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# Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

## UPCOMING EVENTS

- SEPTEMBER 13:**  
**The New December 1, 2016 Rules for Exempt Employees: What Every Employer Must Know**  
Hosted by Sutton & Hague Law Corp  
Wyndham Hotel  
8:30 - 10:30 am  
Reservations required:  
[www.visaliachamber.org](http://www.visaliachamber.org)  
Light Breakfast Included
- SEPTEMBER 14:**  
**Travel Slideshow Presentation**  
Tulip Time on the Romantic Rhine & Mosel presented by Mayflower Tours  
Visalia Chamber Office  
12:00 pm
- SEPTEMBER 22:**  
**Ambassador Breakfast**  
Visalia First Assembly Church  
8:00 am
- SEPTEMBER 27:**  
**Business After Hours Mixer**  
Hosted by Central Valley Collision Repair  
250 S. Burk St.  
5:30 - 7:30 pm
- SEPTEMBER 30:**  
**Oktoberfest Live at the Patch**  
Vossler Farms  
5:30 - 9:30 pm  
Purchase tickets at the Chamber Office  
Chamber office or online at  
<http://TINYURL.COM/2016OKT>

## Beyond the Headlines ... After the Story Fades

Written by Nicola Wissler, Visalia Chamber of Commerce

During the last thirty days the Visalia community has been shocked to read headlines about Operation Baby Face, carried out by the Tulare County Sheriff's office. Most Visalia residents had no idea that human trafficking was happening in our area and many are wondering what they can do to prevent this from happening again. They also want to know what assistance is available to the victims and their families. Family Services of Tulare County is a local non-profit organization that is prepared to take on the challenge of educating the community and providing support to victims and their families.

The mission of Family Services of Tulare County is to help children, adults and families heal from violence and thrive in healthy relationships. They provide comprehensive services that promote safe homes, safe relationships and safe children. Family Services of Tulare County was founded 33 years ago as a domestic violence shelter. Their goal was to bring awareness to the issue of abuse in the home and to provide prevention and intervention services. Caity Meader, Executive Director of Family Services said that, "During the last three decades the types of services we have available has expanded to include not only domestic violence, but sexual assault, child abuse and human trafficking." While most people in Visalia are not very familiar with how human trafficking works or how children and adults can get coerced into human trafficking, Family Services seen multiple cases of human trafficking emerge from the shadows over the last five years. Recently, Family Services has received grant funding to help provide education, raise awareness, and provide resources to respond to human trafficking.

Family Services has come alongside local law enforcement agencies and the Tulare County District Attorney's Office to be a support and resource for the respective offices. Meader noted, "One of the hardest aspects of putting together a human trafficking case is that victims almost never self-identify because they are being driven by force, fear, coercion, and for many, they don't even realize that they have become a victim." Today many human trafficking cases begin with online communication which is why local law enforcement agencies have begun to create cyber-crimes departments in hopes of curbing increased frequency. In addition to partnering with local law enforcement, Family Services is also a part of the Central Valley Against Human Trafficking regional task force.

With the rise of human trafficking in the Central Valley and the new partnerships formed, Family Services has recently hired a full-time Human Trafficking Advocate. This advocate is the front line support for victims and their families. The advocate becomes a full time case manager and is able to be a neutral advocate for the victim, allowing them to have a voice and tell their story without shame and fear. The advocate is able to connect victims with immediate crisis counseling, financial assistance, victim support groups, shelter, and legal services. Additionally the advocate works with the victim and their families to ensure they have access to immediate and long term therapy to deal with the trauma and the long term effects of each situation.

While one piece of the puzzle is for Family Services to help



Family Services' Rape Crisis Program Manager Jennifer Boteilho with members of our Violence Prevention Clubs, MyStrength & MyVoice, and partners from the Marjaree Mason Center present at the "BE FREE" 7th Annual Conference on Human Trafficking in Fresno. (FEB 22nd, 2016)

support the victims and the families of human trafficking, the other piece of the puzzle is to help bring awareness and prevention to communities throughout Tulare County. Meader stated, "Parents need to talk to their children about their online activities and what healthy relationships look like. This can be a difficult even uncomfortable task, however Family Services is happy to provide resources, information, and speakers to help facilitate these types of conversations."

For those in the community who want to find a way to support the work of Family Services and other organizations, the key is to get involved. Whether you can donate money to support existing and new programs, or you have a few hours to volunteer each week, everything is appreciated. If you are looking for specific ways to help Family Services they are always in need of: gift cards in small denominations, backpacks, and new clothing like sweats, underwear, and socks.

Lastly, one of the best ways to help prevent human trafficking, abuse and assault is report what you observe. Often residents see, hear or know information but don't want to "get involved" because they don't want their name associated with the issue or fear retaliation. This is understandable, however there are many ways that a resident can report information to local law enforcement and stay anonymous. The Tulare County Sheriff's Office has TipNow; you can text, e-mail or call in a tip: 559-725-4194 or [tcso@tipnow.com](mailto:tcso@tipnow.com). Residents are encouraged to call Family Services' 24-hour crisis hotline at 559-732-7273 or 559-784-7273 to ask questions find resources and support for victims, or to get involved.

We all know that when a story breaks everyone feels like they want to do something immediately, but to those involved in cases like Operation Baby Face, the ramifications are long-lasting. The case does not end when someone is arrested; the victims and their families are just beginning a long journey to recovery and healing. We are so glad that there are organizations like Family Services of Tulare County who are prepared to provide prevention, intervention, education, and support for our community when the headlines fade.



### Travel with the Chamber

- 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 - 24, 2017
- Spotlight on Rome**  
September 5 - 11, 2017
- China**  
October 6 - 14, 2017

Collette Vacations CST#2006766-20  
Mayflower Tours  
Citilinc

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



Riders from the "Tour Against Trafficking" organized by the Episcopal Diocese of San Joaquin. This ecumenical effort and event sought to raise awareness about Human Trafficking in the region and to raise funds for organizations like Family Services of Tulare County. Funds received from the 2015 tour went to establish Family Services' emergency assistance funds for victims.

