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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE



UPCOMING EVENTS

- APRIL 11: Emerge Class - Small Business Taxes**
Time: 6:00 pm
Location: College of the Sequoias
Registration required
- APRIL 11: Visalia Soup**
Time: 5:00 pm
Location: ImagineU
- APRIL 12: YPN Monthly Meet-Up**
Time: 5:30 pm
Location: BarrelHouse Brewing Co.
- APRIL 24: Stop Harassment Workshop**
Time: 7:30 am
Location Lamp Liter Inn
Registration required
- APRIL 24: Business After Hours Mixer**
Time: 5:30 - 7:30 pm
Location: Recovery Credit Repair
- APRIL 25: Emerge Class - Zoning/Ordinances/Permits**
Time: 6:00 pm
Location: College of Sequoias
Registration required
- APRIL 26: Visalia Chamber Annual Member Meeting**
Time: 8:00 am
Location: Visalia First Assembly
Registration required

Innovation Helps Family HealthCare Network Grow

By Nicola Wissler
Visalia Chamber of Commerce

When someone moves to a new city, one of the first things that they do is look for a new doctor or health care provider. Here in Visalia we are lucky to have great health care providers who work hard to promote healthy lifestyles and provide services for everyone in the community. Family HealthCare Network (FHCN) is one of the local health care providers whose reach and services have grown significantly over the last 41 years.

Family HealthCare Network is a private nonprofit organization that operates 24 sites located throughout Tulare and Kings Counties. The mission of FHCN is to provide quality health care to everyone in the communities they serve. Among the 24 sites FHCN has more than 200 clinical providers that provide a wide range of coordinated health services including family medicine, obstetrics, pediatrics, dentistry, pharmacy, behavioral health, nutritional counseling and much more. Family HealthCare Network is proud to serve all of the communities within Tulare and Kings Counties and is excited to expand its services into the City of Fresno starting in June 2018.

While many who live in Visalia may be familiar with FHCN and the work that they do locally, many may not be aware of the organization's impact. In 2017, FHCN served over 236,000 patients and provided over 690,000 billable visits across its network of health centers. Another interesting fact is that the FHCN team delivered over 3,000 infants in 2017 making it one of the largest Obstetrics and Gynecology programs locally. Today, FHCN is currently recognized as the third largest federally qualified health center in California and the seventh largest in the nation.

As a result of the ongoing health professional shortage of providers across the country, organizations like FHCN are developing new strategies and forming new partnerships to recruit health care professionals to the Central Valley. Since 2008, FHCN has partnered with A.T. Still University (ATSU), and serves as the only Community Campus in California for students from ATSU's School of Osteopathic Medicine based in Mesa, Arizona. A.T. Still University medical students are embedded at FHCN's health centers where they study, train and complete their clinical rotations during their last three years of medical school. In 2013, FHCN established two additional programs including a Physician Assistant Program with ATSU, and a dental residency program through a partnership with the New York University Lutheran Dental Medicine program, based in Brooklyn, New York.



One of the challenges, particularly for rural health care providers, is reaching patients who may not have access to or have limited access to transportation. In May 2017, FHCN launched its first mobile health center. The mobile health center offers primary care services in nine rural communities. They are also planning to launch a new mobile dental health care program soon. Family HealthCare Network offers extended hours at its various sites and free transportation to its patients throughout Tulare and Kings Counties. Although FHCN accepts various forms of insurance, the organization also offers individuals without insurance an affordable sliding fee based on family size and income, as low as \$20 for a visit.

Family HealthCare Network has a few big projects on the horizon. Later this year they will assume the operation of three outpatient sites located on Community Regional Medical Center's campus in downtown Fresno. Family HealthCare Network will continue the current partnership with the UCSF Medical Education program, where 272 residents from UCSF will train at the three sites. Additionally, FHCN has plans for an expansion near downtown Porterville and will be opening a new 17,000 square foot site on South Mooney Blvd.

It is clear that with continued growth and expansion, FHCN is committed to providing quality health care for everyone in Tulare and Kings Counties. In order to accomplish that, FHCN focuses a lot of time and attention to outreach services in the community. Last year FHCN participated in nearly 1,000 community events and reached more than 63,000 individuals through outreach activities.



the results of the continued outreach was that more than 21,000 people were screened for blood pressure, glucose and hemoglobin levels as a way to help identify potential health care needs.

The Chamber would like to thank FHCN and their more than 1,100 employees for making sure that our community has access to quality health care

and for their support of other community organizations including the Visalia Chamber of Commerce, and other local committees and organizations. We appreciate that FHCN recognizes the importance of partnerships, collaboration, and innovation in making sure that our community continues to thrive.

PRESIDENT'S CORNER

Readers are Leaders

"Readers are Leaders" is a catchy saying an elementary teacher repeated over and over in hopes of inspiring me to actually read a book. The teacher explained that if I wanted to be a leader, then I must read. Through reading I have continued to expand my horizons and, in turn, expanded my ability to lead. While I remember the catchy saying, the teacher's point about continuing to expand my horizons was not lost on me, and is something I have come to practice.



Gail Zurek
Visalia Chamber
President & CEO

For over 31 years, Leadership Visalia has been gathering business, public sector, and community leaders together for nine months of training. These participants step forward saying they want to improve not only their leadership within their company, but also within our community. They spend one day a month looking at community issues, everything from economic development, to education and water issues. These Day Sessions bring in industry experts allowing the class to explore issues in depth. Even for participants who have lived in Visalia their entire lives, they find these sessions extremely informative and show dimensions of our community they never explored before.

The Leadership program has three other major components: mentorship, evening sessions and a class community project. All three components are designed to challenge and strengthen leadership skills. Class participants are paired with a community leader who serves as a mentor. These one on one sessions help participants work with a mentor on specific areas they hope to grow and develop. Evening sessions, taught by Professor Raquel Garcia at Fresno Pacific

University Visalia Campus, cover ethics, change management and employee coaching among a series of other topics designed to give participants a tool box to utilize in their professional careers.

The class community project brings together information from the day sessions with lessons from the evening sessions, ultimately, to impact our community more broadly. Each class decides where they would like to apply their leadership knowledge to develop their own project. Previous projects have included a demonstration garden, a water conservation interactive exhibit, and playground construction.

This year's Leadership Visalia class community project is in partnership with the Tulare County Library in Visalia. While they have hosted a number of initiatives in conjunction with the library, their capstone will be the Tulare County Library Book Festival on Saturday April 14th. From 10am until 3pm, authors and readers will gather to dive into their favorite books, tell the stories behind the stories, listen to live music and enjoy a few local food trucks. If you haven't been to the Visalia Library, 200 W Oak, in a few years, this event is the perfect excuse. Come explore our local library and chat with Leadership Visalia participants.

