



## march superdays

### Making the Pieces Fit

March 22 & 23, 2016

**Speakers:** Clarice Gray, CBA

**Topic:** Dispute Resolution

**DETAILS:**

- Networking lunch begins at 11:30am
- Lunch is \$15 per person; \$18 for walk-ins
- Not a member of a group? Contact Phaedra Vaughner for information on joining:  
[pvaughner@nacmgs.org](mailto:pvaughner@nacmgs.org)

**Group Meetings**

**Tuesday, March 22**

**12:30pm:**

- Contractors Supply Group
- Building Materials Group
- Electrical Supply Group

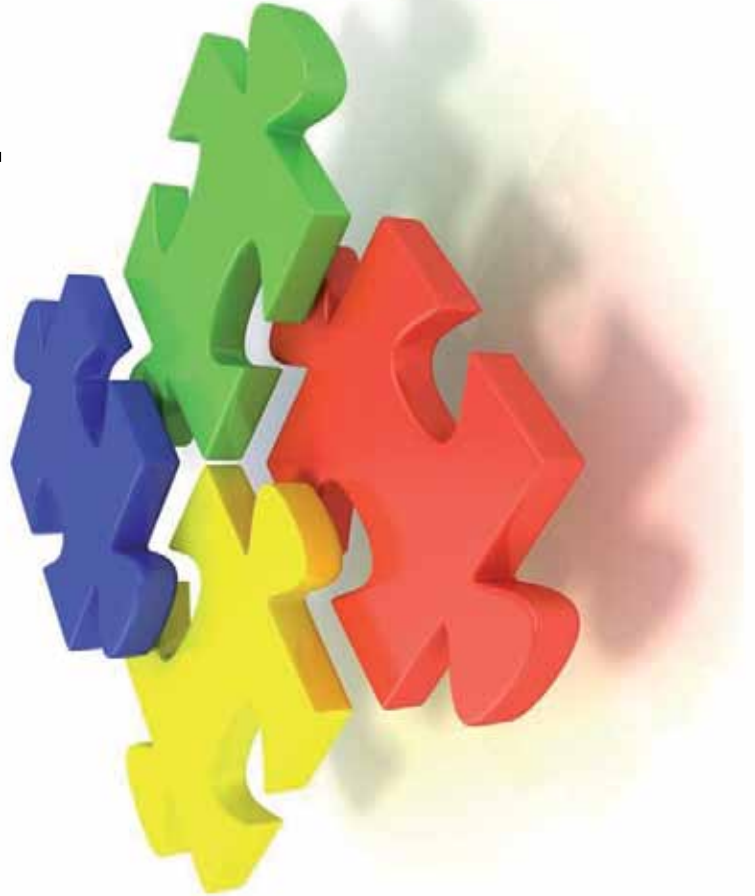
**Wednesday, March 23**

**12:30pm:**

- Chemical Supply
- Oilfield Service & Supply Group

**NACM Gulf States**  
Houston Conference Center  
10887 S. Wilcrest Drive  
Houston, TX 77099

For more information or to register, please call:  
**281-228-6100**  
or reserve your seats online **TODAY!**



*Cancellations received 72 hours prior to group meetings and Super Days luncheons will be honored. Cancellations not received in the stated timeframes and no-shows will be billed. Qualified substitutions are welcome. Written, email or fax verification will be issued by NACM Gulf States.*

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**NACMLouisiana**  
2, 4 Groups Calendar – March

**NACM Gulf States**

10887 Wilcrest  
P.O. Box 721348  
Houston, TX 77272-1348  
[www.nacmgs.org](http://www.nacmgs.org)

**Phone/Fax**

Business Offices	281-228-6100/6122
Accounting	281-228-6100/6151
Adjustment Bureau	281-228-6100/6122
Industry Credit Groups	281-228-6100/6123
Collections	281-228-6100/6122
Credit Reporting	281-228-6100/6120
Sales	281-228-6100/6151

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Don Burrell, CCE 281-285-1963  
Schlumberger Technology Corporation

**Corporate Counsel**

Carl Doré Jr., Esq. 281-829-1555  
Doré Law Group

**2016 National Group Meetings**

Apr 16-19	Transportation Revenue Management Group Hilton Savannah Desota Hotel - Savannah, GA	8:30am-5:00pm
Apr 21-22	National Oilfield Service & Supply Lafayette, LA	8:30am-5:00pm
Jun 23-24	National Oilfield Service & Supply Houston, TX	8:30am-5:00pm
Oct 20-21	National Oilfield Service & Supply New Orleans, LA	8:30am-5:00pm
Oct 23-25	Transportation Revenue Management Group Bally's - Las Vegas, NV	8:30am-4:00pm

**2016 Regional Group Meetings**

Apr 21-22	Texas Statewide Group Meeting San Luis Resort - Galveston, TX	8:30am-5:00pm
Jul 21-22	Texas Statewide Group Meeting Hyatt Regency - San Antonio, TX	8:30am-5:00pm
Sep 18-20	All South Credit Conference Hyatt Stockyards - Fort Worth, TX	8:30am-5:00pm
Sep 19-20	Texas Statewide Group Meeting Hyatt Stockyards - Fort Worth, TX	8:30am-5:00pm

