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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE



UPCOMING EVENTS

- AUGUST 8:**
Government Affairs Meeting
Time: 7:15 am
Location: Buckman-Mitchell Inc.
- AUGUST 9:**
Travel Presentation: Cuba Cruise
Time 5:30 pm
Location: Quail Park Retirement Village
- AUGUST 17:**
YPN Mixer
Time: 5:30 - 7:30 pm
Location: Barrel House Brewing Company
- AUGUST 22:**
Business After Hours
Time 5:30 - 7:30 pm
Location: Visalia Convention Center
- AUGUST 24:**
Ambassador Meeting
8:00 - 9:00 am
Location: Visalia First Assembly

The Naked Nut: Farm to Fork Sustainable Farming

Farm to Fork is becoming a familiar phrase, you may have heard about it in the news, on cooking shows or through social media. The Farm to Fork concept entails consumers being able to purchase their food directly from the source where the food is grown. Most often people think that Farm to Fork can only be found at local farmers markets from small farmers. While this is often the case, larger farming operations are also working to become Farm to Fork. One such operation is the Naked Nut in partnership with their sister company Pacific Gold Agriculture. Elizabeth Manuele, manager of The Naked Nut noted, "We were established in 2010 and recently integrated with our farming and processing operations to become a vertically owned and operated Farm to Fork grower and processor." The Farm to Fork movement is in line with recent consumer trends.



"Customers want healthy, high quality food. They prefer locally grown food, but more specifically they want to know who produces the food, how it is produced and where it comes from," stated Manuele.

Today the Naked Nut is proud to claim Farm to Fork in the State of California for both pecans and almonds, and are in the process of becoming Farm to Fork for walnuts and pistachios. One of the challenges with becoming Farm to Fork is helping the customers understand what the phrase means and why it should matter to them. "Since we are focused on sustainability and Farm to Fork, we are starting the communication process with potential customers so that we can continue to grow our business and sustainable footprint." While this might be a challenge, the Naked Nut is ready to begin the education process.

The Naked Nut, in conjunction with Pacific Gold Agriculture, is the largest grower and processor of pecans in the State of California. As the largest they feel a responsibility to "lead by example when it comes to sustainability." Often, farmers are accused of not taking care of the land they farm or being responsible with other resources. The Naked Nut is working to combat these beliefs. For example, they have three different solar sites that make them energy self-sufficient by producing over 1.6 megawatts of electricity. They also focus on soil health, and soil biodiversity with the use of cover crops and reincorporating carbon back into the soil.

The Naked Nut uses their products to connect their passion for



BUSINESS SPOTLIGHT

producing nutritious and high quality food with consumers. Their mission is "to deliver Pure Naked Goodness from California to consumers all around the world." The Naked Nut shop sells fabulous gift baskets with locally grown high quality nuts, dried fruit, wine and other local items. In addition to the gift baskets they also sell natural, candied and roasted products with creative packaging and themes for holidays, special occasions and healthy living. During the holidays a Naked Nut gift basket is the perfect way for a business to thank their clients or vendors. It is also a great way for anyone in the Central Valley to send a gift that is healthy and locally produced to family and friends.

When asked about the keys to the company's success, Manuele immediately stated, "We have the greatest employee team members who are creative, courteous, and focused on meeting the needs of our customer." It is the employees who are on the forefront working with the customers that really make everything work. Currently the Naked Nut and Pacific Gold Agriculture employ more than 30 people in the Visalia area. Another key is community involvement. They donate



gift baskets and product to many non-profit organizations throughout the year. In particular, for the last two years, they have been a sponsor of the Jayce Tippit Memorial Baseball Tournament. The proceeds of this event go toward awareness and prevention for teen suicide related issues. Lastly, success has come because of passion. "We have a passion for our people, our soil and implementing sustainable cultural practices wherever we can."

PRESIDENT'S CORNER

Other Duties as Assigned

Most jobs I have had rarely look like the job description I used when applying for the position. That little line "other duties as assigned" really does cover a multitude of things I end up being responsible for. The same thing happens for organizations. Companies often have "other duties as assigned." They do way more and are involved in more ways than their customers or the public realize.

When we first meet with a member about all that our Chamber does and all they have access to through the Chamber, new members are shocked. Frankly, as we visit with long time members, some confide that the Visalia Chamber is involved with and connected to way more than they realized. So for my August message I thought we could play a little "Did ya know..."

Did you know the Visalia Chamber has Merch (cool kids' slang for merchandise)? We get tons of phone calls asking for Visalia items, so we partnered with local businesses and artists to create a line of Visalia merchandise. We have postcards, stickers and Visalia T-shirts. If fine art is your thing, we have one of a kind paintings of local iconic business buildings painted by local artist Derek West. Our newest addition to the line is a reproduction of a Welcome to Visalia painting in poster form. Our Visalia maps are still one of the most popular items. Even in this digital world, there are



Gail Zurek
Visalia Chamber
President & CEO

times when having a printed map just makes things easier.

In addition to great Visalia items, we offer Member to Member deals. This program allows Chamber members to offer discounts directly to other Chamber members. Who doesn't like saving money?! From 10% off fitness memberships to 60% discounts on office supplies, these deals highlight individual members and bring value to all members.

Beyond saving money, we want to make doing business easier for our members. For Silver level and above Chamber members, the Chamber can serve as your notary public. For some members, this service has been a life saver.

We also have small meeting space available. If you need to meet with clients or a small group, members can utilize our conference room.

These little extras sometimes surprise folks. The real bread and butter of the Chamber is and always has been serving and advocating for our members. We are your business consultants on retainer. When you have a problem, challenge, or need, reach out to us. We're here as a resource offering solutions to the most common business challenges. Our partnership is designed not only to make your business stronger but ultimately, to strengthen Visalia.

