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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

UPCOMING EVENTS

- **NOVEMBER 3:**
Young Professionals Network Mixer
Roller Towne
5:30 - 7:30 pm
\$10.00 at the door
21+ only
RSVP: vyppn@visaliachamber.org
- **NOVEMBER 9:**
Disney's Approach to Quality Service
Visalia Convention Center
8:30 - 4:30 pm
Reservations required: <http://visaliachamber-dev.chambermaster.com/events/>
- **NOVEMBER 15:**
Business After Hours Mixer
Hosted by Visalia Marriott
300 S. Court St.
5:30 - 7:30 pm
- **NOVEMBER 17:**
China Orientation
Visalia Wyndham
5:30 - 7:30 pm
RSVP: <http://visaliachamber-dev.chambermaster.com/events/details/travel-to-china-trip-orientation-11-17-2016-4288>
- **NOVEMBER 17:**
YEA! CEO Roundtable
Tulare County Office of Education Building
5:30 - 7:00 pm

Visalia Chamber of Commerce Takes Positions on November Ballot Measures



The Visalia Chamber Board of Directors upon the recommendation from the Chamber Government Affairs Committee has taken positions on the following ballot measures. For more detailed information on each of the ballot measures please go to: www.visaliachamber.org/

Visalia Chamber Supports:

Prop 51: School Bonds. Funding for K-12 Schools and Community College Facilities.

- Authorizes \$9 billion in general obligation bonds for new construction and modernization of K-12 public school facilities; Charter schools and Vocational Education facilities; and California Community Colleges facilities.

Prop 52: Medi-Cal Hospital Fee Program.

Extends indefinitely an existing statute that imposes fees on hospitals to fund Medi-Cal health care services, care for uninsured patients, and children's health coverage.

Prop 54: Legislature. Legislation and Proceedings.

Prohibits Legislature from passing any bill unless published on Internet for 72 hours before vote. Requires Legislature to record its proceedings and post on internet. Authorizes use of recordings.

Visalia Chamber Opposes:

Prop 53: Revenue Bonds.

Requires statewide voter approval before any revenue bonds can be issued or sold by the state for certain projects if the bond amount exceeds \$2 billion.

Prop 56: Cigarette Tax to Fund Healthcare, Tobacco Use Prevention, Research and Law Enforcement.

Increases cigarette tax by \$2.00 per pack, with equivalent increase on other tobacco products and electronic cigarettes containing nicotine.

Prop 57: Criminal Sentences. Juvenile Criminal Proceedings and Sentencing.

Allows parole consideration for nonviolent felons. Authorizes sentence credits for rehabilitation, good behavior, and education. Provides juvenile court judge decides whether juvenile will be prosecuted as an adult.

Prop 58: English Proficiency. Multilingual Education.

Preserved requirements that public schools ensure students obtain English Language proficiency. Require school districts to solicit parent/community input in developing language acquisition programs. Requires instruction to ensure English acquisition as rapidly and effectively as possible. Authorizes school districts to establish dual-language immersion programs for both native and non-native English speakers.

*The Chamber believes in local control of education and while this measure says this is accomplished, it still acknowledges the State as being the primary role rather than local educators. So we do not believe this to be local educational control.

Prop 63: Firearms. Ammunition Sales.

Requires background check and Department of Justice authorization to purchase ammunition. Prohibits possession of large-capacity ammunition magazines. Establishes procedures for enforcing laws prohibiting firearm possession by specified persons. Requires Department of Justice's participation in Federal National Instant Criminal Background Check System.

Prop 64: Marijuana Legalization.

Legalizes marijuana under state law, for use by adults 21 or older. Imposes state taxes on sales and cultivation. Provides for industry licensing and establishes standards from marijuana products. Allows local regulation and taxation.

Visalia Chamber Takes No Position:

Prop 55: Tax Extension to Fund Education and Healthcare.

Extends by twelve years the temporary personal income tax increases enacted in 2012 on earnings over \$250,000, with revenues allocated to K-12 schools, California Community Colleges, and, in certain years, healthcare.

* The Chamber opposes this measure because the tax does not sunset until 2018.

Prop 59: Corporations. Political Spending. Federal Constitutional Protections.

Asks whether California's elected officials should use their authority to propose and ratify an amendment to the federal Constitution overturning the United State Supreme Court decision in Citizens United v Federal Election Commission. Citizens United ruled that laws placing certain limits on political spending by corporations and unions are unconstitutional.

Prop 60: Adult Films. Condoms. Health Requirements.

Requires adult film performers to use condoms during filming of sexual intercourse. Requires producers to pay for performer vaccinations, testing, and medical examinations. Requires producers to post condom requirements at film sites.

Prop 61: State Prescription Drug Purchases. Pricing Standards.

Prohibits the state from buying any prescription drug from a drug manufacturer at a price over lowest price paid for the drug by United State Department of Veterans Affairs. Exempt managed care programs funded through Medi-Cal.

Prop 62: Death Penalty.

Repeals death penalty and replaces it with life imprisonment without possibility of parole. Applies retroactively to existing death sentences. Increases the portion of life long inmates' wages that may be applied to victim restitution.

Prop 65: Carryout Bags. Charges.

Redirects money collected by grocery and certain other retail stores through mandated sale of carryout bags. Requires stores to deposit bag sale proceeds into a special fund to support specified environmental projects.

Prop 66: Death Penalty. Procedures.

Changes procedures governing state court challenges to death sentences. Designates superior court for initial petitions and limits successive petitions. Requires appointed attorneys who take noncapital appeals to accept death penalty appeals. Exempts prison officials from existing regulation process for developing execution methods.