We're beginning recruitment for our next group of Leadership Participants. Applications are due July 31st for a mid-August program start and can be found on the Visalia Chamber website. In the end, this year's Leadership Visalia class really did prove my elementary school teacher's point, Readers are Leaders.



- Romantic Rhine River Cruise during Oktoberfest**
September 27 - October 7, 2018
* Slideshow Presentation, April 20, 2018, 1:00 pm, City Administration Building
- Islands of New England**
October 19-26, 2018
- New York City Holiday**
December 10-14, 2018
- Peru: Ancient Land of Mysteries**
March 23 - April 1, 2019
- China**
April 5-19, 2019
* Slideshow presentation, May 1, 2018, 6:00 pm, Wyndham Hotel

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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

PrideStaff Visalia Recognized as Winner of PrideStaff's Office of the Year Award



PrideStaff, a national, franchised staffing organization, is pleased to name their Visalia office as the recipient of the George A. Rogers Award. For eighteen years, this annual honor has been bestowed upon the PrideStaff office that has achieved the strongest results in revenue, growth, quality management and community involvement.

From the day it opened, the Visalia office generated tremendous momentum which yielded early success. In 2017, PrideStaff Visalia was recognized as PrideStaff's New Office of the Year and was also honored with the distinguished 5 Star Award for creating outstanding revenue growth during its first six months of operation.

When interviewed, Blanca Covarrubias, Owner/Strategic-Partner of PrideStaff Visalia, shared credit with her entire team. "Earning PrideStaff's Office of the Year Award is a huge honor that I'm proud to share with my amazing staff," Covarrubias said. "Each day, everyone here shows up with a smile on their face and a commitment to truly living out PrideStaff's mission, 'Consistently provide client experiences focused on what they value most!'"

PrideStaff's Founder & CEO George A. Rogers was pleased to recognize the organization's top-performing office. "PrideStaff Visalia is a shining example of the success that comes from focusing on the client and talent experience," Rogers said. "By embodying PrideStaff's values, Blanca and her team have achieved exceptional levels of service, growth and profitability which I'm confident they'll sustain for years to come."

For more information about PrideStaff, please contact Blanca Covarrubias at 559.734.2002.



Great Ideas, Delicious Food, and Community Support Come Together for Visalia SOUP

Visalia SOUP is an event to promote community-based development through crowdfunding, creativity, collaboration, democracy, trust and fun. In partnership with other local businesses, the Visalia Chamber of Commerce will host its third SOUP event, presented by Tucoemas Federal Credit Union on April 11, 2018.

Visalia SOUP is a simple idea. A minimum donation of \$5 gets you entry into the event, soup, bread and a vote. You will hear from four presenters, who have four minutes to describe their idea to the group (no technology allowed), and will answer four questions from the audience. Each idea has been vetted by a committee who selects presentations based on the positive impact the proposal will have on Visalia.

At the event, attendees eat, talk, share resources, enjoy art/music and vote on the project they think is most deserving. At the end of the night, ballots are counted and the winner goes home with all of the pot of money. 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.

Past winners have included: Central Valley Martial Arts, a martial arts studio who offers classes to kids with special needs and Autism and Hood Outreach Ministry, a group of people who provide outreach, services and resources to the homeless in North Visalia.

Attend this feel-good event and hear some great ideas about ways people are working to improve our community! Doors open at 5:00 PM and the presentations begin at 5:30 PM.

Visalia SOUP will be held on April 11, 2018 at ImagineU Interactive Children's Museum located at 210 N. Tipton St. Reserve your seat today at: <http://www.visaliachamber.org/soup/> or call the Visalia Chamber of Commerce at 559-734-5876. A \$5.00 donation at the door is requested to help support the winner of the event.

About this publication ...

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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.

■ GROSS & STEVENS INC.

559-734-4649
Automotive Service, Repair & Parts

■ SECURITIES AMERICA

559-302-0976
Financial Services & Advisors

Renewing

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

■ AMVETS Department of California*

■ Bank of the Sierra - Main St.*

■ Hands in the Community

■ Katie's Custom Fit*

■ Leavitt United Insurance Services

■ Little Italy Restaurant

■ McDonald & Associates*

■ Montecito Apartment Homes*

■ Office Depot

■ Peggy Wilson/Century 21 Jordan Link

■ Principal Financial

■ Saint Anthony's Retreat/Santa Teresita

■ Youth Conference Center*

■ San Joaquin Valley Homes

■ Southern California Edison Company

■ Success Learning Center &

Visalia Music School

■ The Orosco Group*

■ Visalia Electric Motor Service | Magnetech

Industrial Services, Inc.*

■ Visalia No.1, ACA Gen. Partnership

■ Visalia Sales Yard

*Indicates membership in the Visalia Chamber 110% Club.

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Understanding, Attracting and Retaining Millennials in the Workplace

Lauren Mark has spent the majority of her career working with business owners, CFOs and HR Managers in an effort to bring a more positive work experience to their organizations and company culture. She has spent over 22 years advising businesses with solutions impacting their employee benefits, retirement plans and payroll/HR systems. In her present role as an Account Executive with Paylocity in the Central Valley, she brings passion and curiosity to businesses she meets with. Lauren is thrilled to have left crowded Silicon Valley for the strong community of Fresno when she moved here 2 years ago. In her free time she enjoys working in her garden, riding her bike, spoiling her nieces and nephews, and roadtrips with her husband throughout California.

Forty-six percent of the workforce in the U.S. is under the age of 35! Sixty-seven percent of Millennials judge their employer by what technology is available in the workplace! No doubt this demographic is changing the way employees apply for jobs, view their employer, seek recognition and decide whether to stay. But are employers adapting to be competitive?

This presentation will discuss the common traits, attributes, interests and expectations of Millennials and how employers can be more knowledgeable and successful in attracting and retaining this group.

- This presentation will discuss:
- Why Millennials are different in thought, action and ambition.
 - Common traits and characteristics.
 - What employers can do to attract and retain Millennials.
 - Tools that Millennials expect and appreciate in the workplace.
 - Provide a look at your organization's tools and processes and whether those are Millennial-friendly.

