Fall 2013

WHAT'S INSIDE:

Workforce Readiness: The New Economic Battleground

TucsonChamber.org
Tucson is at a crossroads … literally. In addition to the climate, culture, natural amenities and other inherent virtues of Southern Arizona, we possess a largely unleveraged economic opportunity based on our geographic location at the crossing of the southernmost United States commerce route and the most direct international trade connection from Mexico to Canada.

Over the past year, the Transportation & Trade Corridor Alliance (TTCA), has been assembling a map of strategic transportation initiatives and forward-looking actions intended to produce an integrated statewide plan.

Among various transportation initiatives related to TTCA, the Arizona Department of Transportation (ADOT) is currently planning for the proposed Intermountain West Corridor, connecting Phoenix and Las Vegas. That route has been designated Interstate 11 by the federal government. An evolution of the previously designated CANAMEX corridor, this international trade route will provide freight linkages between ports in Mexico and Canada, U.S. west coast ports, and both existing and future inland ports and commerce centers critical to distributing goods across North America.

So, what does a freeway between Phoenix and Las Vegas have to do with Tucson? The answer is in the opportunity.

Tucson’s strategic position at the center-point of this international transportation infrastructure provides significant economic development possibilities that will stimulate business growth throughout our community, and in turn generate important revenue sources that benefit our entire region. As the most logical southern segment of this trade corridor, Tucson and Pima County must work collectively through public-private collaboration to take full advantage of the opportunity to stimulate our area’s economic development. Disparate business, neighborhood, governmental and environmental organizations must become partners in making our region an integral part of the planning, funding and implementation of this statewide commerce solution.

Recognizing the importance of establishing a strong proposal for extension of the Intermountain West Corridor to the US-Mexico border, Pima County has developed a 56-mile connector concept that creates a viable southern extension from the currently planned I-11 segment between Las Vegas and Phoenix. The extension positions our region as a logistics hub for international trade. The City of Tucson is similarly engaged along with Santa Cruz County, Nogales, Arizona and Nogales, Sonora in promoting a regional solution that incorporates the soon to open Mariposa Port of Entry.

As the primary voice of Southern Arizona business, the Tucson Metro Chamber is bringing together public and private stakeholders in this important initiative. Multiple southern connector routes have already been proposed and strong competition for international trade exists with neighboring states. It will only be through a broad, unified effort that we can successfully obtain state and federal concurrence with a Pima County connector. Most importantly, designation of a Pima County route as the preferred Southern Arizona Connectivity Corridor will assure our region’s participation in future planning and funding processes.

Anyone who has resided in our region for an extended period of time has seen economic development opportunities come and go. This is one we cannot afford to miss.

Kurt Wadlington
Chairman of the Board

Chairman’s message

Kurt Wadlington
Chairman of the Board
At a recent national chamber of commerce conference I attended I learned that chambers around the country share something in common: chambers of commerce tend to be centrists in a world dominated by extremists.

A discussion group that started out sharing ideas and strategies for effective pro-business government advocacy quickly evolved into a mutual support group as one chamber after another told its story about taking shots from both the left and the right while trying to do the greatest good for the community. It appears that chambers of commerce more often than not find themselves sandwiched in between the party loyalists with little appetite for compromise or finding mutually agreeable solutions.

Our country and our community haven’t always been so polarized. There were days when political leaders with differing world views actually talked and worked with each other. Sure, there were debates and political jockeying to get the best deal, but in the end the antagonists found a way to put their names on the same document and went to have a beer.

Today it seems that public policy is personalized and polarized. Blame is more often than not scathing and often unfair or inaccurate. Staying in office and pandering to “the base” has often replaced leadership and statesmanship.

Who is stuck in the middle with the chamber of commerce? It’s taxpayers -- the great majority of whom are sick of the smearing and hungry for some adult behavior. It is often the business community, the engines of our economy who are so busy making payroll and trying to grow their companies, that are buffeted by the full-time policy influencers.

Those of you who are familiar with the Tucson Metro Chamber’s approach to government advocacy know that our Candidate Evaluation Committee and our Southern Arizona Business Political Action Committee (SAZPAC) are purposely populated with equal numbers of Democrats, Republicans and Independents. The Chamber is trying its best to work with everyone because moving our community and our local economy forward trump party politics and games of political one-upmanship.
Chamber Gives The Southern AZ Legislative Caucus Strong ‘B+’

The 2013 legislative session will likely go down in history as one of the better sessions for business. Sales tax reform, healthcare restoration, unemployment insurance reform and municipal regulatory reform are just the tip of the iceberg. Numerous other bills affecting businesses, landowners and taxpayers sailed through what was generally a slow moving – and long – session. Altogether, the Chamber included 63 bills on its 2013 Legislative Report Card. These bills were priorities based on:

1) our legislative agenda
2) the Arizona Chamber Executives statewide business agenda
3) priorities of our government affairs process

You can find the full report card on page 22 of this publication and on the Chamber’s website at www.tucsonchamber.org/reportcards.

The Chamber records votes for legislators in districts 2, 3, 9,10,11 and 14. The governor is also included for her signatures and vetoes, if applicable. District 4, which has a small ‘arm’ that reaches in to metro Tucson, is not included because the elected representatives are from the far western parts of District 4 and the Chamber didn’t actively engage them on issues.

For those of you who enjoy numbers, I saved you some work. Along party lines, Democrats earned a collective 71.68% average, while the Republicans averaged 88.97% collectively. The Republican delegation had a small variation between the House and Senate, 92.05% in the Senate to 87.74% for the House. Within the House, there was a relatively significant difference between the highest and lowest scores; a 20.9 percentage point gap. A single outlier was 16.1 points below the next score.

The Democrats had a similarly small gap between legislative bodies. The Democratic Senate was a tight-knit group with only 4.8 percentage points between the highest and lowest. However, in the House the group's collective average was pulled downward by the scores of a few members because of an astonishing 25.8 percentage points gap. The most common reason for low scores this year was 'no votes,' where a member was absent or did not take a stance publicly.

The 2014 legislative session also looks promising. A business-friendly, innovative caucus represents the Southern Arizona business community in large part. Many crossed party lines to vote ‘yes’ on pro-business issues and Chamber priorities. There will likely be fixes to the transaction privilege tax legislation, a discussion about retail electric deregulation and many other important business issues. One way you can become involved is to volunteer to serve on the Chamber’s Government Affairs Committee. The committee meets on the third Thursday of the month at 8:00 a.m. in the Chamber’s boardroom. If you’re interested, just show up or contact me for more information. Another way to become involved is to participate in Chamber Day at the Legislature. Next year the visit will be on February 19. This day at the Capitol is a great way to connect with your legislators and let them hear firsthand how pending legislation will affect your business. Look for more information in the coming months.

Robert Medler
Vice President of Government Affairs
Like they say, membership has privileges.

BECOME A MEMBER OF THE
JIM CLICK BUSINESS PREFERRED
NETWORK (BPN) TODAY!

The Jim Click & Holmes Tuttle Automotive Team is a proud member of the Tucson Metro Chamber and now we’re inviting all Chamber member to join the Business Preferred Network to receive these tremendous privileges:

• Buying or leasing through BPN is easy for your business and employees.
• Special member pricing on all new and pre-owned vehicles at all ten Jim Click & Holmes Tuttle locations*
• “Maintenance For Life” discounts for all BPN members’ vehicles
• Networking opportunities with other members

And, of course, our sterling personal service at every Jim Click and Holmes Tuttle dealership.

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(866) 734-5009
info@jimclickbpn.com

*Offers subject to change without prior notice; some restrictions apply; see dealership for details.
Fighting the Flu

As much as we try to fight it, cold and flu season will soon be upon us — and with it, days missed from work. For businesses, this lost productivity can have a big impact. How to fight it? **Encourage your employees to get their flu shots.**

### Cold vs. Flu

The most important thing to know is how to differentiate between a cold and the flu.