Prop 67: Ban on Single-Use Plastic Bags.

A "Yes" vote approves, and "No" vote rejects, a statute that prohibits grocery and other stores from providing customers single-use plastic or paper carryout bags but permits sale of recycled paper bags and reusable bags.



We Invite you to Explore in 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
Cistline

For more information, go to www.visaliachamber.org/travel

New Cal Water Projects Improve Neighborhood Water Services

VISALIA – California Water Service (Cal Water) has completed water system improvement projects in two Visalia neighborhoods, providing customers with enhanced water supply reliability and fire protection.

The projects included the installation of new, larger water mains and relocation of water services and fire hydrants.

Cal Water installed 4,329 feet of new 8-inch water main, nine fire hydrants,
See Water Projects /2

Visalia's Future Starts with You...and YPN

In this day-in-age, the millennial generation seems to be plagued with negative stereotypes revolving around their work ethic – lazy, entitled, and inexperienced are just a few of the words used to describe us. But if you take a look around at your community, you'll start to see more and more young

faces performing business transactions, representing organizations, volunteering in the community, and starting their own companies. These young faces are the individuals who will carry Visalia into the future by creating new businesses and continuing on the legacy of established organizations.

Many of these bright, motivated individuals are members of The Visalia Chamber of Commerce's Young Professional Network (YPN). Through quarterly networking events, the YPN aims to unite young, driven, passionate, community-minded business leaders to meet

each other, grow their professional networks, and become involved in local causes. As current board members and civic leaders begin to step down from their positions, Visalia will need a new generation of passionate trailblazers; our goal is to help prepare them to step up and provide leadership for our community.

If you're a local business leader concerned about sustaining the future success of Visalia, we encourage you to direct your younger employees and mentees to YPN. This year alone, the YPN has partnered with Rotary, raised funds for local non-profits, and increased the number of mixer attendees each quarter. Now in its third year, the YPN continues to grow and expand its reach to young leaders between the ages of 21 and 40. We hope you can help us reach even more.

Please spread the word among your employees and join us for our next YPN Mixer, an '80s themed event at Roller Towne on Nov. 3, 5:30 p.m. Cost is \$10 per person. RSVP to vyppn@visaliachamber.org.

Kelly Lapadula,
YPN Steering Committee Member, DMI Agency



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

VISALIA CHAMBER OF COMMERCE MISSION ICONS



Water Projects

(continued from page 1)

and 67 one-inch water services to residents on Wren Avenue, Gull Circle, Quail Drive, Robin Avenue, Highland Street and Conyer Street.



Additionally, 4,250 feet of 8-inch water main, nine fire hydrants, and 64 one-inch water services were installed on Sunnyview

Avenue, Curtis Court, Rinaldi Street, Park Circle, Divisadero Street and Giddings Street. For both projects, the existing 6-inch water mains were removed – some from backyards – and new water mains, domestic services, and fire hydrants were installed in front yards to improve access for the utility and avoid the need to enter customers' backyards.

The new pipes are larger, allowing greater flow capacity, and Cal Water replaced the aging mains with PVC pipe. PVC is a sought-after material for water services because it is less costly and less porous than the materials used in the past, and generally does not rust or corrode.

"This project greatly improved the infrastructure and level of water service for this area, part of our commitment to provide our customers with quality, service, and value," said Eric Charles, acting Assistant District Manager. "One of the most important community benefits is that we more than doubled the number of fire hydrants in the neighborhood, from eight to 18."



Get Involved in City Government through a Committee or Commission

VISALIA, CA – For those looking to get more involved in local government, a position on a City Committee or Commission could be the perfect fit.

The City of Visalia is accepting applications from interested citizens for the following Committees and Commissions:

Environmental Committee – Heightens environmental awareness and conservation in Visalia. Issues addressed include air quality, hazardous waste, recycling, water conservation and all other natural resources. The Committee currently has vacancies for three regular members and two alternate members.

Historic Preservation Committee – Administers and carries out the standards and specifications of the Historic Preservation Ordinance and promotes historic preservation including encouraging building owners to initiate preservation efforts. The Committee currently has vacancies for one regular member and two alternate members.

Parks & Recreation Commission – Advises the City Council and City staff in matters pertaining to parks, playgrounds and recreation centers. The Commission currently has vacancies for one regular and one alternate member.

Transit Advisory Committee – Researches and analyzes the community's continuing transit needs, reviews operations, markets the transit program and makes recommendations about the business affairs of the transit system. The Committee currently has vacancies for two regular members and two alternate members.

Waterways and Trails Committee – Advises on matters related to the Bikeway Master Plan and the Waterway and Trail Master Plan. The Committee currently has vacancies for one regular member and four alternate members.

Applications are accepted on a continuous basis and kept for a period of two years. For questions, visit www.visalia.city and click on "Committees/Commissions" to view the informational handbook and application, or you may contact the City Clerk's Office at (559) 713-4512 or cityclerk@visalia.city.



About this publication ...

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PRESIDENT'S CORNER

Gaining a New Perspective is Critical

At a restaurant I recently watched my youngest son try to solve a maze on a paper menu. Frustrated, he kept finding himself at dead ends. My older child, sitting across from him quickly recognized this frustration. Without much fanfare, the older child reached across the table and turned the menu around. "If you look at it differently, it helps" he explained. The younger child began again but saw things he hadn't before.

