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Take a close look - this is what #FreeSamples looked like at Landings Credit Union at last week's mixer!

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Helping You Succeed

East Valley Chambers Release Legislative Agenda

The East Valley Chambers of Commerce Alliance (EVCCA) has released its legislative priorities for 2017. Four key areas influence the Alliance's specific positions and are considered crucial to build Arizona's economy: lowering the cost of doing business, increasing private sector jobs, building a trained workforce and efficient and effective government.

The EVCCA represents nearly 6,000 businesses and organizations from the Apache Junction, Carefree, Cave Creek, Chandler, Fountain Hills, Gilbert, Mesa, Queen Creek, Scottsdale and Tempe Chambers of Commerce. It works throughout the year on issues that directly impact commerce on a regional and statewide level. The 2017 Legislative Agenda was approved through each chamber's public policy process and Board of Directors. Unanimous consent from each chamber is needed for passage. This agenda is the culmination of months of work and represents the collective voice of the East Valley business community. [Learn more](#)

Tempe Chamber Website Offers Business Toolkit

Our website offers a Tools For Business resource that contains a vast amount of

training, education and information. It's free for all members to use. On it, users can learn how to:

- Start a Business
- Grow my Business
- Hire/Manage Employees
- Get Business Training
- Find Financing / Manage Money
- Protect my Business
- Comply with Government Requirements

[Learn more](#)

2017 Women in Business Speaker Series Announced

The Tempe Chamber's Women in Business Council presents a four-part speaker series that will guide participants on how to be a more effective professional and confident individual by developing as a leader and growing into a position of greater value and happiness.



The sessions will train attendees on Communication, Leadership, Goal Setting and Taking Action. Powerful expert speakers will inspire, educate and motivate participants to grow and succeed in their personal life and professional career.

The series takes place on Friday Jan. 20 and 27 and Feb. 3 and 10 from 8 to 9:30 a.m. at Western International University in Tempe. It is presented by the **Tempe Tourism Office** and sponsored by Gold Sponsors **Cox Business** and **Tempe St. Luke's Hospital**. [Learn more](#)

Proposition 206 Has Harmful Unintended Consequences for East Valley Care Providers

Absent appropriate increases in state funding to cover the higher employment costs of Prop. 206, care providers will be unable to absorb the cost of increased wages. Many service providers are planning to reduce services and some will be forced to close their doors as early as January 1, leaving staff out of a job and many of the 30,000 individuals with disabilities having lost their caretaker. Shana Ellis, President and CEO of The Centers for Habilitation, explains the impact Prop 206 will have on those with with developmental and intellectual disabilities. [Learn more](#)

Salary Negotiation Training for Women Offered

Tempe is offering training classes aimed at helping women negotiate salaries that reflect the value of their experience, skills and education. They are part of the city's Equal Pay initiative and are designed to help community members build confidence and skills around salary negotiation, market worth, tools of persuasion and business strategies. Each class features the same information and all will take place in the Business Resource and Innovation Center at the Tempe Public Library. The planned classes will take place monthly through May on various dates. [Learn more](#)



Eight Common Mistakes First-Time Entrepreneurs Should Ditch In 2017

By Christina Nicholson, *Fast Company*

New business owners make a lot of mistakes, especially first-timers. But some entrepreneurs' entire businesses are based on helping others start their own. And since those experts interact with hundreds and even thousands of first-time entrepreneurs each week, they have a wider view than most of the types of errors new business owners keep making as we head toward 2017. These are a few of the most common they've seen over and over again in the past year. [Learn more](#)

Email Overload? Tactics to a Leaner Inbox

By Jon Smith, *Mail Chimp*

A lot of people see email as a chore, but for me and many of my colleagues at MailChimp, it's the center of our work universe. But that doesn't mean I spend all day rummaging through my inbox. In fact, I cap the time I devote to managing emails to 90 minutes every day. I learned that if you're overwhelmed by your inbox, a few key adjustments can make a world of difference. [Learn more](#)



The Power of Writing Down Your Goals for 2017

By Matt Mayberry, *Entrepreneur*

Everyone wants to be great and reach achievement milestones, but not everyone is willing to commit to the grueling process that being great requires. Many people give

up after one try, one failure. They settle for being average instead of striving and working to be great. With the New Year right around the corner, and most people starting to think about their resolutions and the goals they want to accomplish in 2017 -- and that includes me -- I want to share a process I go through at the end of each year, in late December. Some people don't know how to set goals, and they certainly don't know how to go about achieving them. [Learn more](#)

Secrets for Staying Productive During the Holidays

By Stephanie Vozza

An overloaded calendar can make December feel like the least productive time of year. But with some small shifts, it doesn't have to be. It may be the most wonderful time of the year, but it's also the busiest. Chances are your social obligations are picking up as well as your off-hours tasks. How do you get everything done without sacrificing productivity at work?