### VISALIA CHAMBER OF COMMERCE MISSION ICONS



Business-Government



Business Relations



Promoting Community



Strong Local Economy

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

# OSHA Issues New Rules On Reporting, Post-Accident Testing

The final revisions to the Occupational Safety and Health Administration's ("OSHA") regulations for Recording and Reporting Occupational Injuries and Illnesses went into effect on August 10, 2016. The new rules require certain employers to electronically report information that was previously required to be reported by submitting OSHA forms, and also include a drastic change to an employer's ability to test for drugs and alcohol after a work-related accident. The revisions are aimed at increasing efficiency for enforcement and compliance with OSHA regulations, preventing workplace injuries and illnesses, and increasing anti-retaliation protections for workers reporting work-related accidents.

Beginning January 1, 2017, the new reporting rules require employers with 250 or more employees at a single location, or those employers with 20 or more employees at a single location that work in a designated "high-risk" industry, to electronically file information on workplace injuries and illnesses that took place in 2016. The information that is required to be reported is the same as was already required to be reported on Form 300A and must be electronically reported by July 1, 2017. In 2018, the electronic reporting requirement for employers with 250 or more employees at a single location extends to include information on Form 300 and Form 301, along with Form 300A, and must be reported by July 1, 2018. In 2019, and every year thereafter, the deadline for electronic reporting will be March 2nd for all employers required to submit electronic information.

Also included in the OSHA revisions is a controversial change to an employer's ability to test employees for drugs and alcohol following a work-related accident. Newly added regulation 1904.35(b)(1)(iv) states, "You must not discharge or in any manner discriminate against any employee for reporting a work-related injury or illness." On May 12, 2016, OSHA released supplementary information interpreting the new regulations' impact on an employer's ability to test for drugs and alcohol following a work-related accident. Specifically, the OSHA supplementary information release states, "Although drug testing of employees may be a reasonable workplace policy in some situations, it is often perceived as an invasion of privacy, so if an injury or illness is very unlikely to have been caused by employee drug use, or if the method of drug testing does not identify impairment but only use at some time in the recent past, requiring the employee to be drug tested may inappropriately deter reporting."

### What This Means for Employers:

The post-accident testing limitations, originally scheduled to go into effect August 10, were delayed until November 1 after backlash from commenters. Under the revisions, company policies that mandate drug and alcohol testing after any kind of accident would be considered discriminatory. Many employers will have to adjust their current policies to incorporate the new restrictions on post-accident testing. Employers must review the revised regulations and evaluate their current policies to make sure they stay in compliance. Employers that fall within the electronic reporting requirements must be prepared to electronically file the required information and train the appropriate staff to comply with the newly updated regulations.

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.

### About this publication ...

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## PRESIDENT'S CORNER

# Collaboration is key

There's a buzz word continuing to circulate around the office water cooler — and for good reason. Collaboration is a veritable synthesizer of individuals and their businesses, which is often initiated by one question: "What do you think?"

What do you think about partnering on this campaign, event, or promotion? It communicates more than a request. It points to the respect one person or company has for another. It's a question that says, "This thing can be beneficial, or better yet, mutually beneficial. Do you see in us what we see in you?"

I found myself in a recent meeting with two Chamber members, having such a conversation. While ideas flowed around the table, I realized we were plotting a "from a Member, to a Member, for a Member" promotion. With nearly 700 Chamber members, the strategy already had legs, and we were all ready to run.

One of our newest members, Rainmaker Productions, is hosting their second live event of the year: Rock & Roll Hall of Fame inductees, The Family Stone, on Friday, September 16 at the Visalia Fox Theatre (also a member). You may not know the Rainmaker name, but as they informed me, their



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

last eight consecutive events have been sell-outs affairs, and include artists like Heart, Morrissey, Martina McBride, and comedian Brian Regan. Each of their shows are promoted in tandem with Visalia Times-Delta's "Choices presents" arm (also a member) and benefit a local non-profit organization (also a chamber member). The Family Stone concert benefits Chamber member, The Creative Center, here in Visalia.

As to the collaboration piece, if you are a Chamber member, you will be receiving an exclusive access code for a 25% discount off per ticket to The Family

Stone concert. For the first fifty members who purchase top tier tickets, you will also receive a CD and t-shirt from the artist (\$35 value). If you purchase tickets at \$30 or more, you automatically get a t-shirt (\$20 value).

The reality is, at the heart of collaboration all involved benefit. As Chamber members come together and partner not only are businesses stronger, so is our community. As the Visalia Chamber grows it is our firm commitment that this type of collaboration continues. Our hope is that as other members join together, we can not only support these efforts but enhance their reach.



## COMMUNITY LOYAL MEMBERS

*A thriving community starts here!*



### New Members

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

- **RAINMAKER PRODUCTIONS**  
Entertainment  
559-300-3654
- **CELEBRANT SINGERS**  
Non-Profit Organization  
559-740-4000
- **DEAF AND HARD OF HEARING SERVICE CENTER**  
Non-Profit Organization  
559-334-0134
- **FARMERS INSURANCE DISTRICT OFFICE**  
Insurance  
559-429-4257
- **CITSLINC**  
Travel & Tourism  
626-571-0616
- **CALIFORNIA STATE UNIVERSITY, FRESNO, DIVISION OF CONTINUING AND GLOBAL EDUCATION**  
Education & Research  
559-278-0333
- **CENTRAL VALLEY COLLISION REPAIR**  
Automotive Service, Repair & Parts  
559-734-4740

### Renewing Members

The Visalia Chamber of Commerce thanks the following companies for renewing their commitment to the community of Visalia.