**Local Group Meetings for March**

Mar 8	New Orleans Electrical Group Drago's Restaurant - Metairie, LA	12:00-1:30pm
Mar 8	Hotel Restaurant & Institutional Supply Group The Spaghetti Western - Houston, TX	11:30am-1:00pm
Mar 10	Baton Rouge Building/Industrial Suppliers Drusilla's Restaurant - Baton Rouge, LA	12:00-1:30pm
Mar 15	Louisiana Institutional Food Group NATCO, New Orleans, LA	11:30am-1:00pm
Mar 16	New Orleans Building/Industrial Suppliers Two Tony's Restaurant - New Orleans, LA	12:00-1:30pm
Mar 22	Contractors Supply Group NACM Conference Center - Houston, TX	12:30-1:30pm
Mar 22	Building Materials Group NACM Conference Center - Houston, TX	12:30-1:30pm
Mar 22	Electrical Supply Group NACM Conference Center - Houston, TX	12:30-1:30pm
Mar 23	Chemical Supply Group NACM Conference Center - Houston, TX	12:30-1:30pm
Mar 23	Oilfield Service & Supply Group NACM Conference Center - Houston, TX	1:30-2:30pm
Mar 24	Steel & Metal Supply Group Ginger & Fork - Houston, TX	11:30am-1:00pm
Mar 24	Mississippi Building Group TBD	12:00-1:30pm



Your Business Credit Trade Association dedicated to improving the performance of today's business credit community.

**Directory**

NACM Gulf States  
10887 Wilcrest  
P.O. Box 721348  
Houston, TX 77272-1348  
[www.nacmgs.org](http://www.nacmgs.org)

Main Phone Number 281-228-6100  
Toll Free 866-252-NACM  
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**Staff Extensions**

Accounting  
Vice President of Finance & Administration, Bernard Forde 1450

Administration  
President, Kathleen Quill, CAE, CBA 1400  
Executive Administration, National Groups Manager Becky Showers, CGA 1405  
Louisiana Division, Henry Albert, CGA 1560

Membership/Education/Groups  
Phaedra Vaughner, CGA 1350  
Legislative Issues  
President, Kathleen Quill, CAE, CBA 1400

**NACM Business Credit Services**

Main Phone Number 281-228-6100  
Adjustments & Workouts 281-228-6100  
Collections 281-228-6100  
Credit Reports 281-228-6100  
Sales 281-228-6100  
Toll Free 866-252-NACM  
Remote Access 281-228-6142  
Credit Reporting Fax 281-228-6121  
Collections Fax 281-228-6122  
Sales Fax 281-228-6151

**Staff Extensions**

Collections Manager 1370  
Distressed Business Services  
Int'l Collections  
Manager, Gerald Clements 1370

Credit Interchange  
Interchange Supervisor, Wanda Love 1341  
Special Reports, Deidre Henry 1350  
Data Specialist, Nicki Woodard 1355

Key Accounts & Special Products  
Manager, Byron McKinney, CGA 1465

Product & Service Consultant,  
Natalie Wriston 1331

Both NACM Gulf States and NACM Business Credit Services exist for and because of you. Any questions or specific needs are not just welcome, but the reason we are here. Please call us.

**february newmembers**

Emery Equipment Sales & Rentals Inc.  
PSS Companies  
Skyline Scaffold  
Wave Electronics

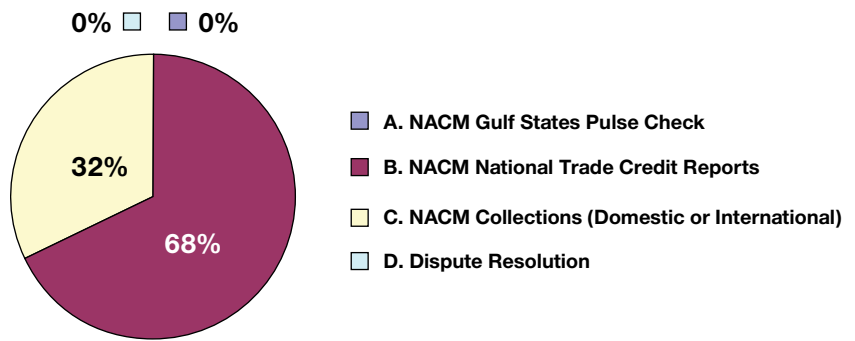
**february olympians**

Tom Holder CCE, ICCE  
Amy Johnson  
Andrew Perry  
Patsy Spiers

**flashpoll**

**NACM Gulf States: Making the Pieces Fit**

Which tool aids most in making a credit decision?



**Why NACM?**

“Being a member of NACM has proved to be very beneficial for the company I work for and also for myself as a credit manager. The information that is provided through networking, educational tools and seminars is outstanding. The collection group is very attentive to the needs of the client and they work very diligently to get us paid. Every step is documented on a regular basis and we are always kept in the loop. I consider using NACM especially to collect from a past due customer, as a means to an end. Sometimes it doesn't end in the way we had hoped for, but the experience is always viewed as a learning tool.”



**Patsy Spiers**  
**Finance Manager**  
**STEEL SUPPLY, LP**

Build certification roadmap points, participate in the Credit Managers' Index! Need a reminder? **Sign up** to receive an alert email, sent when the survey opens each month.



Next chance to participate is **March 14-18**. Visit the **CMI survey page** any time during these dates to help bring awareness to the credit profession.

## March Industry Group Meetings

For more information, please contact Carolyn Lewis Pajeaud at 504-885-3897 or [carolyn@nacmgs.org](mailto:carolyn@nacmgs.org).

### Mar 8

#### **New Orleans Electrical Suppliers Group**

Drago's Restaurant  
3232 N. Arnoult Rd.  
Metairie, LA 70002  
504-888-9254

### Mar 10

#### **Baton Rouge Building/ Industrial Group**

Drusilla's Place  
3482 Drusilla Lane  
Baton Rouge, LA 70809  
225-923-0896

### Mar 15

#### **Louisiana Institutional Food Group**

NATCO  
321 W. 10th St.  
New Orleans, LA 70124

### Mar 16

#### **New Orleans Building/ Industrial Suppliers Group**

Two Tony's Restaurant  
8536 Pontchartrain Blvd.  
New Orleans, LA 70124

## Mentorship and the Future of Work

By **Meghan M. Biro, CEO at TalentCulture**

The American workplace is changing at a revolutionary pace and when it comes to the future of work, mentorship will no doubt play an important role.

