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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE



UPCOMING EVENTS

- **SEPTEMBER 5: Emerge Class - Marketing, Branding, Public Relations**
Time: 7:00 pm
Location: COS
Registration Required
- **SEPTEMBER 11: Government Affairs Committee**
Time: 7:00 am
Location: Buckman-Mitchell Office
- **SEPTEMBER 13: Non-Profit Best Practices Workshop Part 2**
Time: 9:00 am
Location: Fresno Pacific University
Registration required
- **SEPTEMBER 13: YPN Monthly Meet Up**
Time: 5:30 pm
Location: BarrelHouse Brewing Co.
- **SEPTEMBER 19: Travel Presentation - Alaska**
Time: 12:00 pm
City Administration Building
- **SEPTEMBER 19: Emerge Class - Accounting Basics**
Time: 7:00 pm
Location: College of the Sequoias
Registration Required
- **SEPTEMBER 25: Business After Hours**
Hosted by Family HealthCare Network
Time 5:30 - 7:30 pm
Location: 305 E. Center St.
- **SEPTEMBER 27: Visalia Chamber Ambassador Breakfast**
Time: 8:00 am
Location: Visalia First Assembly
- **SEPTEMBER 28: Oktoberfest**
Time: 5:30 pm
Location: Vossler Farms Pumpkin Patch
Tickets required



- **Florida Adventure**
February 23 - March 3, 2019
- **Peru: Ancient Land of Mysteries**
March 23 - April 1, 2019

Continued on page 6

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

Company Culture is Key to Longevity for M. Green & Company

By: Nicola Wissler
Visalia Chamber of Commerce



In any business it is difficult to set yourself apart from other companies who offer the same services. At M. Green and Company LLP, they differentiate themselves by providing a great culture among their many offices. They encourage employees to give back to the community, and think of their co-workers as friends and family. It is the focus on creating a strong company culture that has helped them to stay in business for more than sixty years.

M. Green and Company LLP began in 1951 in Tulare in the garage of Maurice "Red" Green. Over the last six decades this small accounting firm has grown to include six offices with more than 80 employees. While Red is no longer with the company, the name has remained intact and there are no plans to change it. His son, Kevin Green, is still a consultant in their Tulare office. Kay Lampe, Partner with M. Green and Company LLP noted, "Keeping the name consistent has helped us to build a consistent reputation. Next year we will have 10 partners between all of our offices. We are proud to say that we are able to provide growth opportunities for our employees, and many of our current partners have grown up within our company." Lampe noted that they have employees today that have been with the company for 30+ years and that some of them began as college interns.



One of the reasons that M. Green and Company LLP has had success in retaining great employees is that they have a strong focus on education and professional development. "When a young accountant is working toward their C.P.A. license, we make sure that we allow them days off to study for the exam, and then provide opportunities and funds for them to purchase exam study material." They also provide employees with continuing education so that they can keep up with industry trends and changes. M. Green and Company LLP works with youth education programs, providing internship opportunities and often sends employees to speak in classrooms and do trainings in the community.

With offices in four Cities within Tulare County (Visalia, Tulare, Hanford, Lindsay and Dinuba) it could be difficult to maintain a consistent company culture. One of the ways M. Green and Company LLP is able to accomplish a consistent culture is to gather the offices together to help employees connect. For example they put together a company softball team, host a rib cook off and ice cream showdown party, attend a Visalia Rawhide game or other sporting event and have an annual company golf tournament. The company also has a community service project each year that they participate in. Nicole Centofanti, Partner at M. Green and Company LLP stated, "Every year one of our offices gets to choose a project in their community for the entire company to participate in. Last year, the



M. Green and Company LLP employees at the Special Olympics

Tulare office choose the Special Olympics as their project. More than 20 employees came out to the stadium to help assist the athletes and cheer them on."

In addition to the annual company-wide service project M. Green and Company LLP encourages staff members to get engaged in their individual communities through civic clubs, professional associations and non-profits. M. Green and Company LLP employees are involved with organizations including: Relay for Life, Kiwanis, Rotary, Lions, Networking for Women, Hospital Foundation Board, COS Board, CalCPA, as a host family for Visalia Rawhide players and numerous other organizations. "It is important to us that our employees get involved. We feel that it helps them to feel like they are a part of something bigger, and gives them the chance to put down roots," noted Centofanti.

Another aspect of the business that Centofanti notes is a key to success for them is that they do not expect employees to specialize in a particular specialty. While each office may have someone with extensive experience in a particular industry, M. Green and Company LLP is a full service C.P.A. firm. They provide auditing for government agencies, non-profits and for profit companies; they do tax work and financial statement preparation for dairies, clients in the ag industry and other industries; they also do individual, business, estate and trust planning and tax preparation; fraud examinations; court accounting projects, and bookkeeping, QuickBooks consulting, payroll and other accounting related services. "Many of our employees tell us that they like being able to work on different sorts of projects because it helps to keep them up to date on industry trends and changes in regulations," stated Lampe. "We like to say that no one is too big or too small for use to work with." The variety of clients allows employees to form relationships with people from all over the communities that they serve.

While keeping up with industry trends, changes in technology and recruiting great employees are all challenges for M. Green and Company LLP, the strong company culture and their focus on providing great experiences for their employees has allowed for them to continue to provide outstanding service to their clients and the community. The Chamber is proud of the work that M. Green and Company LLP has done over the last 67 years, and wishes them continued success in the years to come.

PRESIDENT'S CORNER

Understanding Zoning and Land Use Will Help Answer Questions Surrounding Business Development

"Why are we letting this business go to this location?" "Why are they building that there?!" "Who thought putting those homes here made sense?" "When is Trader Joe's coming to Visalia?"

These are valid questions. Questions I have heard asked more often than I'd like to admit. They are asked of me when I do presentations and I've heard them asked of city staff and have been asked during the public comment portion of a City Council meeting. It is encouraging that our community is interested in the decisions we make about our growth and development. They are excited about welcoming new businesses, but sometimes the questions leave me wondering if maybe we've asked them too late.

