</i>	2
<i>Premium Members</i>	2
<i>Business of the Month</i>	3
<i>IRS Tax Tips</i>	3
<i>Amphitheater Project</i>	4
<i>Chamber Board Position</i>	4

THANK YOU

CINCO

DE

MAYO

SPONSORS:

ACE

HARDWARE

CITY OF

MESQUITE

CITY SHOPPES

EMBROIDERY

DESERT GOLD

REALTY

EQUITY TITLE

OF NEVADA

MOUNTAIN

AMERICA

CREDIT UNION

READY GOLF

RELIANCE

CONNECTS

VIEW ON

MESQUITE

ACES FOR MESQUITE



# Becoming a Better Manager

By: NonaMarie Miller, Canyon Media Group

In the fifth of a 12-part series, you'll look at the fifth element of great managing, according to *12: The Elements of Great Managing* by Rodd Wagner and James K. Harter, PhD.

## The Fifth Element: Someone At Work Cares About Me As A Person

Human beings have an innate need to belong, to be connected to others. As a child you are members of a family. You immediately started building connections to the people around you. When you went to school, you became a part of a class. When you played sports, you belonged to a team. In every work environment you've found a way to fit in. The need to belong and to connect with others NEVER goes away.

As a manager it's important to remember this. In *12: The Elements of Great Managing*, the authors point out "research shows people treat each other differently when they form a personal connection." Employees are more apt to quit a job if they do not feel a personal connection at work. As a manager, how much do you know about the people who work for you? What is important to THEM? Do you show genuine interest in them?

If you're one of those managers who worries that being too "nice" will cause employees to take advantage of you – consider this. According to *12*, a poll conducted by the Gallup Organization supports the idea that employees who feel they are cared about will go out of their way for the company. Think about your own experience. Isn't it easier to make an extra effort for a boss who shows genuine interest in you? As a friend of mine always says, "It's nice to be nice to the nice."

The book says, "In the short run, giving orders sometimes works. But there are limits to how much can be

accomplished through directives, financial incentives, fear of discipline and intense scrutiny of people's work. All organizations inevitably depend on their employees' psychological commitment to their immediate manager and colleagues."

I am lucky enough to work in an environment where my immediate supervisors and colleagues do care about me. They've told me. They've shown me. They know what motivates me and why. How do they know that? We've talked about it. They've asked me what my goals are and offered their expertise to help me. Believe me when I say I am extremely loyal to these people!!

Do your employees form a cohesive team? Do they share in the company culture? Do they share a common language or common customs?

My current workplace is filled with common language and customs. When someone announces, "I need more cowbell," it means they just closed an important deal (and they're huge "Saturday Night Live" fans!) When my boss announces, "It's time for office golf," the work stop and the putters come out. No more explanation necessary! At times my boss will announce, "Movie day!" That means he's paying and we all play hooky to catch a matinee!

If this whole idea is uncomfortable to you, here are some small ways you can get started at your own workplace. First, remember significant dates such as birthdays or work anniversaries. Remember the names of your employees' spouses and children. Ask them how their weekend/holiday/vacation was. Say "good morning" and "good night" each day (and mean it!). Taking a few simple steps will go a long way in building those personal connections that pay off for everyone in the long run!

## GOLD PREMIUM MEMBERS



## SILVER PREMIUM MEMBERS



## BRONZE PREMIUM MEMBERS





## May Business of the Month Eureka Casino Hotel

The Eureka provides constant support to the community, some examples would be the 4th of July fireworks, wounded soldier wedding and pasta night at the Experience buffet. Their support of community non-profit organizations is phenomenal! They are extremely

customer service oriented and easy to work with when utilizing their services. They truly believe in giving back to the community. They are very active in the chamber and support their causes throughout the year.

## Employee vs. Independent Contractor

As a small business owner you may hire people as independent contractors or as employees. There are rules that will help you determine how to classify the people you hire. This will affect how much you pay in taxes, whether you need to withhold from your workers paychecks and what tax documents you need to file.

Here are seven things every business owner should know about hiring people as independent contractors versus hiring them as employees.

1. The IRS uses three characteristics to determine the relationship between businesses and workers: Behavioral Control covers facts that show whether the business has a right to direct or control how the work is done through instructions, training or other means.

Financial Control covers facts that show whether the business has a right to direct or control the financial and business aspects of the worker's job.

Type of Relationship factor relates to how the workers and the business owner perceive their relationship.

2. If you have the right to control or direct not only what is to be done, but also how it is to be done, then your workers are most likely employees.

3. If you can direct or control only the result of the

work done -- and not the means and methods of accomplishing the result -- then your workers are probably independent contractors

4. Employers who misclassify workers as independent contractors can end up with substantial tax bills. Additionally, they can face penalties for failing to pay employment taxes and for failing to file required tax forms.

5. Workers can avoid higher tax bills and lost benefits if they know their proper status.

6. Both employers and workers can ask the IRS to make a determination on whether a specific individual is an independent contractor or an employee by filing a Form SS-8, Determination of Worker Status for Purposes of Federal Employment Taxes and Income Tax Withholding, with the IRS.

7. You can learn more about the critical determination of a worker's status as an Independent Contractor or Employee at [IRS.gov](http://IRS.gov) by selecting the Small Business link. Additional resources include IRS Publication 15-A, Employer's Supplemental Tax Guide, Publication 1779, Independent Contractor or Employee, and Publication 1976, Do You Qualify for Relief under Section 530? These publications and Form SS-8 are available on the IRS website or by calling the IRS at 800-829-3676.