April 10, 2018

11:30 - 1:00 pm

Location: Visalia Mariott,

300 S. Court St.

Register: www.shrmtularekings.org



Labor Law Compliance Series

Visalia Chamber of Commerce
Pacific Employers & United Way



Want to help you  Stop Harassment

California Assembly Bill 1825 (AB 1825) requires California employers with 50 or more employees to provide all personnel who have "Supervisory Authority" a minimum of two hours of Sexual Harassment Prevention Training every two years. Training must include strategies for prevention and discuss remedies for victims of unlawful harassment.

Lamp Liter Inn • 3300 W. Mineral King Ave. • Visalia

2018 Schedule 7:30 a.m. - 10:00 a.m.

April 24th July 25th Oct 24th

VISALIA UNIFIED SCHOOL DISTRICT

Your Involvement Matters



There are many ways for parents to get involved in committee work that supports and provides guidance for individual schools. Many of these opportunities are very familiar to folks that have had kids attend our schools. One of the best opportunities for parents to lead efforts to support schools and school-based programs is through PTAs and booster groups. Some of the best-known ways that parents can engage in school governance include school site councils and English learner advisories. Parent insight is very important to some of our program evaluation processes, including our high school accreditation committees.



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

and December at 4:00 p.m. at the Visalia Unified District Office, located at 5000 W. Cypress Avenue.

VUSD Facilities Advisory Committee

This is an advisory that assists with evaluating District facilities of all kinds. Our school district has 41 schools and a number of departments located in buildings across the community, so this committee is an important source of stakeholder input regarding new construction and sources of funding. There is no formal membership for this committee, and the community is welcome to attend any meeting. The Facilities Advisory Committee meets on the fourth Thursday of the month October through June at 4:00 p.m. at the Visalia Unified District Office, located at 5000 W. Cypress Avenue.

VUSD Finance Advisory Committee

This is an advisory that is intended to maintain transparency regarding District budget and finance. Staff provides information and answers questions so that the public may monitor, analyze and understand District budgets. The Committee reviews financial audits as well as processes for initiating and repaying debt issued by the local community through general obligation bonds and certificates of participation issued by the district to fund building projects. The Finance Advisory Committee meets the first Tuesday of every other month starting with February at 4:00 pm at the Visalia Unified District Office, located at 5000 W. Cypress Avenue.

These are important committees for Visalia Unified. The public is invited to attend any of these meetings to be informed, participate in monitoring and provide guidance to the District. If you have any questions about these committees or getting involved in Visalia Unified, please contact my office by phone at 559-730-7522 or by email at toto@vusd.org

These examples are just a few of the many ways that parents and the community can become involved. What you may not know is that we have some very important oversight committees for the District that are also a great way for community members to provide strategic guidance to our organization. Spring is a time for strategic planning at the district level, and we have three committees that frequently have need for membership and community input.

VUSD Superintendent's Property Advisory Committee

This is a formal advisory that is mandated by California Education Code. The Property Advisory is an appointed body composed of between seven and eleven members who are charged with advising the Board of Trustees in the development of district wide policies and procedures governing the use or disposition of school buildings or space in school buildings which is not needed for school purposes. With a growing school district that reflects a growing community, the Superintendent's Property Advisory Committee is a critically important group. The Superintendent's Property Advisory Committee meets on the first Thursday of March, June, September

Rawhide Announce Enhanced "Rawhide Readers" Program



Program to Reward Local Children for Reading with Free Baseball

This summer, Central Valley youth will find that reading is not only good for the soul, but also for free baseball tickets. The Visalia Rawhide is re-branding their childhood literacy program as Rawhide Readers. The program, which had been previously known as "Tipper's Reading Club", encourages elementary and middle school aged children to read in their spare time by rewarding them with free Rawhide tickets when they have completed five books.

Rawhide Readers expands upon "Tipper's Reading Club" by including literacy-based entities other than schools, such as libraries and local business partners in the community that want to encourage children to read. "We believe that Rawhide Readers is a huge step forward for the Rawhide and for childhood literacy," said Rawhide General Manager Jennifer (Pendergraft) Reynolds. "Since this franchise re-branded as the Rawhide ten years ago, we have made it a part of our mission to aid the Visalia Unified School District and Tulare County Office of Education in addressing childhood literacy issues locally. This is the next step in our mission to get all of our local kids reading and loving baseball."

The Rawhide visited over 40 schools in 2017 and distributed over 40,000 bookmarks to local elementary and middle school aged youth, all of which served as a voucher for tickets to one of five Reading Days at Rawhide Ballpark. This season, the Rawhide hopes

to distribute 100,000 Rawhide Readers bookmarks at additional distribution locations including Tulare County EECU branches and local McDonald's stores. The bookmarks also include a coupon for a free Happy Meal.

Once a child reads five books and has their teacher sign off on the back of the Rawhide Readers bookmark, the bookmark becomes valid for four free tickets to any of the 2018 Reading Days, which will be held on April 10, May 8, July 18, July 31, and August 12. Each Reading Day will be paired with the giveaway of a free book to the first 200 Rawhide Readers to enter the gates that night. The class that turns in the most bookmarks as a percentage of their class size will win a free class party courtesy of Max's Cookie Company.

The Rawhide would like to thank the Educational Employees Credit Union, RLMK Enterprises, and Wells Fargo for their sponsorship of the Rawhide Readers program. Additionally, the Rawhide would like to thank First Five of Tulare County, Allstate Agent Rick Kunkleman, Visalia Sunset Rotary, the Kiwanis Club of Visalia-Sequoia, and the Visalia County Center Rotary for their sponsorship of book giveaways on Reading Days.

Any business or entities that would like to have Rawhide Reader Bookmarks available may contact Rawhide Community Relations Manager Micolette Pena by email at micolette@rawhidebaseball.com or by phone at (559) 732-4433 extension 3. 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.

Tulare Car Show Will Benefit Veterans



AMVETS Cars at the Park is scheduled for April 7th at Zumwalt Park in Tulare. Last year over 60 different awards were given to some great cars and trucks. This year will be even bigger and better. This event benefits local veterans. It will be hosted by AMVETS (American Veterans) and all the monies raised will go towards services and programs for our veterans.

AMVETS is a nonprofit Veterans Service Organization that was the first VSO chartered by the Federal Government in 1945. State headquarters which oversees operations are located in Tulare at 157 South K Street.

Some of the free programs and services that AMVETS provides are:

Service Officers – Provide assistance to veterans and their families with information regarding benefits earned as well as help with filing their VA claims.

Career Center – Provides employment assistance, help with resumes, mock interviews, use of our computer lab and more.