Setting up and running a business isn't for the faint of heart. And while running a business can certainly be fun, that isn't the reason someone decides to open. Businesses open because the owner thinks there is a profitable market for their goods and services. When a business opens we benefit from what they sell, our neighbors have jobs, and the sales tax paves our roads and pays for public safety. Supporting businesses, particularly new or growing businesses, is frankly something we can all get behind.

Questions posed by well-meaning community members are often asked after property has been sold, leases signed, and policies written. This causes community members to be frustrated with a process that can seem counter intuitive. The key to this conversation is understanding zoning and land use. I know, the stuff dreams are made of. It's the details in City Council meetings that few people notice but they are the key to

how (and when) we develop.

Want to know what kind of business is going in down the street from you? The zoning map is your first clue. Will that orchard always be an orchard? Again, land use policy is the key. You think that a business will be amazing around the corner? Better double check how the property is zoned. Why did a burger joint open right next to a burger joint? Well, because zoning dictates restaurants are allowed, not what sort of menus they serve.

If you want to impact the development around you, look at the policy that dictates development. Our land use and

zoning maps which are included as part of the City's general plan can be found on the City of Visalia website or by calling the community development office. These maps are the key to understanding, at least in part, why certain things go certain places.

The reality is we need more people engaged in the process. Attend City Council meetings and ask questions of your councilperson before your seemingly question becomes an issue. Attend the Visalia Chamber's Government Affairs Committee (GAC) meetings. At GAC, we utilize collective action to get to the heart of business and community concerns. Don't be afraid to ask questions early. And if you want to be the next best business in Visalia, your Chamber can help there too. We offer Emerge, a business start up program twice a year. Moral of the story, ask questions, engage and let's support our local businesses.



Gail Zurek
Visalia Chamber
President & CEO

VISALIA CHAMBER OF COMMERCE MISSION ICONS



Catalyst for Change



Community Convener



Champion for Business

Non-Profit Best Practices Workshop Offered

The Visalia Chamber of Commerce and United Way of Tulare County have partnered to present the second in a series of workshops focused on new and emerging non-profit organizations. The workshops are meant to be a way to help local non-profits get relevant information regarding best practices. The first workshop focused on creating a non-profit checklist particularly related to filing documentation, and included sample bylaws, and sample budgets. The second workshop will be held on Thursday, September 13th at 9:00 am at Fresno Pacific University. This workshop will focus on the role and responsibilities of Board Members and Committee Members. Rosemary Caso, the Executive Director of United Way of Tulare County will provide samples and examples of how to work with Board Members and Committee Member to accomplish the mission of the non-profit.

What: Non-Profit Best Practices Workshop #2
When: Thursday, September 13th, 9:00 am
Where: Fresno Pacific University - Visalia Campus
 245 N. Plaza Drive
Please RSVP:
<https://www.eventbrite.com>
Cost: \$10.00 per person



GROUNDBREAKING • GRAND OPENING • RIBBON CUTTING • CEREMONIES



Ribbon Cutting

Chandi Group - AM/PM ARCO Station

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Ribbon Cutting

Kaweah Delta Urgent Care

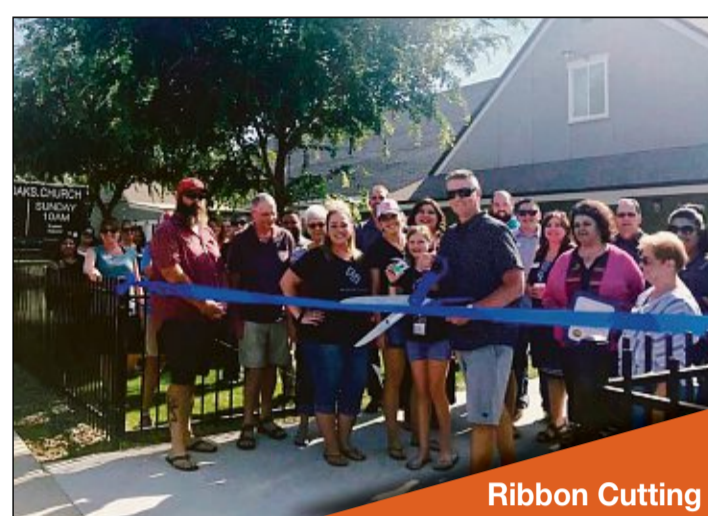
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2226 S Mooney Blvd. • Visalia • 559-802-3028



Ribbon Cutting

Seven Oaks Church

1021 S Burke St. • Visalia • 559-802-3667

Oktoberfest 2018 - Celebrate the Harvest Season at Vossler Farms with Food, Drinks & Live Entertainment

Sponsorship & Exhibitor Opportunities are Selling Fast

For the fifth year, the Visalia Chamber of Commerce will host Oktoberfest at Vossler Farms Pumpkin Patch in Visalia on Friday, September 28th. This annual community festival will feature food, beer and wine tastings, local vendors and live music.

Building on the success of last year's record breaking attendance, Oktoberfest 2018 is expected to attract up to 1,500 people and more than 60 vendors. Businesses interested in sponsoring Oktoberfest will receive exhibition space, tickets and recognition during the event. Oktoberfest provides businesses with awesome exposure and the opportunity to expand their reach and brand recognition to a large audience. Sponsorship information can be found at www.visaliachamber.org/oktoberfest or by calling the Visalia Chamber of Commerce at 559-734-5876. Restaurants, caterers, breweries and wineries interested in being a part of this community festival should contact the Visalia Chamber of Commerce for participation details.

General admission tickets are \$40 (advance purchase) or \$50 the day of the event. Ticket admission includes live entertainment, food and a mug for beer and wine tasting. This year there will be three live bands performing. The CJ Green Band was discovered locally at the KJUG county showdown, this local band has recently played with many Nashville artists at local KJUG concerts. JJ Brown is a country artist whose music has been compared to Keith Urban, Eric Church and Bruce Springsteen. Erick Tyler & the Vibe is an exciting and powerful blend of Rock, Funk, Reggae and Pop music.