- California Wire Cloth, Inc.
- Coopman Family Limited Partnership\*
- JD's Auto Outlet Visalia
- RE/Max All Estates Realtors\*
- RiverCross Church
- Tulare County Office of Education Child Care\*
- Workforce Investment Board of Tulare County
- Visalia Senior Housing - Sierra Meadows
- Visalia Unified Teachers Association\*
- Central Valley Tax Services
- Golden Gate Media Group
- Lowe's
- County of Tulare\*
- Elaine Rider/State Farm Insurance Agency
- Financial Credit Network, Inc.
- JBAC Tax & Accounting
- Perine & Dicken\*
- Redi-Rooter Plumbing\*
- Tri Counties Bank
- Valley Life Foundation
- Wonder Valley Ranch Resort & Conference Center
- SERVPRO of Visalia\*
- ConAgra Foods
- American Ambulance of Visalia
- BANC HOME LOANS\*
- Brandman University
- Ed Dena's Auto Center
- Foodlink for Tulare County, Inc.

- Manpower, Inc.
- Michael's Custom Jewelry\*
- Paradise Aquatech Pools, Inc.\*
- Pena's Disposal
- Sequoia Cigar Company
- Visalia Unified School District-Administration Department
- Advanced Micro Systems
- Love In the Name of Christ\*
- Patrick L. Salazar State Farm Insurance Agency
- Resources for Independence Central Valley
- Stor It\*
- LegalShield - Clayton Biewer - Independent Associate
- Creative Flowers
- Bethlehem Center
- Farmers Insurance District Office
- Tulare-Kings Dental Society
- Interim Health Care of the Central Valley
- Law Offices of James P. Hurlbutt
- Miss Tulare County Scholarship program
- Adventure Park of Visalia\*
- Peggy Furnas
- Veterans Memorial District\*
- Visalia Fire Assoc. Local 3719
- American Cancer Society\*
- AT&T
- ImagineU Interactive Children's Museum\*

\*110% Club Members



The Young Professionals Network (YPN) recently co-hosted a summer networking mixer with local Rotary clubs at the International Agri-Center. The event was attended by more than 70 young professionals eager to meet other young professional in order to expand their personal and professional network.

The purpose of the YPN networking mixers is to bring young professionals together in a lighthearted setting with the hopes that they can engage with one another and grow their individual networks and sources of business. The target demographic for these events are young professionals between the ages of 21 and 40. Our definition of "professional" is broad; to include those just entering the professional work force in our community along with those that have established business but are looking to connect with other like-minded people with whom they can grow their businesses.

During the mixer, attendees had the opportunity to explore the Agri-Center and meet Agi the mascot. The Agri-Center gave out information about the Ag Ventures program, designed to help children better understand agriculture and how our food is grown. The Agri-Center was the featured non-profit organization for the mixer. Each mixer features



at least one non-profit organization in hopes of encouraging attendees to become more engaged in their local communities.

The summer mixer was co-hosted by Rotary clubs throughout Tulare County. The partnership with Rotary is something that the YPN steering committee has wanted to do since the inception of the Young Professional's Network. Former YPN Chairman July Hong noted, "We see Rotary as the platform that all professionals want to engage in within the community. We feel that the YPN allows for an easy stepping-stone for many young professionals to begin their networking/social engagement. Our hope is that Rotarians would point their mentees and younger employees to YPN so that they too can begin to engage with others their age and can grow their personal businesses with for years to come. A large part of our community's current leaders' success has come from doing business amongst one another, and we truly want to harbor and nurture that mentality for the growing number of our community's young professionals who are beginning to plant and grow their own business back at home in Tulare County. Moreover, our hope is that YPN becomes the platform from which the next generation of board members, philanthropists, and civic leaders will come from."

The Young Professionals Network hosts quarterly networking mixers throughout Tulare County. The next mixer will be a YPN birthday party celebration at Roller Towne on November 3, 2016. The event will be held from 5:30 - 7:30 pm, the cost to attend is \$10.00. For additional information check out the VisaliaYPN Facebook page.



**GROUNDBREAKING • GRAND OPENING • RIBBON CUTTING • CEREMONIES**

**BOARD SPOTLIGHT**

**Nathan Halls**



Nathan Halls is the Chief Credit Officer for Suncrest Bank. He has been a Chamber Board Member for 2 years.

**1. Why is it Important to be a Chamber Member?**

Business can be lonely, we can be so absorbed by our routines, goals or crisis at times we miss out on being part of our community. We forget that others face challenges and need help. We as business people can lose our ethos and we forget that we are community members, servants, and guardians. We can misplace the fact that we are neighbors and friends to our customers. We forget to place family at the top of our priorities and they are the reason we work! This can lead to our business becoming just work instead of our passion.

Just as good friends help shape your beliefs, values, skills and ultimately make you a better person, the Visalia Chamber of Commerce comes along side us working to make our community and local economy stronger and better.

**2. What is your favorite thing about your job/company?** We are very much a relationship company, our relationship with our customers, employees and downtown neighbors and community come first. Even as we grow, our board's commitment to these values is evident. I am proud to play a small part in what I think is a true business movement not just an ideal. We truly believe "We are all neighbors" and it shows.

**3. What is your best advice for young professionals?** A while back a mentor shared with me his rules for business and I have it up on my computer to remind myself. The rules are: 1. Make friends, not enemies. 2. Have a little fun every day. 3. Stay away from negative people. 4. Listen more, talk less. 5. Ask questions.

**4. What is your favorite quote?** "Comparison is the thief of joy".

**AMBASSADOR SPOTLIGHT**

**Roy Dressel**



Roy Dressel is the owner of PortraitEFX by Roy Dressel Photography

Roy started his business, Roy Dressel Photography in 1984 and joined the PortraitEFX network in 2014.

We provide professional photography services for business and personal needs including weddings, and portraits. We also offer photography programs for church directories, pre-schools and elementary schools, karate studios and a whole host of other organizations and groups.

