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# Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

**BUSINESS SPOTLIGHT**

**UPCOMING EVENTS**

- JUNE 16:**  
**Annual Awards Celebration**  
6:00 pm  
At Visalia Convention Center  
Tickets Required: Purchase Tickets  
at: <http://www.visaliachamber.org/events/>
- JUNE 23:**  
**Ambassador Breakfast**  
8:00 am  
At Visalia First Assembly Church
- JUNE 28:**  
**Business After Hours Mixer**  
5:30 - 7:30 pm  
At Visalia Times Delta  
330 N. West St.

## Ozounian Properties, Bringing New Business Trends To Visalia

### MAIN STREET OFFICE SUITES

Written by **Nicola Wissler,**  
*Visalia Chamber of Commerce*

If you travel to LA or San Francisco and talk to entrepreneurs, or large corporations that have multiple offices across the country, many of them will tell you that they prefer to have shared/virtual space office rather than rent or own an office on a full time basis. Shared office space is a growing trend because it allows businesses to have a presence in multiple locations without the big investment. George Ozounian has been in the commercial real estate business for more than 25 years and is bringing the newest big city trends to the Central Valley. I recently had the opportunity to sit down with George and find out why he believes that shared/virtual office space is the wave of the future and how small and large businesses in Visalia can take advantage of this new development.

*What exactly does shared/virtual space in visalia look like?*  
I recently renovated an office building at 525 W. Main Street. During this process I realized that I had the perfect opportunity to bring shared/virtual office space to Visalia. That is how Main Street Office Suites came into existence. We provide short term rental office space for anyone. From private offices, to cubicles and conference rooms, entrepreneurs and businesses can rent space by the hour, day, week or month according to their needs. For instance, an entrepreneur can use one of our cubicles to work so he is not bothered by excessive noise at home; a non-profit organization can use our conference room for board or committee meetings if they don't have adequate space at their office, and sales representatives can rent a private office to work and meet with clients while on the road.

*How did you come up with the idea behind offering shared/virtual office space?*  
I keep a close eye on commercial real estate trends, and over the last few years more and more office building owners have begun to set up shared office spaces. The reason for shared space is that the way people do business today is not the same as it was 10, 20 or 30 years ago. It used to be that if you owned a business, you bought or leased an office, you were there 8 hours a day 5 days a week and your employees worked in the next room over. Then the trend was for business owners and employees to work remotely from home increasing employee flexibility, but the owner still had to rent or own a full time office. Today entrepreneurs and large corporations are looking for ways to save money and still provide flexibility for themselves and their employees which is how shared/virtual office space came to be. Businesses can conduct business in Visalia and other cities without signing an expensive yearly rental agreement or purchasing a building.

*How can you rent space from Main Street Office Suites?*  
The process of using Main Street Office Suites is very simple. You go to [www.Mainstreetofficesuites.com](http://www.Mainstreetofficesuites.com), choose a service package, select the space you would like to rent, choose the date(s) and time(s) you need the space, and fill out a rental application. Everything is done online. All rental spaces come with furniture and internet access. Additionally if someone wanted to rent a laptop, have their name on the lobby directory or have mail delivered, we have those options available as well.  
It is always exciting when local business leaders bring new ideas and trends to Visalia. Shared/virtual office space is the latest solution for businesses in the Central Valley, and we hope that businesses of all sizes will start to take advantage of these new options as the need arises. The Chamber would like to thank George Ozounian for taking the time to help explain to us how shared/virtual offices can help local businesses and for thinking outside of the box to make doing business better in Visalia.

**We Invite you to Explore in 2017!**

- America's Music Cities: Featuring Nashville, Memphis & New Orleans**  
April 7-14, 2017
  - Tulip Time on the Romantic Rhine & Mosel River Cruise: Netherlands, Germany, France & Switzerland**  
April 18 - 28, 2017
  - The Colorado Rockies: Featuring National Parks and Historic Trains**  
July 14 - 22, 2017
  - Iceland: Land of Fire and Ice**  
July 19 - 23, 2017
  - Spotlight on Rome**  
September 5-11, 2017
- Collette Vacations CST#2006766-20  
Mayflower Tours*

For more information, go to [www.visaliachamber.org](http://www.visaliachamber.org)

## Travel the World with the Visalia Chamber of Commerce

The Visalia Chamber of Commerce is pleased to announce the dates and locations for 5 new tours in 2017. For the last decade the Visalia Chamber of Commerce has partnered with nationally known tour companies to provide travel options to Visalia residents. Traveling with the Chamber alleviates travel stresses because all tours include airfare, hotel accommodations, bus transportation, multiple meals and a professional tour guide.

**Iceland Land of Fire and Ice** will depart on July 19, 2017 – return on July 24, 2017. This trip will feature: A panoramic city tour of Reykjavik, Hveragerdi Geothermal Park, Seljalandsfoss and Skogafoss waterfalls, the sheer cliffs of Dyrholaey, hot springs, volcanoes, geysers, and the Blue Lagoon.

**America's Music Cities** featuring: Nashville, Memphis and New Orleans will depart on April 7, 2017 and return on April 14th, 2017. This tour includes: a visit to Graceland, the Country Music Hall of Fame, historic Ryman Auditorium plus a New Orleans cooking demonstration, Memphis BBQ, beignets at Café Du Monde and much more.

**Spotlight on Rome** will depart on September 5, 2017 and return on September 11, 2017. This tour features: a chef-led cooking class, regional wine with every included dinner, the Sistine Chapel, St. Peter's Basilica, The Colosseum, and exploration of the open-air Campo dei Fiori Market and guided tour of the Vatican Museums.

**Tulip Time on the Romantic Rhine and Mosel River Cruise** featuring: the Netherlands, Germany, France and Switzerland, the tours will depart of April 18, 2017 and return on April 28, 2017. This is a river cruise on an exclusively chartered river ship. This tour includes Keukehof Gardens at the height of tulip season, an Amsterdam canal cruise, Reichsburg Castle tour, two full days in Lucerne Switzerland and an optional tour of Heidelberg.

If you would like more information about individual tours; brochures are available at the Chamber office located at 222 N. Garden Street #300, or you can visit our website [www.visaliachamber.org/travel](http://www.visaliachamber.org/travel). For specific questions please contact Sue Summers at 559-734-5876 or at [sue@visaliachamber.org](mailto:sue@visaliachamber.org).

