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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE



UPCOMING EVENTS

- MARCH 6:**
Active Shooter Response Training
Time: 10:00 - 12:00 pm
Location: Brandman University
Registration required
- MARCH 7:**
Emerge Class - Marketing/Branding/PR
Time: 6:00 pm
Location: College of the Sequoias
Registration required
- MARCH 8:**
YPN Monthly Meet-Up
Time: 5:30
Location: BarrelHouse Brewing Co.
- MARCH 21:**
Emerge Class - Financial Literacy/Accounting
Time: 6:00 pm
Location: College of Sequoias
Registration required
- MARCH 22:**
Leadership Visalia Golf Tournament
Time: 8:00 am
Location: Valley Oak Golf Course
Registration required
- MARCH 27:**
Business After Hours Mixer
Time: 5:30 - 7:30 pm
Location: Prestige Assisted Living
- MARCH 29:**
Ambassador Monthly Meeting
Time: 8:00 am
Location: Visalia First Assembly

Visalia Chamber of Commerce a Catalyst, Convener, and Champion for Business

By Nicola Wissler
Visalia Chamber of Commerce



Chamber has highlighted great businesses in our community telling their story. Often, we have found interesting facts, funny stories, and impressive statistics, but more importantly we have learned that behind the scenes local businesses are investing in their employees and our in our community.

Recently the Visalia Chamber of Commerce staff traveled to Henderson Nevada to attend a conference of more than 350 chamber executives from the Western United States. While at this conference there was one reoccurring theme, Chambers don't always tell their own story very well. Communities don't always understand fully what it is that the Chamber does. So today my goal is to help you, our readers understand the role of the Chamber.

The Visalia Chamber of Commerce is the oldest and largest business organization in Tulare County. With more 650 business members the Chamber represents more than 45,000 employees to local, county, state and national elected officials. The Chamber is the champion and voice for local businesses. With a staff of six, the Visalia Chamber represents our members on more than 40 different boards and advisories to make sure that the concerns and successes of our businesses are made known. Whether attending City Council meetings to discuss micro-brewery, food truck or sign ordinances or calling City and County staff directly to find answer to specific questions, the Chamber helps to alleviate some of the hassle can be a stumbling block for business owners. This year the Chamber will host the 65th Annual Awards, we get to take this opportunity celebrate and champion those who go above and beyond to make Visalia a great place to live and work.

Beyond being an advocate and champion for our local businesses the Chamber is also a connector and a convener. Business owners cannot make it on their own, they rely on a network in order to be successful. The Chamber provides many different platforms for our members to connect with business services and professionals. The Chamber has partnered with Visalia Unified School District to assist with Career Technical Education. Specifically the Chamber helps to bring together business leaders and educators through advisory boards, speaking opportunities, facility tours, job shadows and internships for local students. The Chamber is committed to ensuring that there is a strong pipeline of employees coming out of the schools ready to work

For the last five years I have been writing business spotlight articles for the Chamber Business Update newsletter. Through these spotlight articles the



BUSINESS SPOTLIGHT

for local employers. Additionally the Chamber hosts events that give employers and employees the chance to connect and support each other. Business After Hours Mixers, the Young Professionals Network and the Chamber Ambassador programs help local employees and employers expand their networks and support systems.

Lastly one of the roles that are most important to the Chamber is to be a catalyst for change. In the last 18 months the Chamber has launched three new programs that will drive change in our community. Visalia Soup provides a platform for local residents to think outside of the box, connect with local resources and jump start new projects all with the purpose of positively impacting Visalia. SOUP brings together children, parents, business leaders and elected officials to find ways to move our community forward one small donation and idea at a time. The Chambers Candidates College brought together current elected officials with local residents who see the need to step up and learn about the election process. Candidates College was a candid look at what it takes to run a successful campaign, how to build a strong team, and business issues that candidates need to be aware of and study before they hit the campaign trail. The goal is to inspire and potential candidates and to remove some of the fear that stops

people from serving and engaging in their communities. Finally the Emerge program specifically focuses on entrepreneurs and giving them the tools they need to make their dream a reality. The Chamber firmly believes that entrepreneurship allows people to stay in Visalia, doing what they love, creating more jobs and supporting an opportunity economy.

The Chamber does not do this work alone. We rely on the support of our members, our Board Members, and the community. Partnerships are the cornerstone of the Chamber allowing us to be a catalyst, convener and champion for businesses. The Chamber would like to thank you all for your

support and invite you to come down to our office and learn about what we do and tell us your ideas so that we can continue to make our community thrive.



PRESIDENT'S CORNER

If not you, then who?

If good news should be shared, great news ought to be shouted.

Recently, I was away at a conference and a restaurant server asked me where we were visiting from. Proudly I said, Visalia California. The server smiled and said, tell me about it (As an aside, that's a great question, and so much nicer than where's that?!). I smiled and said, "Visalia is full of amazing people. It's the type of town where you know your neighbors and bump into people you know at the grocery store and walking on Main Street. There's a sense of community pride. Businesses are our neighbors and really care about their customers." She smiled and said, "sounds like a place I didn't think existed anymore. Hope you guys realize how special that is."

This exchange was a wonderful reminder that Visalia, while we have our challenges, really is a special place to live and work. There is much to celebrate. In life's busyness, it's easy to take for granted the things that make us so unique. I came back home from the trip, appreciating even more the people and businesses that embody our community.

For 65 years the Visalia Chamber has celebrated the people and local businesses that built this city and make it something we all can brag about. For the businesses and individuals that are recognized, this is confirmation that their hard work is being noticed; its affirmation that we truly value them. For many, even the simple act of being

nominated gives them the will to keep going, to keep up their important work.

We have a community full of deserving businesses and people. As you think about the people and places that make

Visalia special it's easy to start seeing the superstars of our community. The real challenge is everyone thinks someone else will make that nomination. Sadly, I've spoken to people who ask why X business wasn't nominated or how come this person hasn't been recognized, only to learn that no one took the time to nominate them. We cannot

let that happen.