Career Closet – We have clothing and accessories for men and women veterans who need clothes for an interview or for work.

Homeless Veteran Outreach – Through our Welcome Home Program we provide furniture and other household items to veterans who have been homeless but are now rebuilding their lives through the HUD/VASH housing program.

Scholarships – Financial assistance to our veterans enrolled on a college, trade or vocational school. Scholarships are awarded twice a year.

Legislative Advocacy – Our Legislative team is active in advocating on behalf of our veterans and their dependents before the California Legislature and Department of Veteran Affairs at the local and state agencies.

Other programs include: Americanism, Women Veterans Outreach, JROTC, VAVS (Veterans Administration Volunteer Services) and countless Community Service projects.

The car show will have a lot of information about veteran's organizations as well and other vendors.

They will also have a ROTC drill competition with several groups participating.

For information please contact: Sharon Allison-Crook, Director of Marketing and Programs for AMVETS Dept of CA. (559) 688-3407 or (559) 827-3494 or email: sharon@teamamvets.org.

BOARD SPOTLIGHT

Stacy Morris

Stacy Morris is the Vice President and President of BEN-E-LECT & E.D.I.S. She has been a Chamber Board Member for 6 years.



Morris

Why is it important to be a Chamber member? The Chamber is a valuable business resource and advocate. I never realized how much the Chamber does for businesses behind the scenes until I became a part of the team. It was a relief to know that they operate as an extension of my business and speak on my behalf in government venues which I am unable to attend.

What brought you to Visalia? My parents moved to Visalia when I was in sixth grade for work.

What is your favorite thing about your job/company? The people and the constant challenge.

What do you like to do when you are not working? Spend time with my family and play soccer.

What is your favorite place to go in Visalia when you are not working? It would be home or the sports park.

What was your favorite book that you read in the last 12 months and why? The Bible. It serves as a reminder that there is a plan larger than mine and all the challenges and struggles around us are for a reason.

What is your favorite charity or local cause? Visalia Rescue Mission has my heart and I love what RuthAnn is doing with Sisterhood of Grace as well.

What is your best advice for young professionals? Work with a long-term goal in mind so when you encounter difficulties, you know why it's worth it to keep seeking a solution and work through them. Be humble, it is not only okay to recognize and admit mistakes because it makes you human, it is a necessary step for you to learn from them.

What did you want to be when you were in elementary school? A back-up dancer for Janet Jackson was my dream, but I thought I would be an attorney.

What is your favorite quote? "Courage is what it takes to stand up and speak. Courage is also what it takes to sit down and listen." – Sir Winston Churchill

Kaweah Delta Awarded Joint Commission Advanced Certification as Primary Stroke Center

Visalia hospital becomes first primary stroke center in Tulare and Kings Counties

The Joint Commission and the American Stroke Association have awarded Kaweah Delta Medical Center certification as an Advanced Primary Stroke Center, making it the first hospital with the designation in Tulare and Kings Counties.

The certification, which is The Joint Commission's Gold Seal of Approval® and the American Heart Association/American Stroke Association's Heart-Check mark for Advanced Certification for Primary Stroke Centers, was awarded after Kaweah Delta underwent a rigorous onsite review last week by The Joint Commission. The Gold Seal of Approval® and the Heart-Check mark recognize the quality of care that Kaweah Delta is providing to people who have a stroke or a transient ischemic attack, commonly referred to as a mini stroke.

When patients have a stroke or a stroke-like attack and come to Kaweah Delta, doctors, nurses and staff are following the most up-to-date, evidence-based guidelines for treating stroke patients, according to The Joint Commission. Additionally, for the past two years, Kaweah Delta earned national recognition from the American Heart Association/American Stroke Association by showing adherence to stroke achievement and stroke quality measures. Such indicators and quality measures included the amount of time it takes to provide stroke patients with clot busting medications, if indicated, and whether stroke patients are given smoking cessation advice, among others.

To spot stroke signs, people should refer to the letters in "FAST" and know when to call 9-1-1:

- F: Face Drooping
- A: Arm Weakness
- S: Speech Difficulty
- T: Time to Call 911

Visalia Chamber Announces Board Slate for 2018

On June 30, 2018, five members of the Board of Directors will complete their terms of service to the Chamber of Commerce. We are grateful for the leadership and service that Patrick Salazar, William Martin, Stan Carrizosa, Vincent Salinas, and Phil Cline have provided.

Pursuant to the bylaws of the Chamber, a nominating committee was appointed by the board to solicit candidates for the board. The opportunity to apply was also promoted through the Chamber newsletter earlier this year. The nominating committee has recommended, and the board has accepted, the following to be candidates for the board:

- Matt Ainley, 4Creeks
- Mike Ashoori – Ashoori Jewelers
- Brent Calvin – College of the Sequoias
- Richard Feder – Visalia Mall
- David Serpa – Kawneer

The bylaws require that we notify the members of this slate of candidates, as well as the opportunity for members to nominate other candidates by petition. In order to nominate an alternative candidate for the board, a petition signed by fifteen members of the Chamber must be received by the Chamber within 10 days of this notification (Tuesday, April 10, 2018).

If no additional nominees are submitted, the proposed slate listed above will be elected to serve on the Board starting July 1, 2018. If one or more names are submitted by petition, then a ballot will be sent to all Chamber members to elect the new directors for this term. If you have questions about this notice, or the process for selecting board members, please feel free to call or email the Chamber.

2018 #LifeWALK: A Fun Free Event for All Ages!

TWENTY-THIRD ANNUAL
2018 Life WALK

Tulare-Kings Right to Life (TKRL) will host its 23rd Annual LifeWALK on April 14th at plaza Park in Visalia. Check in begins at 8:30 am.

The event starts at 9:00 am. This is a FREE family-friendly event.

This year's event will be as exciting as ever with music, bounce houses, and all your favorites: face painting, games, vendors, and more! The Grand Prize is a 7-Day Mexican Riviera Cruise for Two! Prizes will be awarded for several different categories of participants. Those raising \$100.00 or more earn a FREE T-shirt.

Walkers of all ages and abilities, from strollers to avid runners, are invited to join us in this easy and invigorating spring outing. Pledge forms may be obtained by calling TKRL's office at 559-732-5000 or by emailing info@tkrl.org.

The support from local walkers, churches, and faithful donors allows TKRL to further spread the pro-life message each year through print/on-line media, Kings and Tulare County Fairs, educational displays at various events, multiple speaking engagements, a billboard campaign, and their educational outreach programs: Latinos4Life, the IRMA Network, and Voices for Life.