**The Colorado Rockies** featuring: National Parks and Historic Trains will depart on July 14, 2017 and return on July 22, 2017. This tour includes two nights in Durango, a journey on the world's highest cog railroad up Pikes Peak, Pueblo cliff dwellings, a winemakers dinner, Canyonlands National Park and Arches National Park.



**Please mark June 14th on your calendar!**

**Topic: Employee Engagement & Retention**

- When:**
- Tuesday, June 14, 2016
  - 11AM – 1:00PM
- Registration and networking
- Lunch will be served at 11:30AM
  - Presentation from 12:00PM – 1:00PM

**Location:**  
Marriott Visalia 300 South Court Street, Visalia

**Register:**  
[www.shrmtularekings.org](http://www.shrmtularekings.org)

### COMMUNITY LOYAL MEMBERS

*A thriving community starts here!*



**New**

The Visalia Chamber of Commerce would like to welcome our newest members. We encourage individuals and businesses to support Chamber Member businesses.

- ALARMS & SECURITY SERVICES**  
**Protection One**  
559-732-1723
- EMPLOYER SERVICES**  
**Payality**  
559-634-1008
- NON-PROFIT ORGANIZATION**  
**American Lung Association in California**  
559-222-4800

- DOCUMENT MANAGEMENT**  
**Shred-It**  
559-256-2303
- SOLAR ENERGY PRODUCTS**  
**1st Alliance Energy**  
844-814-5626
- TRAVEL AGENCIES**  
**Mayflower Tours**  
1-800-728-0724

**Renewing Members**

- The Visalia Chamber of Commerce thanks the following companies for renewing their commitment to the community of Visalia.
- Boretti, Inc.
  - Carroll's Tire Warehouse\*
  - Classic Charter
  - Companion Animal Medical Center
  - Country Club Mortgage

- Koetsier Dairy
- La Fiesta Restaurant-Bar\*
- Maurices
- McDonald & Associates\*
- Miracle-Ear
- NAMI Tulare County
- Pack Marketing Services
- Read for Life\*
- San Joaquin Valley Homes\*
- Smith Auto Parts\*
- Surf Thru Express Car Wash
- Susan Mathews Properties
- The Mutual Fund Store
- Transitions Children's Services\*
- Tucoemas Federal Credit Union\*
- Valley Yellow Pages

\*110% Club Members

**VISALIA CHAMBER OF COMMERCE MISSION ICONS**



Visalia Chamber of Commerce  
222 N. Garden St., Suite 300  
Visalia, CA 93291  
ADDRESS SERVICE REQUESTED

## Kaweah Delta set to honor top nurses on May 18 in Visalia

VISALIA – Kaweah Delta has chosen its top nurses of the year and will honor them on Wednesday, May 18, in Visalia. The ceremony will begin at 6:30 p.m. at the Visalia Convention Center, 303 E. Aequia Ave., Visalia. Additionally, the award winners are honored during National Nurses Week.

**Service to Society, Cheryl Weber, RN**  
Cheryl Weber, a Hospice RN, will be awarded the service to society award for commitment to serving others and her service to the community to improve health. She has participated in several medical mission trips to Mexico to provide health care to the medically underserved.

**Excellence in Nursing Leadership – Sandra Echeverria, RN, Nurse Manager, Float Pool**

Sandra Echeverria, nurse manager of Kaweah Delta's nursing float pool will be awarded this honor for transforming the organization's values, beliefs, and behaviors through innovative leadership. She is a role model and advocate for employees.

**Advancing Practice – Sabrina Orique, RN, Advance Practice Nurse**

Sabrina Orique is being honored for contributing to the advancement of patient care, and quality outcomes through professional and personal growth and life-long learning. She is currently attending the University of Missouri, Columbia, for her Ph.D. in Nursing.

**Advancing New Knowledge and Innovation – Katie Roepke-Brenner, RN, Acute Wound Care**

Katie Roepke-Brenner is being honored for contributing to the advance of patient care, the organization, and the profession through new knowledge and innovation. Her nomination reads, "She would spend hours tirelessly talking to new grads and hires, answering their questions, making them feel good about wounds and getting them excited about all the things they can help their patients with."

**Clinical Nurse of the Year – Michelle Adams, RN, Critical Care (Cardiac Services); Christy Kennedy, RN, Medical Surgical (Ambulatory Surgery Center); Daniel Castaneda, RN, Maternal Child Health (Neonatal Intensive Care Unit); Cheryl Weber, Non-Acutes (Hospice).**

These nurses are being honored for advancing patient care, the organization and the profession.

## Construction to impact Mineral King Avenue traffic

VISALIA – Mineral King Avenue will be under construction for approximately eight months as the City of Visalia replaces aging underground infrastructure from Locust to just west of Woodland.

The project will result in enhanced sewage handling capacity to meet the future needs of the city.

Detours and closures will impact several critical service and employment centers, including Kaweah Delta Medical Center, Redwood High School, Mineral King Bowl, county offices, the courthouse and numerous businesses.

A multifaceted outreach plan is in place to provide updates and information so that motorists can plan to reroute their travels and avoid delays and frustration. Information will be provided via the media, Facebook and Twitter. To be added to the outreach email list, contact [laguillar@thelockwoodagency.net](mailto:laguillar@thelockwoodagency.net).

Mobile updates are also available. To subscribe, text "mineralking" to 84483. For further information, contact Nancy Lockwood, [nlockwood@thelockwoodagency.net](mailto:nlockwood@thelockwoodagency.net), 733-3737 or Allison Lambert, City of Visalia, [Allison.lambert@visalia.city](mailto:Allison.lambert@visalia.city), 713-4535.

### About this publication ...

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## PRESIDENT'S CORNER

# San Joaquin Valley Chambers Collaborate to Advocate for the Valley

In April's Business Update Newsletter I shared with you the difficult challenges California's new \$15 dollar an hour minimum wage law presents to businesses in our community. While many see this law as an opportunity to raise the income of some of our most poverty stricken neighbors, Sacramento took little, if any, opportunity to understand the devastating effects this law will have on our Valley. As I shared last month, this bill does not just increase the wages of those making minimum wages, it also increases the wages of salaried exempt employees. Currently salaried exempt employees' wages must equal twice minimum wage. Therefore as minimum wages increases, so do the salaries of many employees.