People need this boost. Business isn't easy. For a business that goes above and beyond, getting a call that your business has been nominated for a "of the year" award from the Visalia Chamber means something. Nominating is easy. At visaliachamber.org/awards is a form for Small, Medium, Large and Nonprofit of the year. Your name and contact info plus the name and contact information for the business is all we need. Heck, even if you're not sure which category they fit into, nominate them! If you don't nominate them, who will?

I'm proud of the place that we live and work. The restaurant server was right, Visalia is special. Please do your part to thank those that make it that way. Help us ensure those doing great work, keep doing great work!



Gail Zurek
Visalia Chamber
President & CEO



- America's Heritage**
June 7-16, 2018
- South Pacific Wonders**
August 21 - September 4, 2018
- Islands of New England**
October 19-26, 2018
- New York City Holiday**
December 10-14, 2018
- China**
April 5-19, 2019
* Slideshow presentation
May 1, 2018, 6:00 pm
Wyndham Hotel
Continued on Page 4

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

VISALIA CHAMBER OF COMMERCE MISSION ICONS

- Business-Government
- Business Relations
- Promoting Community
- Strong Local Economy

Drive Thru FREE Shredding Event for All Seniors

Quail Park on Cypress will be hosting its annual FREE Shredding event for seniors on Friday, March 9, from 8:00 to 11:00 a.m. Shredding confidential papers and documents is one of the ways to prevent identity theft. We want to remind seniors that one or two pieces of personal information from your garbage are all that is required to steal your identity. We do have a limit of three Banker's boxes per car.

During this event E-Waste will also be accepted such as cell phones, computers/monitors, keyboards/printers, laptops/servers, and more! Quail Park on Cypress is located at 4520 W. Cypress Ave., Visalia. For additional information please call our community relations office at 624-3503.

Celebration Church Donates New Golf Cart To Ronald McDonald House

Celebration Church donated a brand new 4 person Golf Cart to Ronald McDonald House on January 23, 2018 in collaboration with Church on Wheels. They hosted a "Wish List Drive" for the families in December and had big plans to donate the Golf Cart from the "Dream Wish List" shared on Ronald McDonald House's website.

"The golf cart will allow our Front Desk Volunteers to take the families of Ronald McDonald House to and from the hospital. It will not only provide a quick mode of transportation, but will allow healing mothers to have a comfortable ride to see their child," Marisa Moore.

The contact at Celebration church is Elaine Otuije. She can be reached at elaineo@celebrationchurch.cc or 559.320.5080.

You too can give back to the families at Ronald McDonald House Charities of the Central Valley. If you are interested in donating off their Wish List, please visit: <https://rmhccv.org/wish-list/>. If you are interested in volunteering your time, please visit: <https://rmhccv.org/volunteer/>

To learn more about RMHC and our work, visit www.rmhccv.org.

Central Valley Community Bank Announces James Kim, Executive Vice President, Chief Administrative Officer



Kim

James M. Ford, President and Chief Executive Officer of Central Valley Community Bank (Bank), announced the addition of a new executive level position for the Bank, naming James Kim as Executive

Vice President, Chief Administrative Officer.

Kim joins Central Valley Community Bank with over 15 years of bank leadership expertise most recently serving in the positions of controller, chief operations officer, chief financial officer and chief executive officer for financial institutions in the Greater Sacramento Region. He has extensive experience in strategic planning, financial analysis, regulatory reporting, balance sheet management, human resource management, and client service. Kim began his career working for a Big Six accountancy firm in Sacramento after receiving his MBA and BS in Accountancy from California State University, Sacramento. In his new role, Kim will head the Bank's Administrative Division overseeing central operations, information technology and facilities management among other executive areas of responsibility.

"We are pleased to welcome James to our company and look forward to the innovative leadership perspective that he will bring to enhance our existing culture of success," stated James M. Ford, President and CEO of Central Valley Community Bancorp and Central Valley Community Bank.

"With our growth in recent years, it was time to expand executive level oversight to ensure that our nearly 40-year community bank relationship model was managed at its historic level of excellence today and into the future," concluded Ford.

About this publication ...

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COMMUNITY LOYAL MEMBERS

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New

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

- **MID CAL PROPERTY MANAGEMENT**
(559) 627-1000
Property Management & Investment
- **PERFECT TIMING MARKETING**
(559) 799-0111
Marketing & Communications

Renewing

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

- Acclaim Credit Technologies
- Advanced Micro Systems
- Comfort Now Air Conditioning & Heating*
- J & D Lighting & Alarm*
- Jon Stemkoski's Celebrant Singers
- Lotus Broadcasting*
- Mayflower Tours

- Mid Cal Property Management Inc.
- Oral E. Micham, Inc.
- Perfect Timing Marketing
- Pipeline.Church*
- Renewing Members
- Tachi Palace Hotel & Casino
- Tri-Anim Health Service, Inc
- Visalia Rawhide Baseball Club
- Volt Workforce Solutions
- VWR International, LLC

*Indicates membership in the Visalia Chamber 110% Club.

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VISALIA SOUP Seeks New Idea Proposals for April Event

Visalia SOUP is looking to fund the best ideas that will positively impact Visalia.

Visalia SOUP presented by Tucoemas Federal Credit Union, supports Visalia's best ideas to make the community better. The Visalia Chamber of Commerce in partnership with the Visalia Convention Center, Fresno Pacific University - Visalia Campus and Cross City Church is now accepting proposals for the 3rd Visalia SOUP event to be held on April 11, 2018. Visalia SOUP raises money, builds community support and connects local resources to help entrepreneurs carry out their ventures.