Gaining a new perspective is critical in leadership, business and life. Often, just as my youngest child did with his paper menu, I think we get stuck in our own life mazes and get frustrated at 'dead ends'. We make decisions the way we always have rather than looking at the challenge from a different horizon. A new perspective, taking a step back, and challenging ourselves to step outside our norm often causes just the breakthrough we need.

The Chamber has decided to offer two unique ways to help you with this challenge. First, November 9th we will welcome the *Disney Institute* to Visalia. This world renowned customer service training will be available here in Visalia. By hosting this all day training, our hope is that many in our business community will be able to benefit. At the heart of all of our businesses is the customer experience. This seminar is relevant for all levels of an organization to ensure that the



Gail Zurek
President & CEO
Visalia Chamber
of Commerce

basic customer experience exceeds expectations. You can sign up online www.visaliachamber.org or by calling the Chamber directly 559-734-5876.

If you would like to take the suggestion to change your perspective a little more literally, let me invite you to explore China. The Visalia Chamber will once again be hosting our popular trip to China. Traveling next October 6 - 14 2017, this 9 day trip includes a visit the Great Wall of China, tea, pearl, silk and rug factories tours, temples and major tourist attractions. The price for this trip \$2,099 for Chamber members (add \$100 for non-members) and includes a shuttle to LAX, roundtrip flights, 4/5 star hotels, 3 meals a day, in-country shuttles, attraction admission, and a translator. It's an amazing deal. If you've ever wanted to explore another country, now is the time! We are hosting an orientation November 17th from 5:30 to 7:00pm at the Wyndham. RSVP online at: www.visaliachamber.org/travel or call the Chamber directly.

If it is the *Disney Institute* or a trip to China, I invite you to look at your challenges from a new perspective. I hope, just as my oldest child did for his younger brother, you are able to look at your maze differently and move forward. Your Visalia Chamber is here to help.



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.

- **ANGEL'S MAID & JANITORIAL SERVICE**
Cleaning Services
559-804-9774
- **BUILDING INDUSTRY ASSOCIATION**
Home Builders
559-625-5447
- **C.A.R.E. FOUNDATION**
Human Services
559-429-4828
- **G.W. STEWART'S SALON & GIFT EMPORIUM**
Barbers, Beauty Salons & Spas
559-734-9294
- **HELLWIG PRODUCTS**
Manufacturing
559-734-7451
- **RECOVERY CREDIT REPAIR**
Financial Services & Advisors
559-372-2823

- **ROBERSON/MCLAUGHLIN PLUMBING INC**
Plumbers
559-972-7167
- **VOLT WORKFORCE SOLUTIONS**
Employment Agencies
559-732-2587

Renewing

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

- Butler Manufacturing Company*
- American Ambulance of Visalia
- Bank of America - Main St.*
- Comfort Now Air Conditioning & Heating
- Delta Nursing & Rehabilitation Center
- Edward Jones/Mandy Basra
Financial Advisor*
- Enterprise Rent-A-Car*
- Equity Group, Inc.
- G J Gardener - Tulare County*
- Hydrite Chemical Co
- Kaweah Container Inc
- Linwood Meadows Care Center
- Lucky Day Laundry
- Marriott Hotel
- McCormick, Kabot, Jenner & Lew
- Paladin Investment Group
- Personnel Solutions Unlimited, INC.
- Phil Cox
- Realty Stars
- Robert Half International DBA
Officeteam/Accountemps*
- Ryan Purkiss - Thiesen-Dueker Financial
Consulting Group*
- Ryan's Place Restaurant
- The General's Trading Post
- Tulare County Health & Human
Services Agency
- Valley Oak S.P.C.A.
- Visalia Sunset Rotary

*Indicates membership in the Visalia Chamber 110% Club.



The Young Entrepreneurs Academy Welcomes the 2016-2017 Class

On October 11th six nervous students walked into a classroom on the COS campus ready to start their journey to become business owners. After a short introduction from instructor Raquel Garcia, Assistant Director of Outreach & Community Development and Professor at Fresno Pacific University Visalia Campus, students took the opportunity to get to know each other.

While eating pizza provided by Planing Mill Pizza all six students shared the reason that they had joined the class. Reasons varied from: I want to be the boss of something, I want to learn something new, I want to take on a new challenge, to, I want to take my passion and use it to make something good. After dinner and introductions ended students participated in a Hula Hoop team building activity which was used to help explain to students that as entrepreneurs they cannot do it alone. They are going to need help and support from others in class and the community to make their businesses successful.

The second class included the first field trip of the year. The students visited Laser Tag Source, a relatively new company to



YEA! students learn to work together as a team during the first class activity.

Visalia. Laser Tag Source rents and ships laser tag equipment and party packages across the United States. They recently opened their second warehouse here in Visalia because of its great location for distribution. Students had the opportunity to meet with the Owner, the COO and the Warehouse Manager and took away a few valuable lessons. The students learned that Laser Tag Source was started basically in

the owners bedroom and for the first two years he was the only employee so he did everything which included learning how to pack and ship boxes across the country. They learned the importance of setting your business apart from the competition and that everyone you know and everything you have can be viewed as a resource for the company. Lastly they learned the importance of having a well maintained website and how to use search engine optimization (SEO) to help their business show up at the top of google searches. Students also had the chance to check out the laser tag guns and even earn a free rental by sharing their experience on social media.

This year is off to a great start, the students are motivated and excited to learn and so far they have some really great ideas for future business ventures. We would like to introduce the 2016-2017 class of Young Entrepreneurs, and we are excited to follow them for the next nine months on their road to becoming business owners.

