

Media Tip Sheet: July 2022

Industry/Beat	Story	Source
Personal Finance	What you may not know about “buy now pay later” services: Buy now pay later services have become a go-to financial tool for millions of Americans. Although these options provide an easier way to make purchases, they aren’t without risks. What should consumers keep in mind when using these services? How do they impact your credit? What consumer protections, if any, do they have?	A source from Take Charge America can discuss what consumers should keep in mind when using BNPL providers.
Risk Management/Labor Market	Attracting and retaining executive talent: Recent surveys and studies reveal the Great Resignation has spread to the C-suite. CEO turnover reached 29% in the first quarter, according to Challenger, Gray & Christmas, while 70% of executives are considering leaving their jobs, per a recent Deloitte survey. The strategies, protections and perks needed to attract executive talent differ from those used for frontline, middle manager or other employee groups. What are those differences? How should businesses approach executive searches during the Great Resignation?	A source from insurance broker Lovitt & Touché can discuss the state of the executive labor market and strategies for businesses to find the top talent to fill their C-suites.
Legal	What the Dobbs decision means for Arizona women and businesses: The U.S. Supreme Court’s decision on <i>Dobbs v. Jackson Women’s Health Organization</i> creates a variety of questions about medical record privacy issues as well as what changes to benefits companies can and should make. What do employers need to understand or consider before changing policies and benefits? Do current health information privacy laws protect Arizona women? What should they know when it comes to safeguarding their health information?	Attorneys from Coppersmith Brockelman can provide insight into what women and businesses need to know in light of the Dobbs decision.
	What the drop in medical marijuana patients means for Arizona cannabis businesses: Since Arizona voters passed recreational cannabis use, half of all medical marijuana patients have opted for recreational use. With different pricing, taxes, quantities and potencies between medical and recreational, the 100,000-person drop dramatically affects the medical market. What strategies should cannabusinesses implement, and what should they understand?	A source from Guidant can discuss the drop in medical marijuana use as well as actions cannabusinesses should take to protect themselves from tainted product and other legal issues.

<p>Multifamily Real Estate</p>	<p>Why the multifamily market remains resilient in face of economic headwinds: Despite challenges stemming from inflation, supply chains and labor shortages, the multifamily market remains strong. Although some moderation may be on the horizon, vacancies remain low and demand high. Why is the multifamily market expected to remain resilient in the near term? What impacts are current economic challenges having on multifamily properties? What can apartment owners and managers expect in the second half of the year? What can they do to prepare for a potential recession?</p>	<p>Experts with AZP Multifamily can discuss the current strength of the multifamily market and share what to expect in the near- and long-term.</p>
<p>Commercial Real Estate (Healthcare Focus)</p>	<p>When repurposing makes more sense for healthcare facilities than building new: Physicians located in landlocked areas of the Valley are getting creative by renovating empty grocery stores, pharmacies and other buildings to meet their needs, whereas those in outlying areas can more easily find land to build to their exact specifications. What are the advantages of adaptive reuse vs. build to suit, and what should physicians and property investors understand about each when planning for expansion?</p>	<p>A healthcare real estate expert from DOCPROPERTIES can provide an in-depth look at the Valley’s burgeoning healthcare market and outline the options available.</p>
<p>Healthcare</p>	<p>When homework battles mean more than adjusting to a back to school : As children head back to school, struggles with homework inevitably resume. Although many children complain about homework, some struggles are rooted in deeper issues like learning disabilities and neurological disorders. School psychologists are often the first stop, but with a large number of students and lack of specialization, some children are misdiagnosed. Why is a professional diagnosis important, and what doors can it open for children receiving the services they need? What should parents look for in choosing a developmental psychologist?</p>	<p>Axis for Autism can discuss signs of neurological disorders as well as how many Arizona families can receive an autism diagnosis in less than 60 days at little-to-no out-of-pocket cost.</p>
<p>Commercial Cleaning</p>	<p>What cleaning protocols/techniques businesses should implement as more employees return to the office: 90% of companies have hybrid schedules that require some time in the office. The anticipated recession may swing the pendulum back to more time once jobs are less plentiful. What industrial cleaning options do companies have to help put employees’ minds at ease? What should they look for when hiring office maintenance providers?</p>	<p>Office maintenance company OMEX can share sanitation and disinfection tips that will make employees feel safer about returning to work.</p>

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