Colds are generally centered on congestion in nose, resulting in head pressure, sneezing, cough and a sore throat. Colds can make you feel lousy but symptoms, in general, are much less severe than the flu. Colds typically last about a week, but mild symptoms may linger.

The flu on the other hand is caused by the influenza virus, which affects the nose, throat and lungs. The flu will leave you miserable and feeling sick all over. Typically flu, or influenza, causes high fever, body aches, a flushed face, headaches and fatigue. Patients likely develop a cough and may experience vomiting. Patients with the flu need to be monitored for worsening respiratory symptoms because it can lead to more serious problems such as bronchitis or pneumonia.

The most intense symptoms of flu last five to seven days and respiratory symptoms such as cough can persist for 10 days or more. Because the flu can lead to more serious illnesses, it’s important to see a physician if symptoms do not improve or get worse.

People at high risk for complications from the flu, people 50 to 64 years of age, and people who can transmit the flu to others at high risk for complications should get vaccinated every year. The single best way to prevent the flu is to get a flu vaccination from your physician each fall. Two weeks after receiving the vaccination, antibodies develop that protect against the influenza virus infection. Currently, there are two types of vaccinations: the flu shot and nasal-spray vaccine. The shot is approved for people older than six months. The nasal-spray vaccine is approved for people five years to 49-years-old who are not pregnant.

If an individual believes they have the flu, and your family doctor is unavailable, visit your local urgent care within 48 hours to ensure timely medication. Medications used to fight the flu virus must be initiated early in the patient’s course. Even if the 48-hour period has passed, an urgent care provider will be able ensure you are receiving the right treatment for your condition.

### Worth a Shot: 2013 Northwest Healthcare Free Flu Shot Clinics

Northwest Medical Center is offering three free drive-up flu shot clinics for people 18 years of age and older. Please share this information with your employees to help your business fight the flu this fall. No appointment is necessary.

**Tuesday, October 15**  
Free Drive-up Flu Shot Clinic  
La Paloma Urgent Care  
4001 E. Sunrise Drive  
7:00 – 9:00 a.m.

**Wednesday, October 23**  
Free Drive-up Flu Shot Clinic  
Continental Reserve Urgent Care  
8333 North Silverbell Road  
7:00 – 9:00 a.m.

**Wednesday, October 30**  
Free Drive-up Flu Shot Clinic  
Rancho Vistoso Urgent Care  
13101 N. Oracle Road  
7:00 – 9:00 a.m.
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Make the smart move. Include Hughes Federal Credit Union in your financial game plan. For more than 60 years, local businesses have been counting on Hughes’ strength and reliability. We’re owned by our members, offer easy access both online and in person, and provide a full complement of checking, saving, and loan options. Join today! Offering your employees better banking services won’t cost you a cent – but it’ll pay big dividends for everyone.

Ask about our fee-free University of Arizona® Debit Cards, Free-Interest Earning Checking, Mobile Banking and Bill Pay. Contact us today and find out why Hughes should be on your team.

Hughes Federal Credit Union

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The University of Arizona Basketball Coach Sean Miller

(520) 794-JOIN | hughesfcu.org
Employers need a qualified workforce in order to bring the jobs of the future to the Tucson area and to enable local companies of all kinds to continue to grow.

The Tucson Metro Chamber is working at many levels of education to help bring support and change to the education of our young people.

1. **Promote accurate and objective education metrics**
   - Voices for Education partnership

2. **Deliver a program of workforce readiness**
   - Identify ways to create better alignment of education output and private sector employment needs
   - Create an alignment program with education and business partners

3. **Promote greater high school graduation rates**
   - Collaborate on a multi-media campaign to encourage high school students to graduate

4. **Create higher education opportunities**
   - Continuation of the Foundation Scholarship Program

5. **Promote expanded educational opportunities**
   - Identify and support relevant educational opportunities
We’re not just in the business of fast Internet and advanced phone service—we’re in the cupcake business, the architecture business and your business. Switch to Cox Business to see how easy it is to do business with a local support team in Tucson available 24/7. Call today and treat your customers to the best.

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*Offer ends 7/1/13. Prices based on minimum service term. Equipment may be required. Prices exclude equipment, installation, taxes, and fees, unless indicated. Free install limited to standard installation; maximum outlets and allowances may apply. Phone modem provided by Cox, requires electricity, and has battery backup. Access to E911 may not be available during extended power outage. Other restrictions apply. ©2013 Cox Communications, Inc. All rights reserved. Cox Business received the highest numerical score among small/midsize business data service providers in the proprietary J.D. Power and Associates 2012 Major Provider Business Telecommunications Data Services Study. Study based on 5,143 total responses measuring eight providers and measures opinions of small/midsize businesses (companies with two to 499 employees). Proprietary study results are based on experiences and perceptions of businesses surveyed in October 2011 and February 2012. Your experiences may vary. Visit jdpower.com.
Member Anniversaries

August 2013

51 YEARS
Harlow Gardens

50 YEARS
Tucson Airport Authority

47 YEARS
Evergreen Mortuary Cemetery & Crematory

45 YEARS
Pima Community College

43 YEARS
Vantage West Credit Union

42 YEARS
Sasiadek’s Information Technologies

41 YEARS
Ralph Hays Roofing Co.

36 YEARS
Royal Automotive Group

32 YEARS
Arizona Theatre Co. Industrial Chemicals of Arizona

31 YEARS
Hilton Tucson El Conquistador Golf & Tennis Resort

28 YEARS
Calvert & Ivester, PLLC Hamstra Heating & Cooling, Inc.

23 YEARS
WW Williams

21 YEARS
Salt River Project

20 YEARS
Amerson Surveying, Inc. Arizona Historical Society Broadway Proper Retirement Community El Con Center Frontier Towing, Inc.

18 YEARS
Wright Flight, Inc.

17 YEARS
J.J.T. Staffing, LLC Williamson’s Heating & Cooling, Inc.

16 YEARS
Granite Construction Co. Raim & Associates SCF Arizona

15 YEARS
Reed’s Compounding Pharmacy

14 YEARS
Kindred Transitional Care & Rehab - Northwest

13 YEARS
Tucson Gem and Mineral Society

12 YEARS
APAC Customer Services, Inc. Iron Mountain

11 YEARS
Abbott Taylor Jewelers Dorn Homes Star Glass Company

10 YEARS
Comcast Vanitech Commercial Services, Inc.

9 YEARS
Apartment Finder

7 YEARS
Agero The Home Depot

6 YEARS
4 Wheel Parts

5 YEARS
Jackson Hewitt Tax Services, Inc. Lutheran Social Services of the Southwest SA Recycling The Fairfax Companies, LLC

4 YEARS
Express Home Services, LLC

3 YEARS
Adams Automotive Crest Insurance Group, LLC Providence Service Corporation

2 YEARS
390th Memorial Museum BMO Harris Bank Bon Voyage Travel

Child & Family Resources, Inc. Foothills Properties Greulich’s Golf Links Road Ina Road International School of Tucson PhotoFunBooth Simoniz Professional Car Wash TitleMax UApresents WSM Architects, Inc.