I would advise anyone who is a member of the Chamber to get involved. Just call the Chamber and ask what needs to be done. I had been a member of the Chamber in name only for almost ten years and decided that I wanted to get involved, be more hands on, so I called Sue Summers, she suggested that I become an ambassador, and it has been a great experience. Meeting new people and new businesses has been great.

Chamber membership has got my name out to the community in a way that I could not do in any other way. A personal way. People who may have heard about us in the past now put a face with the name.

The best part of Visalia are its people. Down to earth individuals who are passionate about the town and keeping it vibrant. Visalia is just the right size, lots of variety in things to do and shopping, yet small enough so that every time you go out you run into someone you know. In other words, big city amenities and small town charm.

Favorite charity would be my Lions club, The Visalia Host Lions. I have been a member for over fifteen years and am 1st Vice President. We do a lot of things for the community that varies from the Imagine U Children's Museum to the Girl Scouts. I have worked with the Kaweah Delta Foundation and the Valley Oak SPCA for many years.



**Ribbon Cutting**

**Bold Productions**

144 S. "L" St. Suite #N • 310-880-0613



**Ribbon Cutting**

**Ridgeview Middle School**

3315 N. Akers St.



**Ribbon Cutting**

**Left of Center**

699 W. Center • 559-733-2582



**Open House**

**Wathen Castanos Homes**

2723 N. Boise St. • 559-432-8181



**Sutton Hague Law Corporation** is very pleased to announce Justin Vecchiarelli has joined the firm's Fresno office as an associate attorney. Mr. Vecchiarelli represents employers before federal and state courts and agencies and in arbitrations. He also counsels management, in a broad range of industries,



on a wide variety of employment and labor law issues.

Visalia-based **CalCom Solar** is ranked third in the nation on the latest Inc. 5000 list of the fastest growing private companies in the U.S.. This is the highest ranking ever for a Central Valley company for this list. CalCom solar works with farms, dairies and water districts helping design and build solar energy projects.

**Registration open for 5K Harvest Run/Walk set for Oct. 1 in Visalia**

VISALIA – Registration is now open for the 5K Harvest Run/3K Walk and 1/2 mile kids run in Visalia on Saturday, Oct. 1, in Visalia presented by Kaweah Delta Health Care District and Visalia Runners.

The 5K run and 3K walk will take place at 8 a.m. at The Lifestyle Center, 5105 W. Cypress Ave., while the 1/2 mile kids run will begin at 7:45 a.m. Both will benefit patients of Sequoia Regional Cancer Center who are in need during the holidays. All finishers will receive a free medal and race/chip results by e-mail. Shirts will be given to the first 300 people to register for the 5K run or 3K walk. This run is part of the Valley Running Series and worth 10 points.

Run/walk cost is \$25 before 5 p.m. on Wednesday, Sept. 28 online at [www.kaweahdelta.org/run](http://www.kaweahdelta.org/run) or [www.visaliarunners.org](http://www.visaliarunners.org) or <https://runsignup.com/Race/CA/Visalia/Harvest5KRunVisalia2016>; \$35 day of the event only from 6:30-7:45 a.m. Registration is also available in person

through 5 p.m. on Friday, Sept. 30 at The Lifestyle Center, 5105 W. Cypress Ave. You may also register by mail through Monday, Sept. 26, to: Visalia Runners, 5437 W. Perez Ave., Visalia, CA 93291 (make checks payable to Visalia Runners). Packet pick-up is Friday, Sept. 30, from 3-7 p.m. at The Lifestyle Center.

Established in 1963, Kaweah Delta Health Care District is the only trauma center between Fresno and Bakersfield. Kaweah Delta Medical Center was recently recognized by Healthgrades as one of America's 100 Best™ 2016 hospitals for Spine Surgery as well as excellence awards in orthopedic surgery, pulmonary care, and general surgery. The district offers a comprehensive scope of services including everything from a well-respected pediatric hospitalist program to nationally recognized orthopedic and cancer programs. For more information, visit [www.kaweahdelta.org](http://www.kaweahdelta.org) or follow Kaweah Delta on Twitter and Facebook.

**THE LAW AT WORK**

**Those are the Breaks**



The topic of this article is fairly straightforward: What breaks are employees entitled to take throughout the workday? The answer – a favorite among attorneys – is "It depends." It depends on whether we are talking about meal breaks or rest breaks. An employee working a regular 8-hour day is entitled to both meal and rest breaks. However, there are differences between the two.



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

"on-duty" meal break which counts as "timed worked" and must be paid.

- If an employee works more than 10 hours in a day, they are entitled to a second meal break of at least 30 minutes. An employee can agree to waive this second meal period, provided they do not work more than 12 hours and they did not waive their first meal break.
- Employers have an obligation to make sure that employees are relieved of all duty and free to take meal breaks away from the work premises.

Keep in mind that there are some exceptions to these rules for certain industries, such as the health care, group home, and motion picture industries. Also, these rules only apply to non-exempt workers, i.e. workers who are not exempt from overtime.

Failure to abide by these rules can result in significant penalties and fines from the Labor Commissioner. As such, it is worthwhile to ensure that your company's policies with regards to meal and rest breaks are compliant with the law.

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](mailto: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](http://www.thecalifornialawyers.com)).

**REST BREAKS**

- Employees must be given rest breaks of at least 10 consecutive minutes for every 4 hours worked.
- To the extent possible, rest breaks should be taken in the middle of each work period.
- Rest breaks are paid – employers cannot require employees to clock-out during rest breaks.
- Employees may be required to remain on the work premises during the rest break. However, employers may NOT require employees to do any work during a rest break.
- Employees are free to skip a rest break, provided the employer isn't encouraging or forcing the employee to skip it.