**Gail Zurek**  
President & CEO  
Visalia Chamber of Commerce

A few days ago, the Department of Labor announced a new minimum exempt salary wage law that puts California's minimum wage law to shame. Starting December 1st of this year, all salaried exempt employees must be paid \$47,476. That means a \$5,876 increase in the next seven months per salaried exempt employee. In effect, the new federal law pushes employers to pay employees hourly rather than through an annual salary.

Privately, many businesses are considering moving salaried employees to hourly and because of the increase of minimum wage, reducing the number of employees. Other businesses are

trying to understand, if the price of their products and services increase, would they still have the same number of customers. For our nonprofit community funded by giving and grants, the solution isn't as easy as increasing prices, rather they must forecast if they can provide the same level of programs and services with fewer staff. Sadly, even our most fiscally sound nonprofits acknowledge they will not be able to operate at the same level as before. In effect this law has made life in the Valley much more expensive with fewer programs and services to support those most needy in our community.

Visalia isn't alone in these challenges. Recently you Visalia Chamber of Commerce joined with other chambers in our San Joaquin region to discuss ways we can work together to better share the unique challenges our communities face. As a Chamber our reach, voice and effectiveness is stronger as others join with us. This collaborative effort of chambers allows our advocacy for your business, and your concerns to be much more effective not only in Sacramento but also in Washington DC. If you would like to know more about these laws, or how your chamber is advocating for you, please give us a call or attend a Government Affairs Meeting the second Tuesday of each month.

## GROUNDBREAKING • GRAND OPENING • RIBBON CUTTING • CEREMONIES



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Ribbon Cutting

### Hadley Marcom Funeral Home

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# Valley Oak SPCA Celebrates 25 Years of Service to the Community by Becoming a No Kill Shelter

By Tami Crawford,  
Capital Campaign Manager for Valley Oak SPCA

Valley Oak SPCA will celebrate 25 years of making a difference in the lives of pets and their owners this year. It is only fitting this will also be the year we are able to transition to a no-kill animal shelter. Building our own no kill animal shelter has been a dream for many years. When the City of Visalia completed their new Visalia Animal Care Center last year, many people assumed the building belonged to us, it does not. This was a natural assumption since we worked out of the old shelter for 24 years. We operated under a contract with the City of Visalia over those years.

Several years ago we began fundraising; saving money; and we launched a capital campaign. Those efforts have us halfway to our goal of \$1 million. We are in the process of purchasing

nearly 2 acres near Plaza and Goshen Avenues in Visalia, near our Low Cost Spay/Neuter Clinic. We intend to build the Charles E. Hoey Adoption Center in phase 1 and the Marjorie Whitendale Education Center in phase 2. We plan to add a pet boarding facility as phase 3 when we have funds to do so.

So now we ramp up our capital campaign in order to reach our goal. We invite everyone to join in the adventure and become part of the Valley Oak SPCA team. There are multiple opportunities available to assist in our efforts; volunteer; serve as a board director; join the capital campaign committee; make a donation; share our social media messages and more!

If you want to learn more, contact me at [tcrawford@vospc.org](mailto:tcrawford@vospc.org). To make a Building Fund donation, please visit our website at [www.vospc.org](http://www.vospc.org) and be sure to follow us on social media.

## Theatre Company offers two Summer Camps for students beginning in June

Registration now open for camps running June 6-17 and June 20- July 21

For the first time in the program's history, the acclaimed Tulare County Office of Education Theatre Company will offer two Summer Camps beginning in June for students entering first grade up to those graduating from high school. The Summer Camps will be taught by four Theatre Company alumni who have returned to Tulare County following their own college graduations.

For students entering first grade up to those leaving sixth grade, the Theatre Company will offer a production of Disney's The Jungle Book Kids June 6-17. Students will rehearse daily from 9:00 until 11:00 a.m. and perform the production Friday, June 17, at 7:00 p.m. The cost of this two-week camp is \$100 per student.

For students entering fourth grade up to those graduating from high school, the Theatre Company will offer a production entitled No One is Alone. The production, which features a special medley of songs from Broadway's biggest hits, will be the preshow entertainment for the Theatre Company's summer production of The Secret

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## Being a Good Friend can be Rewarding

\$25

\*for you and \$25 for a friend

Stop into one of our branch locations and pick up some referral coupons to share with friends or family members. Or you can go to [www.tucoemas.org](http://www.tucoemas.org) to refer a friend. You both will receive \$25 when the referred friend applies for a qualifying loan and it's funded. It's that easy!

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VISALIA TIMES-DELTA • MAY 28, 2016

We want to say congratulations to the **Fresno Business Journal**. The Business Journal's Health Care 2015 supplement took a first-place award in the California Newspaper Publishers Association's Better Newspapers Contest.

Congratulations to Garth Gipson of **Gateway Financial**: "I'm very proud and excited to announce that I passed the CFP® exam. In addition, I have met all the guidelines to use the Certified Financial Planner™ designation; something I have been working on for many years."

The **Visalia Rawhide** announce today that 1B/DH Rudy Flores has been selected as the California League Player of the Week for the period of May, 2nd – May 8th.

**Green Acres Middle School** students who participate in The PULSE Afterschool Program have been volunteering their time once a week to feed the homeless at the **Visalia Rescue Mission**. This community service has been part of a leadership project initiated by their participation in the 5th Annual **Tulare County Step Up Youth Challenge**. As a result of the Green Acres PULSE Leadership Team's efforts, they were awarded first place in the Community Collaboration category at the Tulare County Step Up Youth Challenge Awards.

On Friday, April 15th CA Looks threw a Client Appreciation Party but unlike many appreciation events they took the opportunity to give back to her community. Using help from the Chamber CA Looks reached out to **Transitions Children's Services**, a local, non-profit Foster Care agency to inquire about being their beneficiary. Clients were treated to an evening of music, appetizers, wine and complimentary hair demonstrations all the while raising over \$1,200 for Transitions Children's Services.

This years Once Upon A Dream was another huge success! Thank you to all of sponsors, donors, and attendees for your support of **CASA of Tulare County**. A very special thank you to our Angel Sponsors: Carpenter Family Childrens Foundation, Curti Terra, **Groppetti Automotive**, The Provident Salierno Family Foundation, Scott Mainord & Langley, & Simmons Inc., Telemundo 51, and **Visalia Times-Delta and Tulare Advance-Register** for your sponsorships.