1 YEAR

July 2013

73 YEARS
Target Commercial Interiors

54 YEARS
Wells Fargo Bank

51 YEARS
Caid Industries CenturyLink, Inc. Citizens Transfer & Storage Co., Inc.


50 YEARS
Arizona Daily Star ASARCO, LLC BBVA Compass

48 YEARS
Holmes Tuttle Ford KVOA Communications, Inc.

47 YEARS
Grant Road Lumber Co., Inc. Konica Minolta Business Solutions USA, Inc.

45 YEARS
Colossal Cave Mountain Park

44 YEARS

42 YEARS
Brown Wholesale Electric Co.

41 YEARS
Brown Mackie College Tucson

40 YEARS
Doubltree by Hilton Tucson - Reid Park

39 YEARS
Golden Eagle Distributors, Inc.

38 YEARS
Arizona State Credit Union

37 YEARS
Waste Management, Inc.

36 YEARS
The Estes Co.
31 YEARS
O’Rielly Chevrolet, Inc.

30 YEARS
Mercedes-Benz of Tucson

25 YEARS
Arizona Hatters & Western Apparel

24 YEARS
Clear Channel Broadcasting
Kaneen Advertising & Public Relations

23 YEARS
Unicom Grafix, Inc.

22 YEARS
Len’s Auto Brokerage

20 YEARS
Mod Space

19 YEARS
Arizona Highways Magazine

18 YEARS
Robert Half International

17 YEARS
Associates in Medical Management, Inc.
Tofel Construction

16 YEARS
The Place at Tierra Rica
Reid Park Zoological Society

15 YEARS
Office of Pima County School Superintendent
Perfection Plastic Surgery

14 YEARS
InTegriLogic Corporation
Jimmy’s Broadway Automotive Services

12 YEARS
CARF
Women’s Empowerment Partnership, Inc.

11 YEARS
TM Building Damage Restoration, Inc.

10 YEARS
A-O Painting, Inc.
JW Marriott Starr Pass Resort & Spa
Simpleview, Inc.

8 YEARS
Sol Casinos - AVA Amphitheatre
Tucson Parks & Recreation Department

7 YEARS
East Lawn Palms Mortuary & Cemetery
Funeralia Del Angel South Lawn
The Lodge at Ventana Canyon
TME, Inc.
US EXPO & Convention Services

6 YEARS
Arizona Technology Council
Great Productions, Inc.

5 YEARS
AARP
Catholic Tuition Support Organization

4 YEARS
Associated Dental Care Providers, PC
Bridge Technology Group
CareMore
Kelly Services
LeeShanok Network Solutions

3 YEARS
BJ’s Restaurant & Brewhouse
Leak Seekers, LLC
Linkages
Minkus Advertising Specialties
Perfect Teeth
Perfect Teeth ABC
Sign Magic
Tucson Tamale Company
Youth On Their Own

2 YEARS
Coalition for a Connected West
Envision Eyecare Center, PC.
IdeaMagic Visionary Marketing
Interfaith Community Services
Junior Achievement of Arizona, Inc., Southern District
Rise Services, Inc.
TitleMax
Broadway Boulevard Bull Street
Golf Links Road
Tucson Business Centre

1 YEAR
Arizona State Credit Union
A Three Braided Cord
American Family Insurance Paul Barker Agency
American Family Insurance Theodora Korte Agency
Arizona Plumbing Contractors, LTD
Aztec Flooring
Bank of America
Darling Geomatics
Downtown Tucson Partnership
Graybar
Group Management, Inc.
Livesocial
McCraren Compliance
Michaels Arts & Crafts
Micro Import Service
Molina’s Midway
Premier Auto Center
Premier Printing and Mailing, Inc.
Quantum Six Solutions, Inc.
Rockin’ E Enterprises, Inc.
Teen Outreach Pregnancy Services
The Place at Creekside
Tucson Iron & Metal
Tucson Scottish Rite University of Arizona Tech Park/Arizona Center for Innovation

June 2013

39 YEARS
Oracle Road Rent-All & Sales

33 YEARS
Tucson Federal Credit Union
VisionQuest

31 YEARS
Tucson Shopper

28 YEARS
Cash Box Jewelry Co.
Donna Burns, Life Member

25 YEARS
Pantano Vista/Harrison Hills Mobile Home Park

24 YEARS
Cottonwood Tucson

22 YEARS
Judith A. Weddle, Life Member

21 YEARS
Thomas Promotions, Inc.

20 YEARS
CBIZ Benefits & Insurance Services, Inc.
Intuit
Pima County Public Library
The Running Shop

19 YEARS
A-Message-On-Hold/SD, Inc.

18 YEARS
Extra Space Storage
Maly & Associates, Inc.

14 YEARS
Arrest-A-Pest Exterminating
Fishkind, Bakewell, Maltzman Eye Care & Surgery Center
Northwest Exterminating Company, Inc.
Outlet Electrical Supply, Inc.

13 YEARS
Arco Plumbing
Bookmans Entertainment Exchange
CTI, Inc.

12 YEARS
Associated Dental Care Providers, PC
Carondelet Drive Mission Road

Med Tech - Tools for Mature Living
The Hotel Congress

11 YEARS
Aramark Corporation
Fairview Manor

10 YEARS
Swan Lake Estates

9 YEARS
Geico
ISS Facility Services
Office Depot, Inc.
San Miguel High School

8 YEARS
Chapman Automotive Group
HealthSouth Rehabilitation Institute of Tucson
Porsche of Tucson

7 YEARS
Pima County Republican Party
Tucson Recycling & Waste Services

6 YEARS
Institute for Better Education

5 YEARS
Fidelity Investments Schletter, Inc.

4 YEARS
ACS Air Conditioning Services
Branching Out Tree Service
Hampton Inn & Suites Tucson East
Leiola Hula Halau Hawaiian Dance School
Maintenance Mart
Marshall Home For Men
Wal-Mart Supercenter La Cholla Boulevard

3 YEARS
Amity Foundation
CORE Construction
Madden Media
HyperLocal Online Solutions
Presidio Valuations, LLC
The Hermitage Cat Shelter

2 YEARS
Alliance Bank of Arizona
Camp Lowell Drive Craycroft Road
## New Members

Visit TucsonChamber.org for additional new member information.

### August 2013

<table>
<thead>
<tr>
<th>Name</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Ace Vending</td>
<td>(520) 425-0625</td>
</tr>
<tr>
<td>Agape Hospice &amp; Palliative Care</td>
<td>(520) 207-5817</td>
</tr>
<tr>
<td>Arizona Virtual Academy and Insight Academy/K12</td>
<td>(623) 680-9571</td>
</tr>
<tr>
<td>ClaxTrack Solutions</td>
<td>(520) 349-5387</td>
</tr>
<tr>
<td>Data Services, Inc.</td>
<td>(520) 298-5520</td>
</tr>
<tr>
<td>Gencor Mortgage</td>
<td>(520) 323-1368</td>
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<tr>
<td>Gentiva Hospice</td>
<td>(520) 577-0270</td>
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<tr>
<td>HBS Management Solutions</td>
<td>(520) 529-9199</td>
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<tr>
<td>Jason Hanna Agency</td>
<td>(520) 444-3294</td>
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<tr>
<td>Job Aire Group, Inc.</td>
<td>(520) 878-0273</td>
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<tr>
<td>Kinerk, Schmidt &amp; Sethi</td>
<td>(520) 545-1670</td>
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<tr>
<td>Long Realty</td>
<td>(520) 878-8440</td>
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<tr>
<td>Marrero Publishing</td>
<td>(520) 982-6200</td>
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<td>Pima Lung &amp; Sleep, PC</td>
<td>(520) 229-8878</td>
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<td>Poly Print, Inc.</td>
<td>(520) 792-1061</td>
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<td>ProMex Group</td>
<td>(520) 979-2213</td>
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<tr>
<td>Square &amp; Compass Children’s Clinic</td>
<td>(520) 324-3864</td>
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<tr>
<td>Sure Choice Insurance</td>
<td>(520) 344-4010</td>
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<tr>
<td>Union Public House</td>
<td>(520) 329-8575</td>
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<tr>
<td>Uphill Pictures, LLC</td>
<td>(520) 548-6771</td>
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<tr>
<td>Vipeq USA</td>
<td>(520) 792-2675</td>
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### July 2013

