

Summer 2013



Checking the Vital Signs on **HEALTHCARE**

TucsonChamber.org

WHAT'S INSIDE:

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the Vital Signs on Healthcare

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chairman's message

Kurt Wadlington
Chairman of the Board

As the Tucson Metro Chamber enters fiscal year 2013-14, there are many exciting opportunities ahead. The Board of Directors continues to be heavily engaged in shaping the policy and guiding the mission of the Chamber. As of March 31, 2013, the following Board members concluded their terms and deserve recognition for their dedicated service:

- Gary Clark, Southwest Gas (2010-11 Board Chair)
- Wendell Long, (2011-12 Board Chair)
- John Low, ASARCO (2000-2001 Board Chair)
- Brian Sonleitner, BBVA Compass (2007-08 Vice Chair; 2008-13 Treasurer)

Replacing these individuals, we are pleased to welcome the following board members, providing important participation from a diverse cross-section of Chamber membership who shares a common interest of supporting Southern Arizona business:

- Keri Lazarus Silvyn, Lazarus, Silvyn & Bangs, P.C.
- Tom McGovern, PSOMAS, Inc.
- Kay McLoughlin, Raytheon Missile Systems
- Walter Richter, Southwest Gas
- Howard Stewart, AGM Container Controls

With these new directors and several other changes to board seats over the past year, we have a wealth of talent to undertake the coming year's efforts and continue the Tucson Metro Chamber's local business leadership.

Moving forward, the Chamber will continue to focus on "getting things done" instead of just "doing things". An environmental scan of membership recently completed by Smith & Dale, a consultant hired by the Chamber, will provide valuable input regarding key areas of focus for the coming year. Based on this feedback, government advocacy, education and workforce development, economic development and community affairs will likely continue as top priorities.

Thanks to Bruce Dusenberry for his 2012-13 board chairmanship. Under his guidance, the Chamber successfully negotiated a critical restructuring and emerged a financially healthier organization. Membership retention and growth steadily improved during Bruce's tenure, providing a stable base as we enter this new fiscal year. Among his many other accomplishments were establishment of key business-education partnerships as highlighted at the recent State of Education lunch and enhanced business advocacy at all levels of government.

I am honored to serve as the 2013-14 board chair. Over the next year, we will continue to focus on improving educational relevance, strengthening our local economy, influencing governmental policy and representation and enhancing quality of life throughout the metro Tucson community. In addition to these core elements, I also expect to pursue increased collaboration between local business organizations to maximize efficiencies. An increased focus on regional planning will ensure that Southern Arizona's important position in the CanaMex commerce corridor is incorporated in statewide transportation programs.

These are only a few of the exciting initiatives anticipated for the coming year. If you are an investor in the Chamber, thank you for your investment and support. If you are not an investor, please take a close look at the many benefits of Chamber membership and consider joining so that we can expand our efforts in the interest of Southern Arizona business prosperity.

In closing, it is important to recognize that the progress we have made and our ambitious agenda for next year would not be possible were it not for the energetic leadership of Chamber President and CEO Mike Varney and the staff's dedication to meeting the challenge of operating a leaner organization. Please join me in thanking every Chamber staff member for their continuing contributions as we embark on another exciting year as the voice of Southern Arizona business!


Kurt Wadlington
Chairman of the Board

Executive Committee

Chairman of the Board
Kurt Wadlington
Sundt Construction

Chair-Elect
R. Tony Penn
United Way of Tucson & Southern Arizona

Immediate Past Chairman
Bruce Dusenberry
Horizon Moving Systems

Treasurer
Robert Ramirez
Vantage West Credit Union

Secretary
Cindy Valdez
Golden Eagle Distributors, Inc.

Board of Directors

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Caid Industries

James Beckmann, Jr.
Carondelet Health Network

Jim Burns
Casino Del Sol Resort

Philip Dion
UNS Energy Corporation

John Gibson
Wells Fargo

Guy Gunther
CenturyLink

Stephanie Healy
Cox Communications

Robert Lenhard
Hallmark Business Consultants, Inc.

Tom McGovern
PSOMAS, Inc.

Kay McLoughlin
Raytheon Missile Systems

Mike Proctor
The University of Arizona

Walter Richter
Southwest Gas Corp.

Cody Ritchie
Crest Insurance

Steve Rosenberg
BizTucson Magazine

Keri Silvyn
Lazarus, Silvyn & Bangs, P.C.

Howard Stewart
AGM Container Controls, Inc.

Richard Underwood
AAA Landscape

Wendy West
IBM

Judy Wood
Contact One Call Center

The Chamber Edge
Tucson Metro Chamber
PO Box 991 | 465 W. St. Mary's Road
Tucson, AZ 85702
P 520.792.1212 | F 520.882.5704

The Chamber Staff

Executive

President & CEO
Michael V. Varney

Executive Assistant
Shirley Wilka, CPS

Business Development

Vice President of
Business Development
Lori Banzhaf

Senior Account Executive
Edgar Martinez

Business Development
Executive
Rebeka Kasle

Government Affairs

Vice President of
Government Affairs
Robert Medler

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Communications Director
Carissa Fairbanks

Special Events

Event Director
Amanda Reynolds

Event Coordinator
Jason Cook, CTA

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Jackie Chambers Bond

Member Operations
Manager
Tammy Jensen

Member Services
Coordinator
Emily Grace Newkirk

Member Services
Administrative Assistant
Andrew Gaines

Finance

Finance and Operations
Director
Laura Nagore



president's message

Michael V. Varney
President & CEO



In the early 1990s, Bill Clinton's political advisor, James Carville, was quoted as saying, "It's the economy, stupid!"

Carville coined that phrase to keep Clinton campaign workers focused on what mattered most to the American people during the '92 campaign and election versus George H.W. Bush. "It's the economy, stupid" was one of three main messages for that year's campaign. The other two were "Change vs. more of the same" and "Don't forget healthcare".

Those were the themes more than 20 years ago and they are the themes still today.

Clinton's "Hillarycare" initiative went down to defeat, but Obamacare has successfully taken its place.

The jury is still out on that one.

"It's the economy, stupid" is perhaps more relevant now than any time in history as the longest recession in history continues to impede growth and job creation.

But it's "Change vs. more of the same" that seems to take center stage in local politics. As a metro area, Tucson continues to be plagued by too many families in poverty and too many citizens undereducated. We definitely do NOT want more of the same. To the contrary, the Tucson Metro Chamber will push for change. We need to welcome more major employers. We need to retain the qualified workforce that graduates from our colleges and universities rather than allowing them to take that education and put it to work making other local economies strong. We need more of our young people to graduate from high school and be prepared for college or a career.

As the Tucson Metro Chamber enters its new fiscal year in 2013-14, you can be confident we will advocate for change and promote the strongest possible local economy.

Michael V. Varney
President & CEO

We've Only Begun to Scratch the Surface

Healthcare, healthcare, healthcare. It seems that no matter where you turn healthcare is the topic *du jour*, though it's more like the *topic de l'année*. Medicaid restoration or expansion (depending on what side you're on) at the state capitol has taken up much of the legislature's time and effort. Thankfully, the Governor and a few others showed leadership on the issue, passing Medicaid restoration as part of the budget in a special session.

