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ASU President Dr. Michael Crow spoke to an audience of Tempe Chamber members and businesses at Hot Topics last week about his vision for the future of ASU's role in the community.

Helping You Succeed

Tempe Chamber Releases Election Endorsements

The Tempe Chamber of Commerce has issued its endorsements on state and local measures which will be on the November 8 ballot. We encourage a NO vote on Proposition 205 and Proposition 206, and support a YES vote on the City of Tempe bond questions. During the Tempe Chamber's endorsement process, information is gathered from multiple trusted sources.



Recommendations are discussed by three Chamber committees, with the final determination of endorsements being made by its Board of Directors. Endorsement are made to best meet the needs of the Tempe business community. [Learn more](#)

West 6th Takes the Pledge for a Sustainable Community

Congratulations to [West 6th Tempe](#) who took the [Pledge for a Sustainable Community](#) this week. Their efforts make our city and community a better place to live. West 6th shares its water, waste, energy and purchasing [tips](#) that help save money and resources.

The Pledge was developed to help organizations learn how to reduce waste, energy and water usage and to develop sustainable purchasing programs. With the launch of this program, the goal of the Tempe Chamber of Commerce is to help make businesses and the communities in which they operate more resilient and sustainable.



This comprehensive online resource and planning tool helps large and small businesses reduce their footprint. It is also a meaningful way to get additional exposure for your organization through online education, telling your story, and appearing in the Pledge Member directory. [Sign up for free.](#)

Do You Encourage Creative Contributions From All Employees?

by Mike Connery

Every brand wants to be a thought leader. The democratization of media, first through blogs and then followed by social media, seemed to open the possibility that any brand could provided they had something to say. But somewhere between ideation and execution, things got muddled.

At a time when digital media was offering everyone a microphone, brands responded with a muzzle. Instead reaping the benefits of the full intellectual firepower of their employees, brands created a caste system that privileged the voices of executives over the ideas of employees, and introduced strict rules determining who is allowed to

Speak and in what context. Here's how to fix that. [Learn more](#)

6 Ways to Improve Your Onboarding Process for New Hires

By Larry Alton, *Small Business Trends*

Regardless of your business's size, history and industry, every one of your new employees must go through an initial learning process. Despite most people viewing this "onboarding" process as innocuous, or even trivial, it's one of the most vulnerable periods of your hiring process. How you approach it could mean the difference between starting off your new working relationship with momentum and setting up your new employee for failure. But how can you make your onboarding process better? First, let's understand why onboarding is such a crucial development opportunity in the first place. [Learn more](#)



Employees Who Network Together, Stay Together

By Chad Brooks, *Business News Daily*

Getting your employees to network more with their co-workers, instead of with professionals from outside the workplace, could be the key to keeping them around, new research found. Overall, the research revealed that getting co-workers to network with each other reduces the likelihood of turnover by 140 percent. Internal networking boosts job satisfaction and job embeddedness, according to the new study recently published in the journal *Personnel Psychology*. The researchers define "embeddedness" as a feeling of wanting to remain in a job, both because of ties to co-workers and concerns about losing real or perceived benefits. [Learn more](#)

Learning How to Keep Staff at 40 Hours Per Week

By Laura Vanderkam, *Fast Company*

Come December 1, a lot more people must be paid by the hour. For years, many white collar workers have collected salaries. Their paychecks have not been tied to how many hours they worked. In labor law parlance, such workers were "exempt" from regulations requiring overtime pay after 40 hours per week. On December 1, the general bar for exemption, based on federal law, will move from \$455 per week (\$23,660 per year) to \$913 per week (\$47,476 per year). This more than doubling is a big deal. Employers will need to ensure compliance, with a lot of eyes on them as they do so. [Learn more](#)



Get Involved

Tempe Set to Become Dementia Friendly City, Business Help Requested

The City of Tempe has taken the lead to become the first [dementia friendly city](#) in Arizona. Mayor Mitchell's office is asking local businesses for help completing a survey to help understand the best ways the city can support businesses as they take on dementia friendly practices. Businesses can become dementia friendly by training employees how to recognize the signs of dementia, how to communicate effectively with people who have dementia and their families, and how to create welcoming physical environments. Chamber members and other local businesses are encouraged to share their expertise in an [important online survey](#).