*Our Mission: To Encourage and Benefit the Growth of Businesses in the Mesquite Area.*

## Chamber Luncheon

Wednesday  
June 8th

11:15 to 1:00pm

Rick Horn  
Nevada Procurement  
Outreach Program

If you have a product or service to sell, you won't want to miss this lunch. Find out how you can get on the list to receive government bids.

Is government contracting too complicated for your business? The Nevada Procurement Outreach Program (POP) helps increase the flow of government contract dollars to Nevada businesses. POP simplifies the contracting process, and connects Nevada's businesses, large and small with lucrative opportunities.



# ACES FOR MESQUITE

ADVOCATE ~ COMMUNICATE ~ EDUCATE ~ SUPPORT

12 W. Mesquite Blvd. #107  
Phone: (702) 346-2902  
Fax: (702) 346-6138  
Info@Mesquite-Chamber.com  
www.mesquite-chamber.com

## Mesquite Sports & Events Center Amphitheater and Trail Systems Project

### EXECUTIVE BOARD OF DIRECTORS

#### PRESIDENT

**KAREN FIELDING**

EQUITY TITLE OF  
NEVADA

#### PRESIDENT ELECT

**SANDRA RAMAKER**

INDIVIDUAL

#### TREASURER

**DEE SHERMAN**

VIEW ON MESQUITE

#### SECRETARY

**JOLENE MACRAE**

COLONIAL PROPERTY  
MANAGEMENT

### BOARD MEMBERS

#### SEAN CASEY

MESQUITE BUS  
COMPANY

#### ROB KRIEGER

CONESTOGA GOLF  
CLUB

#### NONAMARIE MILLER

CANYON MEDIA GROUP

#### BILL MITCHELL

FARMERS INSURANCE

#### DUANE NEEL

EUREKA CASINO HOTEL

#### MARCO RUELAS

INDIVIDUAL

#### JULIE STOLTZ

INDIVIDUAL

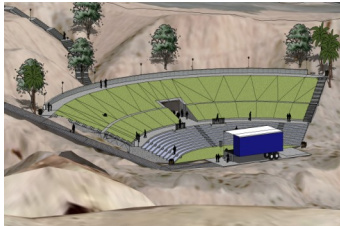
#### JAMES SULLIVAN

HIGHLAND MANOR

# We Want to Hear From You...

**Location:** The proposed amphitheater is located south of the soccer and long drive fields of the Mesquite Sports and Events Complex. Seating and stage area are located down in a natural bowl area adjacent to the wash. With sunken elevation and Flat Top Mesa as its back drop, the project has a high scenic quality. A trailhead and parking area may be located in this same area. The two trails types will lead south from the area providing access to more rugged and remote portions of the park.

**Initial Ideas:** The proposed amphitheater is intended to be a mixed-use theater/arena facility for the community as a whole. Potential uses could include: Concerts and other performing arts, awards and ceremonies plaza, serve as a tournament tennis court venue for championship games (temporary court needed for this), three on three basketball or outdoor volley ball.



Seating capacity could range between 3000 to 5000 people with hard surface seating in the lower arena and grass seating in the upper. The stage area could consist of a concrete pad to provide space for placement of temporary facilities such as a portable stage, portable tennis court, and other items. These are preliminary programming ideas for the project. The City of Mesquite is asking the stakeholders to provide additional ideas.



The initial budget for the project is \$1,000,000 which includes the delivery of a portable stage. There will be approximately \$700,000 to \$800,000 for construction of the seating and concrete pad for stage and courts. This budget is limiting and may only construct a portion of the eventual facility with subsequent phase of construction following as funding permits.

The new trails and trailhead project being funded by the Southern Nevada Public Lands Management Act will consist of trailheads, a 12 foot wide paved multi-use trail, and a narrower natural surface trail. A trailhead and a portion of the trails will be constructed in close proximity to the amphitheater. Portions of the trails may serve as access to the amphitheater in its proposed location.

### We Want to Hear From You...

We welcome ideas from our membership, which could include the following:

- 1). What the amphitheater could be like, the amenities and elements that should be included, and the types of activities that could be held at this venue. What kind of trail experiences you desire.
- 2). The budget is limited, we are looking for potential funding sources that could supplement the initial budget. This could include grants, monetary donations, donations of in kind from individuals, organizations and companies.
- 3). Identify concerns, obstacles, and issues with the projects that should be addressed in the design development of the project.

Submit your comments to the Mesquite Chamber of Commerce at [info@mesquite-chamber.com](mailto:info@mesquite-chamber.com)

## Chamber Board Member Position Available

Effective June 1, 2011 Sean Casey, Mesquite Chamber of Commerce Board of Director has resigned. Sean joined our team in January of this year as a newly elected Board Member. His financial and insurance background was a welcome addition to the board. We are sad to say goodbye to Sean, as he will be relocating to the Twin Cities in June.

If you are interested in filling his term that ends Decem-

ber 2013 please submit your Board Candidate application by May 31<sup>st</sup>.

[Click Here](#) for Board Candidate Application.

If you have any questions regarding the position or responsibilities, please contact Anne Miranda, Executive Director of Mesquite Chamber of Commerce (702) 346-2902.