Rodger Keller has been named as the 2015 **Tulare County** Employee of the Year, announced at the last Board of Supervisors meeting. Officer Keller works as a probation officer assigned to monitoring high risk offenders, indirectly working to uphold public safety throughout the county.

Raquel Garcia was honored at the **Fresno Pacific University** staff & faculty appreciation luncheon with the President's Distinguished Service award.

Congratulations to Todd Oto on being named Superintendent of **Visalia Unified School District**.

Principal Natalie Taylor from **Linwood Elementary School** said: "WOW! Today, we received a special gift presented to our Linwood Garden from the **Leadership Visalia Class** from the **Visalia Chamber of Commerce**. They have provided our school with a Mobile Conservation Classroom to help educate our local youth about water conservation inside the house. Each unit is equipped with sinks, faucets, and water vessels encased in Plexiglas to clearly show participants how much water is used during simple tasks such as brushing teeth or washing hands."



**Visalia Ceramic Tile** is super excited to show you our newest advertisement! HUGE SHOUT out to **IDEA! Printing & Graphics** for an awesome wrap on our Granite Trailer.

A big congratulations to two **Happy Trails** riders that competed in the CalNet Horse Show held on May 13-15 at the LA Equestrian Center.

Jenny Wong received first place in Equitation & Obstacles, second place in Showmanship and third place in Futures & Pole Bending. She was awarded the High Point Winner in the Walk Division.

Shaylee Wells received first place in Equitation & Obstacles and third place in Pole Bending.



**BOARD SPOTLIGHT**

**Patrick Salazar**

Patrick L. Salazar is an Agent/Owner of State Farm Insurance. He has been a Chamber board member for 4 years.



Salazar

**Why is it important to be a Chamber member?** I think it shows buy-in to our community, not only business but the entire community.

**What brought you to Visalia?** I wanted to open a business in the town I grew up in, and we knew that we wanted to grow our family.

**What is your favorite thing about your job/company?** The people I work with (my team), our clients and my ability to make a difference in our community.

**What do you like to do when you are not working?** Family events and golf with my friends.

**What is your favorite place to go in Visalia when you are not working?** Valley Oaks Golf Course

**What was your favorite book that you read in the last 12 months and why?** Girl From The Train. (I actually bought it by mistake, similar title, and it was a great book.)

**What is your favorite charity or local cause?** The West Visalia Kiwanis Club, best kept secret in Visalia. We're a small group but we make a big difference in our community.

**What is your best advice for young professionals?** Find balance in your life. Sometimes this means not saying yes to every project. Learning to say no is difficult, but your commitment and focus is stronger. Your faith and family will be with you long after the projects are completed.

**What did you want to be when you were in elementary school?** Play for the San Francisco Giants, then coach the Giants.

**What is your favorite quote?** The Serenity Prayer: God grant me the serenity to accept the things I cannot change, courage to change the things I can, and wisdom to know the difference.

**Theatre**

(continued from page 2)

Garden. Students will rehearse daily, June 20 - July 21 from 9:00 until 11:00 a.m., and perform the production seven times July 22-23 and 28-30. The cost of this five-week camp, which includes seven preshow performances as part of The Secret Garden production, is \$150 per student.

The alumni who will be assisting with the Summer Camps include Natalie Anders, Andres Garcia, Antony Lotenero and Abby Sherrill. The former students will be working with elementary, middle and high school students on voice, dance and acting. For registration information, please contact the Theatre Company at (559) 651-1482.

**THE LAW AT WORK**

**Can an Employer Round Up (or Down) Employee Hours?**



A recent court case examined a common practice with regards to employee timekeeping – the practice of rounding up (or down) an employee's hours. The California Labor Commissioner will accept the practice of computing working time by rounding to the nearest five minutes or one-tenth or even one-quarter of an hour. However, the rounding must be used in such a manner that it will not result in failure to compensate the employees for all the time they actually worked over a period of time.



**Brett T. Abbott**  
Gubler & Abbott LLP

resulted in the employee gaining compensation or breaking even 58% of the time.

The court relied on a Federal regulation that specifically permits rounding practices as long as they are applied in a neutral manner that does not, over time, result in a failure to compensate employees for all time that they have actually worked. The court also held that the validity of a rounding policy depends on how it operates in the global sense, not how it impacts one individual employee. However, even looking at how the policy affected just the individual employee in

the case, the rounding policy was still lawful because in most pay periods the policy resulted in the employee either being overcompensated or breaking even. In sum, it did not result in him being systematically underpaid.

So what do we take away from all this? As long as your rounding policy is neutral and does not, over time, result in employees failing to receive compensation for all the time they work, the policy is permissible.

This article is for education and information purposes only; it should not be construed as legal advice. If you have an employment law question for inclusion in a future article, contact Brett T. Abbott at Gubler & Abbott LLP (bta@thecalifornialawyers.com). For specific employment law advice or other legal assistance, contact Gubler & Abbott LLP, (559) 625-9600, 1110 N. Chinowith St., Visalia, CA 93291 (www.thecalifornialawyers.com).

In a recent case (Corbin v. Time Warner-Advance Newhouse), an employee sued his employer claiming that the employer's policy that rounded all employee time stamps to the nearest quarter-hour was unlawful. (Mr. Corbin argued that there was one minute he worked and was not compensated for.) The court determined that the rounding policy was neutral. Under the policy, if an employee clocked in up to 7 minutes early, the employee's time would be rounded up (benefiting the employer), but if the employee clocked in up to 7 minutes late, his or her time would be rounded down (benefiting the employee). Similarly, if the employee clocked out up to 7 minutes early, the time would be rounded up (benefiting the employee), and if the employee clocked out up to 7 minutes late, the time would be rounded down (benefiting the employer). A review of the employee's time records revealed that the rounding policy

**California Water Service Likely to Ease Water-Use Reduction Requirements in Some Communities**

**New Targets Due to State Water Resources Control Board in June**

SAN JOSE, Calif.— California Water Service (Cal Water), a subsidiary of California Water Service Group (NYSE:CWT), announced that it will likely ease water-use reduction requirements in the wake of a decision by the State Water Resources Control Board (State Board) to allow water suppliers to set their own conservation targets based upon local water supply conditions.

"We believe very strongly that we are still experiencing serious drought conditions in many parts of the state, and we will continue to encourage and support our customers' efforts to use water efficiently. However, given the State Board's formula for setting new conservation targets, it is likely that we will suspend surcharges in most, if not all, of our service areas," said Shannon Dean, Vice President of Corporate Communications and Community Affairs.