Tickets can be purchased online at www.visaliachamber.org/oktoberfest. For more information, call the Visalia Chamber at (559)734-5876 or go to www.visaliachamber.org.



About this publication ...

Business Update is the official monthly publication of the Visalia Chamber of Commerce, 222 N. Garden St., Ste. 300, Visalia, CA 93291, (559) 734-5876. Periodicals, Postage Paid at Visalia, CA 93277; Publication No. USPS 494-660. Annual Subscription rate \$15. Postmaster: Send address changes to **Visalia Chamber of Commerce**, 222 N. Garden St., Ste. 300, Visalia, CA 93291. Advertising information, call the Visalia Times-Delta at 559.735.3235. **Editor: Nicola Wissler. Layout: Times-Delta Media Group.**

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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.

Community Investor Member:

■ **CHANDI GROUP**
 (760) 396-9260
 Gasoline & Propane Distributor

Small Business Members:

■ **GALISA HAUS**
 (559) 786-7000
 Barbers, Beauty Salons & Spas

■ **FOODLINK FOR TULARE COUNTY**
 (559) 592-0117
 Health & Nutrition

■ **TULARE COUNTY DISTRICT ATTORNEY**
 (559) 636-5494
 Attorneys

Renewing

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

Visionary Member:

■ Kaweah Delta Healthcare District

Keystone Media Member:

■ Momentum Broadcasting

Community Investor Member:

■ KRC Safety Co., Inc. *
 ■ Gateway Church
 ■ Jack In The Box | VTP Enterprises *
 ■ Visalia Unified School District-Administration Department

Business Builder Member:

■ 2 Market Visuals
 ■ County of Tulare
 ■ Stor It
 ■ Tri Counties Bank

Business Connector Member:

■ Rookies Sports Bar
 ■ Culligan Water
 ■ Ed Dena's Auto Center
 ■ Pena's Disposal
 ■ Peninsula Messenger Service *
 ■ Ryan Purkiss - Thiesen-Dueker Financial Consulting Group *
 ■ Sound N Vision Foundation
 ■ United Wholesale Lumber Company

Small Business Member:

■ Turning Point of Central California, Inc.

- Armstrong Community Management
- Armstrong Property Management
- AT&T *
- EMD Networking Service *
- Fresno State Visalia Campus *
- Gateway Financial Planning Group
- Legacy Investments
- Love In the Name of Christ *
- Michael's Custom Jewelry *
- Mill Creek Management, Inc. *
- Pacific Gold Agriculture
- Perez Law Firm, The *
- Personal Express Insurance
- Quesdilla Gorilla
- Sons of Italy In America *
- TF Tire & Service
- Veterans Memorial District *

Friend of the Chamber:

■ Fred Ruiz

*Indicates membership in the Visalia Chamber **110% Club**.

FOOD & BEER TASTING ★ LOCAL VENDORS ★ LIVE MUSIC



SEPTEMBER 28, 2018

VOSSLER FARMS PUMPKIN PATCH
 26773 S. MOONEY BLVD. | VISALIA, CA | 93277

5:30PM - 9:30PM



TICKETS CAN BE PURCHASED AT WWW.VISALIACHAMBER.ORG/OKTOBERFEST

GENERAL ADMISSION (21 AND OVER)
 \$40 IN ADVANCE | \$50 DAY OF

The Eagle Scout Service Project is the opportunity to demonstrate leadership while performing a project for the benefit of the community. Over the years **Happy Trails** has been the recipient of many great projects around our facility. We have had the privilege of working with an outstanding young man the past few months. Will Bigelow designed and constructed two new obstacles for our riders; a "covered wagon" walk through and a narrow bridge. Both of which were a big hit at our 2018 Trail Challenge. Thank you Will!



Will Bigelow, Eagle Scout



The **Business Journal** is planning a special issue next month to commemorate that milestone. Do you know of a business that was able to survive the Great Recession, and perhaps come out the other end stronger and/or wiser? We want to hear about it. Please contact the editor at gabriel@thebusinessjournal.com or 559-490-3467.

The **Sun-Gazette Newspaper** recently revealed the cover of the 2018 edition of the Tulare County Football Preview Magazine. The magazine is now available for purchase, all magazines are \$5.00. \$3.00 of every purchase goes towards local football programs and scholarships. You can purchase magazines at the Sun Gazette office, the **Visalia Chamber of Commerce** office or from your local high school football teams.



Jasman Khosa

The Visalia partners at **M. Green and Company** are excited to announce that Jasman Khosa, in our Caldwell office, received his CPA license, effective 8/2/18. Congratulations Jasman on obtaining your license!

Margaret Moodian, Ed.D., a tutorial assistant professor for the School of Arts and Sciences (**Brandman University**) participated in the Clute International Conference on Education session on "Student Engagement in a Competency-Based Education Program" on Aug. 7. She talked about the innovative ways that faculty in the Brandman MyPath, competency-based degree program, engage students and help them succeed. The conference was held in San Francisco. The Clute Institute was founded in 1985 for the purpose of disseminating the latest academic research on various business and economics-related topics among other academic areas of academic knowledge.

BOARD SPOTLIGHT

Brent Calvin



Brent Calvin, Superintendent/President of College of the Sequoias

Brent Calvin is the Superintendent / President of College of the Sequoias. He was recently appointed to the Chamber Board of Directors.

■ Why is it important to be a Chamber member? The Chamber supports local business which drives our local economy and strengthens our region.

■ What brought you to Visalia? I was born and raised in Visalia. Attended Redwood and COS before attending Cal State Fullerton on a basketball scholarship. I owned an engineering firm before selling it to URS Corp (NYSE: URS) in 1998. I moved back home after serving a 4-year transition contract. Then I took the athletic director job at COS as I was under a 5-year, non-compete agreement with URS.