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<tr>
<td>Auto Safety House</td>
<td>(520) 889-9551</td>
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<tr>
<td>Climatext BTG</td>
<td>(520) 352-5228</td>
</tr>
<tr>
<td>Donor Network of Arizona</td>
<td>(602) 222-2200</td>
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<tr>
<td>Drive Electric, LLC</td>
<td>(520) 900-3227</td>
</tr>
<tr>
<td>Frost, A Gelato Shoppe</td>
<td>(520) 797-0188</td>
</tr>
<tr>
<td>Greg Baker &amp; Associates</td>
<td>(520) 320-0960 ext. 1</td>
</tr>
<tr>
<td>Holiday Inn &amp; Suites</td>
<td>(520) 746-1161</td>
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<tr>
<td>Jim Click Kia</td>
<td>(520) 884-4100</td>
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<tr>
<td>Longmire Consulting</td>
<td>(520) 222-7040</td>
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<tr>
<td>Mission Management &amp; Trust</td>
<td>(520) 577-5559</td>
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<tr>
<td>Moore Security Solutions</td>
<td>(520) 881-2885</td>
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<tr>
<td>Museum of Contemporary Art Tucson</td>
<td>(520) 624-5019</td>
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<tr>
<td>O’Leary Construction, LLC</td>
<td>(520) 798-3220</td>
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<tr>
<td>Realty Executives</td>
<td>(520) 877-4940</td>
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<td>Securaphane, a Meggitt Company</td>
<td>(520) 425-8019</td>
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<tr>
<td>Surecast Security Services USA, Inc.</td>
<td>(602) 419-0678</td>
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<tr>
<td>Smith &amp; Dale</td>
<td>(520) 548-3440</td>
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<td>Sockwise, Inc.</td>
<td>(520) 584-8001</td>
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<td>The Place at Edgewood</td>
<td>(520) 298-7594</td>
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<tr>
<td>The Place at Village at the Foothills</td>
<td>(520) 742-7600</td>
</tr>
<tr>
<td>Tucson Jazz Society</td>
<td>(520) 903-1265</td>
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<tr>
<td>Univision Communications</td>
<td>(520) 204-1270</td>
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### June 2013

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<tr>
<td>Aerotek</td>
<td>(520) 745-4707</td>
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<td>Albar Packaging, LLC</td>
<td>(520) 325-0468</td>
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<tr>
<td>Anchor Wave Internet Solutions</td>
<td>(520) 622-3731</td>
</tr>
<tr>
<td>CapTel Captioned Telephone</td>
<td>(800) 526-5209</td>
</tr>
<tr>
<td>Cogno, Inc.</td>
<td>(408) 585-9978</td>
</tr>
<tr>
<td>Durazzo, Eckel &amp; Hawkins</td>
<td>(520) 792-0448</td>
</tr>
<tr>
<td>Expect More Arizona</td>
<td>(520) 419-0678</td>
</tr>
<tr>
<td>Fairway Independent Mortgage Corporation</td>
<td>(520) 744-2292</td>
</tr>
<tr>
<td>Groceries 2 Your Door &amp; More</td>
<td>(520) 288-9310</td>
</tr>
<tr>
<td>Hibu</td>
<td>(800) 929-3556 ext. 5151</td>
</tr>
<tr>
<td>McDonald’s</td>
<td>(520) 886-9615</td>
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<tr>
<td>Ralphs</td>
<td>(520) 886-2452</td>
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<td>Safeway</td>
<td>(520) 797-1005</td>
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<td>Smith’s Market</td>
<td>(520) 806-1003</td>
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<tr>
<td>Wal-Mart</td>
<td>(520) 881-4514</td>
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<tr>
<td>Walmart</td>
<td>(520) 746-0853</td>
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Tuesday, November 6
Is Election Day

This is a City of Tucson election ONLY.

The Tucson Metro Chamber urges you and your employees to:

☑️ REGISTER
☑️ VOTE
☑️ SUPPORT BUSINESS

Our local economy and their jobs depend on it!

This election will be by mail-in ballot only.

October 7, 2013 is the deadline to register for the November general election.

To register to vote contact the Pima County Recorder's Office at 740-4350 or www.recorder.pima.gov.

ON THE BALLOT

Council Races
Ward 3 – Ben Buehler-Garcia (SAZPAC Endorsed)
   Karin Uhlich
Ward 5 – Richard Fimbres (SAZPAC Endorsed)
   Mike Polack
Ward 6 – Steve Kazachik (SAZPAC Endorsed)

Prop. 201 – General Plan (Plan Tucson)
   Adoption (Chamber Position: Support)

Prop. 401 – City Permanent Base Adjustment
   (Chamber Position: Support)
In author Mark Lautman's book, *When The Boomers Bail*, he describes and statistically supports the evolving crisis he calls **catastrophic full employment**. The core message of Lautman’s book is rooted in irrefutable demographic studies that send a clear warning that as the 78 million Baby Boomers continue to retire (currently at the pace of 10,000 per day), there are not enough people in the trailing generation to replace them in the workforce. So problem number one is quantity of workers. Problem number two is our failing education system. Not only will there be a problem with the quantity of workers, but there will be a severe deficiency in the quality of workers. Without a sufficient quantity of qualified workers, Lautman projects that communities will fail. A Darwinian-style triage process will result in what Lautman calls **Winnerville vs. Loserville**. Some communities will prosper. Others will fail.

Lautman’s book includes a number of metrics he advises public and private sector leaders to get their arms around to navigate their communities toward Winnerville. One of the key metrics for ensuring a qualified workforce is **education**.

**So how are we doing here in Pima County and Arizona?**

- The high school graduation rate in Pima County for four-year cohort groups in 2013 was 71%¹ (below the national average of 78.2%²).
- Of all Pima County residents (regardless of where they are from or went to school), 87.8% have high school diplomas vs. 83.8% for the state.²
- 29.4% of Pima County residents hold a bachelor’s degree or higher compared with 26.4% in the state.²
- The pupil-to-teacher ratio in Arizona is 21:1. Nationally, the number is 15:1.³

**If Arizona increased its high school graduation rate to 90% (a 1.5% annual increase from 2010-2020), the resulting benefits would include:**

- $138 million in increased annual earnings
- $13 million in increased annual state and local tax revenues
- An increase in the Gross State Product of $154 million⁴

**Red flags exist within populations segments in the Tucson Metro Area:**

- In 2009, Native American and Hispanic HS students graduated at levels far below the general population at 40% and 66% respectively.
- In 2009, only 44% of students with limited English proficiency graduated on time. More than 26% of Tucson Metro families speak only Spanish at home, while 11% of the population speaks English “less than very well”.⁵

- Arizona ranks 8th worst in childhood poverty at 25.1%.⁶
- Arizona ranks 40th in college completion at 25.4%.⁷
- By 2020, 65% of all jobs will require postsecondary education. Arizona currently stands at 60% educational attainment relative to this metric, which is exactly the national average.⁸

Southern Arizona is vulnerable to a qualified worker problem unless education outcomes improve. While overall improvements are vital, improvement must be realized the most and the fastest in the Native American and Hispanic communities due to the fact that they comprise more than one-third of the total population base.

In the very near future the Chamber will be launching a major workforce readiness project that will use a variety of strategies to match employers with qualified employees. The Chamber also intends to launch a “Stay in School” campaign aimed at high school students to improve graduation rates.

The time to act is now. The Tucson Metro Chamber is in the game.

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¹ Arizona Dept. of Education
² U.S. Bureau of Statistics
³ National Center for Education Statistics
⁴ Alliance for Excellent Education
⁵ U.S. Census Bureau and Southern Arizona Indicators
⁷ 2011 American Community Survey (U.S. Census Bureau)
⁸ Recovery 2020 Study
Strengthening Our Workforce

A trained workforce fuels our community’s economic well-being. In our current economic climate, The Pima County Workforce Investment Board’s (WIB) role in providing local employers with skilled and qualified employees has never been more important. Appointed by the Pima County Board of Supervisors to provide recommendations on local workforce policy and oversight of the local One-Stop system, the board’s vision of “Quality Jobs* Qualified Workers” delivers the two sides of the economic development equation.

The recent recession created urgency around job creation. Yet at the same time labor and business statistics indicated that there were thousands of unfilled quality jobs both locally and nationally. 52% of American companies have problems filling “mission critical” jobs. The issue is simply the lack of qualified workers. This situation will only worsen as more boomers leave the workforce. Meeting the increasing demand for qualified workers will require that education, business and government partnerships work synergistically to improve workforce readiness.

The Tucson Metro Chamber created the Workforce Readiness Committee to identify opportunities to align education output with employment needs. The work of this committee will focus on creating an environment where key economic partners can develop both strategy and action to improve workforce readiness. The sector strategy employed by the WIB and One-Stop can be a model for generating the connection between business demands and training resources.