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

Collette Vacations,
Mayflower Tours, Cistline
For more information, go to
www.visaliachamber.org/travel

You Can Cope with Turbulence as a Passenger and an Investor

If you're like many travelers, you get a little nervous when your airplane goes through some turbulence. And if you're like a lot of investors, you may get somewhat jumpy when the financial markets are volatile. Yet flight turbulence probably isn't as scary as it seems, and the same may be true for market volatility — if you know how to respond.

Let's look at some positive responses to market movements:

Don't overreact to turbulence. Turbulence happens on most flights, but passengers are well aware that they can't "bail out" at 30,000 feet, so they generally don't panic. As an investor, you also need to avoid panicky behavior — by not taking a "time out" from investing. Over a period of decades, if you were to miss just a handful of the market's best-performing days, your returns could be dramatically reduced. And the best days often follow some of the worst. So if you're not invested in the market, you could miss out on the beginning of a new rally, which is typically when the biggest gains occur.

Balance your "cargo." The ground crew properly positions an airplane's cargo to maintain the plane's center of gravity and reduce the effects of turbulence. When you invest, you also need to achieve balance by owning a variety of vehicles, including stocks, bonds, government securities and certificates of deposit. You'll want your investment mix to reflect your risk tolerance, goals and time horizon. While this type of diversification can't guarantee profits or protect against loss, it can reduce the effects of "turbulence" — that is, market volatility — on your portfolio. Over time, your "cargo" (your investments) may shift, becoming too heavy in stocks or bonds relative to your objectives. Consequently, you'll need to periodically rebalance your portfolio to ensure it's meeting your needs.

Match your "transportation method" with your goals. If you are flying from New York to Los Angeles, you may experience delays or some changes in the flight plan — but your goal is still to reach Los Angeles as quickly and efficiently as possible. When you invest, you will also encounter events, such as market downturns, that you feel may be slowing you down in your progress toward your long-term objectives, such as a comfortable retirement. But if your objectives haven't changed, neither should your "transportation method" of reaching them.

So when you fly, fasten your seatbelt and relax. And when you invest, don't overreact to short-term events. By following these basic guidelines, you will be a calmer traveler and a better investor.

This article was written by Edward Jones for use by your local Edward Jones Financial Advisor.



Family-Friendly Employer Awards for August

To celebrate August as National Breastfeeding Month, the Society for Human Resource Management of Tulare-Kings Counties and the two local breastfeeding coalitions are opening nominations for the Family-Friendly Employer Award. This recognizes businesses and employers in Tulare and Kings Counties who have written and implemented policies which are helpful for employees in balancing their work/family life. The deadline for nominations is on August 31, 2017. The link to the nomination form can be found at <http://shrmularekings.org> and the form is available in English and Spanish.

One core criterion of eligibility is providing lactation accommodation to breastfeeding employees. California law requires all employers to provide net breaks and a space for mothers to pump. The lactation space needs to be clean, safe, and private — not a restroom. Solution examples for lactation space include a small tent for farm settings, a vacant medical exam room for health clinics, and a manager's office for restaurants. The Office on Women's Health offers more examples of permanent and flexible lactation space solutions (<http://tinyurl.com/lactationaccommodation>).

These awards will be presented at the SHRM ceremony in December. For more information, please contact

Diana Hallare,
dhallare@tularehhsa.org.



About this publication ...

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Central Valley Commodities Inc.

345 E. Tulare Ave Suite D • Visalia • 559-909-1613



Ribbon Cutting

Barrel House Brewing

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Ribbon Cutting

Roller Towne

520 S. Linwood Ave • Visalia • 559-733-8686

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.

■ **BARRELHOUSE BREWING COMPANY**
(559) 713-6690
Breweries, Wineries & Bars

■ **CENTRAL VALLEY COMMODITIES INC.**
(559) 909-1613
Agricultural Services

■ **COMFORT SUITES-DOWN-TOWN***
(559) 738-1700
Hotel, Motel & Extended Stay

■ **HAMPEL SECURITY CONSULTING, INC.**
(559) 429-8268
Security Services

■ **HAMPTON INN***
(559) 732-3900
Hotel, Motel & Extended Stay

■ **THE PATIO PLACE**
(559) 936-9559
Furniture Stores

■ **TULARE COUNTY ASSOCIATION OF GOVERNMENTS (TCAG)**
(559) 623-0450
Government

Renewing

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

- A & W Drive In
- ABLE Industries
- ACT for Women & Girls*
- American Ambulance of Visalia*
- Auto Oil Changers
- Bastrire Edwards, CPAs
- BJ Perch Construction Inc.*
- Brandman University
- Brewbakers
- Bruce Evans Property Management*
- Bryan Company*
- Buckman-Mitchell, Inc.*
- California Water Service Company*
- Care at the Courtyard
- CASA (Court Appointed Special Advocates of Tulare County)*
- Central Valley Christian School*
- Central Valley Recovery Services*

- Chicago Title*
- CIGNA
- Citizens Business Bank*
- City of Visalia*
- Clark Pest Control
- Colima Mexican Restaurant*
- CRS Farming, LLC*
- Dan Freitas Electric, Inc.*
- Denny's - Akers
- Educational Employees Credit Union
- Family HealthCare Network
- Family Services of Tulare County*
- Forcum/Mackey Construction*
- Frank's Appliance Sales & Service
- Gerald M. Schneider, D.D.S.*
- Gropetti Automotive
- Hocking, Denton, Palmquist & Company
- Houk & Hornburg Inc.
- Integrated Vision Care Optometry
- J.R. Nelson's Roofing, Inc.*
- Jim's Formal Wear*
- Kentucky Fried Chicken - Noble
- Korskaden & Jansma Insurance Agency
- Lawrence Tractor Company*
- M. Green & Company, LLP*
- Mangini Associates, Inc.*
- Marriott Hotel
- McAuliff & Wood Orthodontic Specialists*
- McKellar Agricultural Group
- Mill Creek Management, Inc.*
- Mitchell Insurance Services*
- Newmark Grubb Pearson Commercial*
- Pacific Capital Strategies, Inc.
- Paradise Aquatech Pools, Inc.
- Park Visalia
- Peltzer & Richardson L. C.*
- Pine, Pedroncelli & Aguilar, Inc.
- Pioneer Nursery*
- Quality Jewelers
- Rainmaker Productions
- Redwood Veterinary Hospital*
- Richard E. Dunn, D.D.S.,MS Orthodontist
- R-N Market