The only criteria for submitting a proposal for Visalia SOUP is that it must simply impact Visalia positively. Past proposals have included: a healthy vending machine business, a high school student launching a lipstick business, raising money to purchase duffel bags for foster children, creating martial arts classes for autistic students and more. Proposals do not have to be a product or a business. Proposal may include community projects like raising money to get new equipment for a park, painting a dilapidated building, or teaching people how to start a garden. Proposals for SOUP can be submitted at www.visaliachamber.org/soup. The deadline to submit a proposal is Monday, March 19, 2018.

Visalia SOUP is a simple idea. Four individuals or groups will pitch ideas to a room full of people. Each idea has been vetted by a committee who selects presentations based on the positive impact the proposal will have on Visalia. Each presentation will last four minutes, and then the audience may ask up to four questions. After the presentations are made, attendees enjoy a delicious bowl of soup while they discuss the ideas, and then vote for their favorite. When the votes are counted the winner will be presented with a pot of money that is raised by donations at the door. Winners of Visalia SOUP can use the money raised to support their project, additionally they gain valuable business contacts and resources from those in attendance.

Visalia SOUP will be held on April 11, 2018 at ImagineU Interactive Children's Museum located at 210 N. Tipton St. For more event details and proposal requirements go to: www.visaliachamber.org/soup/ or call the Visalia Chamber of Commerce at 559-734-5876.

Happy Trails Riding Academy is proud to announce the 2018 Board of Directors. Ed Wristen-President (Visalia), Linda Nogues-Vice President (Tulare), Andre Gaston-Treasurer (Visalia), Laura Morrelli-Secretary (Visalia). Members at Large include Kim Givich (Visalia), Patti Rocha (Tulare), Kendra Fowler (Visalia), Ryan Purkiss (Visalia), Jenna Seals (Visalia), Dr. Neal Spiro (Hanford), Steve Duerre (Visalia), Roland Hill (Porterville), Erin Brooks (Visalia), Elizabeth Jacques (Visalia), Cindy Brown (Porterville) and Ken Hernandez (Visalia).

Congratulations to Nicola Wissler for 5 years of service to our **Chamber!** She was just recognized at the Western Association of Chamber Executives annual conference. Thank you Nicola for all the work you do for our members and all of Visalia!

Congratulations to our **Chamber** President/CEO Gail Zurek on getting her ACE (Accredited Chamber Executive) recognition. Gail also graduated from the Western Association of Chamber Executives Academy, a three year intensive program focused on best practices for chambers.

Habitat for Humanity of Tulare Kings Counties stopped by **Sunset Rotary** to say thank you to the members for supporting Habitat for Humanity programs here in Tulare and Kings Counties. Our community is so amazing! Thank you Sunset Rotary. Join us

Good News from our Members



as a team or an individual. You can make a difference. www.hfhtkc.org.

We're thrilled to announce that **CASA of Tulare County** was awarded a \$5,000 Sierra Grant from **Bank of the Sierra**. These funds will serve children in historically underserved rural and tribal areas in Tulare County -- expanding CASA's capacity to help children who have experienced abuse and neglect. Each of these children deserves the advocacy a CASA volunteer provides so they can thrive.

Brain Balance Center (Visalia) says Yay!! Baby Thompson has ARRIVED! Congratulations to our Center Director and Program Director Nathen and Kristin Thompson for their newest addition to their family!! We are so excited for you guys!!

Congratulations to **the Growth Coach Visalia** for a great first Visalia Talks and Wine event this month.

Gloria House says thank you to South Valley Fit Body Boot Camp for their generous donation.

Congratulations to **Central Valley Martial Arts** for the great turnout and information presented at the Anti-Bullying part 2 class. The kids were super excited and they learned so much. Thank you for caring about our community.



Congratulations to **Express Employment Visalia** on being named the in the top 50 for sales.



BOARD SPOTLIGHT

William Martin



William Martin is the Managing Member & President of Martin and Martin Properties, LLC; Martin Enterprises and has been a Chamber Board member for 6 years and served on the Executive board for 3 years.

Why is it important to be a Chamber member? The Chamber is a business consultant on retainer to every member. Everyone can use the resources the Chamber offers.

1. What brought you to Visalia? I was born in Visalia. Murray Street is named after my Grandmother's maiden name, dating to the 1860's.

2. What is your favorite thing about your job/company? That we have been able to contribute to the continuing improvement of the downtown.

3. What do you like to do when you are not working? Sports, traveling, spending time at my Mineral King cabin and Morro Bay home.

4. What is your favorite place to go in Visalia when you are not working? Any downtown restaurant.

5. What was your favorite book that you read in the last 12 months and why? I re-read *Physics of the Future* by Kaku, *The Miracles in Water* by Emoto, and *Industries of the Future* by Ross. If you want to know the best professions for your future and the power of thought to obtain your goals, read these 3 books.

6. What is your favorite charity or local cause? County Center Rotary, the Rotary International Foundation and the Visalia Rotary Community Foundation.

7. What is your best advice for young professionals? Read the 3 books I suggest in #3 and you will know the path to your success. Associate with the people you admire and learn from them.

8. What did you want to be when you were in elementary school? An ecologist.

9. What is your favorite quote? I have two: 1. Let your light so shine before people that they might see your good works and glorify God. 2. You are now and will become what you are thinking. Think positive and loving manifestations 24/7 and those things will happen in your life.

VISALIA UNIFIED SCHOOL DISTRICT Finding Common Ground



School campuses are places where students come into daily contact with other children with different backgrounds and experiences. Children hear, consider and learn from different opinions and viewpoints, and they learn much by coming into contact with each other across the thirteen-year span of a public education. One of our greatest strengths as a society is our shared belief that we can learn from one another in the pursuit of a more perfect union.



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

throughout the school year to discuss issues related to student safety and controversial issues. The student group will include approximately twenty students selected by peers and staff, representing diverse backgrounds and perspectives. The students will open for discussion any issue that allows us a better sense for how certain policies, practices and protocols affect students. The Task Force will serve as an advisory to the Superintendent and to the Board of Trustees.