■ What is your favorite thing about your job/company? The work we do—helping students reach their academic and career goals—is very rewarding.

■ What do you like to do when you are not working? I have four kids ages 15-21 with the two girls playing Division I volleyball. Traveling to keep up with the kids keeps us busy.

■ What do you like to do when you are not working? We enjoy all the great restaurants in Visalia!

■ What is your best advice for young professionals? Find a company that shares your core values and then commit to making that company the very best it can be. Your loyalty will be rewarded.

■ What did you want to be when you were in elementary school? A middle schooler! JK

VISALIA UNIFIED SCHOOL DISTRICT
Keeping Pace and Meeting the Needs



Visalia is a growing community. When I started as a Visalia Unified teacher in 1987, the population was about 75,000. Today's estimate is 136,248.



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

Our schools are part of the community, and VUSD shares the challenge and the possibilities presented by growth.

- Did you know...
- Since 2000, our school district has grown an average of 290 students a year. Our peak enrollment last year was 28,958 students.
 - To accommodate this growth, we expand existing schools (including the use of portable buildings), and we build new elementary schools when necessary, using state funds and fees paid by homebuilders.
 - VUSD has opened seven new elementary schools in the past 15 years. The next school is now under construction and will open in August 2019.

Building for the Future

Growth in the elementary grades will eventually lead to the need for a new middle school, and, ultimately, a new high school. Thanks to voter support of Measure E, we were able to build Ridgeview Middle School in 2017, and we now see the need for a new high school by the early 2020s. Central to this decision is the need to keep enrollment numbers balanced, which is key to operational efficiencies and a positive student culture.

Middle and high schools are costly to build and can only happen with the support of the community. To that end, the Visalia Unified Board of Trustees in June approved a bond measure for the November 2018 ballot. If supported by voters, the bond would allow for the sale of a \$105 million general obligation bond specifically for upgrades to existing campuses and a new, fully-equipped high school. The funds for new construction would be matched 50 percent by the State of California; funds for upgrades to existing schools would be matched



60 percent by the State.

The School Board and VUSD staff take very seriously this commitment of your tax dollars. The decision to move forward with the bond was based upon extensive research and planning – analyzing patterns

of enrollment in terms of numbers and geography – and many hours of deliberation.

New schools are exciting and attention-getting, but it is equally important that we maintain and upgrade our existing campuses. Every year, we improve our campuses, based upon a cycle and the specific needs of each school. This past summer, we made significant upgrades to the heating and cooling systems at Mt. Whitney High School and Redwood High School. In upcoming summers, we intend to make similar upgrades at Golden West High School, Hurley Elementary School, La Joya Middle School, Pinkham Elementary School and at El Diamante High School. Also this summer, we

completed major classroom upgrade projects at Royal Oaks Elementary School and Goshen Elementary School. In upcoming summers, we will undertake similar projects at Golden West High School and Ivanhoe, Crowley, Washington, and Mineral King Elementary Schools.

If this month's commentary seems long and complex, it is because it mirrors the complexity of keeping schools current so that they serve the needs of our students. The quality of our campuses impacts the academic potential of our students in many ways. Portables are only a short-term fix. Overcrowding at high schools leads to reduced opportunities for kids to participate in extra-curricular activities and stay engaged. And, VUSD campuses bring value to our community as green spaces and recreational facilities used by kids, families, sports teams, churches and more.



The kids in our schools today will be the adults who shape our community in the future. Our goal is to help ensure that, from rooftops to desktops, our schools deliver an education that affords them with futures of limitless opportunity.

- Quick facts:
- VUSD grows by nearly 300 students per year
 - Two of our four high schools are overcrowded
 - California reimburses 60% of the cost of upgrading older schools
 - And reimburses 50% of the cost of new construction
 - 70% of our schools are over 20 years old; 40% are over 50 years old
 - Safety and technology are top priorities



AMBASSADOR SPOTLIGHT

Jordan Mulrooney



Mulrooney

Jordan Mulrooney has been an Associate REALTOR®, ABR®, SFR® for almost two years. He recently joined the Visalia Chamber Ambassadors and has been finding new ways to get more engaged in the business community.

■ What are some of the ways you'd recommend getting involved/working with/partnering with the Chamber? I was introduced to the Chamber of Commerce by colleagues of mine and I joined the Ambassador program, then started going to events. I met with Jon Bueno shortly after, and that has really helped me get connected, and everyone involved with the Chamber has been so kind and helpful with my questions.

■ What has Chamber Membership meant for your company? Chamber Membership has helped our company a lot over the years. Many agents in my office have been through the various training and development programs offered by the Chamber and I am excited to not only grow my business, but to build lasting relationships in our community with local business leaders.

■ The best part of Visalia is? Visalia is all about community. Our town has an amazing sense of pride and care among our people. My favorite part of Visalia is that I can either walk down Main Street or go into almost any establishment in Visalia and see somebody I know. It is great to be around people that care about you and want to make a difference in the community always.

■ What is your favorite local charity/non-profit? I have two favorite non-profits in our area. The first is The Visalia Breakfast Lions Club, which I am an active member of, we help with many community events and other non-profits. The next is Children's Miracle Network which benefits Valley Children's Hospital in our community directly. RE/MAX has partnered with this non-profit to donate on a national level, but at a local level our office volunteers with Kid's Day newspaper sales and many of our agents choose to donate portions of our sales proceeds to Children's Miracle Network.

THE VISALIA CHAMBER OF COMMERCE PRESENTS

Holiday Affair

SAVE THE DATE

DECEMBER 7TH
AT THE VISALIA CONVENTION CENTER

6:00PM VIP
7:00PM GENERAL ADMISSION
PUBLIC PREVIEW FROM 2:00-4:00

38TH CHRISTMAS TREE AUCTION

THIS IS A FORMAL AFFAIR FOR 21 AND OVER ONLY

Monopoly, Double Blessings and Frogged Up, Are Brand New to the Casino Floor for Your Gaming Pleasure

Monopoly is a penny machine located at the front entrance of Eagle Mountain Casino. The huge new display showcases a 75-inch, 4k resolution, hi-definition, curved display. The curved monitor screen allows for optimal visibility for a more comfortable viewing experience. Spin the reels to be awarded three exciting mini games where players get one spin of each reel for the chance to win one of three progressive jackpots. Roll the dice and make the moves!