**MEAL BREAKS**

- If an employee works more than 5 hours in a day, they are entitled to a meal break of at least 30 minutes. However, employees can agree to waive this meal period, provided the employee does not work more than 6 hours in the workday.
- Employees can also agree with their employer to have an



## The Visalia Young Entrepreneurs Academy Selects Raquel Garcia, Phil Cox and Kim Batty as Instructors for the 2016-2017 Class



Garcia



Cox



Batty

The Young Entrepreneurs Academy (YEA!) is proud to announce that Raquel Garcia (Fresno Pacific University - Visalia Campus), Phil Cox (Tulare County Board of Supervisors) and Kim Batty (KB Concepts) have signed on as instructors for Visalia YEA! class of 2016-2017. YEA! is an innovative program that transforms local middle and high school students into real entrepreneurial successes.

“Raquel, Phil and Kim all have deep and strong ties to our community. Their dedication to helping young people succeed in life makes them all great role models and instructors for YEA! students,” says Gail Zurek, President & CEO of the Visalia Chamber of Commerce. “Our goal is to teach students how to develop the type of entrepreneurial mindset that will give them more options after high school and will help them to become extremely successful no matter what career they choose.”

Raquel Garcia is the Assistant Director of Outreach and Community Development at Fresno Pacific University, Visalia Campus. Raquel has worked in higher education for more than 12 years both as an academic counselor and as a professor for the School of Business and the School of Humanities, Religion & Social Science.

Supervisor Cox is a lifelong Visalia resident. He attended College of the Sequoias, and owned and operated C & C Construction since 1985. Before being elected to the Board of Supervisors in 2004, Cox has been very involved in the City of Visalia. He served on the North Visalia Advisory Committee (1991-1998); was a member of the Visalia City Planning Commission (1998-2001); and served as a Visalia City Councilman (elected 2001). In that capacity, Cox served as Visalia’s vice mayor from 2004-2005. Supervisor Cox was re-elected to the Board of Supervisors in 2012. With his term as Supervisor coming to an end Cox has decided to make a run for Visalia City Council this year.

Kim Batty is the owner of KB Concepts where she is a Business Strategy Consultant. Kim has a strong background in marketing and branding which made her a perfect choice to teach part of the YEA! program. Kim was a mentor for YEA! during the 2015-2016 class.

Throughout the year, students will work in close cooperation with local business leaders, community leaders and educators who use their personal experiences to demonstrate how to develop ideas and objectives, write a business plan, pitch potential investors, obtain funding, register with governmental agencies, establish e-commerce and a web presence, and much more. By the end of the class, students own and operate fully-formed and functioning businesses, which may be carried on after their graduation from the program.

Getting ready to begin the fourth YEA! class in Visalia, the Visalia Chamber of Commerce is currently recruiting motivated middle and high school student to participate the new class beginning in October. Applications can be found at [www.visalichamber.org/yea](http://www.visalichamber.org/yea) and will be due on September 15, 2016. For more information call Nicola Wissler at the Visalia Chamber at 559-734-5876.

**Start as a student and finish as a CEO!**

## HEALTHCARE NOTE

# Innovators in Community Health – Celebrating National Health Center Week



Each August, Community Health Centers (CHC) from across the Country join together to bring awareness to the



**Kerry L. Hydash, MPA**

President & CEO  
Family HealthCare Network

innovative work being done to fill critical gaps in health care with the observance of National Health Center Week. National Health Center Week raises awareness about the mission and impact of CHCs as local solutions for affordable, accessible, and comprehensive health care.

What began as a modest demonstration program in the mid-1960s has evolved 50 years later into the largest, and most successful primary care system in the Country. Since their inception, CHCs have demonstrated impressive results in reducing infant mortality, improving immunization rates, and managing chronic conditions such as obesity and diabetes. Today, CHCs provide care for nearly 25 million Americans across the Country, and serve as critical economic engines helping to power local economies.

Locally, Family HealthCare Network, a Federally Qualified Health Center, touches our community through 21 delivery sites and serves as the health home to 1 in 3 patients in Tulare County. With 218,337 patients served in the last year, FHCN

is the 9th largest Federally Qualified Health Center in the U.S., the largest provider of health care for migrant and seasonal farmworkers, and boasts one of the leading OB programs in the nation with more than 3,000 infants delivered this past year. From our clinical providers, to our clinical and support staff, each one of FHCN’s team members is proud to serve as a leader – not only in our community, but among health centers throughout the U.S.

In October, Family HealthCare Network will kick off our 40th anniversary - celebrating 40 years of serving our patients, and implementing strategies to promote healthier communities and access for all. Although we have grown substantially since 1976, we remain true to our original mission: to provide quality health care to everyone in the communities we serve.

The success of Family HealthCare Network’s approach to primary care – and what is required to meet the needs of our community – would not be possible without the support of our board, staff, community, and fellow CHCs. Thank you for joining us in recognizing National Health Center Week and the incredible impact CHCs have in creating healthier communities.

## VISALIA UNIFIED SCHOOL DISTRICT

# New School Year, New Linked Learning Academies

Written by Bill Davis, Director of Career Technical Education, Visalia Unified School District



**Bill Davis**  
Director,  
CTE Education

As summer comes to a close and families get away to those last trips to the beach, Visalia Unified schools are coming alive with excitement. The beginning of the year is an amazing time on a school campus. Students and staff are excited and ready for the adventures ahead. This excitement is especially high at the high schools this year as they begin the year with new Linked Learning Academies full of enthusiastic freshmen.

This is the third year in a three year implementation of Linked Learning Academies in the Visalia Unified School District. Over the last two years, District (VUSD) has opened six academies district wide offering a unique educational experience for students. 2016-2017 marks the first full year of implementation with ten Linked Learning Academies open across the district. Linked Learning is an educational approach that combines integrated academics, career themed courses, work-based learning and students support systems to ensure that students are truly college and career ready. Students choose an academy based on their interests. Students are then

allowed to attend the high school where that academy is housed. For example, a student from Divisadero, who would normally matriculate to Mt. Whitney High School, could choose an academy at Golden West High School. That student can take advantage of the district bussing to attend Golden West and the academy of their choice. See the chart below for the names and locations of the VUSD Linked Learning Academies.