- San Joaquin Valley College, Inc.*
- Scott, Mainord Langley & Simmons, Inc.*
- Screw Conveyor Corporation
- Self-Help Enterprises
- Sequoia Foot Care Group
- Serpa Packaging Solutions*
- ServiceMaster by Benevento*
- Sherman & Associates*
- Sign Time
- SinglePoint Outsourcing, Inc.
- SoCalGas
- Spirit 88.9 (formerly KDUV)
- Students International*
- Suncrest Bank*
- The Creative Center*
- Tom's Body & Paint, Inc./Tom's Towing
- Tulare County Association of Realtors, Inc.*
- Tulare County Escrow*
- Tulare County Sheriff's Department
- Tulare County Symphony*
- Tulare Outlet Center
- Tulare-Kings Right To Life
- Turning Point of Central California, Inc.*
- United Way of Tulare County*
- Valley Industrial & Family Medical Group
- Valley Pacific Petroleum
- Valley Steel Construction*
- Visalia Auto Body*
- Visalia Ceramic Tile, Inc.*
- Visalia Citrus Packing Group, Inc*
- Visalia Dental Group*
- Visalia Emergency Aid Council*
- Visalia Family Practice*
- Visalia Farmers Market Association
- Visalia Medical Clinic*
- Visalia Plumbing
- Vollmer, Daniel, Gaebe & Grove, CPAs*
- Voltage Multipliers, Inc.*
- Will Tiesiera Ford Mercury
- Williams, Brodersen & Pritchett LLP
- World Wide Sires

*Indicates membership in the Visalia Chamber 110% Club.

Enrico Caruso Lodge #1463 Order of Sons of Italy in America sponsored a dinner to honor 8 local high school scholarship recipients. The dinner was Saturday, July 8, 2017. This year's recipients were:

Redwood High School: Christine Bianco - Peter Giotta Memorial Scholarship, Anthony McGowan - Frank and Frances Cutler Memorial Scholarship, Ryan Montemagni - Mirizzi Family Scholarship, Claire Stetson- Sons of Italy Lodge Scholarship

Mt. Whitney High School: Jonathan Notarnicola - Sons of Italy Lodge Scholarship

Golden West High School: Brianna Simon - Josh Grist Memorial Scholarship

El Diamante High School: Elizabeth DeSousa - Adam and Frances Spano Memorial Scholarship

Exeter High School: Alex Lagrutta - Lawrence and Ida Romanazzi Memorial Scholarship

Buckman-Mitchell's Vice President/ Sales Manager, Carol Jones was featured in the Insurance Business Magazine this month for being amongst the 125 elite women taking charge and leading the way in the insurance industry. Congratulations Carol!



Carol Jones

Congratulations to Adam Peck, **Workforce Investment Board of Tulare County** for serving on the Visalia Planning Commission for 11 years. From helping with the general plan to the everyday CUP's, thank you for your tremendous service to Visalia!! Wish you the best of luck. It will not be the same without you there.

Need a good book? Look no further than **VUSD's** school libraries, open this summer! Libraries will be open at Crowley, Four Creeks, Goshen, Ivanhoe, Cottonwood Creek, Pinkham, Washington, Shannon Ranch, Veva Blunt and Linnell Camp



The Board of Directors of Central Valley Community Bancorp (Company) (NASDAQ: CVCY), the parent company of **Central Valley Community Bank** (Bank), announced today that required regulatory approval has been received by the Federal Deposit Insurance Corporation and California Department of Business Oversight authorizing Central Valley Community Bancorp to acquire Folsom Lake Bank.



Adam Peck

Thanks to **Visalia Medical Clinic's** Physical Therapy Department, a patient now has a working wheelchair again, and will be able to resume her college studies. Hillary Guerra has limited mobility due to cerebral palsy, and after her wheelchair broke, she was forced to withdraw from her classes at College of the Sequoias. When Tony Marciano, director of the Physical Therapy Department, learned of her need, he and his staff located a used wheelchair, cleaned and charged it. The chair was presented to Hillary and she is preparing to return to college.



Visalia Medical Center



Happy Trails

Congratulations to **Ashoori & Co Jewelers** for being named the 2017 Readers Choice best Jewelry Store!

Happy Trails would like to send a big thank you to all our sponsors and presenters for our 1st Annual Camp Happy Trails. The seven week camp for our riders has been educational wrapped in a whole lot of fun!

VISALIA UNIFIED SCHOOL DISTRICT The Promise of a New Year



In just a few days, students will return to school and we will open the 2017-2018 school year. This is a great time, for every new school year brings the pleasure of reconnecting with familiar people and things as well as the excitement of experiencing things that are new. This fall, we open two schools that reflect both of these themes for students and staff.



Todd Oto, Ed.D.

Superintendent, Visalia Unified School District

Riverway Elementary School, located just west of Riverway Sports Park, will open with 540 kids. This school serves Visalia and the school district by absorbing some of the enrollment growth in the northwest area of our community. The facility design includes all that we have learned from the construction of our other elementary schools, taking into account feedback from students, teachers and parents. Our elementary schools are built as part of a "family" of school designs. At Riverway, students will learn in classrooms that include more technology and more flexible use of space than before. Our new Otters will have a great environment in which to learn and grow!