Double Blessings is another penny machine with 5 reels and 243 ways to win. The game has beautiful Asian imagery and is similar to the successful "Dancing Drum" slot machine. It features the popular Reel Ways and ALL UP betting features. The game showcases the Fu Fly feature which is a player favorite and stars the Fu Babies progressive jackpot symbols.

Frogged up is a game featuring the coolest laid back Frog without a care in the world. He's globetrotted the world, become wealthy and parties with the best. Party with the Frog and see how much he will reward your pockets. Come get Frogged Up with this penny machine.

Check out these latest new machines to and be on the lookout for more, as Eagle Mountain Casino brings you the latest and greatest the gaming world has to offer.

Eagle Mountain Casino is an 18+ full service casino and is owned and operated by the Tule River Tribe. It features 1200 slot machines and 11 table games. Eagle Mountain Casino is a short drive from Bakersfield or Visalia.

Increased Budget! – Mooney Grove Park

Calling for those interested in creating and installing a public outdoor artwork to repurpose a non-functional fountain/koi pond at Mooney Grove Park.

This is a call for 1/12-scale maquettes as proposals for the repurposing and beautification of what was previously the fountain structure/koi pond at Mooney Grove Park (just north of the boat dock).

Proposals will be judged based on their success at incorporating the history of the fountain/coy pond, and elements honoring Tulare County as a whole.

PROPOSAL SUBMISSION DEADLINE: Friday, AUG 28th 11:59 PM

Project must be 100% complete by: 5/30/19

LOCATION: Mooney Grove Park, Visalia – just North of the boat dock

ELIGIBILITY: Artist must be a resident of Tulare County. Must be 18 yrs. or older or have parent/guardian consent.

This project requires that the model must be 24" wide and to scale. Maquette submission of your plan to beautify the Mooney Grove fountain/koi pond structure All proposed materials must be light-fast, weather resistant, and free of unsafe conditions or factors. Artist will be responsible for submitting a realistic budget and timeline. Group/collaborative proposal for beautification project will be considered

Proposals submitted after the deadline will not be accepted Artwork has to be family + community friendly.

Arts Consortium panelists will choose the top 3 submissions to receive \$500.00 prize each. The Tulare County Board of Supervisors will choose the ideal candidate from the top 3 proposals to receive a \$15,000.00 budget for the project's execution, materials and installation.

TO SUBMIT:

There is no entry fee. Proposal must include: Name of all artists, Contact information, Address, and

Examples of previous artwork, Approx. 200 word concept for proposed fountain structure beautification, Availability/time frame to work on the project.

Send images of your proposal in PDF format to hello@artsconsortium.org

Deadline: Tuesday, AUG 28th by 11:59 PM

Website: www.artsconsortium.org

HEALTHCARE NOTE

Community Committees Provide Valuable Insight and Ask Tough Questions, So That We Can Better Serve Our Community

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



Gary Herbst
Chief Executive Officer

A year ago, we began our search for community members to serve on three Community Advisory Committees designed to generate and evaluate ideas about how to better serve community health needs. The community response was overwhelming and since that time we have greatly enjoyed working with these diverse groups of community volunteers. I personally have been working with the "Hospital of the Future" Community Advisory Committee to determine how we are going to replace the 1969-built 221 beds in our Mineral King Wing that cannot be used for acute inpatient care past the year 2030.

In June, I traveled to Sacramento, accompanied by a contingent of several "Hospital of the Future" Committee members, a Kaweah Delta Board Member, and Visalia City Manager Randy Groom to meet with the Office of Statewide Health Planning and Development (OSHPD) about this matter. The goal was to confirm that OSHPD would accept a scale model of Kaweah Delta for seismic testing and reclassification to allow us to use those beds beyond 2030. We learned that the size of the model that OSHPD wanted was a two-thirds-to-full-scale model of a portion of the Mineral King Wing. It would need to include interior infrastructure such as electrical, plumbing, and mechanical, which would be too costly to take on with little assurance of seismic stability.

While we have not completely ruled out development of a scale model, we are currently working with OSHPD and our Committee to explore more cost-effective and timely alternatives that may allow the Hospital to be reclassified for acute inpatient use beyond 2030. Some options being considered include demolishing the top floor(s) of the Mineral King Wing, that it could be reclassified by OSHPD for use beyond 2030. If that was achieved, we could continue using seismically-compliant areas of the Hospital that were constructed back in the 1980s and

90s. We could then incrementally build bed towers to replace any Mineral King Wing beds that could no longer be used past 2030. This approach would likely keep replacement costs down.

In coming months, we will continue to explore options with the help of our "Hospital of the Future" Committee and KPFF, a nationally-renowned structural engineering firm. We are currently working to identify a master planning firm that has national experience, particularly in meeting California's seismic-related issues. We have asked nine firms to develop a full array of design options and alternatives that we can collectively evaluate with the help of our "Hospital of the Future" Committee and our Kaweah Delta Board of Directors. I would personally like to thank this Committee and our other two Committees, "Community Relations" and "Healthcare for Today and Tomorrow" for their commitment to work beside us, providing valuable insight and asking tough questions, so that we can better serve our community. Their hard work is very much appreciated.



THE LAW AT WORK

Preserving the "At-Will" Employment Relationship

GUBLER & ABBOTT
ATTORNEYS AT LAW - LLP

In California, "employment, having no specified term, may be terminated at the will of either party on notice to the other" (Dore v Arnold Worldwide, Inc. (2006) 39 CA4th 384, 391). Thus, California is an at-will state, meaning employees may quit without notice and, absent a specific employment contract, be terminated without notice. It is in every employer's best interest to keep the at-will relationship intact. If the at-will relationship is modified, situations can arise where the employment relationship can only be terminated upon a showing of good cause. There are several ways in which the at-will status of an employee can be modified.