The other healthcare issue is the Patient Protection and Affordable Care Act (PPACA) commonly referred to as Obamacare or the Affordable Care Act. PPACA was passed and signed by the president in March 2010 and took effect immediately, though many provisions had a multi-year delay. A few court cases later, one significant U.S. Supreme Court case and no less than 45 attempts by the U.S. House of Representatives to appeal it; it appears the law is here to stay for the foreseeable future. Numerous provisions have already taken place. Between March 2010 and December 2012 the following have taken effect:

- Exclusion of the unprocessed fuels from the cellulosic biofuel producer credit
- Narrowing the application of the False Claims Act public disclosure bar
- Creation of a temporary reinsurance program to help companies that provide early retiree benefits
- A 10% tax on indoor tanning services
- Limitations on lifetime limits and rescissions of insurance plans; increasing dependent age limit to 26
- Consumers can no longer use HSA's and FSA's to purchase certain items, including most over-the-counter medication unless prescribed by physicians
- Reduced annual market basket for inpatient hospital, home health, skilled nursing facility, hospice and other Medicare providers
- A penalty up to 20% for making non-qualified purchases with a Health Care Savings Account
- An annual fee was imposed on manufacturers and importers of brand-name drugs
- Prohibition for physicians to self refer to hospitals in which they have an ownership interest
- Medicare Advantage payments were frozen in 2011; with new benchmarks created in 2012
- A comparative effectiveness tax placed on insurance policies to fund comparative effectiveness research

Robert Medler
Vice President of
Government Affairs



That is a pretty lengthy list of major changes to healthcare related taxes and policies as well as a few non-related items. Last January, more took effect:

- Cafeteria plan FSA contributions were limited to \$2,500
- Medicare payroll tax on wages and self-employment income in excess of \$200,000 (\$250,000 joint) was increased by 0.9%
- New limits were placed on the deductibility of medical expenses on individual income tax returns
- The existing employer tax deduction for the Part D subsidy was eliminated
- Employers are now required to report the value of employees' health benefits on their W-2

All of that combined with the previous aspects, is a pretty big headache and a significant financial impact.

January 1, 2014 is a milestone date in the PPACA. The individual and employer mandates both take effect, the essential benefits package will be prescribed, insurance exchanges must be active and subsidized health insurance plans for those up to 400% of the poverty line begin.

In six months time, healthcare in the United States will be very different, in both form and function. Don't be overwhelmed though – the Tucson Metro Chamber is going to continue providing seminars on how to adapt your business to stay legal, provide insight to the exchanges when they're created and continue to advocate for simpler, fairer healthcare options for businesses.

For more information, go to www.tucsonchamber.org/acaresources.

Robert Medler
Vice President of Government Affairs

VALUE PROPOSITION

The Tucson Metro Chamber provides area business owners and executives with a unique mix of products, services and advocacy to help them grow their businesses and build a better community.

CORE FUNDAMENTALS

1. Promote a strong local economy
2. Provide opportunities to help you build relationships and increase access
3. Deliver programs to help your business grow
4. Represent and advocate on behalf of business
5. Enhance commerce through community stewardship
6. Increase public awareness of your business
7. Provide symbols of credibility

TOP FIVE PRIORITIES PROGRAM OF WORK SUMMARY

1. Super-Serve Small Business
2. Government Affairs
3. Economic Development
4. Education
5. Community Affairs

“I always thought that the Tucson Metro Chamber was just another organization that only talked the talk. However I was wrong. The Tucson Metro Chamber is relentless to help support the small business interest in Southern Arizona. With so many services and programs offered you can't go wrong.”

– Bruce Seely, Fulton Distributing

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Bringing Wellness to Your Workplace

Dr. Michael Kaplan
National Medical Director,
NextCare Urgent Care



In the last several years, workplace wellness programs have become increasingly popular among both large corporations and small businesses. These programs are important because a healthy employee is more productive and less likely to miss work due to illness.

If you're interested in providing a health and wellness program in your place of work, it's incredibly easy to customize in size and scope.

1. Encourage Healthy Eating

An easy way to encourage your employees to adopt a healthy lifestyle is by providing an on-site kitchen or comfortable lunch area to make bringing lunch more appealing than grabbing fast food. Additionally, if you have vending machines on site, try to find healthy options such as sunflower seeds, trail mix, baked potato chips or juice. You can also limit the amount of "junk" choices if many healthy options aren't readily available.

2. Make Physical Fitness Part of Your Culture

There are several ways you can promote physical fitness in your workplace. These include offering a flex-time work schedule to allow for exercise without eating into employees' home life, creating an intramural sports team with your city's parks and recreation department or forming clubs to go walk, hike or exercise at the gym together. Depending on the size of your company, you may also be able to negotiate a lower membership fee for your employees at a local gym or health club.

3. Incentivize Doctor Visits

Many companies have started recognizing the importance of preventative care in terms of overall costs of healthcare and losses in productivity due to sick leave. However, many simple procedures such as mammograms, well woman check-ups and colonoscopies are very uncomfortable, and as a result, many people avoid them to the detriment of their health.

To help combat this avoidance, many companies have started to offer financial incentives for completing these importance procedures. Not only does this help their employees maintain a healthier lifestyle, but it also helps the company keep overall healthcare costs lower.

4. Be Understanding of Mental Health

Mental health issues can be created by many different factors, but unmanaged stress has both a mental and physiological response for those living with it. One way you can help reduce the stress of your employees is by offering assistance to those who are having financial difficulties or those suffering from depression. You can also help reduce the effects of stress by encouraging regular breaks for fresh air or light exercise such as walking.

5. Set an Example

If you're serious about bringing wellness into your workplace, senior leadership must set the example. If your main goal is to promote healthy eating, brown-bag your lunch every day. Likewise, if your goal is making physical fitness more appealing, start your own intramural ultimate frisbee or soccer team. By being the first to show that change isn't really that difficult, your wellness implementation will be much more successful, and will serve to inspire all those around you.

TEACHERS ARE GIVEN NECESSARY SCHOOL SUPPLIES FROM ZANES

With Arizona schools facing budget cuts, Zanes Law is stepping up its efforts to provide for one of our most precious resources. Zanes invites you to join its annual Teacher School Supply Giveaway, where we donate flash drives, paper, and dozens of other important items to local teachers around Southern Arizona.

When: Saturday August 3, 2013

Where: Zanes Law Central Location
3501 E. Speedway Blvd.
Tucson, Az 85716



Photo Taken August 4, 2012 at Zanes Law Second Annual Giveaway.

For information on how to apply contact: Casey Hamm at chamm@zaneslaw.com or call 520.382.5438

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The Tucson Metro Chamber Copper Cactus Awards presented by Wells Fargo celebrates accomplishments and innovation of Southern Arizona's small businesses.

Friday, September 27
The Westin La Paloma
Resort & Spa

5:00 p.m.

Cocktail Reception

6:00 p.m.

Dinner and awards
presentation

\$95 per registrant

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AWARD CATEGORIES

- **Blue Cross Blue Shield of Arizona Best Place to Work** honors businesses that encourage and support professional growth, education and development for employees.
- **Cox Business Growth** honors small businesses that successfully tackle marketplace challenges.
- **El Rio Community Health Center Community Service** honors businesses that demonstrate uncommon civic leadership.
- **Nextrio Innovation through Technology** honors businesses that are technology-led and/or look to IT to solve problems and increase efficiency.
- **SCF Arizona Small Business Leader of the Year** honors exceptional leadership by a manager or owner who is active in the day-to-day activities of his or her company.



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.



Sign-up today!

(866) 734-5009
info@jimclickbpn.com



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

Member Anniversaries

May 2013

43 YEARS

Finley Distributing Co.

42 YEARS

Patio Pools

35 YEARS

Tucson Symphony Orchestra
University of Phoenix - Southern Arizona Campus

34 YEARS

Cottonwood Properties
Keller Williams

32 YEARS

Best Western InnSuites
Tucson Foothills

31 YEARS

Tucson Mall/General Growth

30 YEARS

The Elliott Accounting Group
Toshiba Business Solutions

29 YEARS

ITT Technical Institute
Miracle-Ear Center
Park Place Management Office

28 YEARS

Industrial Tool, Die & Engineering, Inc.
Williams & Associates

24 YEARS

M3 Engineering & Technology Corporation
Mortex Manufacturing Co., Inc.
Office Depot, Inc.
Wal-Mart
Speedway Blvd.
Wetmore Rd.