- Esteban Olivaras, Senior, Tulare Western High School
- Alekhya Rajasekaran, Eighth grader, La Joya Middle School
- Victor Rodriguez, Junior, Mission Oak High School
- Aeryal Semana, Senior, Tulare Western High School
- Zephaniah Serna, Eighth grader, Sycamore Valley Academy
- Rigoberto Villa, Senior, Mission Oak High School

Thank you to the 2016 -2017 YEA! Sponsors



YEA! students visit Laser Tag Source and are inspired to think differently about small business.

GROUNDBREAKING • GRAND OPENING • RIBBON CUTTING • CEREMONIES



Ribbon Cutting

San Joaquin Valley Homes
2925 S. Sheridan Ct. • 559-732-2660



Ribbon Cutting

Sequoia Institute for Surgical Services
2300 West Sunnyside Ave. • 559-731-2009



Ribbon Cutting

Laser Tag Source
1905 E. Main St. • 434-515-2888



Ribbon Cutting

"Al's House"
641 S. Watson



Ribbon Cutting

Deaf & Hard of Hearing Services
2333 W. Whitendale Ave. • 559-302-9820



Ribbon Cutting

UPS Store
5211 W. Goshen Ave. • 559-734-4200



Ribbon Cutting

Urban Revival
219 N. Court St

Deck the halls this fall by booking your holiday party now at **Wonder Valley Ranch Resort**. From elegant sit down feasts to festive holiday buffets, we have you covered. Customize your evening with your choice of horse drawn carriage rides, casino night, magic show, and more. Bring the kids...relax and enjoy your party while our baby-sitters keep the kids entertained. But book now! We fill up fast. See our holiday specials at wondervalley.com or call 559-787-2551.

Bill Tween was selected as the **2016 Sequoia Riverlands Trust** Alan George Conservation Award. He was awarded at the Evening Under the Oaks on October 7, STR announced Tweed is known throughout the San Joaquin Valley as longtime **Times-Delta** writer who first authored the column "Our National Parks" then "Our Natural World" following his retirement from the National Park Service. His columns addressed wide-ranging subjects from ag and the environment to wildlife habitat, drought and climate change issues, to agricultural practices and the Valley's complicated water issues.

Did You Know? **Mission Linen Supply** has been servicing the Visalia community since 1978. The local processing plant was purchased by Mission Linen Supply's founder George "Ben" Page on June 1st, 1978 from Jim Blankenship and Lucille Asay, owners of long time Visalia business Star Laundry & Dry Cleaning (Star Linen Supply). In late 1983, the plant was converted into a fully operational laundry facility that processed uniforms, shop towels, and mats for industrial businesses and additional Mission branches in Fresno and



Mission Linen staff supporting Breast Cancer Awareness
Bakersfield. Today, Mission has expanded beyond the uniform business to include the service and sale of apparel, floor care, and restroom supplies. Currently, the Visalia plant has forty-three dedicated employees that proudly serve customers throughout the San Joaquin Valley and beyond.

At the Tuesday, October 11, 2016, Board meeting, the **VUSD** Board of Education presented selected students with the Outstanding Student Achievement Award. We want to congratulate all the students that were recognized for their exceptional accomplishments:
- Andrea Olacio, English Language Development (ELD) - Jenna Toor, Agriculture - Yanet Chavez, English Language Development (ELD) - Cort James Rowley, Agriculture - Luz Elena Melchor, English Language Development (ELD) - Isaac Luna, Agriculture - Maria Quintero, English Language Development (ELD) - Gabriel Gonzalez, Agriculture - Delfina Perez, Overall Achievement - Romey Stuhaan, Overall Achievement - Erik Villa-Leon, Overall Achievement - Jasmine Evelina Ramos, Overall Achievement - Grissel Sierra, Overall Achievement

Trail of 100 Giants Opens with New Boardwalk

SPRINGVILLE, California, September 27, 2016 – The Sequoia National Forest and Giant Sequoia National Monument celebrated the completion of the new boardwalk at the Trail of 100 Giants in a ribbon cutting ceremony held September 21, 2016. "We are proud to announce the entire re-opening of Trail of 100 Giants," stated District Ranger Eric LaPrice. "Now everyone can enjoy the Trail again, including those with disabilities that impair mobility." The Trail of 100 Giants is one of the most popular hiking trails in the Giant Sequoia National Monument. The trail is a universally accessible, self-guided interpretive trail about 1.3 miles long. Interpretive stations along the trail provide information about it, the grove, and management activities in the Giant Sequoia National Monument. On April 15, 2000, President William J. Clinton proclaimed the establishment of the Giant Sequoia National Monument and made his announcement beneath one of the giant trees at Trail of 100 Giants.

Trail of 100 Giants is located within the Long Meadow giant sequoia grove, one of the most southern groves where giant sequoias are found. The grove contains approximately 125 giant sequoias greater than 10 feet in diameter and more than 700 giant sequoias less than 10 feet in diameter. The largest tree in the grove has a diameter of 20 feet and is 220 feet in height. The grove defined by the outermost giant sequoia trees covers 341 acres. It is estimated the age of the larger trees in the grove range between 500 and 1,500 years old.



District Ranger Eric LaPrice (left) and Eric Mart, representing Forest concessionaire California Land Management enjoy their first walk across the newly completed boardwalk.

BOARD SPOTLIGHT

Stan A. Carrizosa



Stan A. Carrizosa is the Superintendent/President of College of the Sequoias. He has been actively involved in the Chamber Board of Directors for over 15 years both with Visalia Unified School District and COS.