The community advisory will be called the Common Ground Advisory. This group will be the adult version of the student Task Force. It will meet regularly throughout the year, will contain approximately twenty community members who represent diverse perspectives found in Visalia, and will serve as an advisory to the Superintendent and to the Board of Trustees regarding implementation of policies, practices, and protocols in light of student interests and controversial issues that affect our schools and community. The Student Inclusivity Task Force will select students to attend the community advisory group to provide their very important insight on these issues. Leadership matters, and having a structure for meeting with community leaders and having open and inclusive dialogue will be a very valuable resource for our school district.

One of our greatest strengths as a society is that we have places where we can consider and learn from different opinions and viewpoints. Schools can be an important forum for civil discourse and while not everyone is going to agree on everything, we can help create a space for students and the community to engage in active listening and caring behavior. The Student Inclusivity Task Force and the Common Ground Advisory are a way to engage with students and the community more effectively for the benefit of all.

A complete education involves examining issues that are controversial. In the classroom this is done within the established curriculum and in ways that allow students to develop critical thinking skills while exploring issues, to foster the ability to discriminate between fact and opinion, and to come to conclusions that consider their own beliefs and the perspectives of others.

Beginning this spring, Visalia Unified will form two advisory groups, one composed of students and one composed of community representatives. These advisory groups are intended to create the relationships and space for conversations related to inclusivity. Why focus on inclusivity? The answer is simple: We have students from different backgrounds who share our schools, and we are made stronger by that shared experience. But at times, those differences can make students feel like they don't belong in their classrooms and on their campuses, so we must work to recognize and address the barriers between and among students. Controversy almost always is rooted in conflict that touches on personal values and beliefs, political philosophy, culture, religion, or other influences.

To bring student perspectives more clearly into our work, we are establishing a Student Inclusivity Task Force that will meet regularly

AMBASSADOR SPOTLIGHT

Rita Crandall



Crandall

Rita Crandall is a volunteer for Valley PBS. She has been a volunteer and board member with them since 1978 when she first worked as a volunteer at the Great TV Auction.

Everyone knows that ValleyPBS offers outstanding Children's Programming from 5:00am to 5:00pm everyday on the "over-the-air" main channel 18-1. In addition there are many amazing programs (science, nature, performance & arts, drama, history, news, documentary, etc) that adults and families enjoy every evening during primetime hours. Then there is 24/7 Children's Programming on KIDS channel 18-2; CREATE on 18-3 offers travel, cooking, and How-To programming; and WORLD on 18-4 has news, documentaries, ethnic programming and more around the clock everyday.

What many people don't know is that ValleyPBS offers much more than traditional television. There are a multitude of free lesson plans for teachers which connect to Common Core; there are Ready To Learn Workshops available that can be presented in various languages which help parents and caregivers prepare young children for optimal learning; there are programs that can be viewed via "streaming" @ valleypbs.org;

and that anyone can produce video of a favorite event or other activity and post it free of charge on valleypbs.org in their "By You" accounts (some of which end up "on air" between programs.)

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

Volunteering to help at Chamber events such as Oktoberfest or Visalia SOUP is the best way. Another is by helping the Chamber develop future business leaders through the Young Professionals Network.

2. What has Chamber Membership meant for your company?


Membership in the Chamber has provided the opportunity to network with others and to enlighten them about the many facets of ValleyPBS that are available to everyone throughout the Central Valley.

3. The best part of Visalia is

The people of this wonderful city are Visalia's best asset. They are kind, giving, dedicated and generous in making this community the best in the valley.


4. What is your favorite local charity/non-profit?

There are just too many wonderful non-profits in Visalia to pick only one..... My hat is off to each of them as they strive to give back to the people of this community. I'm thankful for all that they do.



VISALIA'S BEST IDEAS PRESENT. ATTENDEES BREAK BREAD AND EAT SOUP. DISCUSS THE PRESENTATIONS AND VOTE FOR THEIR FAVORITE PRESENTER.

Presented by:



WHEN: April 11, 2018
COST: \$5.00 minimum donation
WHERE: ImagineU
 210 N. Tipton St. Visalia CA 93292
TIME: 5:00pm
DEADLINE: Due by March 19, 2018
www.visaliachamber.org/soup

Contact Dante Rosh at the Visalia Chamber of Commerce for more details.
 (559) 734-5876 or dante@visaliachamber.org

Retaliation Results in Huge Payout

Barsamian & Moody

A Professional Corporation

After a nine-day jury trial, an employer, a current supervisor, and several of its former supervisors, were ordered to pay three employees \$6.6 million for race-based discrimination and retaliation for filing administrative complaints about the discrimination. The case, *Flores v. City of Westminster* (9th Cir. 2017) 873 F.3d 739, illustrates the low burden of proof required to show retaliation, and the sheer difficulty California employers face in dealing with a current employee who has filed an administrative charge of discrimination.

In law enforcement, as is the case in many fields, participation in special assignments is a substantial factor in achieving promotion. At Westminster Police Department, three Hispanic officers felt the department was continually passing them over for special assignment in favor of lesser-qualified white officers. As a result, the officers filed a complaint with the Department of Fair Employment and Housing (DFEH). Five months later, the officers were again denied other special assignments, and written up for conduct routinely overlooked by the department. The officers sued the city, the police chief, and several former chiefs arguing the initial denials constituted discrimination, and the final denials were evidence of retaliation. The city countered with evidence that it had selected other Hispanic officers for special assignments, it routinely denied all officers' initial applications for special assignments, and it based its decisions on factors unrelated to race or ethnicity. However, the jury sided with the officers.

California's Fair Employment and Housing Act (FEHA) protects employees from discrimination, retaliation, and harassment in employment based on long list of "protected categories" including, race, gender, sexual orientation, and religion (to name a few). The FEHA also prohibits employers from retaliating against any person making a complaint under, or opposing any practices prohibited by, the FEHA. To succeed on a FEHA retaliation claim, an employee must show that the employer subjected the employee to one or more "adverse employment actions" because the employee engaged in protected activity.