Our ability to provide a qualified future workforce will depend on whether we see this current readiness challenge as a problem or an opportunity. The vision of “Quality Jobs* Qualified Workers” has never been more relevant as we work together to strengthen our workforce.

To learn more about the focus of the Chamber’s Workforce Readiness and Education committee visit www.tucsonchamber.org/workforcereadiness.

Pima County Schools – Committed to Building a Strong Economic Foundation

Schools in Pima County are committed to building a strong economic foundation with a student population graduating into the workforce qualified academically and prepared for professional growth. Districts and charters are teaming up with industry leaders to improve workforce readiness with three large-scale efforts involving investment in Career and Technical Education (CTE), career shadow opportunities and classroom implementation of the Common Core Standards with an emphasis on STEM education.

All high school districts in Pima County form the Joint Technical Education District (JTED), striving to deliver premier career and technical education in partnership with business, industry and community stakeholders. 15,000 students are enrolled in CTE programs that will qualify them for immediate entrance into the workforce upon graduation. With an annual graduation/placement rate of over 80 percent, these students earn high school and college credit, industry certifications and state licenses in fields that include, but are not limited to, fire science, emergency medical services, nursing, cosmetology, physical therapy, culinary arts and graphic design.

Schools are partnering with industry leaders and the Office of the Pima County School Superintendent to deliver career shadow opportunities. Students learn first-hand what it takes to succeed in their fields of interest from the people who know best — working professionals. Students observe not only job characteristics and responsibilities, but also what specific professions require on a day-to-day basis.

The new Common Core Standards are integrating higher-level thinking and STEM education into curriculum development, bridging the application involved in the CTE and career shadow programs with critical thinking skills developed in the classroom. Schools are committing to this curriculum and students are, more than ever, workforce ready.

www.schools.pima.gov
Training Programs with On-the-Job Experience

The biggest issue workers face today is not having the skills and experience to meet the demands of industry. In the current economy, companies are unwilling to take on workers who do not fit their immediate and future skills needs. The current rate of unemployment and underemployment in Pima County will only drop when industry is willing to absorb workers and provide experience.

To address this immediate issue of workers lacking updated skills and having little experience, the Pima County One-Stop Career Center (One-Stop) has worked with several industry sector partners to develop training programs, plus combined on-the-job experience. This approach has enabled companies to expand and retain business.

Pima County One-Stop is a system of more than 20 community-based organizations working together to assist with the training of youth, unemployed and underemployed adults, the homeless, and laid-off workers. Last year we worked with more than 800 employers to train their workforce. We worked with industry focus groups to develop logistics and supply chain management training that includes a bachelor’s degree. As a result of our work with the automotive industry sector, more than 300 workers received industry-certified training as hybrid and biodiesel mechanics. We are currently working with the precision machining industry to train recent high school graduates and incumbent workers. This industry sector has developed training and work experience programs that will assure these employees a solid future in machining and the growth of this industry.

The private sector is the engine that drives economic development. One-Stop, industry leaders and the educational institutions working together toward a common goal of developing and maintaining a skilled workforce will positively impact the economic development of Pima County. www.pima.gov

UA Graduates, Our Most Important Contribution

The University of Arizona generates $8.3 billion in annual statewide economic impact, yet our graduates are our most important contribution to Arizona’s economy.

While UA produces more than 8,500 degrees per year and our graduates contribute more than $750 million to Arizona’s economy annually, the impact we’re most proud of is their readiness to enter the workforce when they leave campus. This success has led us to embrace a transformative new initiative known as 100% Engagement – more aptly named “The Real World in Real Time,” – a promise that every one of our students will engage in a significant applied learning experience in achieving their degree. These may involve laboratory experiences, service learning, internships or projects abroad, but all will involve the problem-solving experience that makes UA graduates so distinctive in the workplace.

Some of the university’s most important though less obvious work fundamentally shapes Arizonaans’ pipeline to career success. The College of Education produces teachers, school administrators, assessment tools and new teaching paradigms to enhance student preparation. In their master internship program, high school teachers are awarded industry-funded internships, engaging them in real industry problems and transforming classrooms. The College of Engineering offers project-based engineering courses in Arizona high schools.

In addition, UA offers non-credit professional development courses to hone active workers’ skills. We are able to develop customized training for workers to stay current in rapidly evolving fields, or to leapfrog their competition.

These activities positively impact Arizona’s workforce and its economy. www.arizona.edu

Educating Our Workforce

In the three months I have served as chancellor of Pima Community College (PCC), I have been exhilarated by the opportunity PCC has to invigorate our diverse region. Business, government and community leaders recognize that educating our workforce is a cornerstone strategy for lifting Tucson’s economy.

As an open-access institution, PCC fully accepts its obligation to help everyone achieve their goals, whatever their education. Some 100,000 Pima County residents lack a high school credential. Educating those women and men is critical to preparing a workforce ready for the challenges of the 21st century. Each year, PCC Adult Education provides a pathway for thousands to attain the GEDs that lead to better jobs and are a stepping stone to additional education.

Educating those who need us the most is but one facet of PCC’s mission. Another is to train the people of Pima County for jobs in the most promising sectors of the economy, while constantly adjusting to industries’ ever-changing needs. In 2009-2010, after listening to local employers, PCC created a program in logistics and supply chain management to help propel Tucson’s growth as a transportation hub. We recently
received a $3.25 million grant to provide cutting-edge equipment and training so that dental studies students can seamlessly transition into their new profession. Our aviation technology program graduates are in high demand because PCC offers hands-on training on commercial aircraft like 727s. Each year, PCC workforce development delivers a wide variety of training to businesses that recognize the value of investing in their workforce.

Creating economic opportunity in our city is no small task. However, by partnering with the community, PCC helps Tucsonans get jobs and advance in careers so that we all can claim our small piece of the American dream. www.pima.edu

Recruiting and Maintaining a Strong Workforce

The need to recruit and maintain a strong workforce will always be a key priority for Raytheon Missile Systems. The work we do is complex and it is critical that we hire individuals with key technical and engineering skill sets. We also work to recruit entry-level candidates to Southern Arizona. As a leading aerospace and defense company, we compete both inside and out of our industry for the world’s top talent in the areas of science, technology, engineering and math (STEM). The identification, selection and development of a diverse and talented workforce to meet our current and future needs is vital to our long-term success of our business.

To achieve this, Raytheon recruits and develops employees with the goal of ensuring we have the right people in the right roles at the right time to meet our business requirements. While this can be challenging, we prevail by placing a major emphasis on building relationships with local universities, professional associations, search firms and potential candidates themselves – both those who are available now, as well as those who possess the skills we will need for future opportunities – to ensure we feed and maintain a pipeline of new top talent available to Raytheon.

Realizing that retention is just as important as recruitment, Raytheon has numerous programs in place to support and develop our employees. From robust learning management systems to competitive compensation and benefits, the company is constantly working to help its employees strengthen professional skills and grow their careers with Raytheon. We also work closely with our community leaders, realizing that strong public infrastructure and quality education support our ongoing efforts to recruit and retain talent to our major locations across the country, including Southern Arizona. www.jobs.raytheon.com

Pima County JTED Students are Workforce Ready

More than half of recent college graduates are unemployed or underemployed according to Census Bureau data. Labor trends and research show we must shift our focus to career and technical education (CTE) to have a robust economy.

Healthcare, personal care and construction occupations will have the fastest job growth between 2010 and 2020. The U.S. Bureau of Labor Statistics also states that only seven out of the top 30 jobs projected to grow at the fastest rate over the next decade in the U.S. will require a bachelor’s degree.

The Pima County Joint Technical Education District (JTED) prepares about 20,000 high school students annually to be more successful in both college and careers. Many students earn college credits, industry certifications and state licenses before graduation in programs they find rigorous and relevant.