Why is it important to be a Chamber member? Chamber membership is not only a key element to being informed, educated on local business development it is our professional responsibility to connect our institution to local business and contribute to the affairs that strengthen business and industry.

What brought you to Visalia? I am a valley native of 50 years, raised in Dinuba and committed to serving the educational needs of students throughout our region.

What is your favorite thing about your job/company? What is not to love about education and especially serving at our community college? We are the gateway to the future for thousands of students in our area. We impact students' lives and strengthen their quality of living for a lifetime!

What do you like to do when you are not working? Gourmet cooking, cheering for the Steelers, watching movies, listening to good music...

What is your favorite place to go in Visalia when you are not working? Love watching movies, enjoying our restaurants, attending our COS events!

What was your favorite book that you read in the last 12 months and why? "Redesigning America's Community College," Baily, Smith-Jaggars and Jenkins. Some people have their work and then their hobbies. For me my work is my hobby. Not in an obsessed or unhealthy way. Education is more than my job or even my profession, it is my calling.

What is your best advice for young professionals? Dream bigger than most people think is practical, expect more than most people think is possible, work harder than most people think is realistic, and you will achieve more than you ever imagined!

What is your favorite quote? "The only thing necessary for evil to triumph, is for good men to do nothing." Edmund Burke.

AMBASSADOR SPOTLIGHT

Brittany Huerta



Brittany Huerta is an Employee Benefits Consultant with Maniaci Insurance Services, Inc.. She has been with the company for almost eight years.

Maniaci Insurance Services, Inc. specializes in service to business owners with regard to design, implementation and management of their employee benefit program. We work with businesses to analyze benefit needs, define program objectives and develop solutions to help meet the goals of their benefits program.

Capitalizing on 40 years of industry experience, we understand not all businesses experience the same obstacles. Our goal, and the passion that drives our work, is to develop a deep understanding of the unique nature and needs of our clients and provide custom solutions.

Our expertise includes group health insurance, plan administration, advocacy and wellness programs, communication and education strategies, compliance and HR consulting as well as technology solutions.

We pride ourselves in having one of the most knowledgeable, reliable and skilled staff who strive to help businesses navigate the complex world of employee benefits, along with providing the highest level of support and most cost-effective solutions.

What are some of the ways you'd recommend getting involved/working with/partnering with the Chamber?

See Huerta /4

Huerta

(continued from page 3)

Volunteer! I enjoyed working on the planning committee and volunteering for this year's Oktoberfest. I was able to meet some great community members.

What has Chamber Membership meant for your company? It has provided an immense amount of exposure for me and my company.

The best part of Visalia is? The amazing sense of community! Having lived out of state for college and spending 6 years working/living in the Los Angeles area, I hadn't experienced a connection to a community like I had while growing up on the Central Coast. When I had the opportunity to move and open my own office here in 2015, I couldn't have been more excited! I am so happy that Visalia upholds morals and values in their community.

What is your favorite local charity/non-profit? The Bethlehem Center. So many people are faced with adversity and challenges during their lives and many of which are outside their control. Giving back to those in need helps provide these individuals and their families the encouragement and support they may be lacking.

Topic: Professional Appearance & the Law



Tracy Sanders is an attorney, author, and speaker in Los Angeles, CA. She is founder of Natural Hair and Law, which is an organization formed to provide publications, workshops, and events addressing legal issues related to natural hair in the workplace and schools.

She earned a Juris Doctor Degree at Syracuse University College of Law in 2002, Masters of Public Administration degree at the University of South Carolina in 1998, and Bachelor of Arts degree in Political Science at the University of South Carolina in 1995.

Tracy enjoys yoga, traveling, and community service. She is particularly interested in community service initiatives to help young people achieve their education and career goals. Tracy has made appearances on networks such as ABC, FOX, MSNBC, TLC, and WE.

Topics that will be covered:

- Religious grooming
- Gender/transgender dress issues
- Current court rulings on workplace appearance

When:

■ Tuesday, November 15, 2016

■ 11:00 am - 1:00 pm (registration and networking from 11:00 - 11:30 am)

Location:

The Marriott in Visalia located at 300 S. Court St. Visalia, CA 93291

Register: www.shrmtularekings.org

A Festival of Trees in Three Rivers

TICKETS ON SALE NOW!

St Anthony's Retreat and Santa Teresita Youth Conference Center is hosting a fundraising event that will benefit many local Three Rivers non-profits, schools and churches here in the Central Valley. Our annual "Festival of Trees" will be held at St Anthony's, **Thursday November 17, 2016 at 6 pm.**

These Small 3-5 foot beautifully adorned trees will go up for auction beginning at 7 pm; each individual tree will be decorated with just that perfect theme that tells the story of the spirit of giving. A silent auction opens at 6 pm and will also be displaying many beautiful and handmade items just perfect for that special gift.

All proceeds benefit each individual non-profit from tree sales and auction items. All purchases for trees and items are cash or check only. All trees must be taken home the night of the auction.

See Festival of Trees /5

THE LAW AT WORK

The Law at Work



Can employers require job applicants to undergo medical exams?

Every job is different. Some jobs require employees to sit at a desk all day, while some jobs require employees to be on their feet. Some employees must spend their days lifting heavy objects or carrying heavy loads. And since each job is different, the physical qualifications needed for each job vary as well. In trying to ensure that employees have the requisite physical capabilities, can an employer require a job applicant to undergo a medical exam as a condition of employment? As usual – it depends. Simply put, it all comes down to whether the applicant is required to undergo the test before or after a job offer is made.