Half of the full-time workforce are projected to be remote employees working from home either full or part time by 2020. In addition, the average American worker now spends only 4.5 years at one job—and that number is even less for Millennials.

Simply put, there's a new future of work coming ... one that looks significantly different than even a decade ago. Studies show that close to 80 percent of college students and recent grads rank people and culture fit as a top priority, and career potential as a close second.

In that environment, nurturing, inspiring, and developing employees will be even more critical, and mentorship is a key part of the equation. Companies that think carefully about how to foster and create mentorship opportunities will be more likely to retain the very best talent, while letting go of employees that aren't self-directed and motivated.

Here are a few ways mentorship is changing, and how you can endeavor to modify the thinking within your organization to help embrace the shift:

### **Be Open about Negotiating How a Mentorship Will Be Set Up**

In the more traditional workplace, a manager or boss would assess where a potential employee might go with their career and provide mentorship accordingly, with a direction that the manager set.

But as Millennial and Generation Z employees navigate career paths that look much different than they did 10 or 20 years ago, they need more options, and they want to be heavily involved. Encouraging them to define their own future skill set and providing them a variety of ways of getting professional development and feedback is critical.

### **Develop and Welcome a Workflow for Mentorship That Goes in Both Directions**

Traditional conceptions of mentorship included the experienced boss and inexperienced employees, whom the boss groomed for promotion. Mentorship was one direction, and the mentee was expected to listen and absorb the mentor's expertise and experience. As employees are becoming more entrepreneurial in nature, this is changing; hierarchies are breaking down, and expected timelines for promotion are shortening.

While it can be unnerving, there are plenty of reasons to welcome this. Brad Feld, who has been an entrepreneur and investor for 20+ years, sees that change as one of the most gratifying parts of his life...

“When I reflect on my best mentors, they are very long-term relationships where I hope they’ve now gotten as much from me as I’ve gotten from them. I call this “peer mentoring” and—while it can start as an equal relationship, it’s magical when it evolves from a mentor—mentee relationship.”

### **Embrace a Learning-by-Teaching Approach**

The apprenticeship model has always been part of the workplace, but it’s even more critical in the changing environment of remote work and faster, more self-driven career development.

With younger employees expected to get up to speed even more quickly, and without traditional in-office training, one of the things that a smart company can focus on is encouraging a culture where there is more mentorship in smaller bites, and where the model for learning is also a model for teaching.

Rather than lengthy sessions a few times a year or when a crisis arrives, setting up a mini-class with a mentor, for example, can be an effective way to quickly engage employees. Once they’ve acquired the information, having them in turn engage in quick working sessions with their peers fosters a model of continuous learning, and bi-directional mentorship.

### **Encourage Employees to Embrace Their Whole Identity, but Draw Clear Lines**

Part of the reason so many Millennials look for a work culture fit is that they have a different expectation than previous generations about what role work should play in their lives. Many Millennials are looking for a different kind of relationship, one where their whole identity is embraced, where they are seen and respected for both their work and individual pursuits and passions.

Ultimately, mentorship will not disappear (as some have suggested). Mentorship will most definitely play a role in the future of work; Millennials want mentorship and talk about it often. Mentorship will, however, continue to shift into a mutually-respectful agreement that evolves by way of negotiation between employers and employees about what is important and how an employee’s goals can align with company goals. The monolithic giants will fight it, and lose the battle, while smart, nimble companies will embrace the changes and create an environment where employees not only learn and grow, but stick around to help the company do the same.



## **February Report**

The question for credit managers, according to the February CMI, is whether the positive trends in the sub-categories will be strong enough to pull the data forward in the weaker categories indicating an easing of credit or more challenges ahead.

“In some respects, this [unchanged numbers for some factors and volatile trends for others] seems to reflect the economy as a whole,” said NACM Economist Chris Kuehl, Ph.D. “There has been similar activity in some of the other indices that are watched carefully for trend signals. The Purchasing Managers’ Index is back down in the 40s and that is worrisome, but at the same time, there has been a gain in the New Orders Index and that suggests that future readings could be stronger.”

With a slight improvement from 58.2 to 58.6 in the index of favorable factors and a less encouraging trend in the unfavorable categories (50.3 to 50.1), the total combined score was 53.5, the same as January. All four favorable sub-categories showed increases with sales leading the pack (55.8 to 56.8) and dollar collections coming in second at 58.3 up from 57.8.

In the combined unfavorable categories, four of the six factors are in the contraction zone (below 50), the same ones as last month. Disputes had the only gain, moving from 48.6 to 49.7, while rejections of credit applications and dollar amount of customer deductions remained unchanged at 52.2 and 49.5, respectively.

“The good news is that there is a marked difference in the performance of the favorable factors as all of them are in expansion territory and one of the readings is above 60 (amount of credit extended),” explained Kuehl. “The decline of the unfavorable numbers suggests more and more companies are facing struggles to keep current on their debt. Thus far, the challenges are not unexpected with the companies engaged in the oil sector having the hardest time of it.”

View the complete [CMI report for February 2016](#) for a full breakdown that includes commentary on the manufacturing and service sector results, and data tables and graphics. [CMI archives](#) may also be viewed on NACM’s website.