It might not feel like it, but it's possible to meet goals, beat deadlines, and keep your clients happy during the holiday season. It just takes time and task management. Here are six ideas for being productive at work during the holiday season: [Learn more](#)



Get Involved

Recycle-A-Bicycle Needs Donations

Tempe's Recycle-a-Bicycle program needs your old bikes. All used bikes are welcome, even if they are in need of repairs or new tires. The pilot program is a partnership between the City of Tempe and Tempe Elementary School District #3. Gilliland students refurbish the bikes and learn to repair, maintain and safely ride them. You can help by donating used, rideable bicycles of all sizes and types. The program is also in need of new and used bike parts and new and used repair stands. [Learn more](#)

Chamber Committees Offer Chance to Grow Networks and Skills

The Tempe Chamber of Commerce offers the chance to collaborate with other business leaders through one of our many committees. Varied in purpose and scope, each offers unique and valuable opportunities to become involved and grow your network and skill set. [Learn which one is right for you.](#)

This month's featured committee is the **Business Owners Forum**. Its purpose is to facilitate owner-to-owner information sharing in an environment that promotes confidential and open dialogue with the purpose of solving challenges faced by business owners. **The committee** is open to business owners only. For more information or to attend a meeting as a guest - no strings attached - email info@tempechamber.org with "Business Owners Forum" in the subject line.

Member News

ASU Research Park Tenants Generate \$1.4B and 16K Jobs

According to a new economic impact report regarding the Arizona State University Research Park, its tenants generate over \$1.4 billion in total income and more than 16,000 Arizona jobs. The 320-acre park is home to 51 tenants, including leading players like Amazon, Iridium, Avnet and GoDaddy. The growth - a 34-percent rise in tenant employment since 2012 - and success of the research park are the results of multiple partnerships; investments; and visionary work. [Learn more](#)

City of Tempe Seeks Business Test Group for Equal Pay Initiative

The City of Tempe wants the help of 20 businesses of all sizes to devise a self-assessment tool that could lead each qualified employer to be showcased as an "Equal Pay Business Partner". The designation will be voluntary. Each recognized business would be listed on the city's website and would be provided with a window decal to promote its participation. City Council will evaluate the results of the test group before finalizing the process. Interested businesses are invited to participate in a focus group on Jan. 24 from 9:30 a.m. to noon at the Tempe Public Library. Attendees will be asked to advise on the self-assessment tool, evaluate the ease of use of the online submittal form and provide additional ideas or recommendations. To participate call Ginny Belousek at 480-350-8979 or email ginny_belousek@tempe.gov. [Learn more](#)

Do You Have News?

Is there something exciting going on in your business? Maybe you had a big achievement? Did a team member join a board? Are you offering new services? If there is something you want the Tempe Chamber community to know, just add a Status Update in our [Member Information Center](#). Don't have a login? Just reply to this email and we will help you.

Member to Member Deals

Check out these amazing deals and specials our members offer **exclusively** to their fellow chamber members. From massages to hotel stays, banking to education, shopping to marketing, there is something for everyone. [Click here](#) to check out the current deals.

Want to offer something to members? [Log into](#) our Member Information Center and get started. If you need assistance logging in, please reply to this email.



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Community News

Malware & Ransomware Uptick

In the last week our IT provider has reported an uptick in ransomware and malware spreading via email. The variant reported is sent as an .xls, .xlsm, or .docm email attachment that may come from an email domain or address that you recognize. Here are some tips to help protect yourself:

1. Check the sender's address to make sure it looks valid, especially if it claims to come from your own email domain name.
 2. If the file has an attachment, make sure it is not any of the three attachment types above (.xls, .xlsm, or .docm). Those are all Office file types, and will show up as Word or Excel documents in Outlook. Do not open it unless you're absolutely sure who it is from.
 3. Never "enable editing" in Office on a file downloaded from an unknown sender via the internet or email.
 4. If you're not sure or have any questions, contact your IT support. Do not forward the email to anyone else.
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Tempe Public Safety Memorial Unveiled

A new memorial unveiled on Dec. 6 in Tempe Beach Park honors the city's firefighters and police officers who have died in the line of duty. Since 1919, the Tempe Police Department has lost six officers and three police dogs. Tempe's Fire Medical Rescue Department has lost one firefighter. The memorial was sculpted by artist Benjamin Victor and is named "Answering the Call".

"This memorial is a reminder of the commitment our public service members make each day to protect and to serve us," Tempe Fire Medical Rescue Fire Chief Greg Ruiz said. "It will forever be a reminder of the sacrifices made in the past and the sacrifices we hope will never be made again in the future."

"Answering the Call is an appropriate name for the Tempe Public Safety Memorial, as this exemplifies the commitment to selfless service at the center of the design," Tempe Chief of Police Sylvia Moir said. "This memorial guarantees that we will never forget the brave souls who lost their lives guarding others in Tempe." [Learn more](#)



Paid Lobbyist Registration Set to Begin Jan. 1

Beginning Jan. 1, lobbyists paid to lobby city officials must register with the City of Tempe, according to a new program approved by the City Council in August. The program was developed to provide greater transparency for Councilmembers and others, as well as for community members to be able to research who lobbies decision-makers.

Anyone who is compensated to communicate with a City Councilmember, a city Board and Commission member or a city Hearing Officer must register within 10 days after first lobbying. The new rules do not apply to neighborhood representatives, unpaid non-profit representatives or anyone else who is unpaid to advocate for official action. [Learn more](#)

Get Social with the Tempe Chamber



Use #TempeChamber when you are posting on social media to show your pride in your membership. You may even get a like, retweet or repost!

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