Brett T. Abbott
Gubler & Abbott LLP

Certain employer actions can give rise to an enforceable expectation by the employee that he or she may only be terminated for good cause. Some examples include assurances of job security, regular promotions, salary increases, and bonuses. Some creative attorneys will even use birthday cards with innocuous statements from supervisors – "What would we do without you?" – as evidence that an employee expected that termination could only be for good cause.

However, verbal assurances, or regular promotions and salary increases, do not automatically establish an implied contract, i.e. where termination can only be for good cause. Several courts have concluded that without more, "promotions and salary increases are natural occurrences of an employee who remains with an employer for a substantial length of time... and should not change the status of an 'at-will' employee to one dischargeable only for just cause" (Miller v Pepsi-Cola Bottling Co. (1989) 210 CA3d 1554, 1559).

The best course of action is to include express language in an

employee handbook, or separate agreement, which makes the at-will relationship clear. The handbook language or agreement should state that the at-will relationship can only be modified in writing by the president/owner of the company. It's also crucial to have the employee sign-off on his or her copy of the employee handbook, showing that he or she understands and agrees to be bound by the at-will relationship.

This safeguard was crucial in one case in which a 20-year employee sued his employer, alleging that there was an implied contract wherein the employee could only be terminated for cause (Starzynski v. Capital Public Radio, Inc. (2001) 88 Cal.App.4th 33). After working for the company for over a decade, the employee signed an at-will agreement which stated that only the company's Board of Directors could modify the agreement. A supervisor assured the employee, both before and after he signed the at-will agreement, that the employee would only be terminated for just cause. The court ultimately ruled that the supervisor's verbal promises of continued employment did not create an implied contract because the employee signed a clearly-written at-will acknowledgment. Absent that agreement, the court likely would have found in favor of the employee.

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

VMC is Growing To Meet the Need

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

Visalia Medical Clinic is excited to announce the following additions to the family of physicians.

Dr. Christiansen earned his doctorate of medicine at Loma Linda University. He completed his undergraduate studies at Southern Adventist University in Collegedale, TN, where he earned a bachelor's

degree in biology.

He recently completed the Kaweah Delta Medical Center Graduate Medical Education program and he noted that the experience has been "precisely what I hoped it would be."

"There are very few things you can't pursue under the family medicine umbrella," Dr. Christiansen said. "My philosophy is that patient welfare comes first, along with always striving for the best possible outcome."

Dr. Saif completed a fellowship in endocrinology/metabolism at SUNY at Brooklyn, New York; his residency at Lutheran Medical Center in Brooklyn, New York; and his medical school training at Dow Medical College in Pakistan.

"I knew coming for the interview that there are a lot of other places I could go, but I wanted to come to a family place, and VMC is that place."

He is passionate about helping his patients avoid the very serious complications of uncontrolled diabetes.

"I know the mistakes people make that cause their diabetes to be uncontrolled and I know what they can do and are required to do with food choices," Dr. Saif said. "If the patients are not informed, I teach them."

Board-certified general surgeon Carol Machado, MD, comes to VMC from Saint Agnes Medical Providers and, previously, the

University of San Francisco-Fresno General Surgery Residency Program. She earned her medical degree from the University of California, San Diego School of Medicine.

She is trained in general surgery including open and laparoscopic; hernia repair, gallbladder removal, colon resection and breast surgeries.

Dr. Said is now seeing patients at the Visalia and Tulare offices of Visalia Medical Clinic.

He earned his medical degree and Ph.D. in Germany. He was board certified in internal medicine and cardiology before moving to the United States. He completed his U.S. medical residency training in internal medicine and his fellowship in cardiovascular disease at Texas Tech University Health Science Center.

"We have family in northern and southern California, so Visalia provided the right location," Dr. Said noted. "We also appreciate the quiet environment and it's a safe place for my family. I think we made the right choice."

Dr. Ford recently completed a fellowship in urological oncology at the Carolinas Medical Center, Levine Cancer Institute in North Carolina. He served his urology residency and general surgery internship at Detroit Medical Center.

He chose urology in his third year and found it to be "the greatest medical and subspecialty practice in the history of medicine. It is amazing because I can have a busy surgical practice but still have the medical aspect. It's hybrid and robust and I loved it."

He is especially interested in helping his patients maintain their quality of life.



Carol Machado, MD, General Surgery



Sarmad Said, MD, Cardiology



Joseph Ford, DO, Urology



Christopher Christiansen, MD, Family Medicine



Noman Saif, MD, Endocrinology

LEADERSHIP VISALIA

Visalia Chamber of Commerce Announces 2018-2019 Leadership Visalia Class



The Visalia Chamber of Commerce welcomes 17 participants to the Leadership Visalia class of 2019. For more than thirty years, the Visalia Chamber of Commerce has worked to develop community leaders to fill roles in the private, public, and non-profit sectors. The intensive leadership development course is designed to help emerging leaders in businesses and other community organizations further develop their skills, experience, and community knowledge.

The 2018-2019 class will be facilitated by Dante Rosh, Leadership Development Coordinator, Visalia Chamber of Commerce.

Class members include:

- Amanda Arreola, Visalia Convention Center
- Carrie Wilson, Tulare County Library
- Cate Fisher, BJ Perch Construction
- Daisy Guzman, CSET
- Jake Sorensen, Visalia Police Department

- Jorge Franco, EECU
 - Josh Banda, Sequoia Symphony Orchestra
 - Kelly Pierce, Kaweah Delta Health Care District
 - Lisa Alvarado, City of Visalia - Parks & Rec
 - Marcus Vaughn, Doctors Occupational Testing Solutions
 - Michael Andrada, California Water Service
 - Nicholas Havard
 - Nicole Payne, Happy Trails Riding Academy
 - Mona Whaley, Visalia Police Department
 - Stacy Heaton, Farmers Insurance District Office
 - Stephanie Burrage, Family Services of Tulare County
 - Vanessa Alvarado, Visalia Unified School District
- This 9 month program begins on August 23 with an orientation meeting, and will include evening classes, and day sessions featuring guest speakers and on site experiences. The Visalia Chamber of Commerce continues to host the Leadership Visalia program to confirm the commitment of the organization to advancing leadership in our community.