# IS THIS YOUR MONEY?

Recent recoveries of member delinquent accounts that they **NEVER** thought they'd see again! If your \$\$\$ aren't here, you need to place those accounts **TODAY!**

Meet the Leaders of the NACM Gulf States team:



Gerald Clements  
Collections Manager  
gclements@nacmgs.org

- 27 years of commercial retail, and international collections
- 20 years of training in legal collection policies and practices



Kristen Donnell  
Senior Asset Investigator  
kdonnell@nacmgs.org

- 14 years of commercial and retail collections
- Specialist in account recovery

Let our **NEW** and **EXPERIENCED** Collection team **get** back your money when you need it. Do the math across your entire portfolio and let us make the difference.

Call Michael, Byron, Natalie or Henry today for your discounted **member-only** rates!

**281-228-6100**

1,190.00	1,000.00
6,028.35	2,000.00
3,190.00	4,166.00
3,646.00	1,010.00
6,139.17	2,500.00
3,800.00	4,166.00
3,327.30	2,026.50
2,000.00	1,183.08
2,453.72	8,197.76
10,805.00	2,500.00
1,910.48	1,600.00
2,365.19	1,000.00
2,283.61	1,586.89
4,000.00	51,146.33
1,000.00	4,904.06
42,195.72	9,000.00
8,000.00	4,166.00
4,398.94	3,500.00
3,830.00	3,500.00
3,048.24	11,261.39
5,100.00	1,126.29
1,000.00	3,000.00
2,117.37	1,088.82
2,500.00	2,544.73

# what's coming up in Professional Education?

DATE	EVENT, PRESENTER	TIME
Mar 4	<b>Government Contracts Made Simple</b> <b>Presenter: Ervin Hughes, Dominion Capital Management</b> Conduct research to find bid opportunities and interview government buyers and “drop-ship” suppliers; assess a bid opportunity and implement competitive pricing strategies; facilitate and explain working capital and business credit with customers; and own and operate a government supply contracting business. Lunch will be provided. Held at the NACM Conference Center.	11:00am–1:00pm
Mar 4	<b>Combating Credit Card Fraud: EMV, Mobile &amp; Beyond</b> <b>Presenter: Matt Davies, Federal Reserve Bank of Dallas</b> Recent trend in payments fraud and risk management, as well as the progress of the adoption of the Europay-MasterCard-Visa (EMV) standard, a.k.a “chip and PIN,” for processing credit and debit card transactions in the U.S. Among the highlights will be a review of some of the corporate account takeover (CATO) cases, circumstances of those cases and the outcome. For more information on this NACMGS <a href="#">webinar</a> , click <a href="#">here</a> .	12:00–1:00pm
Mar 7	<b>Creating an Advantageous Partnership for Both Credit and Sales</b> <b>Presenter: Kevin Stinner, CCE, CCRA, Crop Production Services, Inc.</b> Credit and sales enjoy a symbiotic, if sometimes rocky, relationship. The simple truth is that credit does not exist without sales, and the sales department relies on credit to help ensure the expansion of sales and continued profitability. The two departments working against each other can create friction, and an environment that is not advantageous for the organization; however, by partnering they will find they have much more in common than first thought. This webinar will explore why having a strong partnership is so important, how to create new bonds to strengthen the relationship, and finally, how to maintain that good working relationship. For more information on this NACM-National <a href="#">webinar</a> , click <a href="#">here</a> .	2:00–3:00pm
Mar 9	<b>Navigating NACM Website</b> <b>Presenter: Natalie Wriston, NACM Gulf States</b> <b>Your Personal Field Guide to the NACM Gulf States Member Page &amp; Credit Reporting Database</b> The presentation includes a review of how to navigate the NACM database when pulling credit report and accessing “member only” information. Whether you are new to NACM Gulf States, newer staff with your company or a longtime member with a need to see updates and get a simple refresher on reading report data, this webinar will focus on this valuable member benefit. For more information on this NACMGS <a href="#">webinar</a> , click <a href="#">here</a> .	10:00am
Mar 9	<b>Credit Applications: Getting It Right from the Start So You Get Paid!</b> <b>Presenter: Karen Hart, Esq., Bell Nunnally &amp; Martin, LLP</b> Join Attorney Karen L. Hart for best practices for credit applications. Karen will explain the legal importance and function of credit applications and personal guaranties. She will cover the “must-have” terms and the pitfalls to avoid in credit applications and personal guaranties. Karen will show you how to use a credit application as a tool that can protect your bottom line and ultimately help you get paid. For more information on this NACM-National <a href="#">webinar</a> , click <a href="#">here</a> .	2:00–3:00pm
Mar 10	<b>The Credit Application &amp; Supply Contract: The Supply Contract and a Customer's Bankruptcy</b> <b>Presenter: Scott Blakeley, Blakeley &amp; Blakeley</b> A credit application, as well as a supply contract (depending on the trade relationship with your customer) can be central to setting forth your rights in the event of a dispute with the customer, limiting credit risk and an accommodative response to a customer's terms pushback. Topics include: distinction between the credit application and supply contract, including POs, invoices and PODs; what your credit application and supply contract should include to form a binding contract; various business forms, from LLCs to corporations to partnerships to sole proprietors, and what the different business forms may mean; does the customer's representative have the authority to bind the customer to the credit application; winning the battle of the forms; the electronic credit application and supply contract; the technology and the laws; article 2 remedies, from termination of credit terms, to stopping goods in transit, to reclamation, to resale of goods; and much more. For more information on this NACMGS <a href="#">webinar</a> , click <a href="#">here</a> .	12:00–1:00pm
Mar 14	<b>Legal Options for Dealing with Delinquent Customers</b> <b>Presenter: Brian Jackiw, Esq. and Tom Fawkes, Esq., Goldstein &amp; McClintock LLP</b> A company that has suffered losses at the hand of a delinquent customer has a variety of legal options at its disposal to enhance the likelihood of collection of past-due invoices. However, the determination of which legal remedy, or remedies, is the best for a particular situation depends on a number of variables, including (1) the nature and extent of pre-default credit enhancements (such as guaranties and security interests) obtained by the creditor; (2) the location of the customer; (3) the customer's solvency; (4) evidence of fraud or misconduct by the customer or its principals; and (5) the anticipated cost of pursuing such remedies relative to the expected benefit. During this interactive webinar, we will address the various litigation and bankruptcy tools that are available to aggrieved creditors, and will discuss best practices for analyzing which of these tools are the “best fit,” depending on the facts and circumstances of the customer dispute. For more information on this NACM-National <a href="#">webinar</a> , click <a href="#">here</a> .	2:00–3:00pm
Mar 17	<b>Government Contracts Made Simple</b> <b>Presenter: Ervin Hughes, Dominion Capital Management</b> Conduct research to find bid opportunities and interview government buyers and “drop-ship” suppliers; assess a bid opportunity and implement competitive pricing strategies; facilitate and explain working capital and business credit with customers; and own and operate a government supply contracting business. Lunch will be provided. Held at the NACM Conference Center.	11:00am–1:00pm
Mar 23	<b>The Importance of Generating Cash Flow</b> <b>Presenter: Ron Sereika, CCE, CEW, CooperVision, Inc.</b> For more information on this NACM-National <a href="#">webinar</a> , click <a href="#">here</a> .	2:00–3:00pm
Mar 25	<b>M&amp;M Bonds &amp; Liens</b> <b>Presenter: Richard Fulton, Esq., Coats Rose</b> This seminar is a must attend for all who deal with bonds and liens. You will learn about forms for notices and claims; laws concerning bills-paid	8:30am–4:30pm