The construction of new schools reminds us that it is our responsibility to ensure that our older school facilities are well-maintained and modernized so that they may serve students well. To that end, we have plans in place to modernize Ivanhoe Elementary, Crowley Elementary, Goshen Elementary, Mineral King Elementary, Washington Elementary, and Golden West High School. Modernization projects typically include improvements to classrooms, heating and cooling improvements, and improved common spaces, such as restrooms and multi-purpose rooms. We await the release of state construction bond funds approved by the voters under Proposition 51 to start these projects.

Our second new school, Global Learning Charter School, represents a less traditional approach for us. This school, located on the former Fairview Elementary School campus, is a charter school that serves our community and district by bringing innovative approaches to learning for its students. Global will open with 390 students in grades K-6, will add 7th grade next year, and will become a K-8 school the following year. The school has four signature approaches that make it unique: It will seek to deeply develop 21st century skills: critical thinking, communication, collaboration and creativity; it will develop attitudes, skills and knowledge to understand and participate in a globally connected world; it will teach Spanish as part of the program for all grades; and it will use technology throughout the school to obtain, analyze, synthesize, and present information. Global Learning Charter School is the fourth charter school opened by Visalia Unified, and it reflects our strategy for charter schools in two ways. First, it helps us meet the needs of individual families and students. Our charter schools have a unique theme or approach that makes individualizing school more possible. Second, we seek to create charter schools that are "hotbeds" of innovation. The smaller school size of our charter schools makes piloting new and creative approaches to teaching and learning more possible—and as these approaches become perfected, we can recreate them on our other campuses so that all students may have great opportunities to achieve.

A new school year represents an opportunity for students and staff to start anew. Making good that opportunity means many things, from opening new schools to ensuring that students have good teachers and safe, caring and encouraging environments to learn in. The nearly 3,000 employees of Visalia Unified have the honor of serving our 28,400 students, and we are excited about bringing the best possible experience to every child in our care.



How I Planned My First Solo International Trip

By: **Lucy Huerta**
Kaweah Delta Healthcare District,
YPN Steering Committee Member



I never really planned to travel internationally alone. Last year I had a trip to Peru planned with a friend and then life happened. I no longer had a travel companion but I had already purchased my plane ticket. So I rather than losing out on the money for the ticket, I decided to bite the bullet and became a solo traveler.

I'd be lying if I said I wasn't nervous, or a tad bit scared to venture off to a foreign country without really knowing anyone. Thankfully I'm a fluent Spanish speaker, so I had that going for me.

As to not overwhelm myself financially, I broke things down into sections. I first booked my accommodations, then my flight from Lima to Cusco, I booked by train tickets, and last but not least my entrance ticket to Machu Picchu.

I used the website www.hostelworld.com to book my hostel. Hostels are a great way to meet people, especially if you're traveling alone and are looking to save money. There are plenty of options from single rooms, to female only rooms, to the cheapest option, co-ed rooms. I choose the female only rooms and found them to never be totally full and they were actually pretty quiet at night.

In order to make my way to Machu Picchu I had to take a flight from Lima to Cusco, which is an hour flight. When booking flights I typically use www.google.com/flights. I find it to be the easiest and most efficient way to find the cheapest flights.

Next I booked my train ticket from Cusco to Machu Picchu Pueblo (also known as Aguas Calientes). There are two train options Peru Rail and Inca Rail, after reading reviews I found both to be comparable. The train experience as a whole was amazing. They give you a complimentary sack lunch, as well tea and coffee.

The last pre-trip purchase was my entrance ticket to Machu Picchu, something I recommend doing an advance especially if traveling in the summer. There are tons of websites that sell tickets for Machu Picchu, but unless you purchase a package that includes everything, I recommend using the official Peru Government website www.machupicchu.gob.pe. The website can be a little daunting to navigate because it's only in Spanish but it's the only way to guarantee you're not being ripped off for tickets. This website www.therewardsbos.com breaks it down nicely for non-Spanish speakers. I choose a ticket including Machu Picchu + Huayna Picchu, I highly recommend this option if you're a hiker.

Once all of my pre-trip purchases were made the countdown began. I would be gone for seven days. It was a relief knowing that everything was purchased and it gave me a sense of peace.

Even though my trip wasn't intentionally planned as a solo trip, I couldn't be more thankful it worked out this way. I don't know if I would have had the courage to do it otherwise. Solo travel gave me the complete freedom



and opportunity to get to know myself on a whole different level. It pushed me out of my comfort zone, and forced me to do things I would have never otherwise done. Don't let anyone hold you back, stop waiting for someone to go on that trip you've always to go on, just do it, you won't regret it, I promise!

BOARD SPOTLIGHT

JoeAnna Todd

JoeAnna Todd is Vice President at Buckman-Mitchell Insurance and is one of the newest members of the Chamber Board of Directors having served for 1 month.



Todd

Why is it important to be a Chamber member?

The Chamber provides support to businesses and can help them in both development and growth, and is a resource when local and state issues can impact a business. The Chamber also provides networking opportunities for its members.

What brought you to Visalia?

I grew up in Exeter, so didn't travel too far to call Visalia home. Visalia was always "the big city" and as I entered the workforce I chose to move to Visalia to be closer to work.

What is your favorite thing about your job/company?

The relationships I get to develop with clients, whom become friends. I also enjoy helping people, and since health insurance can be complicated, I get the chance to help others quite a bit!

What do you like to do when you are not working?

Spending time with family, taking my daughter to dance practice and competitions, traveling, trying out new restaurants (we are foodies!), wine tasting

What is your best advice for young professionals?

Get involved in the community! Join service clubs, find a mentor and get involved in community events.

What is your favorite quote?

No grit, no pearl!