Tempe Neighbors Helping Neighbors Launches Annual Holiday Lights Program

For the fourth year, volunteers from [Tempe Neighbors Helping Neighbors](#) (TNHN) will brighten the holiday season by installing holiday lights on the homes of Tempe residents who could use a little extra holiday cheer - our homebound and older neighbors. This event benefits from a large group of volunteers. Nominate an older adult in your neighborhood (or anywhere in Tempe) and TNHN will don their home with festive holiday lights free of charge. Volunteers are always needed to help put up lights. Volunteers meet at Clark Park on Dec. 3 at 9 a.m. Coffee and pastries will be served to all volunteers. To nominate a neighbor or volunteer for this event contact Laura.kajfez@gmail.com To sponsor this event to support the work of TNHN contact josephine.levy@tempeneighbors.com.

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 **Ambassadors Committee**. Its purpose is to represent the Chamber and its members through mentoring, guidance, visibility and by communicating the Chamber's vision and goals in the business community. For more information or to attend a meeting as a guest - no strings attached - email info@tempechamber.org with "Ambassadors Committee" in the subject line.

Member News



Hi There!

Click to view our New Members,
Renewals, Premier Membership,
and 110% Club

Dave & Buster's Hosts Showcase

Dave & Buster's at the Tempe Marketplace is hosting a holiday showcase on Tuesday, November 1 from 4:00 p.m. - 7:00 p.m. There will complimentary buffet samples, complimentary drinks, power cards, goody bags and more. [RSVP here](#).

TCAA's Emergency Services Helped 721 Families and Individuals

In August, the [Tempe Community Action Agency](#) (TCAA) distributed just over \$100,000 in utility assistance to individuals and families experiencing a significant financial crisis, a 123% increase from 2015. This increase was due to greater need, including families seeking help for the first time and new intake process that increased clients' opportunities for securing an appointment. Along with financial assistance the TCAA works with clients to help them develop a plan to achieve stability and self-sufficiency.

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.



Community News

Tempe to Provide Nov. 3 Update on McClintock Drive Bike Lanes, Traffic Impact

Since adding bike lanes and removing vehicle lanes from McClintock Drive last year, the City of Tempe has been collecting data and input from residents. At the Nov. 3 City Council Issue Review Session, city staff will provide an update on the project, including data on use of the bike lanes, traffic volumes and safety as well as public feedback.

Tempe made the changes in June 2015 as part of a repaving project that was already scheduled and took the opportunity to remove at least one lane of vehicle travel in order to add separated bike lanes between Broadway and Guadalupe roads.

Following a project update in March, the City Council directed staff to continue collecting data and report back in approximately six months with a detailed analysis of the impact.

The Nov. 3 Issue Review Session begins at 4 p.m. and will be held in the Tempe City Hall Council Chambers, 31 E. Fifth St. The Tempe City Council welcomes public comment on the McClintock Drive project. [Learn more](#)

Maricopa County to Partially Reopen Tempe Voting Location

After receiving a [formal letter](#) from Tempe Mayor Mark Mitchell, the Maricopa County

Board of Supervisors has reinstated some aspects of the Knights of Pythias polling location for Tempe voters. **County Supervisor Denny Barney replied on Oct. 5.** Voters with mail-in ballots will be able to drop off their ballots at the location on election day. Registered voters wishing to go to a polling place and cast a ballot would be directed by County Elections employees and signage to the Arizona State University location.

Earlier this year, the Maricopa County Board of Supervisors approved a new polling location on Tempe's Arizona State University campus. While that location was approved, the Knights of Pythias location was eliminated without notification to the City of Tempe. Since the neighborhood polling location was dropped without notification the informational pamphlet was printed with the incorrect polling location in two of Tempe's precincts, affecting approximately 7,000 registered voters. The City of Tempe will continue to work with Maricopa County and to evaluate this solution.

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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