In California, an employer may require an applicant to take a medical exam **AFTER an offer of employment has been made.** It is legal to condition the job offer on the results of the exam, provided the following factors are met:

- The exam must be job related and consistent with business necessity.
- The same exam must be given to all entering employees in the same job category.
- Exam results must kept on separate forms and treated as confidential medical records.
- Any individual who would be disqualified by the results is allowed to submit independent medical opinions before a final



Brett T. Abbott
Gubler & Abbott LLP

decision is made (CA Comm. Rules Title 2 Sec. 7294.2).

The Federal law (ADA) is similar:

- An employer may **NOT** ask a job applicant to answer medical questions or take a medical exam **before making a job offer.**
- An employer may ask a job applicant whether they can perform the job and how they would perform the job.
- The law allows an employer to condition a job offer on the applicant answering certain medical questions or successfully passing a medical exam, but only if all new employees in the same job have to answer the questions or take the exam.

In most situations, employers will not need job applicants to undergo a medical exam before they begin working. But there remain numerous industries where a medical exam would be a necessity in the job offer process. If your company falls into the latter category, make sure you comply with both the state and Federal requirements listed above.

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. Chinoweth St., Visalia, CA 93291 (www.thecalifornialawyers.com).

HEALTHCARE NOTE

How Kaweah Delta Helped One Patient Survive the "Widow Maker"



At 65, Bruce Wileman hadn't been well for days, but there was work to be done. He

was checking on trees at the family ranch outside of Exeter, when he started feeling sicker. He realized he had to get to the hospital, immediately.

That's where we came in. As a Level III Trauma Center, Kaweah Delta Medical Center offers patients a higher level of trauma care than any other hospital between Fresno and Bakersfield. In Bruce's case, the Emergency Department team wasn't only just a few minutes away, it was the only hospital in Tulare and Kings counties that could offer him a full range of cardiovascular services, including open-heart surgery, if needed.

With a potential heart attack victim on his way, we quickly pulled together the highly-specialized team for the services we knew would be needed. When Bruce arrived, we were ready.

Within minutes, Bruce was in a treatment room with ED physicians and nurses. He was connected to a machine, meant to detect heart damage. His blood was drawn and he had a coronary angiography to give the team a look inside his arteries.

The tests showed Bruce arrived in the nick of time; one of his coronary arteries was 100 percent closed. It's the kind of heart attack we call the "Widow Maker." With Bruce's cardiologist alerted, we performed a coronary angioplasty and inserted a stent, to help prevent future blockage. It was a success.

Had it not been for Kaweah Delta, Bruce would have had to travel, at minimum, another 45 minutes for care. In that same amount of



Dr. Scott Whitlow
DO, FAAEM
Chair / Kaweah Delta Medical Center
Medical Director/
CEP America

time, we had admitted, diagnosed and begun treatment. Had Bruce been forced out of the area for care, his physician says he might not have made it.

Bruce's journey with Kaweah Delta didn't end with his procedure. Everywhere he went in the medical center, he was cared for by people who knew what procedure had been performed and what medications were administered resulting in seamless transitions from the ED to his in-hospital care, and to discharge and beyond. This level of collaboration helped save Bruce's life. He returned home in just two days.

Providing this level of care can be challenging. Our ED sees more than 90,000 patients each year; we're one of the busiest in the state. That's why we implement new programs and systems to ensure we can promptly take care of patients. For example, our Urgent Care eases the burden in our busy ED and ensures that our community receives quality care.

Our care for heart attack victims continues after they leave the hospital. Our cardiac rehabilitation program is the only one in the south valley; the next closest is Fresno. Our advanced cardiac technology and committed care team are the only "high performing" hospital in coronary artery bypass graft surgery from Bakersfield to Fresno, according to a 2014 U.S. News & World Report.

Bruce's is just one story that shows just some of the services Kaweah Delta offers to people in Tulare County and beyond. As our region's healthcare needs change, no matter the economic challenges faced, or which way the political winds blow, we will strive to continue to provide the care and services the people of Visalia and the surrounding areas want and need.

VISALIA UNIFIED SCHOOL DISTRICT

The Story in the Numbers

School districts collect and review a wide range of data. Some of these data provide insight to teachers that allows them to modify instruction to best suit the needs of their students. Other data are used to monitor programs and to guide decision making at school sites and across the district. But the data that most of the public is familiar with are those that reflect the overall performance of the hometown school district. With a change in testing to the California Assessment of Student Performance and Progress (CAASPP) System in 2014, some of the data we are accustomed to reviewing reflect a new approach and pattern. Even so, looking to see where we are with regard to student performance is an important annual tradition in school districts and communities.

The most basic data to review are those that reflect student academic performance in the classroom. Although our kids learn many things in many disciplines that form the body of knowledge they receive during their thirteen or more years in our schools and English and math are just two parts of our curriculum, student achievement in those two subjects are solid indicators of the quality of a school program. Here's what the last two years of CAASPP data look like:

- 48% of VUSD students were at or above standard in English language arts for 2015-2016. This represents an increase of 6% over the previous year, and compares to 38% at or above standard for Tulare County and 49% for California.
- 32% of VUSD students were at or above standard in mathematics for 2015-2016. This represents an increase of 3% over the previous year, and compares to 25% at or above standard for Tulare County and 37% for California.