According to Dean, Cal Water must first analyze the supply conditions, including commitments for deliveries from purchased water providers, before finalizing new water-use reduction requirements. The State Board requires water providers to submit new water-use reduction targets by June 22.

"We have a broad footprint throughout the state, and water conditions vary dramatically depending upon where you live and the source of your community's water," said Dean.

The new State Board regulations allow water suppliers to forecast demand based upon average water usage in 2013 and 2014, and compare that demand to projected available supplies for the next

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**1,700 Students To Learn about Ag at Annual AgVentures! Day**

The International Agri-Center (IAC) is set to host its fourth annual AgVentures! Day for local 4th grade students to explore farming, food and fun today in Tulare.



Presentations will be aimed at teaching students about agriculture, safety and nutrition. Hands-on activities will encourage students to meaningfully engage with local food producers and learn more about Tulare County agriculture.

Over 1,700 4th grade students from Tulare and Visalia City Schools will see dairy and rodeo demonstrations, as well as a sheep dog demonstration. Students will also be encouraged to sample California-grown and harvested food products, while learning about healthy choices and nutrition. Throughout the day, several other local organizations and companies will be on

site for presentations.

"As a part of the Tulare County agricultural community, it's important for us to facilitate fun educational experiences for children in the area," said Kerissa Chapman, IAC's AgVentures! and Ag Education Coordinator. "Many of our students don't know or understand the importance of agriculture in the Central Valley--that's why we're here. The International Agri-Center is pleased to host this event for the third year, and for the foreseeable future."

Alongside the International Agri-Center, AgVentures! Day is supported in part by the University of California Cooperative Extension, the Tulare County Farm Bureau and Farm Credit West.

## Family practice physician returns to Visalia Medical Clinic



Perez, MD

VISALIA – Family practice physician Raul Perez, MD, has returned to Visalia Medical Clinic.

Dr. Perez was with VMC for a total of 19 years, prior to moving his practice recently to Sonora, where he served as a family physician with Greenley Primary Care.

His medical education began with an undergraduate degree in biology from Fordham University, New York. He earned his doctor of medicine degree from Hahnemann University School of Medicine in Philadelphia, PA; and served his family practice residency at Temple University.

Dr. Perez, who is fluent in Spanish, is certified by the American Board of Family Medicine and is a Fellow with the American Academy of Family Practice. He also earned medical school honors in nephrology, hematology and oncology.

“I got homesick for Visalia and I missed my patients and friends at VMC,” Dr. Perez explained. “I lived in Visalia for nearly 20 years and, aside from New York, I call Visalia my home. It is a good place to live.”

Dr. Perez is now seeing patients at VMC. He can be reached at 738-7588.

*Visalia Medical Clinic offers the expertise of more than 50 providers. VMC also offers a lab, a wide array of diagnostic technology, extended hours through the QuickCare walk-in clinic, a Sleep Disorders Center and an Allergy and Sinus Center, all in one location at 5400 W. Hillsdale, Visalia. The clinic is open Monday through Friday 8 a.m. to 5 p.m.; with extended and weekend hours at QuickCare. For information, call 739-2000 or visit [www.vmchealth.com](http://www.vmchealth.com).*



# Increase in Paid Family Leave Benefits

Written by Barsamian & Moody, The Employers' Law Firm

On April 11, 2016, Governor Brown signed AB 908 into law, increasing the existing benefits available under California's Paid Family Leave program. Paid Family leave is a wage replacement program administered by the State of California through the Employment Development Department (“EDD”). It allows employees to collect a percentage of their wages for up to six weeks every 12-month period when they are on an employer approved leave of absence, such as a leave of absence under the California Family Right Act, Family Medical Leave Act, or another employer approved leave of absence.

Paid Family Leave can be used by the employee when they are on a leave of absence to bond with a minor child during the first year after the birth or placement of the child in connection with foster care or adoption or to care for a seriously ill child, parent, grandparent, grandchild, sibling, spouse, or domestic partner. It does not create a separate leave of absence. To receive Paid Family Leave, an employee must make a claim for benefits directly with the EDD.

Under the existing law, qualifying employees who make a claim for Paid Family Leave benefits are eligible to receive up to 55% of their salary as a wage replacement. Employees must also go through a seven-day waiting period before they are

eligible to start receiving benefits. Beginning January 1, 2018, the new bill increases the amount an employee can receive up to 70% of their wages, subject to limitations based on their income. The new bill also eliminates the seven-day waiting period and allows employees to immediately begin receiving benefits once they have been approved by the EDD.

### What This Means for Employers:

Employers are required to provide the Paid Family Leave brochure (DE 2511) to all new employees and existing employees who make a request for a qualifying leave of absence. Employers may also provide the Paid Family Leave claim form, though they are not required to. Employers should inform their employees of all available leaves of absence and explain that they may be eligible for wage replacement benefits through the Paid Family Leave program.

The goal of this article is to provide employers with current labor and employment law information. The contents should neither be interpreted as, nor construed as legal advice or opinion. The reader should consult with Barsamian & Moody at (559) 248-2360 or toll-free at (888) 322-2573, for individual responses to questions or concerns regarding any given situation.

## HEALTHCARE NOTE

# Meeting Health Care Needs Beyond the Clinical Setting

Positively impacting the lives of hundreds of patients over the last decade, Family HealthCare Network's (FHCN) Weight Control Class recently celebrated its 10th anniversary. With contributions from numerous FHCN registered dietitians and behavioral health providers throughout the years, the course's long-running success is no doubt on account of the team's collective efforts to create a unique and supportive educational environment for participants.

FHCN's Weight Control Class is one of many health education classes provided at the Network, each offering a unique approach to address the health needs of our patients as an extension to clinical services. Designated as a Patient-Centered Medical Home (PCMH), patients of FHCN have access to a wide range of services. As a PCMH, we continually look for ways to work alongside our patients and help them manage and achieve long-term health. FHCN's health education program plays a valuable role in linking patients beyond the clinical setting to vital support services.

Children and adults in Tulare County are increasingly susceptible to multiple comorbidities associated with obesity, diabetes, and



**Kerry L. Hydash, MPA**

President & CEO  
Family HealthCare  
Network

high blood pressure. Classes at FHCN are designed to address the needs of high-risk patients and the chronic conditions that are frequently prevalent in the Central Valley. Based on documented data reported by the California Department of Public Health, long term, short term, and uncontrolled levels of diabetes in Tulare County exceed State levels. Thirteen percent (13%) of Tulare County residents live with diabetes, while the overall state prevalence is just 7%.