AMBASSADOR SPOTLIGHT

Jeff Gooding



Gooding

Jeff Gooding is the Territory Development Manager for Office Depot, Inc. Office Depot, Inc. is an American Office Supply Company headquartered in Boca Raton, Florida. The company operates 2200 retail stores, e-commerce sites and business-to-business sales organizations. It's a one stop shop solution for your business, ranging from office supplies, furniture, cleaning, break room, tech products and much more. They offer easy ordering and fast and free delivery for qualifying orders of \$50.00 or more.

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

I suggest if you are not already involved with the Chamber, sign up to be a member and get involved in our community. Being a part of the Chamber is like a big family of great work and business friends. Be an ambassador, go to the ribbon cuttings to support local business, or help volunteer for an event.

What has Chamber Membership meant for your company?

Belonging to a big network of available resources and being able to offer them great savings through our business contracts.

The best part of Visalia is

The people that live in this community and all the love and support it gives back.

What is your favorite local charity/non-profit?

Habitat for Humanity because they help those that are less fortunate and help provide decent and affordable housing. I have witnessed members of my church have their lives changed for the better.



COS Offers Microsoft Office and Excel Classes at Hanford and Visalia Campuses

The COS Training Resource Center is offering three different Microsoft Office classes. The first is a Basic/Intermediate Microsoft Excel class on August 10 at the COS Hanford Center from 8:00 a.m. to 12:00 p.m. This class is a total of 4 hours and is \$59/person. The second class is an Intermediate/Advanced Excel class on August 14 & 16 at the COS Visalia Campus from 2:30 p.m. to 4:30 p.m. This class is a total of 4 hours and is \$59/person. The third class is a Basic Microsoft Office class on August 8 at the COS Hanford Center from 8:00 a.m. to 3:00 p.m. This class is a total of 6 hours and is \$99/person. This class will focus on Excel, Word and PowerPoint.

A need exists in the business community for various computer skill training and the Training Resource Center's goal is to provide valuable training to Tulare and Kings county businesses. This propelled them to offer these classes. One student at the April 2017 Basic Excel class said that the class was, "very thorough and goes at a good pace, which allows everyone to keep up." Another participant said that the class was good and they feel like they can start using Excel now.

These classes are designed for those who need to learn the fundamentals of the three most used Microsoft Office programs, and to gain a better, more advanced understanding of Microsoft Excel. They are hands-on classes and participants will be learning the program on a computer, following the trainer. There will be time to practice what participants are learning with the trainer present, so that questions may be asked. For more information or to register, please visit our website at www.cos.edu/trainingcenter. For questions, please call us at 559.688.3130.

Diversity in the Workplace



By: Melanie Ponce Employers should implement diversity in the workplace by hiring workers with disabilities. If you are looking to hire workers with disabilities, why not candidates from ABLE Industries? If you hire candidates from ABLE Industries, there are many benefits included. To hire someone on, it consists of the same exact hiring process as a regular candidate, the only differences are a few more benefits.

Some benefits for hiring workers with disabilities are as followed: competitive advantages, increased productivity, to strengthen corporate culture, to strengthen corporate identity, and of course financial incentives and tax benefits. A diverse workforce gives you a competitive advantage because it adds new ideas, view points, and approaches to solving your business challenges. Employees with disabilities are fully aware of how difficult looking for a job can be; the many hurdles and limitations which they might encounter on a daily basis motivates them to accomplish even more, creating loyalty, increased productivity, less fluctuation, and less turnover.

Incorporating diversity in the workplace also creates opportunity to strengthen corporate culture. Culture embodies virtually everything that defines a particular organization and the people within: their attitudes, goals, behavior, thinking styles, and their vision of what the organization is and where it is going. With diversity in the workplace, all of these different factors can strengthen corporate culture. A more diverse workforce may make your business more attractive to prospective employees, customers, and business associates, therefore, strengthening the identity of your establishment. Employers may also qualify for many different tax incentives such as the Disabled Access Credit, Barrier Removal Tax Deduction, and the Work Opportunity Tax Credit All of these are just a few benefits of the many that come with hiring workers with disabilities

HEALTHCARE NOTE

Family HealthCare Network Continues to Focus on Access



Family HealthCare Network's (FHCN's) mission is to provide quality health care to everyone in the communities it serves. For the last 40 years, FHCN has implemented strategies to ensure access to health care, including a patient transportation program. For nearly two decades, FHCN has offered free transportation for FHCN health center patients. The program has grown to include a fleet of fourteen transportation vans that offer over 3,000 monthly transports for patients seeking health care services.

In an effort to further address transportation barriers, FHCN has launched a new mobile health center. The 38-foot, two exam room mobile health center allows FHCN to visit multi-



Kerry Hydash
President & CEO,
Family HealthCare
Network

ple locations in the Central Valley, including sites in the City of Visalia. The addition of a mobile health center coincides with a time marked with greater recognition of, and therefore local and national focus on, the impact of social determinants of health. Adding services focused on the social determinants of health such as limited transportation, language barriers, homelessness, and financial instability has been shown to help improve health status while lowering the total cost of care. As a part of this effort, FHCN continues to partner with key organizations in multiple communities including school districts such as the Visalia Unified School District, Self-Help Enterprises, the Tulare County Housing Authority, and others to address access to health care.

For more information about our Mobile Health Center, and FHCN locations, please call (877) 960-3426



CITY UPDATE

The Construction Industry

A robust building industry greatly contributes to the economic strength of a community and today in Visalia, we continue to see steady improvements. When the global financial crisis hit in the late 2000s, reports from our Community Development Department showed that numbers across the board had begun to decline.

While fiscal year 2007/2008 had been a robust one, 2008/2009 brought the reality of the great recession to our doorstep. Building slowed, but things started turning around in fiscal year 2012/2013. I'm happy to say that the total valuation and total number of square feet has been climbing ever since.