Free United Way Workshop to Focus on Diversity, Equity and Inclusion

United Way of Tulare County (UWTC) is offering a training for community sector organizations to build and strengthen the core values of diversity and equity in leadership, programs and operations. **Breaking Down The Walls of Separation—A Workshop for Building Core Values** is set for Wednesday, April 25 at the Visalia Convention Center from 10 a.m. to 4 p.m.

This free, one-day capacity building workshop will feature key diversity leaders and focus on helping organizations build and strengthen the important core values of diversity, inclusion and equity in their leadership, operations, and activities.

"There is a climate which challenges the values and ideals of many nonprofit organizations," explained Rosemary Caso, UWTC Executive Director. "This brings forth the need to examine the complex issues and dynamics of race, class, gender, age, and sexuality."

Presenters include Darlene Slaughter, VP/Chief Diversity Officer of United Way Worldwide, and Stephanie Bray, Executive Director of United Way of California Capitol Region, who will facilitate attendees through an exploration of Unconscious Bias. Other agenda topics include understanding cultural competency; and a panel offering their unique perspectives on diversity.

According to Caso, UWTC is committed to making strategic investments in community organizations in order to increase their sustainability and effectiveness. "Through our ongoing capacity building efforts, we promote capable nonprofit leaders, sound management of community organizations, and strong nonprofit governance," said Caso.

The workshop is for the staff and leadership of organizations in the greater Central Valley area of California, including, but not limited to Tulare, Kings, Madera, Merced, and Kern Counties.

For more information, visit: www.unitedwaytc.org

HEALTHCARE NOTE

VMC is Growing with the Community

Visalia Medical Clinic
An affiliate of Kaweah Delta Medical Foundation Be Well

The ability to recruit the best and brightest of physicians was central to Visalia Medical Clinic's decision to join forces with Kaweah Delta Health Care District to form the Kaweah Delta Medical Foundation.

Today, we are seeing the fruits of those labors and our patients are reaping the benefits.

Here's a snapshot of the physicians who have joined the Foundation just in the last few months or will soon be joining the VMC family.

Gastroenterologist Shirley Pua, MD, completed an internship and residency in internal medicine at the University of Texas Medical Branch in Galveston, and a fellowship in gastroenterology at the University of Texas – Health Science Center in Houston. She is now seeing patients at VMC. She speaks fluent Tagalog.

Family medicine physician Roy Chan, MD, is now seeing patients at the Tulare Cardiology Center. He had been with the Tulare VA Community-Based Outreach Center since 2012, providing primary care for veterans. 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.

Cardiologist Sarmad Said, MD, will join the Foundation this summer, seeing patients at the Visalia and Tulare locations. Dr. Said



Rick Strid
CEO
Visalia Medical Clinic

comes to the Foundation from the Texas Tech University Health Science Center's Division of Cardiovascular Medicine.

Neurologist Rohini Joshi, MD, is now seeing patients full time at Visalia Medical Clinic. 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.

Nephrologist Tariq Javed, MD, specializes in kidney care and diseases of the kidney. He sees patients at the Visalia clinic two days a month. Dr. Javed speaks fluent Hindi, Urdu and Punjabi.

Urologist Joseph Ford, MD, will come to VMC from the Detroit Medical Center, where he is completing his urology residency and completed his general surgery internship. Dr. Ford has specialized training including the UroLift, InterStim therapy and use of the da Vinci robot.

In other news, the VMC James Mohs MD Memorial Diabetes Walk will be held on Saturday, April 14. This fourth annual event will feature door prizes, a free T-shirt (while supplies last), booths with information about diabetes, blood pressure screenings and blood sugar checks. To participate, visit www.vmchealth.com or call 739-2087. We are honored to have physicians and a certified diabetes educator who are committed to helping diabetics better manage their diabetes so they can enjoy longer, healthier lives.

(Richard E. Strid is Executive Director of the Visalia Medical Clinic, an affiliate of Kaweah Delta Medical Foundation)

CITY UPDATE

Visalia's GIS Maps

Thanks to technology, many of us have become comfortable using different mapping apps and sites. With a tap of the finger we can see how to get from point a to point b, or even view a scene a world away. These mapping systems have become a feature of daily modern life, but there is another mapping system that has a huge impact on our lives and we don't often think of it. A treasure trove of information, it's online and accessible to each of us.

Visalia's geographic information system (GIS) is an integrated collection of computer software and data that is used to view and manage information. GIS technology allows users to investigate and question relationships that are created by linking databases to locations or places, helping us better understand patterns and relationships right here in our city.

Our Public GIS Portal helps the City analyze and manage vast amounts of geographically oriented data obtained both internally, and from county, state and federal agencies. But it doesn't stop there. Individuals and businesses can explore maps and enrich them with

their own data to create new map layers and maps for their own business needs.

In addition, the GIS Division, part of our Community Development Department, has created a wide variety of individual maps. Through the Public GIS Portal at www.visalia.city/gisportal, you can access Planning Information, City Council District Lookup, Crime, FEMA Flood Zone Information, Public Works Residential Services, Subdivision Lookup, and Sewer and Stormwater maps.

Ultimately, GIS helps support better decision making processes through the use of geospatial technologies and can be widely used to support problem solving in both the private and public sectors. Visit the Public GIS Portal and give it a try, or for more information, contact the City of Visalia GIS Division at gis@visalia.city.

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



Warren Gubler
Mayor, City of Visalia

THE LAW AT WORK

Does California Law Allow An Employee's Hours to Be Rounded Up or Down?

GUBLER & ABBOTT
ATTORNEYS AT LAW - LLP

California courts have held that employers may lawfully use rounding policies, i.e. policies that round an employee's time worked to the nearest tenth of an hour worked (or other similar increment) for purposes of calculating pay.

In the case of *Silva v. See's Candy*, See's Candy employees were required to use a timekeeping system to record the start and end of their workday. The company incorporated a rounding policy in which times would be rounded to the nearest tenth of an hour (up or down) for payroll purposes. A former See's Candy employee filed a lawsuit claiming the rounding policy resulted in underpayment of wages.

The court held that "the rule in California is that an employer is entitled to use the nearest-tenth rounding policy if the rounding policy is fair and neutral on its face and it is used in such a manner that it will not result, over a period of time, in failure to compensate the employees properly for all the time they have actually worked." Thus, the legality of a rounding policy depends on two factors: (1) whether it operates over time to pay employees for all time worked

and (2) whether it does not short employees. In the See's case, there was an expert's report filed with the court that concluded that the See's rounding policy actually had a net effect of slightly overpaying employees.