What This Means for Employers:

This case demonstrates the low burden of proof required to show "adverse employment action," which can broadly be defined as any action likely to impair an employee's advancement or promotion. In determining whether an action is retaliatory, courts place significant weight on the timing of the action in relation to the occurrence of the protected activity. While there is no bright-line rule about the timing of retaliation, adverse employment action taken within eight months of protected activity will likely be viewed as retaliatory unless an employer has a compelling justification for the adverse action. It is also important to note that an employer can be found to have retaliated against an employee for filing a discrimination complaint, even though the underlying complaint is meritless. Lastly, individual managers and supervisors should remember that they can be held personally liable for discriminating and retaliating against employees. Contact Barsamian & Moody if your company is dealing with an employee who has recently filed an administrative charge of discrimination.

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

Continued from Page 1



- Gems of Eastern Europe**
June 28 - July 8, 2019
Slide Show Presentation: April 20, 2018
1:00pm, City Admin. Building
- Oberammergau**
June 9-17, 2020

Collette Vacations,
Mayflower Tours, Cistlinc

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

HEALTHCARE NOTE

Caring for Our Community in Challenging Times



While this flu season has put added stress on our Emergency Department (ED) and many of our medical facilities, our medical team and hospital staff have been creative in finding new ways to meet patient demand and provide our community with the highest levels of care.

For the first time, we have erected two tents outside of our ED to use as needed. One expands the size of our waiting area and the other allows us to more quickly assume care of ambulance patients with non-life-threatening conditions. This second tent will help reduce overcrowding in our ED and get ambulances and Emergency Medical Technicians back out serving our community.

As more people seek care in the ED, we are continually making changes to expand and improve care. We have increased staffing and have changed our triage process so that one of the first people you see in our ED is a physician or a nurse practitioner. As we move forward in the season, which could extend into May, two months longer than normal, we will continue to be creative to meet patient needs.



Gary Herbst
CEO
Kaweah Delta Health Care District

This flu season also reminds us just how important our ED expansion will be for this community. This two-year project will modernize, expand and improve our ED and allow us to see 360-400 patients a day by late 2019. As the only trauma center between Fresno and Bakersfield, our ED has seen in excess of 250 patients a day in the ED on a regular basis.

We expect our second Urgent Care in northwest Visalia to also alleviate ED overcrowding when it opens this spring at the corner of Demaree Street and Flagstaff Avenue. It will be open seven days a week and provide the same services offered at our Urgent Care on Court Street with 14 exam rooms, on-site radiology and lab services. We are also expanding capacity at our Dinuba, Exeter and Lindsay clinics to take even more pressure off our ED. Improving access to care outside of our geographic district boundaries at our health clinics helps us curb ED visits and funds services for those who live inside district boundaries.

It is evident that our patients' needs for emergency care have changed. We are working today to modernize, expand and improve our healthcare facilities and services so that we can best meet the needs of our region in the future.

CITY UPDATE

Visalia's Hazmat Team and the Business Community

As Visalia grows, so does the opportunity for our City to welcome new business. We commonly think of key contributors like location, available properties, and hiring and training support when sharing why Visalia is such a great place for business to land and grow. But for many, learning that Visalia has a Type 1 Hazmat team is the icing on the proverbial cake.

Visalia's Hazardous Materials Team is a function of our Fire Department and was formed in 1995. It is comprised of team members who are dedicated to serving our city, through prevention and preparedness to hazardous materials incidents, whether accidental or intentional.

Commonly referred to simply as Hazmat, our team gained Type 1 certification in 2011. This means they are trained and equipped to handle chemical, biological, radiological, nuclear, and high yield explosive hazards. Not only can citizens rest assured that incidents on our roads, highways and neighborhoods will be quickly and

expertly mitigated, but businesses who are here in our City, and those looking to locate here, are within the jurisdiction of an experienced and certified Hazmat team.

Certified by the state's Office of Emergency Services (OES) Fire and Rescue Division, our Hazmat team trains every other month, works directly with the Tulare County Division of Environmental Health, routinely trains with state agencies and was re-certified in 2017 for another five years.

Whether it's a spill of hazardous materials, a container leak or explosion of compressed gas, Hazmat is ready. For businesses, having a Hazmat team in the same city as their operation means a quicker response that could ultimately save lives, property, and the environment. It's a feather in Visalia's cap and sets us apart as we continue to grow and continue to attract industry.

To contact Mayor Gubler directly, email warren.gubler@visalia.city.



Warren Gubler
Mayor, City of Visalia

THE LAW AT WORK

Emergency Action Plans



Emergency situations can happen any time, without warning. Almost every day we see footage on the news of devastating natural disasters or emergency situations all over the world. What are an employer's duties with respect to emergency situations?

California law requires that virtually every employer have an Emergency Action Plan. Such a plan must include steps for evacuating employees, providing emergency medical attention, and reporting emergencies to employees and local agencies. Employers with more than 10 employees must have such a plan in writing. Employers with 10 or fewer employees do not need to have a written plan, but they do need to meet all the other requirements of the Emergency Action Plan standard and must communicate these elements to employees. Emergency Action Plans must include the following elements:

- Procedures for reporting a fire or other emergency
- Procedures for emergency evacuation, including the types of evacuation and exit route assignments
- Procedures to account for all employees after evacuation
- Procedures to be followed by employees performing rescue or medical duties
- An employee alarm system
- Training for each employee on the preferred means of reporting emergencies



Brett T. Abbott
Gubler & Abbott LLP

- Emergency telephone numbers, which must be posted near telephones, employee notice boards, and other conspicuous locations
- The name or job title of every employee who may be contacted by employees who need more

California also requires that employers train employees when a plan is established or modified. Newly hired employees also must be trained. The best way to accomplish this training is by conducting emergency training and emergency drills periodically. Formal inspections are generally not required by California law.