In fiscal year 2016/2017, Community Development's Permit Counter issued 4,893 permits. These permits were for a total square footage of 1,899,364, at a total valuation of \$253,164,765. In June of this calendar year, the total number of permits issued landed at 504, the most for any month of 2017. Included in this number were 56 single-family dwelling, four multi-family permits with eight multi-family units, and one



Warren Gubler
Mayor, City of Visalia

new commercial project. In total, a second 2017 record was achieved as June marked a high total permit valuation of \$21,416,549. Our most recent data available, as of June 30, 2017, shows that the number of all permits issued this year stands at 2,488.

These numbers show that Visalia, and our state as a whole, has been fortunate to experience construction-related economic growth. Thanks to a healthier economy and the population growth that Visalia has seen, there has been a demand for skilled workers and corresponding decrease in unemployment locally. Additionally, there are a lot of other local businesses, such as material suppliers, that are dependent on the construction industry.

Construction work helps keep Visalia moving, just please remember to slow for the cone zone and travel safely both in and outside of construction areas.

For more information visit www.visalia.city or email communityfeedback@visalia.city. To contact Mayor Gubler directly, email warren.gubler@visalia.city.



THE LAW AT WORK

Everybody Needs a Break...



How many days in a row can an employee work before they must be given a day off? If an employee wants to, or needs the extra money, can an employee work seven days in a row? Ten days? Twenty days?

The California Labor Code requires that "every person employed in any occupation of labor is entitled to one day's rest therefrom in seven." The Labor Code also prohibits employers from "causing their employees to work more than six days in seven." From time to time, courts have had to answer certain questions regarding these requirements. For example, what does it mean to "cause" an employee to work more than six days in seven? How does that differ from simply "allowing" the employee to work seven days in a row? Must the employer require the employee to work more than six days in a row to violate this law?

The California Supreme Court recently provided insight into these question in the case of *Mendoza v. Nordstrom*. In its ruling, the court found that an employer "causes" an employee to work more than six days in seven if it motivates or induces the employee to do so. This does not mean that the employer is liable if it simply permits an employee to work more than six days in seven.

According to the court, "[A]n employer's obligation is to



Brett T. Abbott
Gubler & Abbott LLP

apprise employees of their entitlement to a day of rest and thereafter to maintain absolute neutrality as to the exercise of that right. An employer may not encourage its employees to forgo rest or conceal the entitlement to rest, but is not liable simply because an employee chooses to work a seventh day." Based on this interpretation, employers should not affirmatively schedule or require employees to work more than six days in seven, but it is permissible for employers

to offer employees the opportunity to work more than six days in seven, so long as the employees' entitlement to one day of rest each workweek is made clear. Employees must also be notified that they will not be penalized for choosing to take a day of rest. Similarly, employees must not be rewarded – apart from being paid their earned wages – if they choose to forgo their day of rest.

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



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\$40 IN ADVANCE \$50 DAY OF

Replacement Cost vs. Market Value

Which Way Should You Insure Your House?

By: Karen Gross
State Farm Agent

When you purchase a homeowners insurance policy, you'll make a number of decisions. One of the most important is the amount of coverage to best meet your needs. Understanding your options will help you make an informed choice that safeguards your home and your family's financial future.

What is Replacement Cost?

Replacement cost is the cost necessary to repair or replace your entire home. When you insure your home for its replacement cost, your insurer will reimburse you for the cost of rebuilding or repairing your home, based on the size and structure of the home that was lost or damaged.

The most appropriate way to estimate the replacement cost of your home is to hire a building contractor or other building professional to produce a detailed replacement cost estimate. Or your insurance agent can utilize an estimating tool —to assist you with an estimate. Only the cost of the property's structure and its associated systems, fixtures, and finishes will be included in the estimate; land value is included in a home's market value but should not be included in the amount of insurance you buy.

Benefits: In the event of a loss, replacement cost coverage will help your family return to their home and usual quality of life with minimal financial interruption. For the best protection, experts recommend that you insure your home for at least 100 percent of its estimated replacement cost.

Risks: Replacement costs can change over time, so you should

review your policy annually to make sure its coverage meets your needs. Inform your insurer if you have upgraded or improved your home, because these alterations may increase your home's estimated replacement cost.

What is Market Value?

Market value is the amount that a buyer would pay to purchase your home and its land in its current condition. Unlike your home's estimated replacement cost, its market value is influenced by factors beyond the material and labor costs of repairs or reconstruction, such as proximity to good schools, local crime statistics, and the availability of similar homes. Also, the land itself will be included in the home's market value.

Benefits: In some cases, market value coverage may be the most practical option. Take the example of an ornate older home. In today's market, the cost of rebuilding or restoring artisanal woodwork, masonry, and plastering to their original condition may be much higher than the home's purchase price. For a cash-strapped homeowner, buying a policy based on market value offers the best chance to recoup at least partial expenses after a loss.

Risks: When you insure a typical home for its market value, you are at risk of having incomplete coverage. For example, imagine that a family buys a home for \$175,000 and takes out a homeowner's policy for the same amount. The replacement cost for the home, though, is \$225,000. If a fire or other insured event destroys the house, the insurance settlement would be \$50,000 less than the actual replacement cost of the home.

Happy Trails Riding Academy Hosts Annual Round Up Fundraiser

Friday, October 6, 2017 at 6 p.m.

SAVE THE DATE

Happy Trails Riding Academy is hosting its 5th annual Round Up fundraiser Friday, October 6, 2017 at the Happy Trails Riding Academy facility located at 2773 E. Oakdale Ave., Tulare at 6:00pm. Your ticket will include a Cowboy BBQ, live music, a wine buy, and riding demonstrations from Happy Trails riders. All proceeds of the event will directly benefit the Happy Trails Riding Academy program.

Tickets are \$35 per person and tables of eight can be reserved for \$280. Happy Trails also has sponsorship opportunities available for this event. To reserve your tickets or inquire about sponsorships, please contact the office at (559)688-8685.

If you would like more information, please contact Leslie Gardner at (559)688-8685 or Leslie@WeAreHappyTrails.