23 YEARS

Diamond Ventures, Inc.

22 YEARS

Apache Business Systems
Muscular Dystrophy Association/National Headquarters

20 YEARS

Arjencia Water
Dependable Health Services
Spectrum Printing Company

18 YEARS

Tuller Trophy Factory
Varsity Clubs of America

16 YEARS

A V Innovations, Inc.
Automated Presort Services
DES - Employment Service
H & R Block

14 YEARS

Hikdan Business Park
Financial Associates, Inc./Gem & Jewelry Exchange, LLC
Rammed Earth Development, Inc.
Title Security Agency of Arizona

13 YEARS

SURV-KAP, LLC

12 YEARS

Ace Hardware
Oracle Rd.
Sunrise Dr.
Cambridge Investment Research, Inc.
Tubac Golf Resort

11 YEARS

Kidder Benefits Consultants
Tuhavi Corporation

10 YEARS

Cox Business Services
Jim Click Chrysler Jeep
Jim Click Dodge
Jim Click Ford Lincoln
Hyundai Green Valley
Jim Click Hyundai
Auto Mall
Eastside
Jim Click Mazda
Auto Mall
La Encantada

8 YEARS

Bidegain Realty, Inc.
BJ's Restaurant & Brewhouse
Comfort Suites Tucson Mall

Kindred Hospital
Lodge on the Desert
The Academy of Tucson
U.S. Bank

7 YEARS

Carrabba's Italian Grill
Drexel Heights Fire District
The Home Depot

6 YEARS

Bedmart
Broadway Blvd.
Speedway Blvd.
Desert Sports & Fitness
Recyco, Inc.
Snap Fitness 24/7
Union Pacific Railroad
Xcel Delivery Services

5 YEARS

Holiday Inn Express Hotel & Suites - Tucson Mall
Northwestern Mutual Financial Network
Sullivan's Steakhouse
Whataburger
22nd St.
River Rd.
Sixth Ave.
Speedway Blvd.
St. Mary's Rd.
Valencia Rd.

4 YEARS

EDG Fuels
Holiday Inn Express & Suites Tucson
NextCare Urgent Care
Calle Santa Cruz
Eisenhower Rd.
Sims Recycling Solutions

3 YEARS

IT Partners
Indigo Information Services, LLC
Canyon Community Bank

2 YEARS

Better Business Bureau of Southern Arizona
Creative Awards
Girl Scouts of Southern Arizona
La Lomita Apartments
MERIT
Moore Financial Strategies
Skyview High School
The Maids
Zimmerman Public Affairs

1 YEAR

Ethan Allen Tucson Design
Southwest Appraisal Associates, Inc.
Tucson Police Foundation
TucsonHelpWanted.com
Wal-Mart Supercenter

April 2013

47 YEARS

Lovitt & Touche', Inc.

41 YEARS

Lennar

39 YEARS

Welcome Newcomers, Inc.

37 YEARS

Apperson Plumbing Service

35 YEARS

Embassy Suites

34 YEARS

Clear Channel Outdoor, Inc.

GLHN Architects & Engineers, Inc.
Volvo of Tucson

32 YEARS

Blue Cross Blue Shield of Arizona

31 YEARS

MGM Associates, Inc.

30 YEARS

National Auto Glass of Tucson

29 YEARS

Loews Ventana Canyon
Sabino Electric, Inc.

28 YEARS

PICOR Commercial Real Estate Services

27 YEARS

Tucson College

26 YEARS

Viscount Suite Hotel

23 YEARS

Carrington College
Jim Click Mazda
Eastside
Mission Palms Luxury Apartments
Peter Piper Pizza
Valencia Rd.
22nd St.
Ina Rd.
Silverbell Rd.

21 YEARS

FCC Tucson
Sturgeon Electric Company, Inc.
Trails West Mobile Home Park
Tucson Meadows Mobile Home and RV Park
YMCA of Southern AZ

20 YEARS

Gospel Rescue Mission, Inc.
W.G. Valenzuela Drywall, Inc.

19 YEARS

eegee's Restaurants & Catering

17 YEARS

Holualoa Arizona, Inc.
Sweet Tomatoes

15 YEARS

Afni, Inc.
Concord Companies, Inc.
Southern Arizona Leadership Council
TRS Custom Builders, Inc.

14 YEARS

Edge High School
The Salvation Army

13 YEARS

Teen Challenge of Arizona, Inc.
Walbro Engine Management

12 YEARS

Goodwill Industries of Southern Arizona, Inc.

10 YEARS

Community Foundation for Southern Arizona
Hallmark Business Consultants, Inc.
Split Engineering, LLC

9 YEARS

Dobbs Honda

8 YEARS

Old Tucson Studios

7 YEARS

Brunswick Camino Seco Bowl
The Hungry Fox Restaurant & Country Store

6 YEARS

Brookline College
Desert Diamond Casino
Jan-Pro Cleaning Systems of Tucson
Riverside Suites

5 YEARS

Arizona Capitol Times
FasTPark
International Rescue Committee

4 YEARS

Sprouts
Target.com
The Art Institute of Tucson
Tucson Electrical Joint Apprenticeship & Training Program

3 YEARS

Express-IT Company, Inc.
EZ AZ Traffic School, E-Training Associates, LLC

2 YEARS

3 Gorillas Moving & Storage
Carondelet Foundation
GWebware, LLC
Jason's Deli
Studio Green

1 YEAR

AR Financial Strategies

Bottom Line Utility
Solutions, Inc.
Breckenridge Group
Architects/Planners
Continental Ranch Self
Storage
DP Electric, Inc.
International Coach
Federation - Tucson
Kevin B. Howard
Architects
Premier Performance, LLC
R&R Group
Strategy1
The Clements Agency

March 2013

48 YEARS
Watson Chevrolet & Infiniti
of Tucson

47 YEARS
Superior Steel Supply

44 YEARS
Pizza Hut of Arizona, Inc.

40 YEARS
CSL Plasma

38 YEARS
Miles Label Co., Inc.

29 YEARS
Rincon Country West RV
Resort
The Westin La Paloma
Resort & Spa

26 YEARS
ARCADIS U.S., Inc.

25 YEARS
ADE Industries
Sparkle Cleaners, Inc.

24 YEARS
Western Water
Technologies, Inc.

23 YEARS
Jim Click Nissan

21 YEARS
Arizona Pest Control Co.
Windmill Inn at St. Philip's
Plaza

20 YEARS
Farrell & Bromiel, PC
Sam's Club

19 YEARS
APL Properties, LLC
KingFisher Bar & Grill
Lovecare Co.
Pattison Evanoff
Engineering

18 YEARS
Busy D Pumping
El Minuto Cafe
General Air Control, Inc.
Oakwood Corporate
Housing
Southern Arizona VA
Health Care System

16 YEARS
Arizona Riverpark Inn
Bank of the West
Arizona Regional Office
Barrett Business Services,
Inc.
Pioneer Equipment, Inc.

14 YEARS
DK Advocates, Inc.
Employment Hotline
Pepper-Viner Companies
PSOMAS, Inc.

13 YEARS
Materion Ceramics Inc.
R S Herder Corporation

12 YEARS
A & M Personnel Services
Au-Tomotive Gold, Inc.
Chapman Automotive
Group

Good Law, PC
KOLD TV

11 YEARS
Frog & Firkin

10 YEARS
Comfort Suites at Sabino
Canyon
Town West Realty, Inc.

9 YEARS
Fastsigns
Tucson Convention Center

8 YEARS
Curves Cabaret
Southern Arizona Balloon
Excursion

7 YEARS
Bank of Tucson
Wells Fargo Home
Mortgage
Xcel Delivery Services

6 YEARS
Bank of the West
Tucson Main
Sun City
Saddlebrook
Tucson Creekside
Beacon Group SW, Inc.
Retirement Navigators,
Inc.