# what's coming up in Professional Education?

DATE	EVENT, PRESENTER	TIME
	affidavits; lien claims against commercial and residential property; how to obtain property information; requirements for submitting a claim; and procedures and time limits for filing liens. For more information on this NACMGS <a href="#">seminar</a> , click <a href="#">here</a> .	
Mar 25	<b>Government Contracts Made Simple</b> <b>Presenter: Ervin Hughes, Dominion Capital Management</b> Conduct research to find bid opportunities and interview government buyers and “drop-ship” suppliers; assess a bid opportunity and implement competitive pricing strategies; facilitate and explain working capital and business credit with customers; and own and operate a government supply contracting business. Lunch will be provided. Held at the NACM Conference Center.	11:00am–1:00pm
Apr 1	<b>The Credit Managers Guide to Collecting in Bankruptcy Cases</b> <b>Presenter: Lisa Norman, Andrews Myers, PC</b> This informative workshop is filled with practical information to keep your account alive, including: understanding plans of reorganization; analyzing bankruptcy schedules; becoming a “critical vendor”; attending the meeting of creditors; pros and cons of creditors’ committees; filing proofs of claim; and understanding plans of reorganization.	8:30–11:30am
Apr 4	<b>Mind Your T’s &amp; C’s</b> <b>Presenters: Bruce Nathan, Esq., Lowenstein Sandler LLP and Lowell Citron, Esq.</b> For more information on this NACM-National <a href="#">webinar</a> , click <a href="#">here</a> .	2:00–3:30pm
Apr 5	<b>Navigating NACM Website</b> <b>Presenter: Natalie Wriston, NACM Gulf States</b> <b>Your Personal Field Guide to the NACM Gulf States Member Page &amp; Credit Reporting Database</b> The presentation includes a review of how to navigate the NACM database when pulling credit report and accessing “member only” information. Whether you are new to NACM Gulf States, newer staff with your company or a long time member with a need to see updates and get a simple refresher on reading report data, this webinar will focus on this valuable member benefit. For more information on this NACMGS <a href="#">webinar</a> , click <a href="#">here</a> .	10:00am
Apr 5	<b>Government Contracts Made Simple</b> <b>Presenter: Ervin Hughes, Dominion Capital Management</b> Conduct research to find bid opportunities and interview government buyers and “drop-ship” suppliers; assess a bid opportunity and implement competitive pricing strategies; facilitate and explain working capital and business credit with customers; and own and operate a government supply contracting business. Lunch will be provided. Held at the NACM Conference Center.	11:00am–1:00pm
Apr 6	<b>Master Service Agreements: Words Do Matter</b> <b>Presenter: Carl Doré, Jr., Doré Law Group</b> Topics include: efforts of the E&P customer to shift risk to the service company; how does the E&P customer view the financial impact of a no-cost loan (i.e., your valuable credit limit); current trends and hot topics that are being negotiated today; the responses to these requests; indemnification issues—what does “knock-for-knock” really mean? What is preferred?; and is it really true that some E&P customers want to shift all downhole risk to the service company?	8:30–11:30am
Apr 11	<b>How To Effectively Manage Teams from a Distance</b> <b>Presenter: Pam Krank, The Credit Department, Inc.</b> For more information on this NACM-National <a href="#">webinar</a> , click <a href="#">here</a> .	2:00–3:00pm
Apr 14	<b>Advanced Analytics for E&amp;P Companies</b> <b>Presenter: Tamika Tyson, Noble Energy</b> Join NACM Gulf States for a morning workshop in which we will discuss the impact of declining oil prices on financial planning and analysis for exploration and production companies. The presentation will cover several key basic strategies regarding borrowing and hedging, as well as advanced analytics surrounding liquidity and cash flow, and will focus largely on the financial actions we can expect to see oil and gas companies take in order to weather the current downturn. For more information on this NACMGS <a href="#">workshop</a> , click <a href="#">here</a> .	8:30–11:30am
Apr 14	<b>Government Contracts Made Simple</b> <b>Presenter: Ervin Hughes, Dominion Capital Management</b> Conduct research to find bid opportunities and interview government buyers and “drop-ship” suppliers; assess a bid opportunity and implement competitive pricing strategies; facilitate and explain working capital and business credit with customers; and own and operate a government supply contracting business. Lunch will be provided. Held at the NACM Conference Center.	11:00am–1:00pm
Apr 27	<b>Fraudulent Transfers: Understanding the Players, Tracing Assets and Getting Paid</b> <b>Presenter: Karen Hart, Esq., Bell Nunnally &amp; Martin LLP</b> For more information on this NACM-National <a href="#">webinar</a> , click <a href="#">here</a> .	2:00–3:00pm

For information on all **events held at NACM Gulf States**, contact the [NACM Gulf States Education Department](#) or call 281-228-6100.