To truly ensure that students are college and career ready it is vital that they are engaged in work-based learning experiences. These include having guest speakers, industry tours, job shadows, and eventually an internship. If you or your company is interested in partnering with one of the Linked Learning Academies or if you are interested in learning more about the program, please join the Visalia Partners in Education (VPIE) on September 8th at 5:00 pm at the Visalia Convention Center, Charter Oak Ball Room for the VPIE Launch event. VPIE will be launching their new “Future’s Project” and inviting all Visalia businesses to partner in the creating futures for VUSD students.

If you would like to attend the VPIE Launch event please RSVP to the Visalia Chamber of Commerce at 559-734-5876.

Academy of:	High School
Agricultural Bioscience and Technology	VTEC
Architecture and Engineering	Redwood High School
Business and Finance	Golden West High School
Computer Science	Mt Whitney High School
Engineering and Ag Manufacturing	Golden West High School
First Responders	Golden West High School
Health Sciences	Mt Whitney High School
Law and Justice	Redwood High School
Media Arts	El Diamante High School
Sports Therapy Rehabilitation Orthopedics Neuromuscular Gains “STRONG”	El Diamante High School

## Tulare County Symphony Orchestra presents 2016-2017 season “Back to Our Roots”

One of California’s premier symphony orchestras is right here in your own back yard!

This year’s theme is back to our roots. The Symphony will present the following concerts: American Identities, Stellar Serenades, Holiday Madness, Indigenous Impressions, Jazz it Up, Great Movies/ Great Music: Oscar Winners, and Stalwart Stamina. The season will begin in October and end in May 2017.

Get your season tickets to the Symphony now. Season ticket holders get: the best seats, same seats for each concert, hosted receptions, savings of up to 20%, and the opportunity to bring a friend to the concert of your choice. Season ticket packages start at \$140.00.

For concert tickets call the Symphony office at 559-732-8600 or visit our website at [www.tularecountysymphony.com](http://www.tularecountysymphony.com)

## What Our Members Are Saying...

**“We had an answer back a few hours later!”**

We started at another financial institution looking for a low rate for my dream motorcycle... this Harley Davidson, it was perfect for us! But 2 days later, the other place had not gotten back to us – we had no answer, nothing. So we went to Tucoemas and not only got a great rate of 4.75% **we had an answer back a few hours later!** We were able to pick the bike up that evening.

We are so happy. Not only did we get a great loan for the motorcycle, Tucoemas was able to refinance our RV and helped us save over \$3,300 interest on that loan! We are very excited about our savings and we have a new found freedom for our summer travels! Check Tucoemas out- you will like what you find!

**Junior O. & Brittany A.**  
Tucoemas Member/Owners



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# Visalia Medical Clinic Offers 75th Anniversary Health Festival

VISALIA – Visalia Medical Clinic (VMC) will celebrate its 75th anniversary with a health festival from 9 a.m. to noon on Saturday, Sept. 24.

The public event will feature free glucose, cholesterol and blood pressure tests, and bike helmet and bike safety checks with the California Highway Patrol. Participants can tour the variety of booths, including a circus booth and a booth featuring old medical equipment and photos in honor of the 75th anniversary.

VMC's newest physicians will be available to meet attendees, and the clinic's new patient coordinator will provide information to prospective new patients. Visalia police and fire department representatives are expected to be on hand, kids can participate in a coloring contest and meet



Geoffrey the Giraffe from Children's Hospital.

Attendees will be given a passport to be stamped at each of the booths they visit, and a free reusable tote bag to collect giveaways from the booths. They will then be entered to win one of a variety of prizes.

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).



## Bank of the Sierra Announces Brendan Feder as Senior Ag Loan Officer



Feder

VISALIA, CA—Bank of the Sierra recently named Brendan Feder as Senior Ag Loan Officer for the Ag Credit department. In this position, Feder will be responsible for managing agricultural loans for the central and southern California areas.

Prior to joining Bank of the Sierra, Feder was Associate Director for MetLife Agricultural Investments for Fresno County to Southern California and Arizona, managing loans for permanent plantings, irrigated field crops, and dairy. Feder comes to the Bank with over 30 years of experience in agriculture and finance, with a Master of Science in Agricultural Business from CSU Fresno and a Bachelor of Science in Ag and Managerial Economics from UC Davis.

With experience as board member to the California Grape and Tree Fruit League and Leadership Program Mentor to the California Almond Board, Feder has thorough understanding of Central Valley Ag. Commenting on the new hire, Harrold Wiley, Ag Credit president said of Feder, "Brendan's skillset, experience, and connections make him a perfect fit for the position, and we're pleased to welcome him to the Ag Credit team."

### About Bank of the Sierra

Since its founding in 1977, Bank of the Sierra has grown to become the largest independent bank in the southern San Joaquin Valley. The Bank currently operates 33 full-service branches and a loan production office, and offers a full range of retail and commercial banking services in California's South Central Valley and neighboring communities, the Central Coast, and select Southern California locations including Ventura County and the Santa Clarita Valley. Offering more than just financial services, Bank of the Sierra is committed to providing the benefits of local banking with a focus on improving the communities in which it serves.

# Corn dog and Pie-Eating Contests: It must be Fair Time!

TULARE – Corn dog lovers will compete to see who can down the most dogs in just eight minutes during the annual corn dog-eating contest at the Tulare County Fair, Sept. 14-18.

The entry fee is \$10 if paid by Monday, Sept. 12 or \$15 thereafter. Entries will be accepted on the day of the contest, which begins at 5 p.m. on Saturday, Sept. 17. Rules for all contests are available on the [www.tcfair.org](http://www.tcfair.org) website. The contest, sponsored by Milo's Corn Dogs, will be held at the Eagle Mountain Casino stage. Semi-professionals, amateur eaters and fairgoers who love corndogs will compete for a total of \$800 in prize money.