The See's case is the first published California decision to uphold the use of rounding policies. However, not all rounding policies would be found legal in the eyes of the law. The key requirement is that the policy, over time, properly compensates employees for hours worked and that it does not result in underpayment. Absent these requirements, a rounding policy can create substantial liability for employers.

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 bta@thecalifornialawyers.com. For specific employment law advice or other legal assistance, contact Gubler & Abbott (559) 625-9600, 1110 N. Chinoweth St., Visalia, CA 93291 (www.thecalifornialawyers.com).



Brett T. Abbott
Gubler & Abbott LLP



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Contact information:
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Kaweah Delta CEO Gary Herbest and Others Join Paper Trail Podcast

Lovers of news and local news have a new place to get it. Instead of scouring Facebook or having expensive subscriptions, you can instead go to iTunes (Apple Podcast), Stitcher, Tuneln, or wherever you get your shows and pick up the Paper Trail Podcast. Hosts Paul Myers and Reggie Ellis, Editor and Publisher of the Sun-Gazette newspaper in Tulare County talk media in the area and news in general.

Publishing two shows a week on Wednesdays and Fridays, Paul and Reggie dive into what they have uncovered that week, and tell listeners what is good news and who is trying to pull the wool over your eyes. Their Friday shows welcome a number of influential guests. Lately they have interviewed: Visalia Chamber CEO, Gail Zurek; Kaweah Delta CEO, Gary Herbst; Visalia City Manager, Randy Groom; Tulare County Board Supervisors, Amy Shuklian and Kuyler Crocker; and Workforce Investment Board Executive Director, Adam Peck.

Subscribe, listen and enjoy anywhere you get your podcasts, and don't forget to rate and leave a review. But most importantly tell a friend about the Paper Trail Podcast, the only podcast in local news.

LEADERSHIP VISALIA

State Government Day Session

By Shelley Ellis
Visalia Convention Center, City of Visalia, Leadership Visalia Student



Our journey to Sacramento started with the Leadership Visalia Class meeting at 5am. Before leaving Visalia, the day session leaders Natalie Bolin, Peter Deluyker and Zach Green set up official voting booths and we each voted on very important matters such as, if the vehicle you were riding in should take a bathroom break on the return drive home. When we arrived in Sacramento, Connie Conway was there to greet us and immediately made us feel welcome amongst the quick paced environment we had just stepped into. Conway previously served as the Minority Leader in the California State Assembly. Prior to serving in the Assembly, Conway served as a Tulare County Supervisor.

Our day session began with Margarita Fernandez, Chief of Public Affairs at the California State Auditor's Office. The California State Auditor's Office is the state's independent and nonpartisan auditing and investigative arm of the California State Legislature and the public. It is the only state entity that is given full access to all records of state and local agencies, special districts, public contractors, and school districts. Their purpose is to improve California government by assuring the performance, accountability, and transparency that its citizens deserve.

Following the presentation from Fernandez, we were taken on a tour led by Senator Jean Fuller, who previously served as the Minority Leader in the California State Senate and is the Senator for California's 16th State District. We were welcomed onto the Senate floor with a digital sign that read, "The California State Senate Welcomes Leadership Visalia". Fun facts we learned during the tour including the location of the gargoyle figure hidden in the ceiling of both the Senate and Assembly floors. There is a king and queen chair on each floor that stays empty and symbolizes that we do not have a king and queen in California. While on the tour, we were able to slip into an Assembly Committee Hearing for California International Trade and Foreign, Investment: Profile on China. While not a topic that any of us were well-versed in, it was educational to see the process.



Following our VIP tour, we had the pleasure to hear from Debra

Gonzalez, Director of Government Affairs for the Public Policy Institute of California (PPIC). The PPIC's mission is to inform and improve public policy in California through independent, objective, nonpartisan research. A recent statewide survey conducted by the PPIC asked voters who their gubernatorial election preference was. It was interesting to hear that 24% "do not know" at this time. Additional research provided that only 30% of those that answered "don't know" are following the race.

We enjoyed lunch at the Statehouse Coffee restaurant in the basement of the capitol building. After lunch our tour guide, Tyson Dekker provided additional fun facts about the building and the history of the state capitol. As a newer resident of California, (I moved here in January 2016) I found each of these following tidbits informative. The capitol was in three locations prior to Sacramento: San Jose, Vallejo and Benicia,



finally settling in Sacramento in 1954. Two of the reasons for choosing Sacramento as the location for the capitol building was its size, (Sacramento was the 2nd largest city at the time) and it was close to the gold rush. Our tour guide also shared with us another fun fact, a portrait of George Washington at the capitol was painted by Jane Stuart, daughter of painter, Gilbert Stuart who painted the portrait of George Washington that is on the one dollar bill.

Lastly, we heard from Mac Taylor, Legislative Analyst, State of California Legislative Analyst's Office. The Legislative Analyst's Office (LAO) has provided fiscal and policy advice to the Legislature for 75 years. The office serves as the "eyes and ears" for the Legislature to ensure that the executive branch is implementing legislative policy in a cost efficient and effective manner.

The Leadership Visalia Class didn't dive into debates or hear from one party or the other, rather we learned from behind the scenes how representatives support the people of California.

Thank you to the day session leaders, Natalie Bolin, Peter Deluyker and Zach Green and Connie Conway who was an important part of the planning process and kept us on schedule. It was a GREAT day! Lastly, I would like to remind each of you to VOTE at the next election!

Have You Ever Wanted to Start Your Own Business?



What is Emerge?
The Emerge program is a "Business 101: How to Start a Business Class". Through this six month program participants learn the basic business/entrepreneurial skills

needed to launch a business and help it to grow. Starting and running a small business is almost impossible to do on your own. Business owners need to create a network of individuals and resources that they can call on when they encounter a roadblock. The Emerge program provides hands on training for all participants. Participants write a realistic business plan, meet and learn from business experts from nine different industries, and work with a business mentor throughout the program.

The Emerge program will be offered twice a year, July - December 2018 and January - June 2019.

The nine industry experts will discuss the following topics:

- Small business law
- Human resources
- Small business insurance
- Marketing/branding and public relations
- Financial literacy & basic accounting
- Taxes
- Zoning/ordinances/permits
- Sales training
- Non-profit management

Who should participate?
Emerge was designed for two distinct types of participants:

- 1) Individuals who have a business idea and want to start a brand new business but don't know where or how to start the process; and
- 2) Individuals who currently own or operate a small business and want to take the next steps to help their business grow, or want to make sure that they have not missed any critical steps during their start up process.