For **certification exam registration** contact the [NACM Education Department](#) or call 410-740-5560.

For **teleconferences and all other events**, contact the [NACM Meetings Department](#) or call 410-740-5560.

NOTE: This is a tentative schedule. Dates, times and presenters on all scheduled events are subject to change.



# New Rules Will Bring on a Pile of Overtime Lawsuits in 2016

Federal rule changes expected in July could create a “perfect storm.”

If your company’s human resources department has started asking you lately for detailed descriptions of everything your team does on a typical day, and how much time they spend on different tasks, it’s because they’re getting ready for this summer.

That’s when the Department of Labor is expected to issue **new rules** that raise the eligibility ceiling for overtime pay from its current \$23,660 annually to as high as \$50,440. “So companies are looking closely at whether employees are classified correctly as hourly or salaried,” says Richard Alfred, who heads up the wage-and-hour litigation practice at law firm Seyfarth Shaw.

Since this can be a complex question riddled with gray areas, Alfred expects lawsuits about overtime to climb this year to about 9,000. That would be an 8% increase over the 8,160 such actions brought against employers in 2015—which, at almost double the number filed in 2005, was already a new record.

One possible rule change that seems practically guaranteed to boost the number of cases: A broader definition of who’s entitled to overtime pay, even at a salary that’s lower than the new dollar threshold. Currently, the standard is what someone’s main duties are, not how much time they spend on other tasks. A store manager who puts in some hours stocking shelves or helping customers, for instance, still qualifies as a manager—and is thus exempt from overtime pay—because managing other employees is his or her main job.

But the new DOL rules could replace the so-called primary-duties test with what’s known as the California Test (named after the Golden State’s overtime law), which says that someone who spends more than 50% of his or her time on non-exempt tasks is eligible for overtime pay even if his main job is usually considered exempt. In other words, a store manager who stocks shelves or serves customers for more than half their time would be entitled to overtime, whether or not their salary meets the new higher threshold.

That’s not all. Widespread minimum wage hikes and more regulatory attention to who’s really an independent contractor and who isn’t have created “a perfect storm for new lawsuits,” Alfred says, adding that employers should brace themselves. “Once the new rules come out, companies will be under a lot more pressure to make these decisions about whether and how to reclassify people,” he says. “Right now, they’ve still got time.”

By: Anne Fisher, Fortune Magazine



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# HEC Meeting

The Houston Energy Credit Group Meeting was held February 23, 2016 at Apache Corporation.

The presenter was Dr. Adam Perdue, Economist at the Institute for Regional Forecasting at the University of Houston's Bauer College of Business. See you next time!



Thank you to Apache Corporation for hosting the meeting.



## Tip of the Month



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*Kathleen E. Quill, CAE, CBA,  
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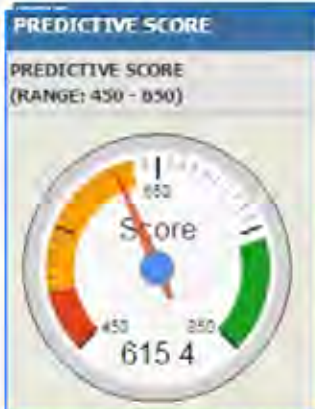
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# Economic Trends to Watch

Here's an interesting premise: what if we were Rip Van Winkle and we fell asleep for 10 years and woke up? What would the national supply chain look like and what would we be focused on? This was the idea behind a piece that Keith Prather (my partner at Armada) was asked to write for a client publication a week or so ago. It turned out rather well and I thought I would share this along with a few observations of my own as far as the transportation sector is concerned in the decade to come.

**Analysis:** The year is 2026. The U.S. truck driver shortage has now hit a crisis level. U.S. economic growth coupled with U.S. population demographics has created an annual shortage of more than 200,000 drivers. That has pushed supply chain managers to implement technologies that help them better understand demand for their products and services—reaching just as high upstream as possible to understand that demand. Because they have successfully spent money on technology to make their supply chains the most interconnected and most sophisticated in history, they now have the ability to source products from all over the world and they have the time to use any mode of transportation to get those products to market.

U.S. intermodal service is now as big as the less-than-truckload sector and it has taken about 15 percentage points of market share from full-load trucking. Every major rail provider, logistics company and trucking company advertises and actively owns infrastructure that makes intermodal safe, secure, predictable and cost-competitive. And, companies are vying for their share of the intermodal sector as it grows at 7-10% a year.

Mexico has started to replace China as the No. 1 producer nation in the world. It has invested heavily in its port and rail infrastructures, and now boasts one of the biggest manufacturing sectors in the world. The border crossing between the U.S. and Mexico now sees a net negative migration rate between the countries. The U.S. is scrambling to find workers willing to come to the United States to take jobs that nobody else will take, and workers in Mexico are enjoying strong wages and a clean working environment in Mexico.