We all know it is impossible to predict certain emergencies or disasters. Yet the law does require employers to take steps to protect their employees, and a big part of that is the Emergency Action Plan. If your company does not have such a plan in place, take the time to create one. If your company hasn't reviewed its plan in several years, take the time to review it. You owe it to your employees, and it's the law.

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

ACTIVE SHOOTER RESPONSE TRAINING

RAMPEL SECURITY CONSULTING PRESENTS

TICKET PRICES

- \$ 30.00 INDIVIDUAL CHAMBER MEMBER REGISTRATION
- \$ 35.00 INDIVIDUAL NON-MEMBER REGISTRATION
- \$ 50.00 2 CHAMBER MEMBER REGISTRATIONS

PREVENT / PREPARE / PROTECT

THIS WORKSHOP IS GOING TO FOCUS ON HELPING BUSINESSES, PARTICULARLY CHURCHES, LOOK AT THEIR SAFETY/SECURITY PLANS TO MAKE THEM STRONGER AND HELP THEM TO BE PREPARED IN CASE THEY EVER ENCOUNTER AN ACTIVE SHOOTER SITUATION.

DATE: TUESDAY, MARCH 6, 2018
TIME: 10:00AM - 12:00PM
LOCATION: BRANDMAN UNIVERSITY VISALIA CAMPUS
389 S County Center Dr, Visalia, CA 93277

Sign up today with the Visalia Chamber of Commerce
559-734-5876 or www.visaliachamber.org/event/calendar

Rawhide to Hold Annual Job Fair on March 3



The Visalia Rawhide announced today that the club will be holding its annual Job Fair at Rawhide Ballpark (300 N Giddings St, Visalia) on Saturday, March 3, from 9:00 a.m. to 11:00 a.m. Positions will be available in a variety of areas, including concessions, food preparation, retail, and ushering.

The club expects over 100 Tulare and Kings County residents to earn jobs, which will provide workers with valuable experience in the customer service industry.

"We're excited to bring back familiar faces and also hire new members into the Rawhide Family," said Manager of Ballpark Operations Jerry Verastegui. "Our gameday staff members play a pivotal role in our ballpark's operation. We are hoping to hire people with a positive attitude who like to smile, are friendly, and care about serving others."

Rawhide General Manager Jennifer (Pendergraft) Reynolds also stressed the importance of a friendly gameday staff.

Continued on Page 6

LEADERSHIP VISALIA

Community Health and Wellness, A Wide Range of Services

By Amalia Elias
Jo-Ann Fabrics & Crafts, Visalia Distribution Center, Leadership Visalia Participant



Leadership Visalia's February day session topic was "Health Care & Wellness". The group met early at Family HealthCare Network and began the day with

a delicious healthy continental breakfast that tied in well with the topic of the day. After a few minutes of mingling the class welcomed our first Family HealthCare Network guest speaker, Community Health Care Manager Malorie Barragan. Malorie took us through the history of Family HealthCare Network with photos of the 1st clinic founded in 1976 in an old gas station to the newest state of the art facilities now open in various cities in Tulare and Kings Counties. It was impressive to see how Family HealthCare Network contributes to help families in the community stay healthy through various community programs such as the Woodlake community garden, Reach Out and Read program, My Health / My Kitchen, Ventanilla de Salud, Zumba, wellness check ups and so much more. Our visit with Family HealthCare Network concluded after touring one of their facilities.

After walking a few blocks we arrived at stop #2 and were greeted by Kaweah Delta's friendly staff. The first guest speaker at the Kaweah Delta Diabetes Clinic was Diabetes Educator Charlie Reyes, Jr., RN. Some of the key facts that were discussed during the presentation were that over 30 million children and adults in the United States have diabetes and 84.1 million American adults are pre-diabetic. The good news is that everyone can manage their risk for type 1 & type 2 diabetes by managing our health in a few ways such as eating healthy, drinking plenty of water and by staying active.

The 2nd Guest speaker at Kaweah Delta was Community Outreach Program Coordinator Alma Torres-Nguyen. Alma introduced us to "Empowerment for Better Living" which is a disease management program developed by Stanford University. The program consists of workshops for anyone with chronic illnesses such as diabetes, arthritis, high blood pressure, heart disease, chronic pain, anxiety etc. The program was not only developed for patients with chronic diseases, but also for their family, friends and anyone interested in learning how to live a healthier life. In this program educators cover topics that include problem solving for positive changes, relaxation

techniques, improving communication with physicians, meditation, weekly goal setting and healthy eating.

The next stop of the day was a visit to F.I.T. Tribe Academy. Little did we know we were in for a surprise! Our visit started with a delicious healthy lunch catered by local business, "MACHE". As we enjoyed our lunch we were given the opportunity to learn a little bit more about "MACHE". It was interesting to know that MACHE is a full service catering company owned and operated by Executive Chef, Kellie Black, serving the entire Central Valley and that MACHE uses locally grown, organic produce to create unique meals.

Immediately after our meal we were pleased to meet Rossie Ballard the owner of F.I.T. Tribe Academy. Rossie welcomed us to her academy and explained to us that F.I.T. Tribe Academy is more than a health club and more than a gym! F.I.T. Tribe is a movement filled with like minded people sharing common goals of self improvement. Rossie gave the Leadership Visalia class a 30 minute session of fun team building workout routines with an upbeat playlist that had the class busting moves! It was amazing to see Rossie in action and the class trying their best to keep up with her.

As we concluded our Health Care & Wellness day session, we made one more stop at the Brain Balance Achievement Center. Here we were greeted by Center Director Kristin Thompson. Kristin presented us with a slide show that explained the root cause, and what is happening in the brain of a child with developmental challenges. It was interesting to see how this unique program specializes in issues causing an imbalanced brain that can cause "lopsided skills" like extreme strengths, and extreme weaknesses and many other behavioral issues. The class was definitely amazed to see how the caring staff at Brain Balance works every day helping children with diverse needs.