The district’s certified nursing assistant, medical assistant and cosmetology programs boast a 99 percent completion rate. Tucson Medical Center has hired approximately 160 of JTED’s CNAs over the past several years, and this year 13 out of 21 Medical Assistant students were offered jobs before they completed their externships in medical offices – paying roughly $30,000 a year.

JTED’s Project SEARCH, enables students with developmental disabilities to secure meaningful employment. An impressive 73 percent of its students are employed compared to the nationwide rate of about 35 percent.

All JTED students also learn how to get a job, and more importantly, learn the skills to keep a job – a shift in focus employers welcome. www.pimajted.org
Fantasy Football season is now in full swing, which means that the “war for talent,” which normally only occupies our thoughts during staff meetings, has now permeated our daily vernacular. It seems as though everyone from my wife to my dentist is suddenly obsessed with team building.

If Fantasy Football were like business, we’d be faced with questions like what to do if your quarterback didn’t feel like he had room for advancement and walked off the field? Or if your stud running back felt disillusioned about a lack of work/life balance and began searching for other jobs at halftime?

Just as any Fantasy owner would be hard pressed to replace his best players with unproven rookies, business leaders would face daunting real-life adversity if attrition became an issue among key performers. With that in mind, let’s shift the typical workforce development paradigm from the question of, “How do we recruit great new hires?” to an arguably more significant question, “How do we retain and engage our top talent?”

So whether your next quarterly review is with an underachieving wide receiver or a highly promotable HR generalist, here are a few best practices worth adding to your playbook when considering how to keep your best people focused and committed.

Open Up a Seat at the Big Table. Studies from the Gallup organization have shown that job satisfaction has less to do with casual Fridays than it does with simply having the opportunity to perform challenging, meaningful work…and getting recognized for it! Look for ways to get the pulses of your best people racing by rewarding them with exposure to new people and new situations. Let your most productive salesperson sit in on the next director’s meeting. Introduce your top administrative assistant to a key client. Anything that will cause someone to drive home at night feeling valued is invaluable.

Report Card Time. Any parent who has ever had a child come home with a report card knows that conversations trend toward the C’s more quickly than the A’s. This is just as deflating around the office when an individual’s SWOT analysis turns into a beat down about the ‘W’ column. One strategy is to steal from Covey’s 7th habit, “sharpen the saw,” by helping folks advance their skills in areas in which they are already good and make them great. Weaknesses should be improved, no doubt about it, but we’re all more eager to spend extra time practicing our passions than grinding away at our shortcomings.

Turn Players Into Coaches. In What Got You Here Won’t Get You There, author Marshall Goldsmith discusses, most people reach a point in their career where personal accolades (and even salary) begin to mean less than creating a legacy and impacting others. Consider utilizing a mentor program that pairs senior staff and rising stars with struggling or junior peers. Doing so also earns double fantasy points for recognizing an employee’s area of strength, while giving them the stretch assignment of developing another member of the team.

In the end, I believe that leadership is more art than science, so personal relationships will be paramount for any of these tactics to work. That said, a well formulated strategy on how to keep your best people engaged will go a long way toward making sure that your Monday thru Friday team is just as successful as the fantasy one that plays on Sundays.
Individual Health Insurance available at cresthealthonline.com

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- Home & Auto
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- Senior Living Facilities
- Aviation Insurance
- Agribusiness
- Life Insurance
### Tucson Metro Chamber
**1st Session/51st Legislature Report Card**

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1. **HB2001* General Appropriations: *1st Special Session**
   FY14 General Fund and Other Fund appropriations; adjust FY13 appropriations.
   **TMCC Position: SUPPORT**

2. **HB2010 Health; welfare; budget reconciliation; *1st special session**
   Makes statutory and session law changes relating to health and welfare; AHCCCS funding restoration.
   **TMCC Position: SUPPORT**

3. **HB2499 JTEDs; Per Pupil Funding Calculation**
   Increase the funding allocation for students who attend JTED; brings JTED funding into a more equitable position.
   **TMCC Position: SUPPORT**

4. **HB2173 Unemployment Insurance; Omnibus**
   Changed provisions governing the Shared Work Plan and an emergency measure establishing the Unemployment Insurance Tax Anticipation Notes.
   **TMCC Position: SUPPORT**

5. **HB2443 Cities; Counties; Regulatory Review**
   Modified provisions of the municipal, county and flood control Regulatory Bill of Rights.
   **TMCC Position: SUPPORT**

6. **HB2111 Transaction Privilege Tax Changes**
   Made statutory changes with the legislative intent of simplifying administration of the Transaction Privilege Tax.
   **TMCC Position: SUPPORT**

7. **HB2147 Eligibility; Unemployment Benefits**
   Outlines requirements for the claimants and employers during the process of filing a claim for unemployment benefits.
   **TMCC Position: SUPPORT**

8. **HB2608 EORP; Closure; Defined Contribution**
   Closes the current elected officials defined benefit retirement plan; replaces it with a defined contribution plan.
   **TMCC Position: SUPPORT**

9. **HB2262 Scrap Metal Dealers; Registration**
   Requires registration with DPS to conduct business as a scrap metal dealer.
   **TMCC Position: SUPPORT**

10. **HB2342 Increased Research; Tax Credit Refund**
    Increases the maximum income tax refund the Arizona Commerce Authority may award for research activities; effective January 1, 2014.
    **TMCC Position: SUPPORT**

11. **SCR1012 EPA Actions; Haze**
    Expresses Arizona’s opposition to the Federal Implementation Plan to reduce regional haze.
    **TMCC Position: SUPPORT**

12. **SCR1013 Endangered Species Act**
    Expresses Arizona’s U.S. Congress’ efforts to update the Endangered Species Act.
    **TMCC Position: SUPPORT**

13. **HB2045 AHCCCS; Hospital Reimbursement Methodology**
    Requires AHCCCS to adopt a hospital reimbursement methodology in relation to the Social Security Act; direct pay prices.
    **TMCC Position: SUPPORT**

14. **SB1353 Health Insurance; Telemedicine**
    Requires healthcare insurers to cover services provided through telemedicine, if covered in-person.
    **TMCC Position: SUPPORT**

15. **SB1285 Health Insurance; Policies; Rating Areas**
    Authorizes state authority over health care insurers; establishes rating system; compliance with federal PPACA.
    **TMCC Position: SUPPORT**
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**TucsonChamber.org**

Fall 2013
31. SB1302
Planned Communities; Design Review Process
Clarifies statutory guidelines for new construction in a planned community that has architectural design guidelines or similar rules.
TMCC Position: SUPPORT

32. SB1288
Arizona Water Protection Fund; Projects
Modifies membership of the Arizona Water Protection Fund Commission; prohibits federal agencies from receiving monies from the fund.
TMCC Position: SUPPORT

33. HB2265
Community Colleges; STEM Funding
Replaces capital outlay funding for community colleges with STEM and workforce programs; outlines expenditures that can be made.
TMCC Position: SUPPORT

34. HB2496
Schools; Petitions; Regulatory Exemptions
Permits the Director of Transportation to remove a vehicle record under specified circumstances.
TMCC Position: SUPPORT

35. HB2500
Schools; Teacher Evaluations; Dismissals
Allows charter schools and school districts to be exempt from certain rules and statutes if letter grade “A” is maintained for two of last three years.
TMCC Position: SUPPORT

36. SB1445
School and School District Accountability
Directs Arizona Dept. of Education to prescribe and publish appropriate criteria for failing schools.
TMCC Position: SUPPORT

37. SB1447
ADE; School Finance Revisions
Applies provisions governing unemployment insurance employer accounts to non-profits, state and local government.
TMCC Position: SUPPORT

38. SB1449
Schools; Graduation; Personal Finance; Entrepreneurship
Requires academic standards in social studies prescribed by SBE to include personal finance.
TMCC Position: SUPPORT

39. SB1204
Charter Schools; Applications; Renewals; Revocations
Emergency measure; makes various changes to charter school athletics; two years to comply.
TMCC Position: SUPPORT

40. HB2260
Certified Public Accountants
Reorganizes and further amends current laws relating to certified public accountants.
TMCC Position: SUPPORT