UnitedAg Awards \$17,500 to Twelve Students in Fresno County and Neighboring Counties

Twelve students in Fresno County and neighboring Counties have received scholarship awards totaling \$17,500.

UnitedAg awarded the scholarships after reviewing 59 submitted applications. Applicants submitted in addition to detailed information, an essay focused on immigration reform and how they believe it will impact the agricultural industry in California in the future.

UnitedAg is proud to announce the following winners, Candice Lopez – Hanford, Beatriz Garcia – Hanford, Nathalie Marie Aceves – Hanford, Julie Lascano – Turlock, Ben Lascano – Turlock, Marcos Amaro – Visalia, Denver Noell – Hanford, Venissa Garcia – Hanford, Sandy Rubio – Firebaugh, Oscar Garcia-Medina – Hanford, Sylvia Benitez – Visalia, Peyton Fernandez – Porterville.



SHRM of Tulare Kings County Announces our Legal Updates Luncheon

Join SHRM T/K Legislative Director Faith Lisle Driscoll, for a mid-year legal update to review 2017 judicial opinions affecting California employers so far this year.

We will also cover a summary of and statute update for the pending employment bills of general application, plus an overview of the bills that appear stalled for 2017 but could re-emerge in 2018.

HT professionals, business owners and executives should plan to attend to learn what is coming and how to implement changes that are already in effect.

When: August 8, 2017, 11:30 - 1:00 pm
Location: Visalia Marriott, 300 S. Court St.
Register: www.shrmtularekings.org

You're Not As Ready As You Think

By: Brian Hampel, MS
Hempel Security Consulting



We live in a world where many people are CPR certified and have a basic understanding of how and when to use an automated external defibrillator (AED). There is a fire extinguisher, first aid kit, and AED marked on maps and easily accessible in most public offices. But there's one very reasonably priced piece of equipment that is often overlooked, ignored, or even avoided. A tourniquet.

Now I know that historically this has been a scary word but let's

lessons learned from Mogadishu, Iraq, and Afghanistan, we know that isn't necessarily true. It is generally believed that permanent tissue damage won't occur until 2-3 hours after the application of the tourniquet and the blood has stopped moving into that specific limb.

So, compare the pros and cons of the situation. You have approximately two minutes to possibly save the life of a friend, family member, if you can get a tourniquet on and stop severe bleeding. Combat situations aside, most places in America can receive emergency medical services within that two-hour timeframe before permanent damage might set in. But if you don't apply the tourniquet, death might occur within minutes. It's your decision.

Think about your work place. Are you in construction? Are there powerful and sharp power tools everywhere? Are there significant fall hazards? Are you in transportation? Could you be in an accident at any moment? Most workplaces can come up with a scenario where it might be good to have a tourniquet or two available, and to have folks trained in how to use them.

There's a little more to it than just tighten the belt as hard as you can. Seek out traumatic first aid training. Find a company that can teach you and your staff how to handle these situations. You train on how to react to the unlikely, but possible, scenario of encountering a cardiac or respiratory emergency, why wouldn't you seek out training on the unlikely, but possible, situation you may need to save someone with a life-threatening hemorrhage?

About the Author: Brian Hampel, M.S. is the co-founder and Vice President of Hempel Security Consulting, Inc. Brian is a three-tour combat veteran, a former federal police officer, and 14-year Military Police Soldier. Brian earned his Master's Degree in Terrorism and Counter Terrorism from Henley-Putnam University.

Visalia Unified School District to Celebrate Two New Schools



VISALIA – Visalia Unified School District will cut ceremonial ribbons at an all-new elementary school and a new charter school, both in northeast Visalia.

The Global Learning Charter School ribbon-cutting ceremony will be held at 4 p.m. on Tuesday, Aug. 8, at 1051 W. Robin Dr. The charter school will serve grades kindergarten through sixth in this first year and will expand one grade level each year until the school is kindergarten through eighth grade in 2019-2020. The new school's mission is to help students develop 21st century skills through experiential and community-based learning.

The event at Riverway Elementary School, located near the Riverway

Sports Park complex, will be held at 4 p.m. on Wednesday, Aug. 9, at 1341 Glendale Avenue. The campus features architectural design and technology for contemporary teaching styles and solar to reduce energy costs.

Superintendent Todd Oto, Ed.D., will speak at both events, along with the principals of each school, Lucia Vazquez, president of the VUSD Board of Trustees, and key individuals involved in the development of the schools.

The public is invited to attend both events. For information on the new schools or the ribbon-cutting events, contact Visalia Unified School District at 730-7515.

Discover Panama

February 22 – March 2, 2018

Slide show presentation
July 12, 2017
5:30 pm
Quail Park Retirement Village
4520 W. Cypress Ave

- Features:**
- 9 days
 - 15 meals
 - Gamboa Rainforest
 - Panama Canal cruise
 - Anton Valley
 - El Chorro Macho waterfall
 - Orchid nursery
 - Rum distillery
 - Folklore dinner
 - And much more



The Chamber will host a slideshow presentation: CUBA CRUISE

August 9, 2017 | 5:30 pm | Quail Park Retirement Village – 4520 W. Cypress Ave

March 1 – 10, 2018
Starting at \$4,739

Includes:

- 10 days
- 23 meals
- Roundtrip Airfare from Fresno
- 2 nights in Montego Bay, Jamaica
- 7 night cruise
- Old Havana
- National Theatre
- Plaza de la Revolucion
- And much more



Please RSVP to Dante Rosh, 559-734-5876 for more information go to www.visaliachamber.org/travel

Tulare County Fair Announces Special Day for Veterans

TULARE – Veterans will be honored and able to learn about services available to them during a first-time Veterans Appreciation Day at the Tulare County Fair, from 11 a.m. to 2 p.m. on Thursday, Sept. 14.