For more information regarding the Leadership Visalia program go to www.visaliachamber.org/leadership.



Central Valley Community Bank Investment Services Promotes Vice President, Financial Advisors: Lawless, Velasco, Faust And Welch

James M. Ford, President and Chief Executive Officer of Central Valley Community Bancorp, the parent company of Central Valley Community (Bank), is pleased to announce the promotion of Central Valley Investment Services (CVIS) Vice President, Financial Advisors: Jerry Lawless, Arthur Velasco, Robert Faust and Tim Welch, all of whom previously served as CVIS Investment Representatives and are responsible for managing existing and developing new client relationships with non-deposit investments in their respective regions.

"The team at CVIS has been providing investment services for the Bank since 1996. Our experienced team of Financial Advisors are dedicated to each of their client's success, offering non-deposit investment solutions desired by our customers throughout our growing footprint from the Greater Sacramento Region to the north and Tulare County to the south," said James M. Ford, President and CEO of Central Valley Community Bancorp and Central Valley Community Bank.



Lawless

A seasoned investment advisor, Lawless has provided investment solutions for the Bank for over 25 years. He manages investment services throughout Fresno County, including the River Park, Herndon and Fowler, Clovis Main and Prather offices. Lawless can be reached directly at (559) 297-6179.



Velasco

Velasco brings a combined 12 years of experience in sales and financial advising to his role as Vice President, Financial Advisor. Velasco manages investment services throughout Tulare County, which encompasses the Floral, Mission Oaks and Exeter offices. Velasco also manages investment services for the Kerman office in Fresno County. Velasco can be reached directly at (559) 625-7368.



Faust

Faust brings nearly 30 years of sales, marketing and financial planning experience to his role as Vice President, Financial Advisor. Faust manages investment services throughout Merced, Stanislaus, San Joaquin and Sacramento Counties, which encompass respectively, the Merced, Modesto, Stockton Lodi, Cameron Park, Folsom, Roseville, Fair Oaks and Rancho Cordova offices. Faust can be reached directly at (209) 644-7806.



Welch

Welch brings over 25 years of financial services and professional investment management experience to his role as Vice President, Financial Advisor. Welch manages investment services for several offices in Fresno and Madera Counties, including the Fresno Downtown, Fig Garden Village, Madera and Oakhurst offices. Welch can be reached directly at (559) 673-0395 ext. 3407.

Fresno Yosemite International Airport Sets All-Time Record With Over 1.63 Million Passengers Served

Impressive 6.3 percent increase triggered by new service and expanded frequencies



Fresno Yosemite International Airports today announced record-breaking passenger volume with more than 1.63 million travelers served in Fiscal Year 2018 (July 2017-June 2018). The Airport's milestone year represents a 6.3 percent increase over Fiscal Year 2017 which welcomed over 1.53 million passengers. Compared to the prior fiscal year, international travelers in Fiscal Year 2018 grew 1.5 percent while domestic passengers surpassed the same period by 7.1 percent.

"This impressive passenger growth rate is a testament of Central Valley travelers choosing Fresno Yosemite International Airport as their airport of choice as well our airline partners' commitment to providing a variety of airline options for the region," said Director of Aviation Kevin Meikle. "As the region continues to grow, we are actively planning and preparing for capacity related facility and infrastructure improvements that will be necessary within the next five years."

Expanded flight frequencies, transitions to larger aircrafts and the launch of air service to new destinations that occurred in Fiscal Year

2018 and contributed to record-setting passenger traffic include:

- New daily mainline service to San Francisco on United Airlines
- New nonstop service to Morelia, Mexico on Volaris
- Increased flight frequencies to Los Angeles on American Airlines
- Increased daily departures to Los Angeles on United Airlines
- Added third seasonal daily departure to San Diego on Alaska Airlines
- New airline, Frontier Airlines, nonstop service to Denver
- New daily nonstop service to Chicago on United Airlines
- Increased twice daily flights to Las Vegas on Mondays and Thursdays on Allegiant
- Increased twice daily departures to Guadalajara, Mexico on Volaris
- Daily service to Guadalajara, Mexico on AeroMexico

Record passenger growth has contributed to an annual economic impact of \$788.5 million to the regional economy and an employment base of 9,307 direct, induced and indirect jobs. Citing strong financial performance and record passenger levels, the Airport recently received a two notch upgrade from Standard and Poor's Global Ratings from 'BBB+' to 'A', with a Stable Outlook.

Like us on [facebook.com/FresnoYosemiteInternational](https://www.facebook.com/FresnoYosemiteInternational) or follow us on Twitter @FresnoAirport and Instagram @iFlyFresno.



Local Candidates face off in Candidates Forum on September 27

On November 6th residents of Tulare County will have the opportunity to vote on 11 different local races. Candidates for the 26th Assembly District, the 16th Senate District and the Tulare County Superintendent of Schools will participate in a Candidates Forum hosted by a coalition of local organizations including: AAUW, League of United Latin American Citizens, League of Women Voters of Tulare County, Tulare Chamber of Commerce, Tulare County Farm Bureau, Tulare Kings Hispanic Chamber of Commerce, Visalia Chamber of Commerce, and the Visalia Times Delta. The Forum will be held on September 27, 2018 at the Tulare County Office of Education Office located at 6200 S. Mooney Blvd. from 5:30 - 8:30pm.

The Candidates Forum will focus on races that affect a large majority of Tulare County residents. The Candidates Forum will be free and open to the public. Below is a list of the invited candidates and the timing of the event.