Before wrapping the day we couldn't leave the Rancho Viejo Shopping Center without stopping by Rita's Italian Ice for a couple scoops of happiness!

Overall this was a very busy, fun and interesting session that gave the Leadership Visalia Class so much more knowledge about Health Care & Wellness. As a group we hope to educate others about all of these resources that exist in our community. Thank you to those who were gracious enough to take time out of their busy schedule to help make this day a success.



SHRM of Tulare/King Counties Presents: Arbitration of Employment Disputes - It's Still a Very Good Idea

Even though some employment claims are not arbitrable, courts still enforce most arbitration agreements. There are several reasons why employers are better off arbitrating employment disputes than going to court as this presentation will demonstrate.

This presentation will discuss:

- Recognize the pros and cons of mandatory arbitration of employment disputes.
- Learn how to write an arbitration agreement that the courts will enforce.
- Know when to implement arbitration agreements so as to attract the least resistance.
- Be aware of legislative attempts to restrict arbitration of employment disputes.

The speaker will be James J. McDonald Jr., J.D. SPHR, SHRM-SCP. He is the managing partner of the Irvine, California office of the national labor and employment firm of Fisher & Phillips LLP. Jim has practiced labor and employment law representing management for more than 30 year. He is the author of California Employment Law: An Employer's Guide, published by the Society for Human Resource Management in 2016, and he teacher labor and employment law in the Human Resources Management Program at the University of California, Irvine.

He received his law degree cum laude from Georgetown University and is a member of the California and Georgia Bars. He is certified as a Senior Professional in Human Resources (SPHR) by the Human Resources Certification Institute and he holds the SHRM-SCSP certification from the Society of Human Resource Management.

March 13, 2018

11:30 - 1:00 pm

Location: Visalia Marriott

Register:

www.shrmtularakings.org



New Methods for Treating Aches and Injuries

By Tyler Alexander
Owner, Visalia Cryo



Most people are familiar with applying an ice pack to a swollen or sore area of the body, some of you may have

even experienced an ice bath after an injury or hard work out. For those of you not familiar with ice baths, it's the act of submerging your body in water that's cold enough, for long enough to create a form of hormetic stress. Hormetic stress just means that your body is dealing with something that it's not accustomed to and therefore has to change itself to become stronger. Research shows that routine exposure to hormetic stress, has numerous health benefits including reduced inflammation, doubling of collagen production, tightening of the skin, endorphins, increased metabolism (yes, it burns calories), increased focus, improved sleep, reduced recovery times, promotion of healing, and even improved brain function.

Ice baths are not comfortable and it is a time consuming process. In order to get the hormetic reaction described above, you have to sit in a cold tub for an hour and twenty minutes. Luckily ice baths are an old treatment and today there is a better solution;

Whole Body Cryotherapy. Whole Body Cryotherapy allows you to take advantage of the same hormetic stress response of the ice bath in 3 minutes or less.

How does it work, you ask? Whole body cryogenics involves surrounding your body with a gas form of liquid nitrogen to rapidly reduce your body's surface temperature. How cold does it get? Minimum effective dose is -166 degrees Fahrenheit however, it can get as cold as -300 inside the chamber. Sounds crazy right? It's actually not that bad, it can be compared to going to the back of a supermarket frozen food section and walking into the freezer... in your underwear... it's a dry cold. While mildly uncomfortable, from personal experience, it's a piece of cake compared to jumping into a cold tub, river or the pacific ocean.

Although this is fairly new technology, celebrities and professional athletes use this form of recovery quite regularly and have been reaping cryotherapy benefits for some time. I encourage you to look into it for yourself and definitely come by to try it out at Visalia Cryo located at 1907 E Main Street. Hours and appointments available at visaliacryo.com.



Visalia Medical Clinic Announces New Providers



Chan

Neurologist Rohini Joshi, MD, is now seeing patients full time at Visalia Medical Clinic and family medicine physician Roy K. Chan, MD, is seeing patients at the

Tulare Cardiology Center, an affiliate of the Kaweah Delta Medical Foundation.

Dr. Joshi had been seeing patients part-time at Visalia Medical Clinic and at Adventist Health Central Valley Specialty Clinic in Hanford for the past 12 years.

Dr. Joshi focuses on health issues such as migraines (including the use of Botox to relieve the pain of chronic migraines), memory loss, multiple sclerosis, epilepsy and Parkinson's.

Dr. Joshi completed medical school at Pune University in India. She served her internship at San Joaquin General Hospital, completed her residency at UC Davis Medical Center and her fellowship at Kaiser Permanente Los Angeles. She is a member of the American Academy of Neurology.

Dr. Chan, MD, has been with the Tulare VA Community-Based Outreach Center since 2012, providing primary care for veterans. He is Board-certified by the American Board of Family Medicine.

"I have practiced in the area for almost seven years, and I really wanted to stay here to continue care for our community and veterans," Dr. Chan noted. "The VA is going through a lot of changes, and it's moving to partner with community medical resources. This clinic will allow us to continue and expand our care to the Tulare community, in addition to providing access to the resources available at Visalia Medical Clinic and Kaweah Delta Health Care District."

Dr. Chan served his family medicine residency at The Ohio State University Medical Center and earned his doctor of medicine degree at University of Kentucky College of Medicine. He earned an undergraduate degree in molecular, cellular and developmental biology with an emphasis on neurobiology at Yale University.

His personal experiences battling non-Hodgkins lymphoma while in medical school helped him develop a "unique perspective" on the patient experience.

SAVE the DATE

LEADERSHIP VISALIA

GOLF TOURNAMENT

MARCH 22, 2018

VALLEY OAKS GOLF COURSE

8:00AM SHOTGUN START

GREAT RAFFLE PRIZES

WWW.VISALIACHAMBER.ORG/GOLF

VS-000268870

Continued from Page 4 • Rawhide Job Fair

"Everyone who works here is responsible for the outstanding experience our fans have at Rawhide Ballpark. The fan experience during Rawhide games is among the best in all of professional baseball, and our gameday staff are a critical part of welcoming all fans to the Rawhide family."