41. HB2311
Restitution Lien; Administrative Hearing
Permits the Director of Transportation to remove restitution lien from a vehicle record under specified circumstances and prohibits certain liens against a vehicle.
TMCC Position: SUPPORT

42. HB2074
Licensing; Foster Homes
Changes period of validity for a foster home license from one to two years; allows exemption to law for placement of children.
TMCC Position: SUPPORT

43. HB2137
Veterinarians; Dispensing Drugs
Makes technical changes to definition of ‘dispense’ relating to veterinary medicine.
TMCC Position: SUPPORT

44. HB2305
Initiatives; Filings; Circulators
Requires signature sheets submitted by a political committee to be organized and grouped.
TMCC Position: SUPPORT

45. HB2372
Motor Vehicle Dealers
Makes various changes to statute in relation to dealer license plates, wholesale auction dealers, and wholesale motor vehicle dealers.
TMCC Position: SUPPORT

46. HB2378
Licensing; Accountability; Penalties; Exceeding Regulation
-established civil penalties in municipal, county, state and district employees who knowingly base a licensing decision in whole or part on a requirement or condition that is not specifically authorized by law.
TMCC Position: SUPPORT

47. SB1233
Limited Liability Companies; Ownership Interests
Amends the Arizona Limited Liability Act by adding a new provision to the section of statute governing member as it relates to forms of ownership.
TMCC Position: SUPPORT

48. SB1238
Benefit Corporations; Formation
Provides various regulations for a new type of corporation called a benefit corporation.
TMCC Position: SUPPORT

49. HB2312
Solicitation; Text Message; Prohibition
Provides a municipal TPT exemption for the leasing of real property between affiliated companies, businesses, persons, or reciprocal insurers.
TMCC Position: SUPPORT

50. HB2393
State Agencies; Licensure; Time Frames
Establishes guidelines for ADOT and the state Nursing Board to issue license to military veterans’ who meet requirements.
TMCC Position: SUPPORT

51. HB2076
Military Applicants; License Requirements
Establishes guidelines for ADOT and the state Nursing Board to issue license to military veterans’ who meet requirements.
TMCC Position: SUPPORT

52. SB1290
Office of Pest Management
Provides for the permanent transfer of administrative authority of the Office of Pest Management to the Arizona Dept. of Agriculture; makes various changes to pest management statutes.
TMCC Position: SUPPORT

53. HB2056
PSPRS; Amendments
Makes administrative changes to the statutes governing the Public Safety Personnel Retirement System.
TMCC Position: SUPPORT

54. HB2347
Tax Levy; Bond Costs
Prohibits property tax levies in excess of the net amount necessary to make the annual payment for bond principal and interest; expands the list of eligible investments for monies managed by counties, noncharter cities and towns.
TMCC Position: SUPPORT

55. HB2439
Income Tax Bracket; Inflation Index
Requires DOR to adjust the income dollar amounts for each tax bracket in accordance with the average annual change in the Metro Phoenix Consumer Price Index beginning in 2014.
TMCC Position: SUPPORT

56. SB1148
Workers’ Compensation; Reciprocity
Establishes a worker temporarily out of Arizona for work will still receive workers’ compensation benefits for an incident related to their employment; exempts certain out of state workers.
TMCC Position: SUPPORT

57. SB1243
Insurance Regulation; Exemption
Exempts associations and orders of Title 20 A.R.S.; requires filing with Dept. of Insurance annually.
TMCC Position: SUPPORT

58. SB1369
Unemployment Insurance; Reimbursable Employers
Applies provisions governing unemployment insurance employer accounts to non-profits, state and local government.
TMCC Position: SUPPORT

59. HB2324
Commercial Lease Exemption
Provides a municipal TPT exemption for the leasing of real property between affiliated companies, businesses, persons, or reciprocal insurers.
TMCC Position: SUPPORT

60. HB2396
Attorney General; Compromises; Settlements; Deposit
Mandates, with certain exceptions, that monies garnered as a result of compromises or settlements by the state be deposited into the state general fund; establishes a new fund with two sub-accounts; makes changes to the Consumer Protection-Consumer Fraud Revolving Fund.
TMCC Position: SUPPORT

61. SB1170
ASRS; Amendments
Provides for the permanent transfer of administrative authority of the Office of Pest Management to the Arizona Dept. of Agriculture; makes various changes to pest management statutes.
TMCC Position: SUPPORT

62. HB2336
Taxation; Retail Classification; Cash Equivalents
Exempts the sale of cash equivalents from tax under the retail classification; i.e. gift cards.
TMCC Position: SUPPORT

63. HB2565
Insurance; Website Posting of Policies
Exempts the sale of cash equivalents from tax under the retail classification; i.e. gift cards.
TMCC Position: SUPPORT
Join the Tucson Metro Chamber Today!

Contact 792-1212 or visit TucsonChamber.org.
CPSA manages the delivery of high-quality health care for more than 50,000 people a year. Men, women, children and entire families living with mental health and substance use disorder challenges benefit from the support we provide. Since 1995 we’ve been the silent helper right here in Pima County.

Helping those who help. It’s what we do.

Economic Benefits

- 19 million dollars in tax revenue annually could help support our police and fire departments, schools and road repair needs.
- Well-paying jobs will be created, adding 400 Rosemont jobs here.
- An additional 1700 indirect jobs will be created.

It takes an organization to raise a village.

CPSA receives funding from the Arizona Department of Health Services/Division of Behavior Health Services (ADHS/DBHS), Arizona Health Care Cost Containment (AHCCCS), and Substance Abuse and Mental Health Services Administration (SAMHSA).
Charlotte E Beecher
Executive Director
Institute for Better Education

EDUCATION: BA in Speech Communication; MS in Education Leadership/Supervision

ORIGINALLY FROM: New York

IN TUCSON AREA SINCE: 1995

FAMILY: Roy (husband); three sons who are all active duty military; one daughter who is an engineer at Raytheon; and ten beautiful grandchildren.

PROUDEST ACCOMPLISHMENTS:
I have been blessed to be in the right place at the right time most of my adult life. I have worked in both public and private schools and colleges for the past 28 years as an educator and leader. Being part of the School Choice movement for the past 15 years has been the most impactful.

BIGGEST PROFESSIONAL CHALLENGE:
Encouraging our citizens to recognize and support the economic and moral value of parental choice in education. No single program will meet the needs of every child. By focusing our attention on the best interests of children, instead of the best interests of adults, we have the capacity to regain our competitive standing internationally.

WHAT I WOULD SAY IN TWO MINUTES IF I COULD SPEAK TO EVERYONE IN GREATER TUCSON:
When students are in the program best suited to meet their needs they are far more likely to graduate and become productive members of society. Excellence in education, whether found in public, private, on-line or home settings, can be attained by allowing the free market to work. That, and a collaboration between parents, schools and business and industry holds the greatest opportunity for preparing our students for college or career.

TOP THREE THINGS ON MY BUCKET LIST:
1. Be able to retire, but choose to continue working part time.
2. Spend a year with my husband in Europe and the Mediterranean region.
3. Provide European and Mediterranean experiences for our children and grandchildren while we are there.

Cristie Street
Managing Partner
Nexttrio, LLC

EDUCATION: BA North Carolina State University, MBA University of Arizona

ORIGINALLY FROM: Phoenix-Shreveport-Ramstein-Riverside-Goldsboro-Raleigh courtesy USAF Reserves

IN TUCSON AREA SINCE: 1995

FAMILY: Bill (husband/business partner), Scarlett (7) and Liam (11 mo.)

PROUDEST ACCOMPLISHMENTS:
Convincing 35 brilliant professionals to hitch their professional and personal wagons to the Nexttrio star. I recently heard the quote “you can know the seeds in an apple but you can’t know the apples in a seed.” We have many talented and passionate “Nextrians” planting seeds on this journey and they inspire me every day!