4 YEARS
Allison Limousine Service
Blue Banjo BBQ Catering,
LLC
Desert Diamond Casino
Hotel

3 YEARS
Distinctive Carpets, Inc.
GLHN Architects &
Engineers, Inc.
Good Ole Tom's Tucson
Higher Vistas Leadership
Development
Mr. Electric of Tucson
Reisen Arizona Day Tours,
LLC

2 YEARS
Arizona Roofing Solutions
Schindler Elevator
Seniors Helping Seniors

1 YEAR
A Caring Alternative
Senior Placement, LLC
AIM Solutions
Employment Plus, Inc.
FastMed Urgent Care
Tanque Verde Road
Swan Road
Fox Tucson Theatre
Foundation
Gateway Funding, LLC
KR Leadership
Development &
Consulting
Law Office of Robert Fee
MasterSEM, LLC
St. Luke's Home
Steve Taylor
Susan G. Komen for the
Cure Southern Arizona
Tanque Verde Audiology,
Inc.
The Aurora Foundation of
Southern Arizona, Inc.
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3939 E Broadway Blvd.
(520) 327-373

La Cholla
2120 W Ina Rd.
(520) 797-3212

Orange Grove
6400 N Oracle Rd. #102
(520) 575-0365

River
1020 E River Rd. #200
(520) 887-2797

Eastside
7042 E Broadway Blvd.
(520) 258-4020

New Members

Visit TucsonChamber.org for additional new member information.

May 2013

Al Cook

P (520) 797-3917

Bolchalk Frey Marketing

P (520) 745-8221

Broadway Smiles Dentistry & Orthodontics

P (520) 750-1000

Career Transitions

P (520) 314-7795

Conrad Plimpton

P (520) 270-3358

Elmcroft of River Centre Senior Living Community

P (520) 529-7100

Harmony Hospice

P (520) 284-9334

Mothers Against Drunk Driving

P (520) 322-5253

National Bank of Arizona Wilmot/Broadway

P (520) 584-4122

Stone/Congress

P (520) 884-1500

La Cholla/River

P (520) 690-3600

Oracle/Magee

P (520) 219-1218

River/Campbell

P (520) 584-4280

Nicolosi Moving & Storage, Inc.

P (520) 722-0456

On Base Auto Body

P (520) 570-7502

Pima County – Board of Supervisors, District 1

P (520) 724-2738

Planetary Science Institute

P (520) 622-6300

Sinfonia HealthCare Corp.

P (520) 547-0090

Texas Instruments

P (520) 750-2000

April 2013

Arizona Office Technologies A Xerox Company

P (520) 989-3200

Cash America/SuperPawn

P (602) 434-9420

Colonial Life

P (520) 241-8884

DRS Technologies - Integrated Defense Systems and Services (IDSS)

P (240) 238-3900

Green Fields Country Day School

P (520) 297-2288

JobPath, Inc.

P (520) 324-0402

Kinder Morgan

P (520) 663-4200

Law Offices of Matthew H. Green

P (520) 882-8852

Mesch, Clark & Rothschild, P.C.

P (520) 624-8886

Plaza Palomino Merchant's Association

P (520) 907-6701

USO Arizona

P (602) 275-3813

March 2013

7A Budget Mini Storage

P (520) 623-1414

Blue Bell Creameries

P (520) 903-0231

Civic Orchestra of Tucson

P (520) 730-3371

DoubleTree Suites by Hilton Tucson Airport

P (520) 225-0800

Grand Canyon University

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IN THE BUSINESS OF YOUR SUCCESSSM

How to Prepare for Healthcare Reform

By Roberto Moreno
District Manager, ADP TotalSource



For the past few years I have been consulting with business owners on various issues and topics that affect their business. The Patient Protection and Affordable Care Act (PPACA) has changed (and is changing) the way that most companies do business. The first thing I encourage you to do is **complete research on your own to be well informed**. Business owners sometimes rely on a third party to do this “due diligence” for them and most of the time it is acceptable. At the end of the day, however, that third party will not be the one responsible for paying your fines. There are various websites and vendors that do a great job of keeping companies informed. Check them out by following them in the news, on their website, using social media or call them directly to see how you can get information sent to you or to get an appointment with a representative.

Once you are informed, the next step is to **determine how many full-time employees you have**. If you have less than 50 full-time employees you are not required to offer them health coverage under Healthcare Reform (HCR) but you will be impacted administratively. However, if you have less than 50 full-time employees and you do offer them health coverage, you must comply with HCR. You will have to put systems in place in order to keep your company compliant by tracking the number of employees and the hours that they work. This will be useful if you have an HCR audit triggered by an employee going to the exchange. Gone are the days of keeping track of hours on an excel sheet or on your notepad.

If you are a large employer with 50 full-time equivalents (FTEs)* or more then you are required to offer affordable health coverage to your employees. Large employers are defined as employing an average of at least 50 full-time employees including FTE's during the preceding calendar year. The “Pay or Play” mandate states that if you are an employer with 50 or more full-time employees you may be subject to a penalty if you do not offer coverage to your full-time employees or if you offer coverage that is deemed “unaffordable” or “insufficient”. If one full-time employee receives subsidized coverage through an exchange, you will have to pay a penalty. If you do have more than 50 FTEs but decide not to offer health coverage, you will pay a penalty of \$2,000 annually times the number of full-time employees minus 30. That penalty will increase each year. If you do offer health coverage but it is deemed “unaffordable” or “insufficient”, you will also be forced to pay a penalty.

Know your numbers and make sure that your trusted advisors are well informed. If you do not have a trusted advisor, either become an expert on the subject matter or reach out to a company or individual who is an expert because the fact of the matter is that HCR is here to stay. It will affect overhead expenses and can drastically impact your business.

**Note: Full-time equivalents, or FTEs, are part-time employees that are counted only for purposes of determining an applicable large employer and are not counted for penalty purposes.*



Checking the Vital Signs on HEALTHCARE

According to Jim Clifton, chairman of the Gallup Research Corp and author of the best-selling book, *The Coming Jobs War*, healthcare in America is a tug-of-war over 1) who receives healthcare and 2) who pays for it. That simple framework really seems to apply to the debate raging today over how to dispense care and how to pay for it.

Healthcare costs consume about 17% of the Gross Domestic Product (GDP) of the United States annually. Our GDP is about \$15 trillion. That means that we spend about \$2.5 TRILLION on healthcare in twelve months.

Until the advent of Obamacare, 85% of the country was covered by some form of health insurance. The goal, of course, is to get 100% of the population covered by some kind of plan. Whether federal regulations can effectively manage the equivalent of 17% of the U.S. GDP is yet to be seen.

Hospitals operate with an "obligation to serve" any patient who presents himself or herself at their doors. Depending on location and facility, about 10% of those who present themselves for service cannot pay for those services. That is an extraordinary factor on hospitals' bottom lines. In order to survive, they often pass on the value of those losses to patients who can afford to pay.

Many factors driving up the cost of healthcare have little to do with the care itself. Our litigious society has prompted doctors to order tests the patient does not need just so the physician can defend his practices in a court of law if necessary. Patients with non-emergency situations show up at hospital emergency rooms instead of their primary care providers because they do not have a primary care provider. The cost of medical malpractice premiums are so steep that some physicians have thrown in the towel on their practice because they cannot afford to pay those premiums. Those who can afford the premiums pass them on to patients in the form of higher costs.

Debates rage about the virtues of free market competition for healthcare services vs. the single payer systems found in Canada and European countries. Most conclude that care is cheaper in other countries, but it is better in the United States.