What is the time commitment?

The Emerge program is a six month program which meets 12 times. Class sessions are held at the College of the Sequoias from 6:00 - 8:30 pm on Wednesday evenings (twice a month).

What is the cost?

Tuition for the Emerge program is \$350.00. Tuition covers program binder and materials, small business resource guide, business plan template, 12 classes, presentations from 8 industry experts, 2 instructors and a business mentor.

- If someone would like to attend a single class the cost is \$50.00.

How to Apply:

Applications can be found at www.visaliachamber.org/emerge. The application deadline is May 25, 2018 (July - December class) or November 16, 2018 (January - June class)

For questions or more information go to www.visaliachamber.org/emerge or call the Visalia Chamber at 559-734-5876.



St. Anthony's Retreat Presents: "Fireproofing Your Marriage"

This marriage enrichment retreat will use the film "Fireproof", together with prayer, presentations, resource materials and couple-to-couple sharing in a safe and supportive environment to explore a variety of issues that arise as we adjust to the challenges of married life. Discover ways to respond to situations that bind us together rather than tear us apart. \$350.00 per couple for room and meals, and resource materials. Scholarships available upon request.

The retreat will be held at St. Anthony's Retreat 43816 Sierra Dr., Three Rivers CA, April 6-8, 2018. For more information please contact Darlene Mayfield at 559-561-1038 or darlene@stteresitaycc.org.

You can also go to www.visaliachamber.org/events



VISALIA CHAMBER OF COMMERCE

■ **Gems of Eastern Europe**
June 28 - July 8, 2019
* Slideshow presentation, April 20, 2018, 1:00 pm, City Administration Building

■ **Oberammergau**
June 9-18, 2020

Collette Vacations, Mayflower Tours, Cistline

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



3 Ways Innovative Technology Can Help Your Business

By Rachel Ingram
Co-Owner of TechCare360 - www.techcare-360.com



Businesses everywhere are changing the way they operate on a day-to-day basis, with the help of technological

innovation. In its most advanced form, technology should be a helpful tool that provides us with endless possibilities. It should give people the freedom to work how they want to work instead of being held back by the confines of an outdated resource. The best tools allow us to be more productive, efficient, and adaptive, all while saving money.

Here are the top three ways that innovative technology can help your business:

1. Save You Time

Communicating with your team and being organized is the key to saving time. Software options such as Teams, Planner, OneNote, Outlook and Yammer are helping companies collaborate in real-time without having to deal with creating a long chain of emails. These innovative tools are available through The Microsoft Office 365 subscription. They utilize features like instant messaging, video calls, file sharing, shared to-do lists, and detailed action plans to help teams work together efficiently to save time.

2. Save You Money

Imagine having the cheapest computer you can buy with a robust business grade computer inside!? TechCare360 Cloud Remote Desktops give you the ability to work remotely and protects company data, all

while saving on hardware costs. You never need to buy a server again and you can allow employees to bring their own devices without any security risk! This system easily meets compliance regulations including HIPAA, FIPS, FINRA, SOX, GLBA, CJIS and more.

Cloud Phone Systems are another great way to cut down overhead costs. They come in at a fraction of the cost of most office phone systems. Cloud Phone Systems utilize VoIP (voice over internet protocol) to maximize flexibility without losing any of the typical office phone system features, such as extensions, call-forwarding, voicemail, and call recording. Employees can even use their computers or smartphones as part of the office phone system.

3. Save Your Data From Disaster

Protect your company data so you can sleep easier at night. With 6,000+ new phishing attacks every day, having a backup of your work has never been more important. A good data backup has a recovery plan in case of disaster. It should back up regularly to save your most recent work and be able to restore quickly. We also highly recommend that it is an off-site backup such as SOS Online Backup by Infracore.

Protecting your data starts with a good data backup but should also include a good anti-virus and malware software. We strongly suggest a software called Webroot. It has an innovative protection called anomaly detection that stops threats in real time and secures devices wherever they connect. It works by looking for anomalies in all programs and files on your devices instead of relying on an existing list of "bad" programs that may be outdated, like most anti-virus software.

Tulare County Library Book Festival



Join us for the inaugural Tulare County Library Book Festival at the Visalia Branch Library at 200 West Oak Ave., Visalia, CA 93291 on April 14, 2018, 10am-3pm. The Tulare County Library Foundation, along with Tulare County Library and Leadership Visalia host the inaugural Book Festival including authors, discussions, signings, live interviews, literary, and arts organizations, FREE

workshops and seminars, a children's craft area sponsored by ImagineU Children's Museum, storytime, food trucks and much more. This is a FREE event for all ages with books and fun for everyone throughout the day.

Featured authors scheduled to appear include the following:

Tim Z Hernandez - Hernandez is the featured author for the Library's Book to Action book club that are reading about and acting on immigration and citizenship issues. Hernandez, a graduate from Redwood High School, writes both nonfiction and poetry. His latest book is "All They Will Call You", the account of "the worst airplane disaster in California's history," which claimed the lives of thirty-two passengers, including twenty-eight Mexican citizens—many legally working in California, who were being deported. <https://timzhernandez.com/>

Patty Rodriguez and Ariana Stein - Rodriguez and Stein are authors of the Lil' Libros series of beautifully illustrated books that cover the concepts of first words, numbers, colors, shapes, and biographies. The two mothers began their mission to introduce bilingualism and Latin American culture through picture board books. Lil' Libros was created to inspire parents to read to their children and encourage them to do so in Spanish and English. <https://lillibros.com/>

Norm Brecke - Brecke is a spirited storyteller who revels in telling a good story. His music, zeal, and humor add to any occasion. Brecke specializes in folktales he spices to make unique. His personal stories reflect his Northwest roots. Brecke often brings music to his stories, accompanying himself on guitar, ukulele, banjo, or jaw harp. Wherever Norm goes, his enthusiasm for telling stories lights people up. www.normbrecke.com

In addition to these authors, the book festival will feature more than 25 additional writers, many from our local communities.

For aspiring writers, workshops are scheduled throughout the day. Local celebrities will be present to read during story time and include: Tulare County Sheriff, Mike Boudreaux; Tulare County Board of Supervisor, Amy Shuklian; Tulare County Fire Chief, Charlie Norman; City of Visalia Mayor, Warren Gubler; Visalia Chief of Police, Jason Salazar; Tulare County Assessor, Roland Hill; Assemblyman, Devon Mathis; Congressman, Devin Nunes; Miss Tulare County Princess Kiera Bixler, and more to come!