Pie lovers will have their own competition this year, beginning at 4 p.m. on Sunday, Sept. 18, on the Eagle Mountain Stage. The first prize-winner will receive passes for two to meet The Boxmasters, featuring actor Billy Bob Thornton, and reserved seating at the concert. The second prize-winner will receive two barbecue dinners at the fair; third prize will win two funnel cakes. Participants must be 18 years or older. Pre-registration is \$10; on site registration is \$15. Details and the entry form are online at [tcfair.org](http://tcfair.org).

Talented local kids are also invited to participate in the third annual Kids Talent Auditions at 12:30 p.m. on Saturday, Sept. 17, to compete for cash and prizes. Each contestant, age 14 and younger, must come prepared with a two-minute audition piece and music must be on a CD. Twelve finalists will be



Annual corn dog-eating contest

selected to move on to the Kids' Talent Showcase, to be held at 2:30 p.m. on Sunday, Sept. 18.

The winner of the showcase will receive \$150, a corn dog on a stick, a stuffed animal and more. First and second runners-up will also receive cash and prizes. Contestants must reserve a spot in advance by emailing [tnovoa@tcfair.org](mailto:tnovoa@tcfair.org).

The 2016 Tulare County Fair this year will feature Gin Blossoms on opening night; WAR on Thursday, Sept. 15; Colt Ford on Friday, Sept. 16; and En Vogue on Saturday, Sept. 17, all free with paid fair admission. For information, call 686-4707 or visit [www.tcfair.org](http://www.tcfair.org).

## Bank of the Sierra Sows Seeds in Tulare County with Thousands in Grants

Community bank's Sierra Grant program announces 2nd quarter payouts totaling \$17,500 to diverse Tulare County organizations

PORTERVILLE, CA – Bank of the Sierra announced that a total of \$17,500 were awarded to six different non-profit organizations in Tulare County through its Sierra Grant program. The organizations that received grants include Lindsay Cultural Arts Council, Butterfield Charter High School of Porterville Unified, Valley Adult Day Services, the Three Rivers Historical Society, Tulare Emergency Aid Council, Family Services of Tulare County, Parenting Network / Blanket Ladies, Visalia Emergency Aid Council, the Hispanic Chamber Foundation of Tulare & Kings Counties, and Downtown Visalians (Visalians Inc.).

The funds granted to the above organizations will go toward a range of community projects. The volunteer group Blanket Ladies will use their \$2,500 grant to purchase materials to make blankets and other sewed and knitted products, which are donated to agencies that benefit underprivileged youths. The Lindsay Cultural Arts Council received a \$3,000 grant to help them complete a project to preserve the legacy of local photographer Eschol M. Hammond, whose culturally significant work documents Tulare County life in the first half of the 20th century.

Bank President and CEO Kevin McPhaill voiced his approval of this quarter's recipients: "Bank of the Sierra values the opportunity to partner with groups that support local people. The organizations chosen here showcase the great community building efforts in our area, and we want to encourage them to keep making a difference."

### About the Sierra Grant Program

Since its inception in 2004 the Sierra Grant Program has been responsible for donating over a million dollars to organizations that improve local communities. The grants go toward fostering community services, park preservation, and educational programs. Non-profits who wish to apply for a Sierra Grant can pick up an instructional brochure at any Bank of the Sierra branch, or visit the bank's web site at [www.bankofthesierra.com/resources/sierra\\_grant\\_program](http://www.bankofthesierra.com/resources/sierra_grant_program).

FRIDAY **SEPTEMBER 30, 2016** 5:30-9:30PM

Vossler Farms Pumpkin Patch

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\$50 DAY OF

## Rawhide to Host 1st Annual Hitting Challenge for Local High School Talent

10 local high school baseball & softball players will get to participate in hitting challenge for scholarship cash

VISALIA—Calling all Tulare & Kings County high school baseball & softball players! The Rawhide Baseball Foundation for Kids will be hosting the first of what will be an annual **Hitting Challenge competition** for high school baseball & softball athletes on Wednesday, September 7th @ 6pm.

Applications are now available at [www.RawhideBaseball.com](http://www.RawhideBaseball.com).

The selection committee is looking for the following key elements in potential participants:

- Above-average hitting ability
- GPA above 3.0
- Person who shows character on & off the field
- Will be attending college after graduation

Ten (10) participants will be selected in total – five (5) boys & five (5) girls.

These are to be from the 2016 graduation class through 2018 graduation class.

The hitting challenge will incorporate a variety of targets on the field at Rawhide Ballpark.

There will also be a point scoring system in place.

The boy & girl who score the highest amount of points will win a **\$500 scholarship from the Rawhide Baseball Foundation for Kids**.

Select other targets will also be worth scholarship cash or gift cards from various local partners including the **Sunset Rotary Club, the West Visalia Kiwanis, local Target stores, Zeeb Commercial Real Estate Agent Marc Griffiths, & Scentsy representative Danielle Griffiths**.

Chosen participants will be announced on **Friday, August 26th** on the Rawhide website & social media platforms. Those participating will have 2 minutes to score as many points and/or hit as many scholarship targets as they can, with one 30 second break allowed. Participants will be expected to bring their own bat & provide a pitcher.

This will be a free event, open to the public.

For more information on either participation or donating a scholarship, visit [www.RawhideBaseball.com](http://www.RawhideBaseball.com) or call 559-732-4433 and ask for DJ.

## TICKETS ON SALE NOW FOR 'EVENING WITH DR. DANA SUSKIND'

Author of "Thirty Million Words: Building a Child's Brain" at Fox Theater Sept. 19

Tickets are on sale now for "An Evening with Dr. Dana Suskind", presented by Read for Life at 7 p.m. Monday, Sept. 19 at the Visalia Fox Theater, 308 W. Main St. Tickets are \$10 per person and can be purchased at the theater or at [foxvisalia.org](http://foxvisalia.org).