Healthcare today is complicated and confusing. Discussion and debate about it is likely to continue for many years. The Tucson Metro Chamber is proud to present some unique views of healthcare in America and in Southern Arizona in this edition of *The Chamber Edge*.

The Tucson Metro Chamber also has a wealth of informational resources about the Patient Protection and Affordable Care Act (PPACA) on our website at tucsonchamber.org/acaresources.



Michael V. Varney
President & CEO





Why Medicaid Restoration is Good for Arizona

As you've no doubt heard, I recently signed into law my Medicaid Restoration Plan – sweeping legislation that will restore cost-effective healthcare to hundreds of thousands of Arizona's working poor.

The legislative debate was long and hard-fought, but it was worthwhile. And it would not have been won without a courageous coalition of lawmakers and community leaders in my corner.

The passage of this plan, the most critical healthcare measure to face Arizona in decades, has come at political risk to some members of my party. To the legislators who stayed strong in the face of personal attacks, who put people before politics and who never strayed from their commitment to those they serve, I say "Thank you."

I'm also grateful to the more than 400 community groups from every corner of the state that rallied behind this effort. Their support has truly made the difference.

Hospitals rallied behind our Medicaid proposal. They know that, without this plan, some of Arizona's most critical rural and safety net hospitals faced closure due to the spiraling costs of caring for the uninsured.

Business leaders stood with us, including those in Southern Arizona. They understand the Hidden Health Care Tax paid by employers and Arizona families due to uncompensated care, and know my plan will create an estimated 21,000 jobs



By The Honorable
Janice K. Brewer
*Governor of the
State of Arizona*

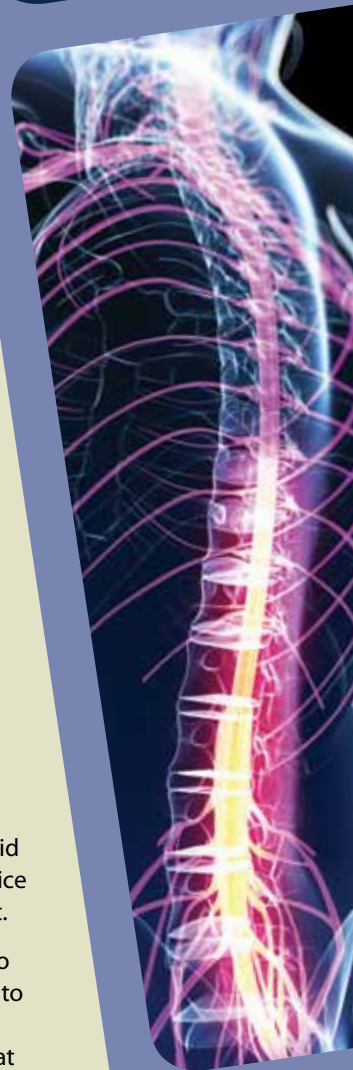
by injecting nearly \$8 billion into the state economy over the next four years.

The mental health community supported us. Without legislative action, an estimated 2,000 Arizonans suffering from serious mental illness would have lost access to life-saving mental health services at the end of this year.

Religious organizations like the Arizona Catholic Conference endorsed Medicaid restoration, seeing the moral issues at stake in providing basic, cost-effective care to Arizona's most needy.

Best of all, I know the people of Arizona supported us in this effort to extend Medicaid to the working poor. Arizona voters have twice in recent years cast ballots to do exactly that.

I've been in public office long enough to know our loyalty must first and foremost be to the people we serve. I am proud to work alongside so many lawmakers who share that notion. On behalf of the individuals and organizations who championed this effort, I am proud that we did the right thing for Arizona's future.



The Role of CPSA in Healthcare in Southern Arizona

By Neal Cash
*President and Chief Executive Officer,
Community Partnership of Southern Arizona*



Since 1995, Community Partnership of Southern Arizona (CPSA) has been the Regional Behavioral Health Authority contracted by the state of Arizona to manage publicly funded behavioral health services for children, adults and their families in Pima County.

Founded and based in Tucson, CPSA contracts with a network of local providers that deliver recovery-focused mental health and substance use treatment services and behavioral health wellness and prevention services to individuals, children and families. At any given time, CPSA's providers deliver ongoing care to 30,000 enrolled members and make crisis services available to any of the nearly one million people in Pima County, regardless of age, income or insurance status.

In August 2011, CPSA's redesign of its crisis-care network was crowned by the opening of the Crisis Response Center (CRC). The facility is the hub for services to help stabilize adults and children in crisis because of overwhelming emotions, mental illness or substance use. The CRC served almost 11,000 people in its first year, while the crisis phone line served more than 113,000.

CPSA also acts as a community resource for information on mental illness and substance use disorders. After the tragedy of Jan. 8, 2011, CPSA was designated the emergency operations center for the

community's mental-health response to the shooting. CPSA established a phone line for support and information, and helped facilitate a still-ongoing, community-wide discussion about mental illness.

CPSA, a nonprofit organization, is committed to reinvesting in the Tucson community, including support for advocacy organizations and consumer-run agencies. During the past three fiscal years, CPSA has reinvested \$15.1 million into behavioral health services and \$1.1 million to support other local, nonprofit social service organizations.

CPSA also has reinvested by providing free training in mental health first aid to more than 1,500 Southern Arizonans. The program teaches community members to identify, understand and respond to signs of mental illness and substance use disorders.

Establishing a New Home Health System of Care

It is estimated that 10,000 people a day turn age 65 in America. The Affordable Care Act will expand insurance coverage to an estimated 60,000,000 Americans and includes incentives for states to develop better home health alternatives. As baby boomers age we will have ever increasing options to extend our healthcare to our home and involve our families in our care plan. Smartphone technology is advancing so that diabetics will receive a text including their blood sugar and a forecast level for the next several hours and days. Smartphone breathalyzers will help distant physicians examine a patient and Skype face-to-face contact. Our medical records can now be carried on a chip in our wallets or purse. Distant pharmacists can use a computer program to monitor your prescriptions and automatically call or text if a medication conflict is identified.

Many of the services that required patients to be admitted to an out-of-home facility can now be delivered in the privacy and comfort of home. Nurses, therapists, nurse practitioners and even physicians are traveling to see six or more patients every day. Caregivers prefer the freedom and flexibility of home care. Family members can be compensated by third party payers to help care for an aging relative and new technologies are being invented every day that increase the safety and service range of in-home practitioners.

This kind of care can be coordinated by experienced care coordinators provided there is a system that is easy to navigate between levels of care that will allow a patient to stay with the same provider for any home health related product, from the first walker to end-of-life care.



By Fletcher J. McCusker
*CEO and Founder,
Sinfonia Healthcare
Corporation*

Not only is the quality of life better but we believe the economics are very compelling, saving millions by avoiding or reducing a hospital stay, reducing expensive ambulance trips and providing preventative care early enough to avoid a more costly intervention. According to the *Journal of Medical Informatics*, 93% of all patients polled would like to help direct their care and 80% would not change their home preference as their illness progressed.



Healthcare Options for Low-Income Southern Arizonans

As Arizona and the nation prepare for the full implementation of the Affordable Care Act (ACA), final determinations regarding Arizona's approach are still pending. However, we know there will be changes coming for individuals and for businesses. Among those to be impacted are the 160,000 Tucsonans who are currently uninsured who must navigate the new guidelines for eligibility, access to care and coverage requirements. One of the primary resources available to them is El Rio Community Health Center which has been part of Tucson's healthcare safety net since 1970. El Rio is proud of their mission to "improve the health of our community through comprehensive, accessible, affordable, quality and compassionate care." With 17 sites in Tucson, El Rio serves the primary medical, dental, radiology and pharmacy needs of more than 79,000 community members. El Rio employs more than 800 people with an annual budget of more than \$90 million dollars. In 2012 El Rio provided more than \$18 million in unreimbursed charity care. El Rio's funding comes from a variety of sources including private insurers, Medicaid, Medicare, sliding fee scale and government grants as well as private contributions from individuals, foundations and corporations through the El Rio Foundation. El Rio is Joint Commission Accredited and has achieved Level 3 Patient-Centered Medical Home certification by the National Committee for Quality Assurance.