Canada has seen a resurgence in demand for raw materials and now exports a significant amount of material using short-sea shipping to and from Canada to Mexico. Some of it moves via rail service connecting NAFTA markets.

U.S. ports are now competing heavily with each other. The ports of Houston, Savannah, New Orleans, and those in Florida (especially the panhandle) have now become premier ports. They can handle any size ship and have the infrastructure to move products anywhere throughout the U.S. They now see volumes from Africa, South America, Mexico, and Asian markets that have figured out the best route through the expanded Panama Canal. The U.S. is now also exporting a tremendous amount of oil, refined fuels and specialty chemicals to other parts of the world through these ports. Specialty chemicals have become a primary export market for the U.S. and the country's world-leading engineering capabilities have developed a whole new set of environmentally-friendly chemicals being used all over the world.

Those are just a few of the major changes that are happening throughout the U.S. supply chain and how things might look by 2026. If we had to pin them down to the two or three biggest drivers of change, it would be: (1) Mexico's emergence as a global production leader; (2) chronic U.S. truck driver shortages; and (3) tectonic shifts in the distribution of goods throughout the U.S.

I could not agree more as far as this assertion is concerned. The U.S. economy will come under the same pressure it has faced for the last decade, but it seems that the biggest changes may be taking place in the countries the U.S. has and will impact. The talk right now has been of impending recession and there are always the economists who make their living by predicting imminent catastrophe. The old adage has been that economists have predicted 26 of the last three recessions and there are plenty of dire warnings out there. The reality is that the media loves a disaster story and will be far more likely to cover the doom merchant than the economist who predicts some growth or a steady state. Keith's observations rest on the fact the U.S. continues to be the market for the world and there is no real reason to expect this to change.

Mexico will come to mean far more as the U.S. is the consumer and the goal of the transportation sector will be to be a factor in reducing costs. China gets more expensive every day as wages are going up and logistics are not getting any cheaper. Mexico takes advantage of its proximity to the U.S. and its own ability to develop. The driver shortage is a reflection of increased demand as well. There would be no reason to worry about the number of people driving trucks or running trains or flying air cargo if there was no need to expand the levels of delivery, but growth in the U.S. economy will demand more people in these jobs.



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The biggest issue is the shift in the distribution of goods as we are just on the edge of a real revolution in consumption. The power of the Internet has just started to manifest and that only becomes a bigger factor. The traditional and venerable department store is already on the way out and in 10 years will be gone completely. The distribution center will be the anchor of the retail sector and all eyes will be on getting product to people swiftly. The Amazon model is the wave of the future and that has dramatic implications as people will use that kind of service for nearly everything. The future involves delivery systems that seem like science fiction today—drones will be delivering merchandise and far sooner than people think as this is the way that delivery becomes almost instant. The shopper is no longer spending energy on travel and the use of technology reduces the use of vehicles and that will have implications for everything ranging from the oil sector to the manufacture of freight vehicles. The battle in transportation has long been the final mile and that fight is going to get intense.

Source: Armada Corporate Intelligence's Business Intelligence Brief, February 26, 2016, [www.armada-intel.com](http://www.armada-intel.com)

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## Just Around the Corner – Houston

For more information on any of these events, please contact the Education Department at 281-228-6100 or [education@nacmgs.org](mailto:education@nacmgs.org).



### Government Contracts Made Simple

**Presenter:** Ervin Hughes, Dominion Capital Management

Friday, March 4, 2016 • 11:00am–1:00pm

Tuesday, March 17, 2016 • 11:00am–1:00pm

Friday, March 25, 2016 • 11:00am–1:00pm

- Conduct research to find bid opportunities and interview government buyers and “drop-ship” suppliers
- Assess a bid opportunity and implement competitive pricing strategies
- Facilitate and explain working capital and business credit with customers
- Own and operate a government supply contracting business

This workshop will cover financial management and personal income goal planning; company setup, vendor registration and certification; accessing working capital and credit bid research review, and buyer interview; price research, price triangulation and supplier interview; how to submit bid packages; and networking, marketing and advertising. Lunch will be provided. Held at the NACM Conference Center. \$799 per person. The member discount code is NACMG50. Click [here](#) for the payment page.

### Combating Credit Card Fraud

**Presenter:** Matt Davies, Federal Reserve Bank of Dallas

Friday, March 4, 2016 • 12:00–1:30pm

Recent trends in payments fraud and risk management, as well as the progress of the adoption of the Europay-MasterCard-Visa (EMV) standard, a.k.a. “chip and PIN,” for processing credit and debit card transactions in the U.S. Among the highlights will be a review of some of the corporate account takeover (“CATO”) cases that have gone to court; the audience will hear about the circumstances of those cases and how things have turned out for the banks and the corporates involved in those cases. The presentation will also cover best practices that may be implemented by banks and corporates to mitigate payments fraud and CATO. NACM Conference Center - \$99 per line.





## The Credit Application & Supply Contract

**Presenter:** Scott Blakeley, Esq., Blakeley & Blakeley

Thursday, March 10, 2016 • 12:00–1:00pm

A credit application, as well as a supply contract (depending on the trade relationship with your customer) can be central to setting forth your rights in the event of a dispute with the customer, limiting credit risk and an accommodative response to a customer's terms pushback. In this webcast:

- Distinction between the credit application and supply contract, including POs, invoices and PODs;
- What your credit application and supply contract should include to form a binding contract;
- The credit application and supply contract as a source of information, including trade and bank references;
- The credit application and supply contract as a response to a customer's terms pushback;
- Various business forms, from LLCs to corporations to partnerships to sole proprietors, and what the different business forms may mean;
- Does the customer's representative have the authority to bind the customer to the credit application;
- Winning the battle of the forms: conflicts with the credit application and supply contract, POs, invoices and order acknowledgments;
- Key terms and conditions, such as attorney's fees, collection costs, venue selection, late charges and default interest, waiver and duty to inspect, escheatment/inactivity fee, arbitration clause, approval to check references and sharing information, signature requirement;
- The electronic credit application and supply contract: the technology and the laws;
- The Equal Credit Opportunity Act, the Fair Credit Report Act and Privacy Laws;
- Article 2 remedies, from termination of credit terms, to stopping goods in transit, to reclamation, to resale of goods; and
- The supply contract and a customer's bankruptcy.