The event is being presented by Read for Life, a non-profit organization which supports literacy in Tulare County beginning at birth. Dr. Suskind is founder of the Thirty Million Words Initiative, a program dedicated to harnessing the power of language to build a child's brain for future positive impacts. In her book, "Thirty Million Words: Building a Child's Brain," she details the importance of early language exposure on developing a child's brain and encourages parents to take an active role in this development. A 1995 study revealed children who hear more words by their fourth birthday were better prepared when they entered school, had bigger vocabularies, stronger reading skills and higher test scores when they entered the next grade.

Sponsors for the event include: First 5 of Tulare County, Sence Foundation, Kaweah Delta Health Care District, Tulare Regional Medical Center, Buckman-Mitchell Insurance, Inc., Valley Children's Healthcare, Ann B. Reimers Educational Foundation, Lagomarsino Group, the Belay Foundation, Family HealthCare Network, Paloma Development Inc., Citizens Business Bank, the Dwelle Foundation, California Water Service Co., and Carpenter Family's Children Foundation. In-kind sponsors are Visalia Unified School District, Tulare County Department of Education, KVPB Radio and the Vintage Press Restaurant. To become an event sponsor, contact Deborah Lagomarsino at 559-625-3433.

For more information about Dr. Suskind, visit [www.prhSpeakers.com](http://www.prhSpeakers.com). For information on the Thirty Million Initiative, see [www.thirtymillionwords.org](http://www.thirtymillionwords.org). To learn more on Read for Life, go to [www.readforlife.org](http://www.readforlife.org).

CLIP & SAVE

### CALENDAR - SEPTEMBER 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5 Visalia City Council Meeting	6	7	8	9	10
11	12	13 Government Affairs Meeting - Buckman-Mitchell Office 7:15 am Sutton & Hague Seminar Wyndham Hotel 8:30 am	14 Rhine & Mosel Slideshow Chamber office 12:00 pm	15	16	17
18	19 Visalia City Council Meeting	20	21	22 Ambassador Breakfast Visalia First Assembly Church 8:00 am	23	24
25	26	27 Business After Hours Central Valley Collision Repair 5:30 - 7:30pm	28	29	30	

## Explore Music Cities with the Visalia Chamber

April 7-14, 2017  
\$2,849 per person double occupancy  
Registration Deadline: September 30, 2016



The Visalia Chamber is offering the opportunity to explore three of America's great Music Cities in one inclusive package. The trip is 8 days and includes 11 meals, hotel accommodations and roundtrip airfare from Fresno. The trip will depart on April 7th and return on April 14th 2017.

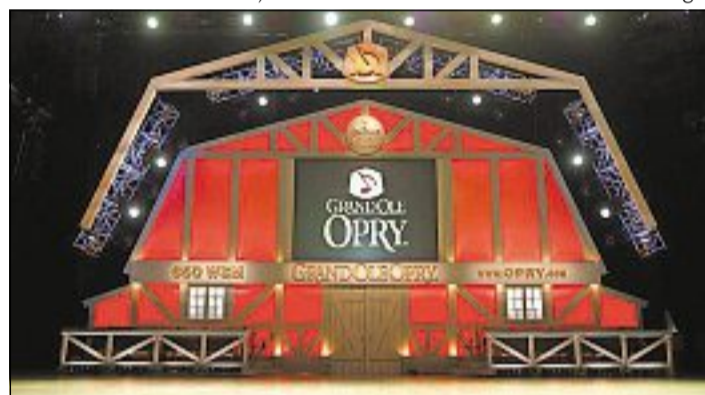
For anyone who loves music history this is an amazing tour filled with backstage tours and great one of a kind experiences. After departing from Fresno travelers will arrive in Nashville the "Music Capital of the World" where they will tour the historic RCA Studio B for an up-close look at Nashville's oldest remaining record studio. Travelers will also get to visit the old Ryman Auditorium and sightsee around the State Capital, Music Row and the Parthenon before sitting in reserved seats at the Grand Ole Opry for a performance and a behind the scenes tour.

Before leaving Nashville and traveling to membership travelers will explore the Country Music Hall of Fame full of memorabilia, costumes, instruments, and art. Once in Memphis the tour will experience the award winning Central BBQ restaurant ranked number 1 since 2005. The group will have the chance to tour Memphis and travel to Graceland to tour the palatial home of Elvis Presley.

From Memphis the tour will travel to New Orleans and step back in time

to the "Jazz Capital of the World". The French Quarter is the first stop with sights like St. Louis Cathedral, French Marketplace, and Pirates Alley. After exploring the city travelers will step out into the wild and participate in a swamp cruise and learn about the fascinating ecosystem while keeping an eye out for wildlife including bald eagles, herons, turtles and alligators. From the swamp travelers will return to New Orleans and roll up their sleeves to participate in a cooking demonstration at the New Orleans School of Cooking.

For more information on the Chamber travel program, contact Sue Summers at 559-734-5876, or visit the website at [www.visaliachamber.org](http://www.visaliachamber.org).



#### HIGHLIGHTS:

- Historic RCA Studio B
- Ryman Auditorium
- Grand Ole
- Opry Show & Backstage Tour
- Country Music Hall of Fame
- Graceland
- French Quarter
- Choice of French Quarter Walking Tour or Panoramic Tour of New Orleans
- Swamp Tour
- New Orleans School of Cooking

**TULIP TIME ON THE ROMANTIC RHINE AND MOSEL – RIVER CRUISE**  
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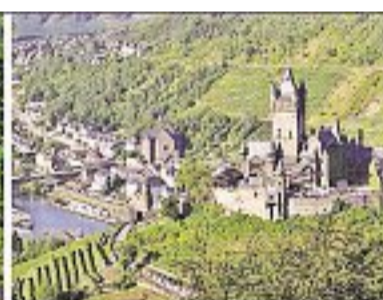
APRIL 18-28, 2017

#### HIGHLIGHTS

Keukenhof Gardens during tulip season, Cologne, Cochem, Strasbourg, Lucerne, Lorelei Rock, Reichsburg Castle, Amsterdam canal cruise

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