By Ken Burton
*Director of Program
Development,
El Rio Community
Health Center*



El Rio and the community health centers throughout the state are preparing to play a major role in providing navigation assistance to help educate the public and our patients about the new health insurance exchanges, eligibility options for coverage and subsidies and other provisions resulting from ACA implementation. Navigators will be available at El Rio sites and throughout the community, beginning this fall, to explain options and assist with submission of online applications. To find El Rio sites or learn more visit elrio.org.

Why Wellness Matters

Tucson offers substantial benefits to those seeking a healthy lifestyle—year-round sunshine, hiking trails, biking paths and access to world-renowned resorts that provide a respite from the hustle and bustle of everyday life. In spite of these amazing amenities, our city currently ranks 140th out of 189 U.S. communities in the 2012 Gallup-Healthways Well-Being Index®. According to the Gallup poll, Tucson residents have higher depression rates, experience more worry and have more stress than the state of Arizona and the nation. Those factors, and others like poor nutrition, lack of sleep, even an absence of hope affect a person's health, and can lead to a greater frequency of disease and higher mortality rates for any community.

Research indicates that the key to increasing the overall health of a community is to positively influence the population's well-being. As we search for solutions to spiraling healthcare costs nationally and locally, the simple fact is that maintaining and supporting healthy behaviors, reducing and eliminating lifestyle and environmental risks and optimizing care for those with serious health issues will cost everyone less in the long run. This more holistic approach allows individuals to be more productive in the workforce and more engaged in their community.

Committed to a healthier Tucson, Carondelet has broadened its focus by expanding primary and preventive care, and creating better aligned, coordinated care with offerings such as The Carondelet Heart & Vascular Institute, Joint Replacement Center at St. Joseph's Hospital and Carondelet Neurological Institute.



By James K. Beckmann
*President & CEO,
Carondelet Health Network*

Our goal is to increase well-being by 1) working to keep healthy people well, 2) slowing the progression of chronic conditions in those at risk and 3) managing the chronically ill so they can live their very best life. This effort requires that Carondelet, local employers and community leaders take a proactive approach to health and wellness and look at each member of a population holistically. The seven sisters who founded Carondelet 133 years ago vowed to care for the entire person—body, mind and spirit. It appears they knew something then that can make a significant difference for all of us today. Carondelet honors their legacy by embracing the same goal—to help residents of Tucson **be well.**



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By Priscilla Storm
Vice President of
Diamond Ventures, Inc.

Important Considerations in Effective Land Use Decisions

Land is an asset that can be put to beneficial use to expand our shared resource base, make valuable contributions to our regional quality of life and assume its rightful role as an essential building block of the future economic sustainability of the greater Pima County-Tucson Metropolitan Region.

Utilization and development of land dramatically contributes to the economy by providing a tax base. Land is assessed primary and secondary taxes based upon its valuation. Property taxes support important government services and provide bonding capacity for quality of life improvements consistent with community values. Additionally, as homes are built, retail buildings follow that pay more in property taxes and generate sales tax revenue. Land use change decision processes require government services, for which the government establishes and collects fees. Additionally, government may require land owners to fund and/or pay development impact fees to construct public infrastructure and amenities in conjunction with land development approvals.

To illustrate land use contributions to our tax base, below are 2012 taxes for different types of land uses in Tucson, each utilizing approximately one acre of land, located in close proximity.

Vacant Land	\$ 743.96
Residential, 3 Dwelling Units	\$10,968.54
Commercial, One National Franchise	\$16,988.44

Another important consideration is 86 percent of the land in Pima County is owned and controlled by public agencies. Below is a breakdown which shows the percentage of land by ownership type within Pima County's 9,184 square miles. Public ownership impacts the overall availability of land able to actively contribute to our economy.

42.1%	Tohono O'odham and Pascua Yaqui Reservations
14.9%	Arizona State Trust Lands
12.1%	U.S. Forest Service and Bureau of Land Management
17.1%	Other Public Lands
13.8%	Private Ownership, Individual or Corporate

I view the local land decision process as requiring coordination and alignment of three "realities." There is a **"physical reality"** based upon the geographic attributes of the land and how it can be used. There is a **"financial reality"** based upon the purchase price, a wide range of development costs and market conditions. Finally there is a **"political reality"** which must address community perceptions and how the stakeholders participate in the LAND decision process. These "realities" influence the process for making effective land use decisions.

From an economic perspective, effective land use decisions can be facilitated when the regional community, government agencies, resident stakeholders and local media do the following:

- (A) accept the beneficial role of land use changes as an important component of our local economy
- (B) understand the basics of land and real estate negotiations and transactions
- (C) appreciate the importance of successfully competing with other regions to attract new capital investment, businesses and jobs
- (D) respect the needs and wishes of the parties to the land transaction
- (E) exhibit genuine interest and show public support
- (F) increase the potential for positive outcomes by reducing time delays, costs and risks where possible
- (G) provide support for what the industry's current market wants, even when different than local preference or future plans

As we come out of this recession, it is more important than ever to have broad regional support for putting our land resource to beneficial economic use.



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Patricia A. Feeney
President, Southern AZ Market,
Chase Bank

EDUCATION: BSBA, Indiana University and MBA, University of Pittsburgh

ORIGINALLY FROM: Pittsburgh, PA

IN TUCSON AREA SINCE: 1997

FAMILY: John "Mickey" (husband), Sarah (daughter), Sean and Micah (sons), Chandler and Elijah (grandchildren), Dorothy and Bob (parents)

PROUDEST ACCOMPLISHMENTS:

I am most proud to be in a position to give back to this community that has been so good to me by volunteering my time, participating on not-for-profit boards and contributing financially. Also, being a role model for young women in the community.

BIGGEST PROFESSIONAL CHALLENGE:

Keeping morale high during times of change and maintaining a healthy balance between work and play (family, vacation, physical health and fun).

**WHAT I WOULD SAY IN TWO MINUTES
IF I COULD SPEAK TO EVERYONE IN
GREATER TUCSON:**

We need to focus on improving our education system. Job growth, prosperity and civic engagement will follow.

TOP THREE THINGS ON MY BUCKET LIST:

1. See Ireland, Scotland and Australia
2. Spend more time photographing
3. Take another National Geographic expedition



Christopher W. Clements
Vice Chairman & CEO
Golden Eagle Distributors, Inc

EDUCATION: University of Southern California, Political Science

ORIGINALLY FROM: Phoenix, Arizona

IN TUCSON AREA SINCE: 1974

FAMILY: Sasha (wife), Grace (daughter), Preston (son)

PROUDEST ACCOMPLISHMENTS: My proudest accomplishment is my amazing family. From a business perspective it has been transforming my family business into something completely different than it was twenty years ago. I run the company with my sister, Kimberly, and the third generation is most "likely to fail." However, we have persevered and thrived while continually looking for new ways of doing business.

BIGGEST PROFESSIONAL CHALLENGE: Managing the many brands and suppliers we work with on a day-to-day basis while staying focused on the big picture. We want to have a personal connection and relationship with each of our suppliers and that takes time. My father used to say, "you put all the balls up in the air and hope they don't come down all at once..." I understand that now more than ever.

**WHAT I WOULD SAY IN TWO MINUTES IF I COULD
SPEAK TO EVERYONE IN GREATER TUCSON:**

It's time to clean up Tucson. Tucson cannot hope to recruit or grow new companies if its streets and neighborhoods are littered with trash, weeds and refuse. This is an area where the business community and neighborhood groups have an opportunity to come together and put pressure on the City to do its job – clean up its streets and issue citations to businesses and homeowners for blight. The Tucson Metro Chamber deserves credit in bringing this issue to the forefront of the business agenda.