Student discipline and attendance are also common measures for gauging district success. The VUSD suspension rate for 2015-2016 was 9.1%. This means that 9.1% of our students were suspended at least once during that school year. With over 28,000 students in the district, clearly a large number of our students have been suspended. But to place this in some context, that percentage is half of what it was in 2010-2011 (18.7%). A similar story can be told for expulsion. The expulsion rate for VUSD in 2015-2016 was 0.37%-nearly one-third of the rate in 2010-2011 (0.90%). These



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

are small percentages but still larger than we want them to be. With regard to attendance, our rate has held steady through recent years at approximately 95%, with our rate at nearly 96% (95.9%) for 2015-2016.

Graduation rate is also a measure that folks refer to when referencing school district performance. The state definition of graduation rate gauges the percentage of students who enter high school in the ninth grade and actually graduate at the end of the twelfth grade. The VUSD graduation rate for 2014-2015 is 94.7%, which compares favorably against Tulare County (85.4%) and also against California (82.3%). It is worth noting as well that the VUSD graduation rate was 80.3% in 2010—so we have increased 14% over the past five years.

Each of these pieces of data is the result of many different activities and influences. Achievement increases because students and teachers work hard to address the new standards. Higher expectations, training, and commitment to learning all factor into these numbers. Attendance and student discipline rates are the result of our work to develop student significance and belonging at school as well as a staff-wide commitment to improved understanding of how to discipline effectively. Our work to implement Positive Behavioral Intervention and Supports (PBIS) across the district is one initiative that reflects these commitments.

No single number or source of data should define our success. What I believe that our community should carry away from this brief review is that as a whole our kids outperform the county and trail the state academically. The vast majority of our kids graduate from high school. And our strong attendance rate and decreasing student discipline rates reflect that more kids are coming to school and staying there because our schools actively develop cultures that support significance and belonging.

Academic achievement is the result of the work of many. Students and adults across the district work daily to learn and to be successful. This work is complex, and what I hope emerges from this review is the breadth of our collective commitment to helping kids have the futures that they deserve and that we want them to have for themselves and for our community.

What Does A Misplaced Sequoia Tree, Entrepreneurship, and a Map of Future Visalia Have To Do with Leadership?

Written by Eric Anderson, Anderson's Percussive Services, Leadership Visalia Student



EVERYTHING!!!! Leaders must appreciate the past, grow in the present, and anticipate the future of their communities. The Leadership Visalia Class of 16-17 experienced the value of the past, present, and future during its first day session on October 7th.

Terry Ommen began the day by escorting the class through Visalia's early streets while pointing out the landscape's unique history: granite curbs that still endure, horse rings along Main Street, and the post office's giant Sequoia tree that should not survive on the valley floor! Terry also shared the back story of the "Visalia Saddle", Mill Creek's influence on Visalia's growth, and the Court Street Bridge "contribution" to law enforcement. The three hour stroll ended at Bravo Farms. The class returned to Buckman-Mitchell, via trolley, with full stomachs and a better perspective on Visalia's past. Stan Simpson greeted the class and shared his perspectives on Visalia's growth and entrepreneurship.

Stan's family has been a part of Visalia's growth and development for generations. He has watched and worked with those who influenced the city's growth over the past 50 years. Stan offered his perspectives on entrepreneurship, and how the city's service-oriented clubs impact the community. His stories and tales added vivid color to the historic backdrop Terry painted during the morning.

Josh McDonald, City of Visalia, brought the day session to a

spirited end by sharing his passion and excitement about planning Visalia's growth. The class learned about the 90% rule: developing areas must be about 90% developed before new development will begin. The goal is to utilize existing land as much as possible before acquiring more land. Another city planning goal is to ensure Visalia does not become attached to Highway 99. Terry mentioned that railroads were built to connect Visalia to the main railway instead of moving the city to the west. Today... city planners and leaders honor the city founders' plan to stay off Highway 99 and the railway it parallels.

Leadership demands leaders understand their city's past, present and future. The class of 16-17 learned about a misplaced Sequoia tree and its back story, entrepreneurship and the city's influential people, and plans for Visalia's growth and development. Each subject could be studied for a year to fully appreciate its relevance. Terry, Stan, and Josh did outstanding jobs at making these topics relevant to every class member.



Festival of Trees

(continued from page 4)

A true flavor of Three Rivers will be available for the guests as they find themselves wandering through the facility sampling many delicious appetizers provided by local restaurants and eateries, including The Totem, The White Horse Inn, Antoinette's, The River View, The Gateway, and our very own Retreat Center chefs, and many more. Outside under the beautifully lit tent you will discover a coffee bar provided by Mavericks Coffee House and a delicious soup bar prepared by our very own chef's here at the Retreat Center.

Enjoy Wine tasting from a number of local wineries, or if you prefer Kaweah Brewing will be pouring samples of their Micro brews in your very own TAKE HOME GLASS sponsored by SunCrest Bank.

Something NEW this year, as Guest arrive at the Retreat Center they will enjoy a live nativity scene on our front lawn, they can engage themselves and experience an reenactment of the Stable scene in Bethlehem, performed by youth from Santa Teresita Youth Conference Center. Also, you won't want to miss a GRAND performance by the University Preparatory High School Hand bell Choir during the FREE preview from 3-5 PM.

Tickets are \$25 per person and can be purchased by calling 559-561-4595 or at the Retreat Center.

Podiatrist Joins Visalia's Orthopaedic Associates

VISALIA – Orthopaedic Associates now offers podiatric services, with the addition of Kazi Saidur Rahman, DPM.