Among others, our Diabetes, Healthy Pregnancy, and Chronic Disease Self-Management classes are all examples of our efforts to empower and equip patients with the tools they need to live active and healthy lifestyles. Offered free of charge, attendance of these classes continues to grow, and many of our classes have expanded their reach beyond Visalia into other service areas, including Porterville and Woodlake. We have further expanded access by offering most classes in both Spanish and English.

As our health education program continues to grow, we look towards greater coordination of care and improved health outcomes for our communities served.



## Bank of the Sierra Gives Big to Tulare County Non-Profits

The first quarter of 2016 saw \$25,000 distributed to a variety of Tulare County non-profits



PORTERVILLE, CA — Bank of the Sierra announced that the first quarter of 2016 saw \$25,000 go to various non-profit organizations throughout its Tulare County footprint. This quarter, a total of six Tulare County organizations, including the Visalia Rotary Community Foundation, Paint it Forward for Heroes, Open Gate Ministries, Alta Vista Elementary School District, Assistance League of Visalia, and the Santa Teresita Youth Conference Center in Three Rivers, were awarded grants varying from \$1,000 to \$5,000 based on the specific needs of the organization.

The grant program partners with traditional non-profits, public school districts, and other local organizations. The types of projects that benefit from the grants range widely, including initiatives to help underprivileged children and the elderly, housing and community building projects, cultural and educational initiatives, and environmental preservation efforts.

A few notable grants from this quarter include a \$3,000 grant for Open Gate Ministries to bolster their food pantry program that benefits about 700 low-income families per month. The Assistance League of Visalia, who received a \$5,000 grant, offers a variety of philanthropic services to Tulare County, many of which provide aid to local children in lower socioeconomic groups.

Kevin McPhaill, Bank President and CEO, expressed his appreciation for the local organizations that benefit from the Sierra Grant program: “It's great to learn about the philanthropic work that these organizations can accomplish—especially when local children benefit from it. As always, Bank of the Sierra is pleased to do its part.”



Each year the Visalia Chamber of Commerce honors those businesses and individuals who consistently go above and beyond to support our community. This year dozens of businesses and individuals have been nominated for these prestigious awards. The categories include: Small, Medium & Large Business of the Year, Non-Profit of the Year as well as Man, Woman and Emerging Leader. The finalists are:

### Small Business of the Year

- Awards & Signs Unlimited
- El Rosal
- IDEA! Printing & Graphics
- The Lockwood Agency
- Visalia Farmers' Market

### Medium Business of the Year

- Cal Water
- Compac
- Giant Automotive

### Large Business of the Year

- Bank of the Sierra
- KRC Safety

### Non-Profit of the Year

- Bethlehem Center
- Central Valley Recovery Services Inc.
- Habitat for Humanity of Tulare County
- Hands in the Community
- ImagineU Children's Museum
- United Way of Tulare County

### Man of the Year

- Armondo Apodaca
- Tom Johnson

### Woman of the Year

- Rita Crandall
- Susan Mathews

### Emerging Leader

- Marie Labbee
- JR Shannon

Winners will be announced at the 63rd Annual Awards Celebration presented by the Visalia Chamber of Commerce on June 16, 2016 at the Visalia Convention Center. Hors d'oeuvres and cocktails begin at 6:00 p.m. followed by a formal dinner at 6:30 pm. with the program beginning at 7:30 pm.

Tickets for the Annual Awards Celebration are \$75 or you may reserve a table for \$600. Tickets can be purchased at the Visalia Chamber of Commerce located at 222 N. Garden Street #300 or online at [www.visaliachamber.org](http://www.visaliachamber.org). For more information call (559) 734-5876.



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September 24, 2016

Dinner/Silent Auction  
Visalia Convention Center

**HANDS**  
IN THE  
Community

# YOUNG ENTREPRENEURS Academy FOR KIDS WHO MEAN BUSINESS



## YEA! Students Graduate as CEO's

Dr. Seuss said, "You have brains in your head and feet in your shoes, you can steer yourself in any direction you choose!" This simple quote from a children's author perfectly sums up the sentiments given during the 2015-2016 Young Entrepreneurs Academy graduation held on May 5th at the Wyndham Hotel. Students and parents gathered to celebrate the successes achieved during the nine month program. Heather Bixler and Nathan Halls, the class instructors reflected on the growth they had seen in the students.



"The students sitting here today are not the same students we met in October when the YEA! class began" noted Bixler. "When we started many students were timid and unsure of themselves, today they are confident young men and women who can hold their own in a room full of business professionals."

Students who began the year with a vague idea for a business proved to themselves, their family and the community that with a lot of hard work and a little imagination, owning a business as a student is possible. This year 12 students completed the YEA! class and launched eight businesses.



## Visalia YEA! Student Goes to Rochester NY to Compete in Regional Competition

Written by Carmen Gallegos

On Wednesday, May 5th I attended the Saunders Scholar competition in Rochester New York. Going to New York was a once in a lifetime experience, and although I will not be advancing to Washington D.C. to participate in the National Finals of the Saunders Scholars Competition, it was amazing to meet people my age doing the same thing as me. The students were truly the best of the best, and though it made the competition tough, we all learned from each other.

Representing Visalia, I took to the competition stage with the other South West regional competitors. My business VEPO was one of more than 100 businesses being presented to panels of judges. All of us students had been preparing for months for this event, and though we were competitors, we had gotten to know each other pretty well and wanted each other to succeed. All of the students spent breakfast at tables with people we didn't know from all around the country. We took turns getting to know each other by introducing one another, passing out business cards and sharing our business ideas. Only 6 businesses were chosen to advance to the finals in Washington D.C. but we all got to take away important lessons from this experience. I met teenagers that had lost the same amount of sleep as me this year, and it was not because we were having a Netflix marathon. We all had two major things in common; we passionately believe that the business world is where we belonged and that the YEA! program has helped us to accomplish our goal and realize our dream.

The Young Entrepreneurs Academy is currently looking for students to participate in the 2016-2017 YEA! class. The early action deadline for the YEA! program is July 1, 2016. Applications and nomination forms can be found at [www.visaliachamber.org/yea](http://www.visaliachamber.org/yea) or you can call the Visalia Chamber at 559-734-5876 to learn more.