The Rawhide season consists of 70 home games over the course of five months, beginning in early April and ending in early September.

For a head start in applying, job seekers are encouraged to pre-register at RawhideBaseball.com. To pre-register, complete the application on the homepage and return to the ticket office on Giddings St. Applicants may also scan and email applications to jerry@rawhidebaseball.com. Job seekers are encouraged to come to the job fair prepared with a copy of the completed application and their resume.

2018 marks the 72nd year of professional baseball in Visalia at Rawhide Ballpark. The Rawhide will open their season on at home April 5th against the Rancho Cucamonga Quakes. For tickets and more information, please visit RawhideBaseball.com.

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CLIP & SAVE

CALENDAR - MARCH 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5 Visalia City Council Meeting 7:00 pm, City Hall	6 Active Shooter Response Training 10:00 am, Brandman University	7	8 YPN Monthly Meet-Up 5:30 pm, Barrelhouse Brewing Co.	9	10
11	12	13 Chamber Government Affairs Committee Meeting Buckman-Mitchell Office, 7:15 am	14	15	16	17
18	19 Visalia City Council Meeting 7:00 pm, City Hall	20	21	22 Leadership Visalia Golf Tournament 8:00 am, Valley Oaks Golf Course	23	24
25	26	27 Business After Hours 5:30 pm, Prestige Assisted Living	28	29 Ambassador Meeting 8:00 am, Visalia First Assembly	30	31

EMERGE Program Focuses on Nuts and Bolts of Starting a Business



The EMERGE entrepreneurship program has been in session for two months. Participants in the Emerge program have brainstormed ideas and begun doing research to assure that their idea is a viable business opportunity. Now, the class is beginning to dive into the nuts and bolts of what it takes to start a small business from the ground up.

In February, the class met with local attorney Bob Ainley from Dowling & Aaron to discuss legal matters. The class focused on understanding the differences between legal entities including; Sole Proprietorship, LLC's, LLP's and General Partnerships. They also discussed when it is appropriate for small businesses to hire an attorney versus when it is okay for a small business owner handle issues on their own. In another class T.J. Tacket from Buckman-Mitchell Insurance presented to the class and talked about the different types of insurance that small business owners need to be aware of and purchase. The class learned about worker's compensation insurance, the importance of understanding rental/lease agreements so that they can purchase the right insurance, and that insurance is the first line of defense against potential problems down the road.

In addition to the guest speakers, the class has begun to work on their business plans. The goal is that at the end of the Emerge program each participant will have a robust, fully functioning business plan that they can use as a guide moving forward.

In March the class will continue to work on their business plan and will also learn about marketing, branding and public relations as well as basic accounting. These classes are open to the public to attend. If you are interested in attending these classes the cost is \$50.00 per class. Online registration can be found at: www.visaliachamber.org/emerge.

March 7th: Market Research, Business Names
- Marketing, Branding & Public Relations

March 21st: Financial Literacy
- Accounting, setting up the books

April 11th: Financial Deep Dive
- Taxes

April 25th: Strategy & implementation
- Zoning, Ordinances, Permits and Commercial Real Estate

May 9th: Executive Summary, Introduction to Pitch Presentation
- Sales Training

June 13th: Filing Paperwork - County Clerk (DBA), EIN numbers
- Manufacturing and Distribution

Free Airfare Available for the 2019 Gems of Eastern Europe River Cruise with Early Booking

Join the Chamber for a Slide Show Presentation - Friday, April 20, 2018 at 1:00 pm at the City of Visalia Administration Building located at 220 N. Santa Fe. The Chamber invites you to learn about an opportunity for free airfare with purchase of the Gems of Eastern Europe River Cruise. The tour will depart June 28, 2019 and return July 8, 2019. The Gems of Eastern Europe River Cruise is an eleven day tour including 23 meals, roundtrip airfare from Fresno, roundtrip transportation to the Fresno Airport, 2 nights stay in Bucharest Romania and 7 days passage on the MS Emerald Sun. The cost of the tour begins at \$4,509 per person (double occupancy). Free airfare is available if the trip is booked by June 30, 2018.



Discover the scenery and history along the lower Danube River as you sail aboard the exclusively chartered MS Emerald Sun. Travel through five countries of Eastern Europe and discover their history, culture and beauty. Travelers will arrive in Budapest, Hungary where they will be transported to the MS Emerald Sun and enjoy a day of leisure and exploration. Traveling down the Danube, the first stop will be Kalocsa, Hungary one of Hungary's oldest towns famous for the production of paprika. Travelers will enjoy a performance by the Magyar horsemen. Farther down the river in Osijek, Croatia travelers will enjoy an excursion into the 4th largest city in the country and discover restored buildings and those that display bullet holes

and shrapnel marks. Travelers will also visit a school where they will meet the children before participating in a home hosted lunch.

Upon arrival in Belgrade, Serbia the adventure will begin with a guided tour of the vibrant capital city including a visit to Tito's Memorial and St. Sava Church the world's largest orthodox cathedral. Farther down the river in Kosolac, Serbia travelers will visit Viminacium the largest archaeological excavation in Eastern Europe. On site is a massive amphitheater, a cemetery with impressive frescoes, art and jewelry treasures. Later in the afternoon the ship will sail through the Iron Gates, the narrow gorge between the European Alps and Carpathian Mountains. Once in Bulgaria travelers will visit Bab Vida Fortress, one of the few entirely preserved medieval fortresses in the country. Also known for wines travelers will sample local vintages during a visit to Port Cetate. While in Bulgaria the tour will stop at Veliko, a cliff-top town known as the 'city of the Tsars'. Rounding out the trip is Bucharest, Romania where travelers will tour the city including; Union and University Squares and the Royal Palace in Revolution Square. The final adventure of the tour is a journey to Transylvania and Bran (Dracula's castle).

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



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