The Friends of the Library Spring Used Book sale will take place along with raffles.

An Osborne Book Team will have a FREE paper airplane for the first 200 visitors to their booth. The Osborne Book Team's mission is to provide quality books to schools, libraries, families, and organizations that support children.

Sponsors of the 2018 Tulare County Library Book Festival include West Valley Visalia Kiwanis, First 5 of Tulare County, and ImagineU Children's Museum.

The Tulare County Library serves all citizens of Tulare County with locations in seventeen communities, four book machines, two adult literacy centers, and online at www.tularecountylibrary.org. Like the Library on Facebook www.facebook.com/tularecountylibrary or follow on Twitter twitter.com/TulareCountyLib.



Visalia Chamber of Commerce Announces Annual Member Meeting

The Visalia Chamber of Commerce announced that the 2018 Annual Membership meeting will be held on Thursday, April 26th at 8:00 am at Visalia First Assembly Church. The Annual Member Meeting is an opportunity for Visalia Chamber members to learn about advances the Chamber has made on behalf of its members. Plus the Chamber will preview exciting enhancements to membership.

This year the Annual Meeting will highlight Chamber Members celebrating significant membership anniversaries. Those Chamber Members who are celebrating 5, 10, and 15 years of Chamber Membership will be honored during the meeting. Additionally the Chamber will announce the 2017-2018 Epic Ambassador of the year. Lastly the Chamber will present the 2017 Annual Report.

The Visalia Chamber Annual Member Meeting will take place, Thursday, April 26th from 8:00 - 9:30 am at Visalia First Assembly Church located at 3737 S. Akers. This meeting is open to all Chamber Members and employees, light refreshments will be included. Tickets for the Annual Meeting at \$15.00 and can be purchased online at www.Eventbrite.com.

CLIP & SAVE

CALENDAR - APRIL 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 City Council Meeting City Hall, 7:00 pm	3	4	5	6	7
8	9	10 Chamber Government Affairs Committee Meeting Buckman-Mitchell Office, 7:00 pm	11 Visalia Soup ImagineU, 5:00 pm	12 YPN Monthly Meet-Up Barrelhouse Brewing Co. 5:30pm	13	14
15	16 City Council Meeting City Hall, 7:00 pm	17	18	19	20	21
22	23	24 Stop Harassment Workshop Lamp Litter Inn, 7:30 am Business After Hours Recovery Credit Repair, 5:30 pm	25	26 Visalia Chamber Annual Member Meeting Visalia First Assembly, 8:00 am	27	28
29	30					

VMC Announces 4th Annual Diabetes Memorial Walk

An estimated 400 people are expected to participate in Visalia Medical Clinic's 4th annual Diabetes Walk on Saturday, April 14, in honor of the late Dr. James Mohs.

The 3K or 5K walk, and kids walk, begins at the clinic, 5400 W. Hillsdale, with check-in between 8 a.m. and 8:45 a.m., and kick-off at 9 a.m. (rain or shine). There is no fee to participate and registered walkers will receive a free commemorative T-shirt and water bottle, while supplies last. The registration form is available online at www.vmchealth.com.

The walk will include booths offering diabetes and health information, resources to improve diabetes control, drawings to win gift baskets, and blood pressure and blood sugar checks. Participants will also be able to donate blood and meet VMC's physicians and staff.

"James Mohs was an endocrinologist who worked with diabetic

patients in Visalia for many years," explained Visalia Medical Clinic diabetes educator Susan Smith, Ph.D., CDE. "He would be so pleased

to see this walk becoming a successful annual event where people can learn, share and grow in their knowledge and skills to better control diabetes. We want to help people by diagnosing diabetes earlier and encourage people to be more conscientious about their diabetes control."

According to the American Diabetes Association, 1.4 million Americans are diagnosed with diabetes each year and diabetes is the seventh leading cause of death in the United States. In 2012, 86 million Americans

age 20 and older had prediabetes – up from 79 million in 2010.

For information, contact Susan Smith at Visalia Medical Clinic, 739-2087; ssmith@vmchealth.com.



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Visalia Chamber to Host Travel Presentation for Two European River Cruises with FREE Airfare

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 2 European River Cruises. The first cruise "Gems of Eastern Europe" includes free airfare with reservations made before June 30, 2018. The tour will depart June 28, 2019 and return July 8, 2019. The cost of the tour begins at \$4,509 per person (double occupancy). The second cruise is "Romantic Rhine River Cruise during Oktoberfest". The tour will depart on September 27, 2018 and return October 7, 2018. The cost of the tour begins at \$4,624 per person (double occupancy). Free airfare is available for this trip if it is booked by May 31, 2018. Both cruises are eleven day tours including more than 20 meals, roundtrip airfare from Fresno, roundtrip transportation to the Fresno Airport, and 7 days passage on the MS Emerald Sun or MS Emerald Star.

Gems of Eastern Europe: 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. Traveling down the Danube, the first stop will be Kalocsa, Hungary. 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. Upon arrival in Belgrade, Serbia travelers will experience a guided tour of the vibrant capital city. Farther down the river in Kosolac, Serbia travelers will visit Viminacium, the largest archaeological excavation in Eastern Europe. The ship will then 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.

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 a journey to Transylvania and Bran (Dracula's castle).



Romantic Rhine River Cruise during Oktoberfest: Experience Oktoberfest, followed by a relaxing and inspiring cruise on the Romantic Rhine. Visit iconic and picturesque ports of call, sample incredible cuisine onboard and absorb the local culture as you cruise on Europe's longest river aboard one of the newest ships in the fleet. Travelers will arrive in Munich and enjoy a 2 day stay within walking distance of the world famous Oktoberfest. While in Munich travelers will experience a panoramic tour of the city. Once onboard the Emerald Star the tour will travel to Rudensheim, Germany with tours of Siegfried's Mechanical Musical Instrument Museum and then cruise through the "Splendor of the Rhine" a UNESCO World Heritage site. In Mannheim, Germany travelers will participate in an excursion to Heidelberg, known as Germany's oldest university town. From Mannheim the tour will continue to the port town of Rastatt where travelers will board a coach to Baden along the border of the Black Forest. Travelers will arrive in Strasbourg, France for a canal boat tour that includes sites like La Petite France, tanners' quarter, and the Covered Bridges. The tour will end in Basel, Switzerland, where travelers will disembark the ship and then transfer to the Zurich Airport.

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



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