NACM Conference Center - \$99 per person.

## M&M Bonds & Liens

**Presenter:** Richard Fulton, Esq., Coats Rose

Friday, March 25, 2016 • 8:30am–4:30pm

This seminar is a *must attend* for all who deal with bonds and liens! You will learn about forms for notices and claims, laws concerning bills-paid affidavits, lien claims against commercial & residential property, how to obtain property information, requirements for submitting a claim and procedures and time limits for filing liens. NACM Conference Center. \$219 per person early bird rate; \$239 per person regular registration.



# Upcoming Certification Classes

## Basic Financial Accounting

**Presenter:** Robert Verhage, CBA, CCRA, Seven Meadows Auto Group LLC

Thursdays, May 7–August 15, 2016 • 6:00–9:00pm

This course qualifies for and is required to attain CBA certification. This course presents an introduction to basic financial accounting. Students begin at square one, learning the foundation of accounting principles. As the language of business, accounting is essential to all business professionals.



## Business Law

**Presenter:** Dan Pacious, Esq.

Tuesdays, June 7–August 15, 2016 • 6:00–9:00pm

This course qualifies for and is required to attain CBF certification. With the legal environment of business constantly changing, it is imperative to have a solid understanding of the laws that affect business and credit. This course is designed to introduce students to the basics of law, the legalities of contract, and the emerging importance placed on laws affecting cyber-crimes.

# Super Days

February Super Days—"Stump the Attorneys"—were enjoyed by all. The distinguished line up included Lisa Norman and Jason Walker of Andrews Myers, PC, John Herberger of JD Herberger & Associates PC, and Alex Weatherford and Carl Doré, Jr. of Doré Law Group.





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sunday

monday

tuesday

wednesday

thursday

friday

saturday

		1	2	3 6:00pm - Business Credit Principles	4 11:00am - Government Contracting Made Simple 12:00pm - Combating Credit Card Fraud	5
6	7	8 11:30am - HRIS Group Mtg	9 10:00am - Navigating the NACM GS Credit Reporting Database and Member Page Resources	10 12:00pm - The Credit Application & Supply Contract 6:00pm - Business Credit Principles	11	12
13	14	15	16 8:30am - What's in a Balance Sheet?	17 11:00am - Government Contracts Made Simple 6:00pm - Business Credit Principles	18 8:30am - Bankruptcy Symposium	19
20	21	22 12:30pm - BLMT Group Mtg 12:30pm - CONT Group Mtg 12:30pm - ELEC Group Mtg	23 12:30pm - CHEM Group Mtg 12:30pm - OFSS Group Mtg 12:30pm - President's Circle	24 11:30am - STML Group Mtg 6:00pm - Business Credit Principles	25 8:30am - M&M Bonds & Liens 11:00am - Government Contracts Made Simple	26
		Super Days				
27	28	29	30	31 6:00pm - Business Credit Principles		

## 2016 superdays

### DATES

Mar 22 & 23 (Tue/Wed)

Apr 19 & 20 (Tue/Wed)

May 17 & 18 (Tue/Wed)

Jun 22 (Wed)

Jul 19 & 20 (Tue/Wed)

Aug 23 & 24 (Tue/Wed)

Sep 20 & 21 (Tue/Wed)

Oct 18 & 19 (Tue/Wed)

Nov 16 (Wed)

Dec 7 (Wed)

### TOPIC

**SPARKS FLY - Dispute Resolution**

**Driving Sales with Credit**

**CONNECT THE DOTS - Update on the Economy from FedReserve Bank - Dallas**

**ON TRACK - Annual Meeting**

**SNAP INTO PLACE - Maximizing Excel for the Credit Professional**

**Leadership**

**BRIDGING - Member Networking**

**TBD**

**PLUG IN - Member Networking**

**Holiday Gala**

### SPEAKER

Clarice Gray, CBA

Ervin Hughes

Ed Skelton

Emma Cosme, CCE

Derrick Jones

Ervin Hughes

# april 2016

sunday

monday

tuesday

wednesday

thursday

friday

saturday

						1 8:30am - A Credit Manager's Guide to Collecting in Bankruptcy Cases	2
3	4	5 10:00am - Navigating the NACM GS Credit Reporting Database and Member Page Resources	6 10:00am - Master Service Agreements: Words Do Matter and Can Hurt You!	7 6:00pm - Business Credit Principles	8 8:30am - Louisiana Lien Law	9	
10	11	12 HRIS Group Mtg (Book Only)	13	14 8:00am - Advanced Analytics for E&P Companies 11:00am - Government Contracts Made Simple	15	16	
17	18	19 10:30am - HAC Group Mtg 11:30am - ELEC Group Mtg 12:30pm - BLMT Group Mtg 12:30pm - CONT Group Mtg	20 10:00am - INTL Group Mtg 11:30am - OFSS Group Mtg	21 11:30am - STML Group Mtg 5:00pm - Texas Statewide Regional Conference Opening Night Dinner	22 8:00am - Texas Statewide Regional Conference	23	
TRMG Conference - Hilton Savannah DeSoto Hotel - Savannah, GA		Super Days					
24	25	26	27	28	29	30	



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