## Central Valley Business Forms is Celebrating 35 Years!

Established in 1981, CVBF is the leading locally-owned and operated print service company in the Central Valley. Offering services from business forms to full color printing as well as promotional products, wide format, embroidery and screen printing, Central Valley Business Forms is the ideal source for any company's marketing needs. Central Valley Business Forms has grown tremendously over the past 35 years due to superb customer service and dedication to customer satisfaction. Despite our growth, we have maintained our customer-centric attitude and family values on which the company was built. Our customers are our number one priority; we could not have reached this milestone without you. We would like to thank our customers for being the lifeline of our business and for making the last 35 years so successful!



## Play Ball!

*Businesses & Community Make Sure All Can Enjoy America's Greatest Pastime*

When Rob Manfred took office as Major League Baseball's new commissioner last year, he made it well known that his community initiative focus was to make sure all had the opportunity to play ball, thus creating his "Play Ball!" program.

There was just one thing missing... he failed to include a partnership with the 180 Minor League Baseball teams across the country.

Well, the Rawhide are changing that. Throughout the off-season, the Rawhide



staff formed their own version of Manfred's program & went searching for partners to assist. The response was overwhelming, and the following structure was put into place....

- **Wittman Center** agreed to select 50 kids (25 boys & 25 girls) under the age of 12 who have had no exposure to baseball, who were interested in learning, would commit to a 5-month program, and lacked the financial & transportation support at home to participate in organized baseball leagues.
- **Arizona Diamondbacks** agreed to contribute \$10,000 to the implementation.
- **Dick's Sporting Goods** agreed to assist with equipment.
- **Tulare County Step-Up** program purchased t-shirts & water bottles for participants, as well as assistance with Loop Bus transportation.
- **Character Counts!** program agreed to orchestrate the infusion of character development, as well as provide posters.

The Rawhide staff, players & local high school baseball & softball teams partner-up once per month to conduct a clinic for the participating kids.

This program has already gotten the attention of Minor & Major League Baseball, and is currently being used as a template for implementation country-wide.

Pretty cool for little 'ol Visalia, and yet another testament to the passion & power of this community!



## Leadership Visalia: Class of 2015-2016 Leaving a Legacy for Future Generations

Written by: Nicola Wissler, Visalia Chamber of Commerce

On Friday, May 20th the 2015-2016 Leadership Visalia Class celebrated the end of the year with a graduation ceremony attended by 130 friends, family and co-workers. During the ceremony, Matt Seals, Chairman of the Leadership Visalia Steering Committee reminded students that graduation from Leadership Visalia is just the beginning of their leadership journey. Student were encouraged to continue their journey by finding organizations and causes that they are passionate about, in which their new leadership skills can be put to the test.

Class members shared their impressions from the Leadership Visalia



program with the audience and reflected on the skills learned, issues discussed and the friendships formed during the last nine months.

"The best part of this program was the relationships and lifetime friendships that I developed and will continue to maintain. The past nine months have proven very resourceful in many areas of my life and have allowed me to touch others in a positive way." - Brian Adney, Visalia Fire Department

"The program has allowed me to gain exposure in many different areas and has shown me the importance of educating myself in these areas to get a better understanding of the Visalia community." - Jonathan Bray, Family HealthCare Network.

"My newly established connections with fellow community members and leaders has given me a deeper appreciation for what Leadership Visalia and the Chamber has worked so diligently to do - strengthen the existing leadership network and cultivate exceptional future leaders for our community." - Amy Davis, ACT for Women & Girls

"I have learned who I am as a person and I have grown to understand my personal style of leadership in order to challenge myself and seek opportunities that will benefit my organization and my community." - Iris East, Visalia Emergency Aid Council

"Leadership Visalia has shown me what community involvement means by exposing me to the different organizations that are here, the services they provide and how they enrich the community we live in." - Caleb Gunning, Seals/Biehle Inc.

"The class was a real challenge because of the time commitment required. Although, through this class I have learned how to better balance my time at work, home, leadership and other volunteer opportunities." - Caleb Hause, KRC Safety

"This class enhanced my leadership skills and also helped me to understand that a leader will not create followers but other leaders. It has allowed me to embark into an amazing experience while creating new professional relationships." - Miguel Pacheco, Kaweah Delta Health Care District

"My fellow classmates taught me invaluable lessons about working with other leaders, discovering creative solutions to challenges, how to better myself in my career and that friendship can be found anywhere." - Shannon Pisani, City of Visalia Transit

"Participating in Leadership Visalia has challenged me to embrace professional obstacles as learning experiences, and has inspired me to see opportunities that enrich and foster a well-rounded personal leadership style." - Juan Vasquez, College of the Sequoias



## VISALIA UNIFIED SCHOOL DISTRICT Culture is Key

In last month's article, I outlined the process the Visalia Unified Board of Trustees engaged in regarding strategic planning for the District. One outcome of that planning process was the approval of a revised mission for the District. That mission is: We exist to provide students with an education that affords them limitless opportunities for the future.

To make this mission real, our work falls into two general categories: technical and cultural. The technical work is easily understood by everyone: it represents the traditional things that folks associate with school. Learning to read, write, do math and understand our history fall into this category, as does study in the arts, physical education, world languages, career technical, and other fields. This work involves development of curriculum, the implementation of strong instructional strategies, and the use of data to inform instruction. It also includes the many support services provided by site and district staff, ranging from counseling to busing.

The technical work of the district is important because it is "the work" that produces our product: educated students who are ready to take a powerful first step into their adult lives upon graduation. But the second category of our work, the development of culture, determines the degree to which the technical work takes hold. When I say, "culture" I mean organizational culture. Organizational



**Todd Oto, Ed.D.**  
Superintendent, Visalia Unified School District

*"The culture we seek is clear. We want the interests of kids to be placed first. We want to do everything we can to help kids learn and be successful."*

culture is the shared assumptions, values and beliefs that people demonstrate throughout an organization. Very frequently, these values are understood and reflected unconsciously. They really do say a lot about who we are.

In Visalia Unified, we understand that culture and technical skill are intertwined. We know that we need to develop both if we are to provide our kids with the limitless opportunity that we want for them. The culture we seek is clear. We want the interests of kids to be placed first. We want to do everything we can to help kids learn and be successful. We want a school environment that is caring and encouraging. We want kids and adults to be safe, happy, and valued at their schools. We want every staff member to believe and feel that he or she has a role in supporting kids. We want parents and community members to be welcomed as partners in our work.