BIGGEST PROFESSIONAL CHALLENGE:
Attracting and retaining a high caliber team. As “socialized geeks” we believe that we can train for the technology aspects of the job, but interpersonal skills must come naturally, so that often limits the qualified candidates. Nextrians are not just big brains for rent, they are a team connected and engaged with the IT industry, Tucson’s community and our clients. Staying one step ahead of this diverse group of overachievers keeps me on my toes!

WHAT I WOULD SAY IN TWO MINUTES IF I COULD SPEAK TO EVERYONE IN GREATER TUCSON:
When students are in the program best suited to meet their needs they are far more likely to graduate and become productive members of society. Excellence in education, whether found in public, private, on-line or home settings, can be attained by allowing the free market to work. That, and a collaboration between parents, schools and business and industry holds the greatest opportunity for preparing our students for college or career.

TOP THREE THINGS ON OUR BUCKET LIST:
1. Commercial space travel.
2. Tour Machu Picchu.
3. Summit K2 with my husband and kids.
EDUCATION: Doctor of Medicine, University of Arizona College of Medicine

ORIGINALLY FROM: Phoenix, AZ

IN TUCSON AREA SINCE: 2001

FAMILY: Christine (spouse); Ryan (16), Madison (14) and Brandon (8)

PROUDEST ACCOMPLISHMENTS:
Forming and developing a service-rated geriatric medical group in Tucson – Triad Medical Group. Also, winning the University of Arizona College of Medicine Teaching Facility of the Year 1998-1999.

BIGGEST PROFESSIONAL CHALLENGE:
Finding and retaining the most talented health care professionals for our organization.

WHAT I WOULD SAY IN TWO MINUTES IF I COULD SPEAK TO EVERYONE IN GREATER TUCSON:
With vision and hard work, any goal can be reached. Pursue your dreams with passion but be mindful of those important relationships in your life in the process.

TOP THREE THINGS ON MY BUCKET LIST:
1. Trek through New Zealand
2. Run a Marathon
3. Drive to Alaska
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You’ll like the difference
Some would argue that Americans don’t change behavior easily.

That would explain why nearly two-of-three American adults are still overweight or obese, 60 percent don’t exercise and more than 20 percent still smoke. Additionally, 90 percent of those who join health-and-fitness clubs stop going within the first 90 days. On a local level, more than a quarter of Pima County adults are obese and nearly 20 percent are physically inactive, according to 2009 data from the Centers for Disease Control and Prevention.

We know that healthier choices are better for individuals, their families, their employers and the U.S. economy as a whole. How can we encourage people to make healthier lifestyle choices?

Incentives for Well-Being

Research shows that Americans are ready for a health rewards program. The majority of 1,000 adults in a 2011 survey said they should be rewarded for making healthy choices. And 59 percent said they would like to be rewarded for exercising.

Health reward solutions don’t just benefit individual consumers. With rising health care costs and a desire to reduce absenteeism, employers have a significant interest in encouraging their employees’ pursuit of well-being. A growing number of employers are now including non-cash incentives in their wellness solutions. A survey of 157 large employers found that 62 percent offered incentives in 2010, up from 57 percent the previous year.

Research shows incentives make a real difference in people’s health. A good weight-loss incentive solution can increase employee participation rates from 12 percent to 35 percent, according to CDC data. Additionally, a 2010 study from the American Journal of Health Promotion shows individuals who regularly participated in a specific health incentives solution experienced shorter and fewer hospital stays than those who didn’t participate.

Make it Personal

The main drivers of success are personalized plans and the ability of participants to self-select their rewards. In the case of HumanaVitality, Humana’s health rewards program, this approach works in two ways. First, the program provides participants with personal pathways they can follow as individuals to improve their health and wellness. Next, participants who pursue those pathways earn points that allow them to choose among more than 600,000 rewards ranging from electronics to vacations to charitable donations.

The key is self-selection: choosing the pathway to follow and working toward redeeming rewards that are personally motivating and significant. Many incentive programs are based on the philosophy that rewarding small, personalized steps today – taking a few extra minutes to exercise, choosing one more healthy meal a day – can add up to meaningful change over time.

In a time when companies regularly use rewards to earn brand loyalty of the American consumer, Tucson companies should stop to consider if they are doing enough to build loyalty. Health incentive solutions reward consumers for making healthy choices in the short run, but the real payoff – the biggest reward of all – is sustainable change toward long-term health and well-being.
Planetary Science Institute

MARK V. SYKES, PH.D., J.D., CEO AND DIRECTOR

Describe your organization and your organization’s purpose. Who does your organization serve? How do you serve?
The Planetary Science Institute is headquartered in Tucson, where it was founded more than 40 years ago. PSI has more than 85 Ph.D. scientists and educators in 18 states and eight countries who are involved in every NASA planetary mission from Mercury to Pluto and beyond, as well as missions by other countries. They conduct fieldwork on every continent of the Earth, linking together processes that occur on Earth and other planets. Much work is done on Mars and the Moon, but also includes asteroids, comets, impact physics, the origin of the solar system, the formation of planets around other stars and the rise of life. PSI is also involved with human exploration and is developing the Atsa Suborbital Observatory to be operated in space by PSI scientists and selected students. They then take their discoveries to the public and into the classroom through outreach activities, professional development programs for teachers, experiential science education for students, children’s books, popular science books and art.

What are some of the challenges that your organization faces? PSI has been rapidly growing over the past eight years (double digits annually), which requires continuing investment in facilities. Historically, NASA funding has provided 97 percent of PSI’s revenue, and today PSI is seeking to fund a number of new initiatives through the support and partnership of other companies where mutual interests and advantages can be identified. This can range from common interests in promoting education to marketing opportunities associated with high profile exploration activities.

Mothers Against Drunk Driving (MADD) Southern Arizona Affiliate

MAGGIE MCCANN, SPECIAL EVENTS MANAGER

Describe your organization and your organization’s purpose. Who does your organization serve? How do you serve?
The mission of MADD is to stop drunk driving, support the victims of this violent crime and prevent underage drinking. MADD of Southern Arizona provides support and services to any and all victims who reside in the counties of Pima, Cochise, Pinal, Santa Cruz, Graham, Greenlee and Yuma. In addition, MADD provides educational initiatives to youth in the previously listed counties, in an effort to prevent underage drinking. The staff and volunteers of MADD also provide educational Victim Impact Panels to individuals convicted of driving under the influence of alcohol or narcotics in an effort to stop future incidents of impaired driving.

What are some of the challenges that your organization faces? Sustainable funding is always a significant challenge that is faced by MADD of Southern Arizona. Without sustainable funding, MADD is limited in the number of victims that we can serve and with the staggering number of injuries and deaths caused by impaired drivers, the need is great. (In 2011 in Arizona, there were 5,537 alcohol related crashes, which resulted in 3,360 life changing injuries and 265 fatalities).

How would you like to interact with the business community on a higher level? MADD would like to partner with like-minded individuals and corporations, who have a common interest in keeping impaired drivers off of our community roads and highways and putting a stop to underage alcohol consumption.
The ChAmBeR edge

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TUCSON JAZZ SOCIETY
2777 N. Campbell Avenue • 520-661-8629

The Tucson Jazz Society is a non-profit arts organization dedicated to promoting and preserving America’s original music, jazz. They ensure continuity of the jazz art form while championing local, national and international artists in Southern Arizona. Tucson Jazz Society exercises this mission under the direction of their new president Mr. Mark Slivinski.

WALMART
2711 S. Houghton Road • 520-258-0135

A new Tucson Walmart opened Wednesday, July 17, after a brief ribbon cutting ceremony. The new store at 2711 S. Houghton Road is open 24 hours daily. Store Manager Dan Lammes says the store will provide Tucson residents with one-stop shopping convenience for their grocery and general merchandise needs.

ANCHOR WAVE INTERNET SOLUTIONS
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Anchor Wave Internet Solutions celebrated its 10th anniversary with clients and friends. Since 2003, Anchor Wave has developed more than 740 websites for businesses and non-profit organizations in Southern Arizona and the US and offers custom web development, search engine optimization, pay-per-click advertising, and email and social media marketing services.

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