TOP THREE THINGS ON MY BUCKET LIST:

1. Take my family on an African Safari
2. Climb Kilimanjaro
3. Sing with Bono – whom I've met a couple times but we have not broken out into song.



William R. Assenmacher
President & CEO
CAID Industries, Inc.

EDUCATION: B.S. Mechanical Engineering

ORIGINALLY FROM: Michigan

IN TUCSON AREA SINCE: Summer of 1969 – Attended University of Arizona

FAMILY: Molly (wife), Meghan (daughter), Rob (son), five grandchildren

PROUDEST ACCOMPLISHMENTS:

Building a \$40-50 million dollar business that manufactures a wide variety of engineered products where, in some years, our export sales exceeded domestic sales.

BIGGEST PROFESSIONAL CHALLENGE:

Training the next generation of managers for today's and tomorrow's difficult business challenges.

WHAT I WOULD SAY IN TWO MINUTES IF I COULD SPEAK TO EVERYONE IN GREATER TUCSON:

We need to focus on jobs and promote Tucson as a great place to work and live. Our local government leaders have no vision to attract new companies to move here and young professionals do not see a community that is trying to get them to stay and raise a family.

TOP THREE THINGS ON MY BUCKET LIST:

1. Spend more time in Lake Tahoe in the summer
2. Make the local business community change the culture of the local government "elected officials"
3. Spend a lot more time with my five grandchildren



Claudia and Doug Zanes
Chief Executive Officer.
Non-Attorney (Claudia)
and Owner & Managing
Attorney (Doug) Zanes Law

EDUCATION: University of Phoenix (Claudia);
St. Mary's School of Law (Doug)

ORIGINALLY FROM: Nogales, Arizona (Claudia); Douglas, Arizona (Doug)

IN TUCSON AREA SINCE: 1990's

FAMILY: Claudia and Doug have two fantastic daughters, Casey and Veronica, and two amazing grandkids, Carl and Danielle

PROUDEST ACCOMPLISHMENTS:

Having a successful, thriving family business that was built by both of us together and contributing to our community with our time and resources.

BIGGEST PROFESSIONAL CHALLENGE:

Finding smart, hardworking team members who truly care about our clients and our business.

WHAT I WOULD SAY IN TWO MINUTES IF I COULD SPEAK TO EVERYONE IN GREATER TUCSON:

We would say that Tucson needs to be forward thinking when it comes to our community and its growth. We believe in Tucsonans, especially our local government. We can't simply hope that Tucson will remain the town that it was 20 years ago because that isn't working well for us now.

TOP THREE THINGS ON OUR BUCKET LIST:

1. Being in business with one of our grandkids
2. Taking a trip to South Africa together
3. At 45 we'd like to be in the best shape of our lives

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Congratulations to the GTL Class of 2013!

Stephanie Bankemper

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Vanessa Bechtol

Santa Cruz Valley Heritage Alliance

Colleen Brinkley

Girl Scouts of Southern Arizona

Beth Cooper

Merrill Lynch

Rachel Davidson

Neil Benton Arts & Entertainment

Jordan Davis

AAA Landscape

Guillermo Figueroa

CenturyLink

Kathrine Hammel

Dr. Kathrine Hammel DMD

Tracy Koslowski

Drexel Heights Fire District

Leon Lin

Sundt Construction, Inc.

Karen Lutrick

University of Arizona

Karen Mattull

BeachFleischman

Delle McCormick

Rincon UCC



Tavi Meketon Hibner

R&A CPAs

Michelle Morales

Casino Del Sol

Caroline Nelson

Northern Trust Company

Connie Rank-Smith

Vantage West Credit Union

Shipherd Reed

UA College of Science

Autumn Rentmeester

Children's Museum Tucson

Kerry Roberts

Madden Media

Allyson Solomon

Metropolitan Pima Alliance

Tom Sundeen

BE Aerospace

Bryn Tierney

Vantage West Credit Union

Jennifer Turner

Easter Seals Blake Foundation

Jessa Turner

UA Office of Univ. Research Parks

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San Miguel High School



LESLIE SHULTZ-CRIST, PRESIDENT AND CEO

Describe your organization and your organization's purpose. Who does your organization serve? How do you serve?

San Miguel High School is a private, Catholic High School that provides a quality college and career preparatory education. We exist solely to serve students from families of limited financial means and we believe that all students, regardless of their background, deserve a strong education to achieve their career dreams. In addition to a rigorous academic program and emphasis on college attendance, the school employs the corporate work-study model of the Cristo Rey Network. The Corporate Internship Program allows students to work five days a month at entry-level positions in a variety of professional fields.

What are some of the challenges that your organization faces?

Located in urban Southern Arizona, the surrounding community is challenged by high poverty levels, high transience due to immigration and significant problems with drugs, gangs and violence. Most students enter San Miguel without the academic skill-base that other private institutions may expect. Due to the prevalence of violence, gangs and high transience in the south side of Tucson, San Miguel students often face a number of temptations, such as dropping out of high school, entering a gang or becoming a teen-aged parent. But it is motivation for success that distinguishes a San Miguel student. Our school builds upon our students' goals and leverages community support to provide a quality education for those who may not otherwise be able to afford such an opportunity.



How would you like to interact with the business community on a higher level?

We are constantly seeking new business partners to participate in our Corporate Internship Program. All professional fields are welcome. Not only do the students gain valuable work experience and professional mentors, but the business partners also gain eager employees capable of performing a variety of necessary tasks. We also have a number of opportunities for business or community leaders to present to our students and share their experiences. This training will help guide our motivated students towards their career goals.

The International Rescue Committee in Tucson



JEFFREY A. CORNISH, EXECUTIVE DIRECTOR

Describe your organization and your organization's purpose. Who does your organization serve? How do you serve?

The International Rescue Committee in Tucson is a humanitarian aid organization that assists refugees from some of the world's worst conflict zones who have been given sanctuary in our community.

Refugees have been forced to flee conflict, political oppression or religious persecution. When they arrive in Tucson, we meet them at the airport, set them up in their first apartment, enroll their children in school and help them to learn English, find jobs and get them on the path towards self-sufficiency in their new home.

What are some of the challenges that your organization faces?

Refugees are extraordinary people. They are incredibly determined and want nothing more than to live self-sufficient lives in Tucson. Refugees are fast learners. However, they often arrive without a recent work history so establishing partnerships with local employers who are willing to hire refugees without references from a past employer can be challenging.



How would you like to interact with the business community on a higher level?

We are always looking to establish strong working relationships with local employers and we invite local business to come to our offices and meet some of the refugees we assist. You, like us, will be inspired by them and by their journey to Tucson. We welcome the opportunity to work with you on ways in which to employ refugees at your business and/or establish volunteer opportunities for your employees. For more information, visit www.rescue.org/tucson.

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BROADWAY SMILES DENTISTRY & ORTHODONTICS

5545 E. Broadway Blvd., #107 • 520.750.1000

Finding a dentist in Tucson that is dedicated to your dental care can be difficult. Broadway Smiles' friendly and knowledgeable staff is committed to understanding and meeting your needs as a patient.



CODAC BEHAVIORAL HEALTH SERVICES

630 N. Alvernon • 520.202.1750

CODAC at Alvernon is a state-of-the-art integrated primary and behavioral health care center in a gorgeously remodeled 16,000 square foot facility.

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4810 N. First Avenue

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GAP MINISTRIES

2861 N. Flowing Wells #161 • 520.877.8077

GAP Ministries celebrated the opening of their 25,000 square foot offices and warehouse to Stand in the Gap for hurting children and families. GAP serves Southern Arizona through 13 residential group homes for children, by providing backpacks to Title 1 elementary schools, and basic needs partnerships with other local nonprofits.