It is clear to me that culture is key. We have a strong technical foundation for our work, and we will continue to develop that foundation. We are also creating the culture that we seek to have, although we have work to do to make that culture complete and real for all. This is a time of change in Visalia Unified, and I am so very excited that this is also a time of great opportunity for kids, parents, staff, and our community.



## Water

(continued from page 3)

three years, assuming a continuation of drought conditions. The new reduction targets will be the difference between the two in the third year. For example, if a water supplier projects demand of 100 acre-feet of water, but available supply of only 90 acre-feet of water, it would take the difference, 10 acre-feet, which is a 10% shortfall, and that would be the water-use reduction target.

Regardless of how the formula pencils out in each community, Cal Water will continue to ask customers to reduce water use by at least 8%, even in communities where surcharges have been suspended.

"We fully expect that in January 2017, the State Board will introduce even more stringent water-saving requirements than we have faced during the past several months. Given that, and the fact that we are still in a drought, we don't think it's prudent to ask customers for anything less," Dean said.

Cal Water will notify the public when it has completed its analysis and determined how customers will be affected by the State Board's new regulation.

Cal Water serves about 2 million people through 480,300 service connections in California. The company has provided water service in the state since 1926. Additional information may be obtained online at [www.calwater.com](http://www.calwater.com).



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CALENDAR - JUNE 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6 Visalia City Council Meeting	7	8	9	10	11
12	13	14 Government Affairs Meeting Buckman-Mitchell Office 7:15 am	15	16 63rd Annual Awards Celebration - Visalia Convention Center 6:00pm	17	18
19	20 Visalia City Council Meeting	21	22	23	24 Ambassador Breakfast Visalia First Assembly Church 8:00 am	25
26	27	28 Business After Hours Visalia Times Delta 5:30-7:30pm	29	30		

## Governor Signs Job Creator Promoting Disability Access

A California Chamber of Commerce-supported job creator bill that incentivizes disability access and education was signed by Governor Edmund G. Brown Jr. this week.

SB 269 (Roth; D-Riverside), which won unanimous bipartisan approval as it moved through the legislative process, will limit frivolous litigation and claims regarding construction-related accessibility violations by providing businesses that have proactively sought to become compliant with the Americans with Disabilities Act with an opportunity to resolve any identified violations.

As an urgency measure, SB 269 took effect immediately upon being signed on May 10.

### Balanced Approach

SB 269 is a balanced approach between preserving the civil rights of those who are disabled to ensure their access to all public accommodations, while limiting the number of frivolous

lawsuits threatened or filed against businesses that do not improve accessibility.

The bill seeks to incentivize businesses to proactively take steps to become accessible by providing them with 120 days from receipt of a Certified Access Specialist (CASp) report to resolve any violations identified without being subject to statutory penalties or litigation costs. This proposal will assist businesses who are trying to ensure they are compliant from being subject to frivolous claims or litigation.

SB 269 also provides a limited time for businesses to resolve violations of minor, technical construction-related standards that do not actually impede access to the public accommodation.



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## Four New Employees Join Provost & Pritchard Team

**Fresno, CA:** Four new employees have joined the Provost & Pritchard Consulting Group team. The new professional staff includes: Brad Samuelson as a principal environmental specialist and project manager focused on the Merced area; Ryan Dodd as an associate soil scientist, Ismail Oudra, PE as an associate engineer, and Ed Caminata as an assistant engineer, all based out of the firm's Visalia office.

"The addition of Brad, Ryan, Ismail, and Ed to our staff is exciting, as they enhance our staff resources to provide support for our clients' projects," said Ronald Samuelian, Provost & Pritchard's president. "Brad will work with our clients in the northern San Joaquin Valley as they navigate through regulatory permitting processes for water resources, agricultural, and institutional projects. Ryan will be heavily involved in working with our clients to meet the requirements of the Irrigated Lands Regulatory Program. Ismail and Ed will both enhance our water resources engineering capabilities."

With over 20 years of experience with guiding projects through environmental regulations, Samuelson is skilled in the management and preparation of environmental documents, environmental processing regulations, and permitting assistance. He holds a master's degree in environmental management from the University of San Francisco, and a bachelor's degree in environmental studies with concentrations in water quality and hazardous materials from Sonoma State University, California.

Dodd is a certified crop adviser (CCA) and an associate professional soil scientist (APSS), with over three years of professional experience working with farmers, food processors, and municipalities on cropping, nutrient management, and irrigation with wastewater. He has completed multiple irrigation and nutrient management plans and other monitoring reports required by the Regional Water Quality Control Board, and also assists with the Irrigated Lands Regulatory Program (ILRP). Dodd holds



a Master of Science degree in soil science from North Carolina State University, and a bachelor's degree in earth science from the University of North Carolina in Asheville, N.C.

Oudra has over 18 years of engineering water resources experience throughout the world, where he has worked for the United Nations in Italy, Morocco, Afghanistan, Oman, Egypt, and Syria. Most recently, he played a major role in agricultural and urban water use and climate data programs as an environmental scientist with the California Department of Water Resources. Oudra is a registered professional agricultural engineer in California, and holds a master's degree in water management from ENGREF in Paris, France, and a bachelor's degree in agricultural engineering with an emphasis on irrigation and drainage from IAV HASSAN II in Rabat, Morocco.

With over two years of engineering experience, Caminata holds a master's degree in water engineering and a bachelor's degree in bioresource and agricultural engineering from California Polytechnic State University in San Luis Obispo, Calif. Caminata is knowledgeable in water resources engineering, including water wells and pumps, hydraulics, and irrigation design.

Established in 1968, Provost & Pritchard Consulting Group has a strong tradition of engineering and consulting excellence throughout California. With office locations in Fresno, Clovis, Visalia, Bakersfield, Modesto, Los Banos and Chico, the firm features a mix of seasoned professionals, complemented by younger staff with fresh ideas. Provost & Pritchard specializes in civil and agricultural engineering, environmental and land use planning, hydrogeology and geology, surveying, and construction management services in the areas of water resources, municipal infrastructure, agriculture, site development, and environmental compliance. For more information, visit [www.ppeng.com](http://www.ppeng.com) or email [info@ppeng.com](mailto:info@ppeng.com).