Tulare County Superintendent of Schools

- 5:30 - 6:30 pm**
- Craig Wheaton, Administrative Services Deputy Superintendent, Tulare County Office of Education
 - Tim Hire, Superintendent, Exeter Unified School District

State Senate District 16

- 6:30 - 7:30 pm**
- Ruth Musser-Lopez (D)
 - Shannon Grove (R)

State Assembly District 26

- 7:30 - 8:30pm**
- Devon Mathis, Incumbent, District 26 Assembly Member (R)
 - Jose Sigala, City of Tulare City Councilmember (D)

For more information contact, the League of Women Voters of Tulare County, 559-732-2009.

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Continued from Page 1

- China - April 5 - 19, 2019
- Cherry Blossom in Japan April 6 - 16, 2019
- Sunny Portugal May 17 - 26, 2019
- Alaska the Great Land June 19 - 27, 2019
- Shades of Ireland July 22 - Aug. 3, 2019
- Gems of Eastern Europe June 28 - July 8, 2019
- Journey Around Lake Michigan August 10 - 18, 2019
- Oberammergau, Germany & Austria June 9 - 17, 2020

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MEDIA PARTNERS:



CLIP & SAVE

CALENDAR - SEPTEMBER 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
2	3	4 City Council Meeting 7:00 pm, City Hall	5 Emerge Class 7:00 pm, COS	6	7	8
9	10	11 Chamber Government Affairs Committee Meeting Buckman-Mitchell Office, 7:00 am	12	13 Non-Profit Best Practices #2 Fresno Pacific University • 9:00 am YPN Monthly Meet-Up Barrelhouse Brewing Co 5:30 pm	14	15
16	17 City Council Meeting 7:00 pm, City Hall	18	19 Travel Presentation 12:00 pm, City Administration Building Emerge Class 7:00 pm, COS	20	21	22
23	24	25 Business After Hours Family Healthcare Network 305 E Center 5:30 pm	26	27 Visalia Chamber Ambassador Meeting 8:00 am	28	29
30						

Visalia Chamber of Commerce Hosts Presentation for 2019 Alaska Tour



Join the Visalia Chamber of Commerce for a Slide Show Presentation - Wednesday, September 19th at 12:00 pm at the City of Visalia Administration Building located at 220 N. Santa Fe. The Chamber invites you to learn about the tour which will depart on June 19, 2019 and return on June 27, 2019. The Alaska tour is 9 days and includes 13 meals, roundtrip airfare from Fresno, roundtrip transportation to the Fresno Airport, and hotel accommodations. The cost of the tour is \$4674 per person (double occupancy).

Journey to the "Land of the Midnight Sun" where towering mountains, massive glaciers and abundant wildlife await your arrival. The tour will begin in Anchorage, Alaska as travelers climb aboard the Alaska Railroad for a scenic ride to Talkeetna, and then continue onto Denali National Park. Dinner that night will include an all you can eat Alaska dinner and hilarious show with music and great stories of Alaskas history. While in Denali, a local guide will lead a Natural History Tour with more than 650 species of flowering plants. There

will be optional tours including; a "flightseeing" helicopter ride or a river float trip on the Nanana River. From Denali, the tour will travel to Fairbanks, Alaska the second largest city in the state. Travel on this day will be aboard the Riverboat Discovery. There will be an optional visit to El Dorado Gold Camp.

From Fairbanks the tour will travel south and follow the route of the Alaska Pipeline with a stop at the historic Rika's Roadhouse, including time to admire the towering Chugach Mountains and Thompson Pass. There will also be a stop at Worthington Glacier. While in Valdez, travelers will cruise through the glacier-carved fjords and passageways of Prince William Sound aboard the Valdez Spirit. The tour will end with a city tour of Anchorage and a farewell dinner.

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



Farm Credit West Helps Students and Teachers 'Learn About Ag'



For almost 40 years, the California Foundation for Agriculture in the Classroom has been helping teachers and students around the state "Learn About Ag." Judy Culbertson, the Foundation's Executive Director, says, "It's important for students to understand how important the agriculture industry is and where their food comes from." "Farm and ranch families comprise just 2 percent of the U.S. population so it's important to teach about agriculture not only in places like L.A. but also in our rural areas, where despite their proximity to ag production, they still lack understanding."

Since 2002, Farm Credit West, together with CoBank, a national cooperative bank and member of the Farm Credit System, have been proud sponsors of the Foundation's work. In all, they have donated \$186,000 to the Foundation during that time to help sponsor its National Agriculture Week activities and to help pay for the What's Growin' On? newspaper distributed free of charge to schools throughout the state.

"Farm Credit West believes it's vital to educate students about agriculture - where their food comes from, how it is produced,

and that the food supply is safe. That's why partnering with the Foundation is so important," Ghazi said.

"Each year, the Foundation develops a new edition of What's Growin' On? to highlight the state's vibrant and diverse agricultural industry," Ghazi said. "By incorporating a variety of activities, trivia, graphics, and readings, there's something for every learner - students around the state get a solid understanding of where their food comes from."

Besides helping support the newspaper project, Farm Credit West also sponsors the Foundation's involvement in National Agriculture Week. In California, the main event is the Ag Day at the Capitol. The annual event celebrates the many crops and commodities produced in the Golden State.

This year, during National Agriculture Week, the Foundation also organized an inaugural Sacramento Farm Day, in which 1,000 students from the area learned first-hand about agriculture at an event at the Farm Bureau offices. And it recognized the winners of the "Imagine this . . ." story-writing contest for students in grades 3-8. The stories are based on real or imagined experiences or events based on accurate information about California agriculture, and the winning entries are published in a story book each year.

"We really appreciate organizations like Farm Credit West that step up and generate more exposure of our resources," she said. "And Farm Credit always participates in our special events. To me that's big. They don't just provide financial support, they make sure their members and employees are aware of the Foundation and its programs."



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