HOBBY LOBBY

5555 E. Broadway Blvd. #131
520.512.0242

Hobby Lobby offers more than 65,000 crafting and home décor products. Departments include floral, fabric, needle art, custom framing, baskets, home accents, wearable art, arts and crafts, jewelry, scrapbooking and paper crafting supplies.

INVOLTA, LLC

1215 E. Pennsylvania St.

Involta, a data center and IT managed services provider celebrated the grand opening of their 38,000 square foot facility in Tucson on April 3. Joining the Involta Management team were local dignitaries, Involta partners and existing customer to help celebrate the new state of the art facilities and the opportunities it brings to Tucson and all of Pima County.



PLANET FITNESS

4848 N. Oracle Rd. • 520.293.4200

Planet Fitness delivers its signature grunt-free, judgment-free and affordable fitness experience to Tucson with the opening of its second Metro Area location across from Tucson Mall. The new 18,500 square foot fitness center designed for people who don't 'do' gyms held a grand opening event on Saturday, March 2, 2013.

PLAZA PALOMINO MERCHANT'S ASSOCIATION

2900 N. Swan Road • 520.907.6701



STRONGPOINT, LLC

616 N. Country Club Rd. • 520.795.1566

Strongpoint is a marketing strategy firm with a focus on communications consulting, public relations and market research. Founded in 2003 and headquartered in Tucson, Strongpoint is celebrating its 10th anniversary. The company recently moved to a new and larger location to accommodate business growth. Strongpoint also has offices on both coasts – in San Francisco, CA and Wilmington, DE.

STUDIO 6

4950 S. Outlet Center Dr. • 520.746.0030

Studio 6 Tucson has been renovated with the brand's award-winning "Phoenix" room design. New rooms feature sleek wood-effect flooring, flat-screen TVs, vessel sinks, granite bathroom countertops and a bold color scheme. Studio 6 is also certified by Green Key, a globally recognized eco-rating program, for the property's commitment to reducing its environmental footprint. Studio 6 is uniquely positioned with its "more in your room less in your bill" strategy.



Take a look at the **Real Rosemont.**



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.

Locally Vested

- The Rosemont management team is made up of over 40 of your Tucson neighbors.
- Ten are Arizona natives and six are UA grads.
- Many are involved in our community and youth programs.



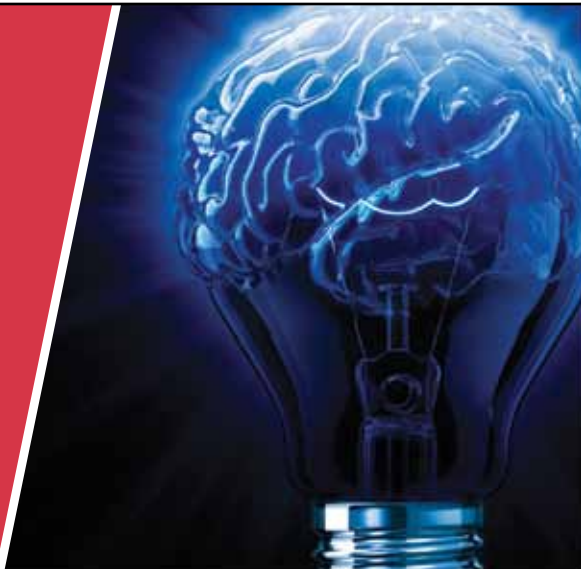
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Our tech-focused lawyers represent the largest intellectual property presence in Southern Arizona. We specialize in offering clients an integrated approach to intellectual property management and advise clients on what types and how much protection will be effective for their proprietary information, processes and brands. www.quarles.com/tucson

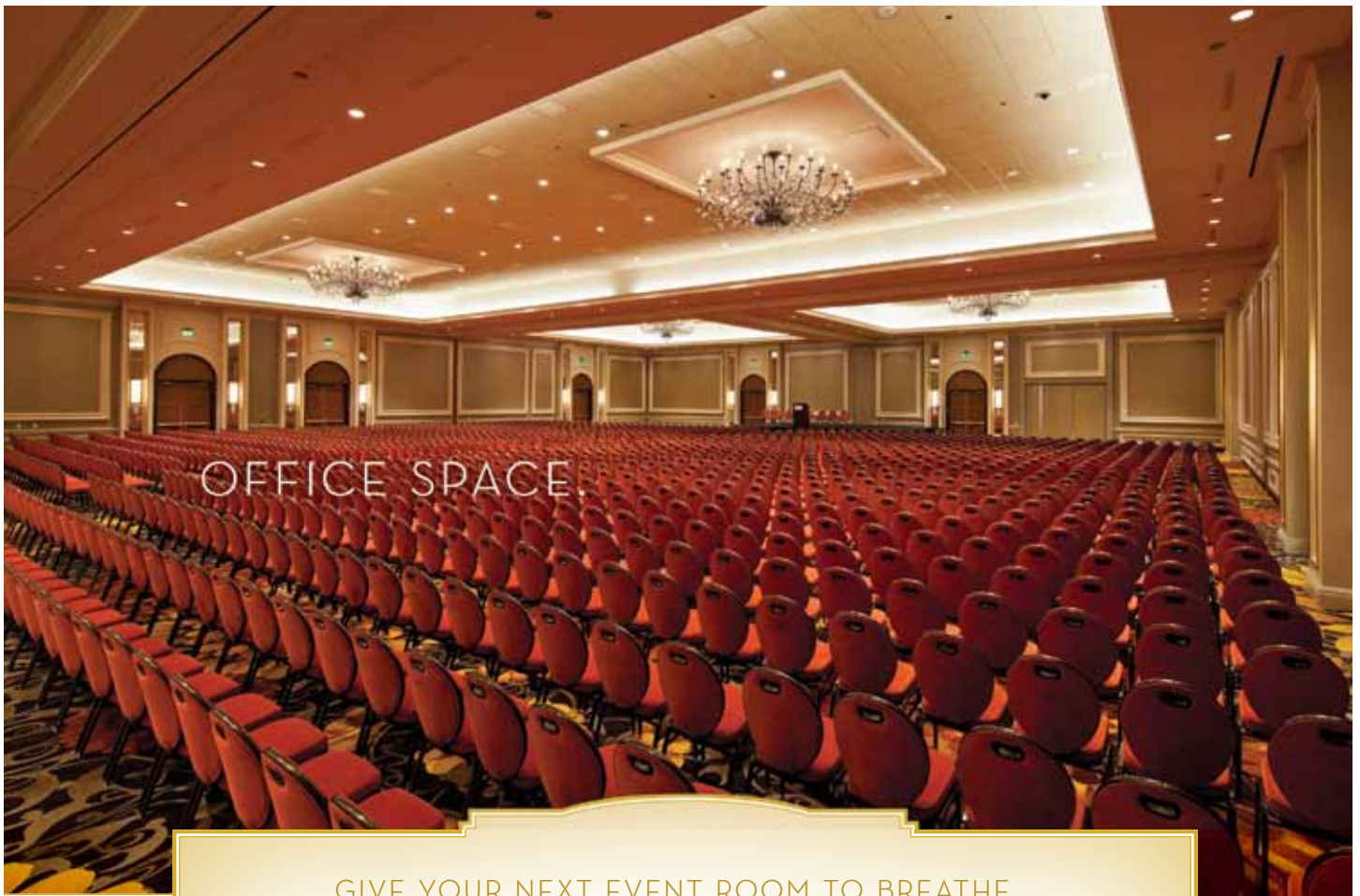


For more information, contact one of the Tucson Office Co-Managing Partners:

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Craig Kaufman, (520) 770-8707, craig.kaufman@quarles.com

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