Dr. Rahman earned his doctor of podiatric medicine degree at Temple University School of Podiatric Medicine. He completed his internship and residency at Hahnemann University Hospital of Drexel University College of Medicine in Pennsylvania.

He completed graduate and undergraduate studies at the University of California, Riverside, and was appointed as an assistant lecturer in biochemistry at the University of Southern California.

Dr. Rahman has completed additional training, focusing on foot and ankle trauma surgery, and is an active member of the American Podiatric Medical Association.

He became familiar with the Central Valley while visiting his twin brother, who is a doctor in the Fresno area.

"I have been coming to the Central Valley and I fell in love with Visalia," Dr. Rahman said. "The surgeons of Orthopaedic Associates have been very welcoming and I am looking forward to serving this community by their side with the same care and professionalism. My wife loves it here and our one-year-old is enjoying play dates."

Dr. Rahman noted that his practice will address the full range of podiatric issues, with his special expertise in sports-related foot and ankle trauma. He is now accepting new patients. To schedule an appointment, call Orthopaedic Associates, 559-733-3346, or for information on the practice, visit www.thebonesurgeons.com.

Visalia well pump firm announces new service

VISALIA – Orpment Co., Inc., offering repair, replacement and service of well systems, now offers a new pump rig that can service deeper wells.

The new rig allows Ingram staff to service deeper wells in excess of 1,000 feet deep, responding to growers' needs during the ongoing drought.

"We provide well rehabilitation services that increase a well's output," noted general manager Dominique Dinzeo. "Improving output on older wells saves pump energy costs, and avoiding the need to drill a new well is a huge savings."

Wells need maintenance but this step can be overlooked during busy seasons, Dinzeo added. Without regular service, the pump loses its ability to produce the water it should produce. Ingram Equipment Co. offers well rehabilitation to help farmers avoid the expense of drilling a new well.

"Lack of service leads to running the pump longer in order to get the water the crop needs, which strains the motor and increases energy costs," Dinzeo added.

Ingram Equipment Co., a family owned business, has been servicing wells in the South Valley for 70 years. For information, call 734-3362 or visit www.iecopumps.com.

36TH ANNUAL
Christmas Tree
AUCTION

White Christmas

DECEMBER 9, 2016 | 5:30PM - 11:00PM

PUBLIC PREVIEW
2:30 - 4:00PM

CONVENTION CENTER

Event Ticket Prices

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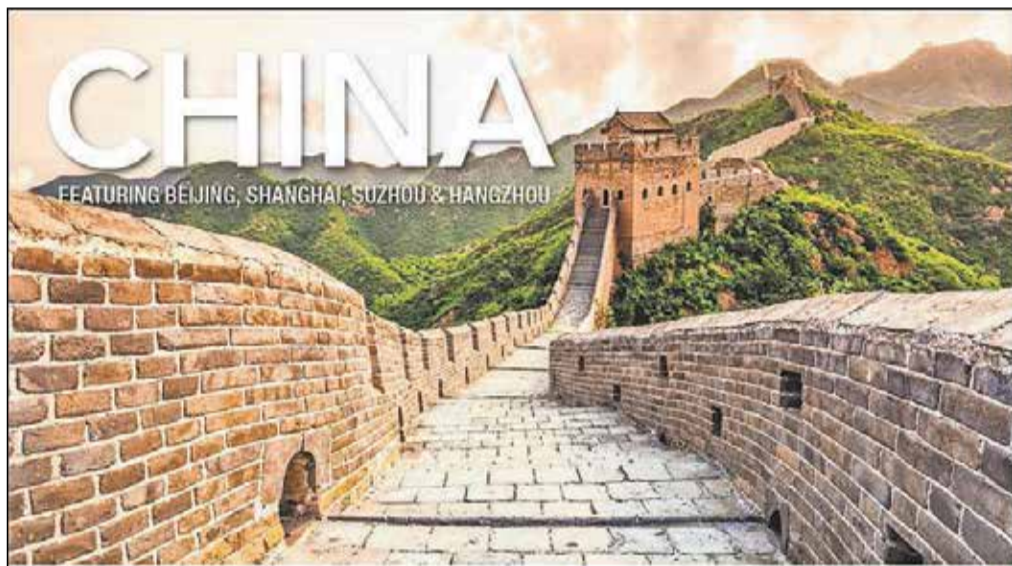
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CALENDAR - NOVEMBER 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7 Visalia City Council Meeting	8 Government Affairs Meeting Buckman-Mitchell Office 7:15 am	9 Disney Institute, Convention Center 8:30 am	10 China Orientation Meeting Visalia Wyndham 5:30 pm YEA! CEO Roundtable Tulare County Office of Education 5:30 pm	11	12
13	14 Visalia City Council Meeting	15 Business After Hours Mixer Visalia Marriott 5:30 pm	16	17	18	19
20	21	22	23	24 Chamber office closed for Thanksgiving Holiday	25	26
27	28	29	30			



OCTOBER 6-14, 2017

HIGHLIGHTS
Tian An Men Square, Temple of Heaven, Palace Museum, Forbidden City, Summer Palace, Great Wall, Ming Tombs, National Embroidery Institute, Economic Development Zone, Lingyin Temple, Westlake, Yu Garden, Lingering Garden, Tiger Hill

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VISALIA CONVENTION CENTER | 303 E. ACEQUIA AVE.

NOVEMBER 9, 2016 | 8:30AM - 4:30PM

(registration begins at 8:00am)

For more information and for sponsorship opportunities, contact Dante Rosh at 559-734-5876 or dante@visaliachamber.org

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