Local quilters are creating quilts to be presented to veterans on stage at noon on Veterans Appreciation Day. To nominate a veteran to receive a custom-designed quilt, visit www.tcfair.org. The nomination is due by Sept. 1.

Quilters are encouraged to participate, and to provide a 60-inch by 80-inch quilt for presentation. The selected veterans will also receive a quilt-carrier drawstring bag, made by local 4H students.

Community organizations that serve veterans and seniors are invited to have a free informational booth on Veterans Appreciation Day. The vendor application form is online at tcfair.org. Applications are due by Aug. 1.

For information on how to participate in the quilt project, contact Ronda Lindahl, 972-8179. For details regarding the free informational booths, contact Pamela Fyock at the Tulare County Fair, 686-4707.

The Tulare County Fair will run from Wednesday, Sept. 13, through Sunday, Sept. 17. For information, visit www.tcfair.org.

CLIP & SAVE

CALENDAR - AUGUST 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7 Visalia City Council Meeting	8 Chamber Government Affairs Committee Meeting Buckman-Mitchell Office 7:15 am	9 Slide Show Presentation: Cuba Cruise Quail Park Retirement Village 5:30 pm	10	11	12
13	14	15	16	17 YPN Mixer Barrelhouse 5:30 pm	18	19
20	21 Visalia City Council Meeting	22 Business After Hours Mixer 5:30 pm Visalia Convention Center	23	24 Ambassador Breakfast 8:00 am Visalia First	25	26
27	28	29	30	31		

Cardiologist joins Visalia Medical Clinic



VISALIA – Reza Rafie, MD, has joined Visalia Medical Clinic and is now seeing patients at the Tulare Cardiology Center.

The son of a cardiologist, Dr. Rafie wanted to be a cardiologist because he enjoys the role of reasoning, logic and math in the medical specialty, and the way his father respected his patients made an impression on him as a child.

He discovered Visalia thanks to fellow VMC cardiologist Ashkan Attaran, MD, whom Dr. Rafie met during his residency at USC.

“Dr. Attaran told me how much he is enjoying his life and time

here in Visalia,” Dr. Rafie noted. “He is the main reason I chose Visalia.”

Dr. Rafie completed medical school and his residency at the Tehran University of Medical Sciences, followed by research at the Institute of Genetic Medicine at USC and his residency at the Department of Internal Medicine at USC. A fellowship in cardiology at Kaiser Permanente followed, along with several years of research at the Heart Institute of Cedar Sinai Medical Center and at USC’s cardiovascular department.

The Tulare Cardiology Center, an affiliate of the Kaweah Delta Medical Foundation, is located at 938 N. Cherry, Tulare. To make an appointment, or for further information, call 686-3481.

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New Symphony Name—Exciting New Season

In September, the Tulare County Symphony will have a brand new name and begin an exciting new season featuring “Gods and Heroes.”

The symphony will change its name to Sequoia Symphony Orchestra as of Sept. 1, better reflecting its regional composition of musicians and its appeal to audiences.

And what better way to kick off its new name than with a spectacular season of music telling the tales of Roman gods and Shakespeare’s heroes? “We wanted a program of works that would attract everyone’s attention,” said Music Director Bruce Kiesling. “We started with a lot of heroes - Romeo and Juliette, Don Juan, Prince Igor. When we added “The Planets” – named after Greek and Roman gods and goddesses – we thought why not call it ‘Gods and Heroes?’”

The season begins Sept. 9 with Pops in the Park, an outdoor picnic at Zumwalt Park in Tulare, featuring the best of film,



patriotic and Broadway music—plus a quick introduction to what you’ll hear the rest of the season.

Concerts each month at the Visalia Fox Theatre will feature music by Strauss, Prokofiev, Grieg, Holst, Mendelssohn and De Falla. The season concludes in April with the boisterous “Beethoven’s 9th,” featuring a 100-voice choir at L.J. Williams Theatre.

Buying season tickets assures you of having the same seats at every concert and saves you 20 percent over individual prices.

The season brochure and order form are on the symphony website at www.tularecountysymphony.com. Season tickets must be ordered over the phone or in the office, 559 732-8600, 208 W. Main St., Suite D, Visalia (downstairs in Montgomery Square).

Discover Panama

February 22 - March 2, 2018
\$3,149.00 per person (double occupancy)

Features:

- 9 day tour
- 15 meals
- Round trip airfare from Fresno
- Transportation to the Fresno Airport
- English speaking guide

Panama is a country of lush rainforests, rich history, diverse wildlife and spectacular coastlines. The tour will open at the Gamboa Rainforest Resort. From the resort home-base the tour will embark on a scenic ride up the Chagres River in dugout canoes to visit Embera, an indigenous village. The next day travelers will board the Pacific Queen for a partial transit cruise through the Panama Canal with lunch onboard the ship, and a visit to Casco Viejo in Panama City, a UNESCO World Heritage site settled in 1673. Here travelers will see the Plaza de la Independencia, the Presidential Palace, the National



Theater plus restored colonial churches and monuments.

After a short drive on the Pan-American Highway the tour will arrive at Anton Valley, a community nestled inside the second largest volcanic crater in the world and meet locals at the handicraft market. In Anton Valley travelers will delve into history and biodiversity as they visit a frog conservation center, a non-profit orchid nursery, a butterfly haven, and El Chorro Macho waterfall. The next day will include a visit to the village where locals make the famous Panama hat, then a visit the first Spanish settlement in Panama established in 1558. Here travelers will experience a demonstration of traditional clay oven cooking. That evening the group will enjoy dinner featuring a folklore and dance show.

As the tour comes to an end travelers will spend a day meeting locals in Chitre the “folklore capital” of Panama visit one of Panama’s famous rum producers and take part in a tasting session with lunch. On the last day, travelers will explore Playa Bonita and soak up the sun and ocean views from the beachfront property.

For more information about the Chamber travel program go to www.visaliachamber.org/travel.



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