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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE



UPCOMING EVENTS

- APRIL 9:**
Government Affairs Committee Meeting
Time: 7:00 am
Location: Buckman-Mitchell Office
- APRIL 11:**
YPN Meet Up
Time: 5:30 pm
Location: Barrelhouse Brewing
- APRIL 18:**
YPN Mixer
Time: 7:00 pm
Location: Visalia Rawhide
- APRIL 22:**
Teach Your Trade Workshop
Time: 5:30 – 7:00 pm
Location: Wyndham Hotel, Visalia
- APRIL 24:**
Stop Sexual Harassment Workshop
Time: 7:30 – 10:00 am
Location: Lamp Liter Inn
- APRIL 25:**
Ambassador Breakfast & Annual Member Meeting
Time: 8:00 am
Location: Visalia First Assembly
- APRIL 25:**
Visalia SOUP
Time: 5:00 pm
Location: Seven Oaks Church
- APRIL 30: Business After Hours Mixer**
Time: 5:30 pm
Location: 4Creeks Inc.

PRESIDENT'S CORNER

The Business Community is Ready to Tackle Big Issues

Pulling leaders together to improve the business climate in Visalia is a cornerstone of our work at the Visalia Chamber. Having a strong and vibrant business community means that our neighbors have jobs and we have places to eat and shop. Having a strong business community means taxes are paid, allowing us a safe city with wonderful roads, parks, and schools. If something disrupts business, it disrupts our ability to have a vibrant community. Because we believe in a vibrant Visalia, the Chamber works tirelessly to protect, advocate and champion local businesses.



Gail Zurek
Visalia Chamber
President & CEO

As I often say, one of the best parts of my job is getting to speak with business owners about their successes and struggles. We as a Chamber, get to celebrate those successes and help find solutions to the struggles. Sometimes, finding solutions involves connecting businesses to existing resources. Other times, it involves having conversations with business owners that become a chorus, as multiple businesses share that they are struggling with a similar issue.

Recently, business owners have begun to “sing” about a similar struggle, homelessness. Homelessness is a blanket term that covers, in my opinion, many individual challenges. The Visalia Rescue Mission has done a wonderful job of framing the conversation to talk about ‘have-nots’, ‘can-nots’, and ‘will-nots’. As I speak with business owners about their struggle surrounding homelessness, they often feel the need to provide a caveat. The caveat, while slightly different for each member, addressing the ‘have-nots,’ usually involves sharing how they want to truly help the ‘have-nots’ or how they currently serve those in need. They spend time sharing that they have a heart and truly are sensitive to this community. This isn’t just lip service. They do care; they do give, and they really want to help make life better, but most have reached a tipping point with the ‘can-nots’ and ‘will-nots’.

One business owner said it best when she said, “How am I supposed

to help if I can’t keep my business open?” The reality for businesses is that homelessness is an expensive problem that only seems to be getting worse. Business owners share with me the frustration of having the ‘can-not’ and ‘will-not’ homeless community impede commerce. To keep their business clean and open, employees report needing to clean medical and human biological waste from front doors and walkways. Several report aggressive run-ins leading staff to now be nervous about throwing away trash in outside dumpsters at night. Other businesses share stories about the ‘can-nots’ and ‘will-nots’ scaring customers and driving business away.

If something challenges business, it challenges our ability to have a vibrant community. We want to help find a solution.

Solutions aren’t easy. Visalia is not the only community struggling with this issue. But throwing up our hands is not a solution. Recently the Visalia Chamber gathered business leaders to explore their challenges and share simple solutions that have helped their businesses. The goal was not to solve homelessness. The goal was to understand how businesses in Visalia are affected by homelessness and some solutions local businesses have found helpful.

This business solutions group will meet again soon. There is strength in pulling leaders together. There is strength in our community working together to look at challenges. If your business has been affected by the ‘have-nots’ and ‘will-nots’ we’d love to have you join our next meeting. Please email the Visalia Chamber at info@visaliachamber.org and reference this article. We anticipate our next meeting will be in early spring.

If we are to maintain a vibrant Visalia we must be engaged in those issues challenging our business community, even those issues that seem ‘too big to tackle’. I look forward to having you at the next meeting.



Emerge Program Provides Entrepreneurs With Roadmap for Success

By: Nicola Wissler
Education & Workforce Development Manager,
Visalia Chamber of Commerce



School District geared towards introducing Sophomores from 10 Linked Learning Academies to local business leaders. The students had the opportunity to ask questions of the leaders regarding how they chose their job, what a typical day looks like and what other types of jobs led them to where they are now.

As a participant, I was impressed with the caliber of student and the types of questions that they were asking me. As I met with one group of students, I asked them about their career goals and one student mentioned that he wanted to own his own business one day. I was excited for him and told him a little bit about what it takes to get a new business started. This same student then asked me “What is the biggest reason that a new business fails?” This question made me stop and think.

The short answer to the question is that many new business owners are not prepared, and do not understand how many different aspects of business that they are now going to be responsible for. The longer version of this answer is that when someone has a dream and they are passionate about starting a business it is often because they believe in a product or service. But passion for a project or service is not going to make you a successful business owner. As an entrepreneur, you need to have a plan in place. You need to understand how to

I recently attended a series of events with Visalia Unified

market your product, how to legally form a business, how to keep good financial records, how to hire and manage employees and many other things. The reason that many businesses fail, is that business owners become overwhelmed, and important things like insurance, accounting or marketing begin to fall by the wayside eventually dragging the business down.

The key to becoming a great entrepreneur is to know a little about a lot of things, and to create a network of business professionals who want to be there to support you. This may seem like a simple solution, but where do you find these team members, and how do you learn a little about each of the important topics? The Visalia Chamber EmERGE program was designed to be the solution to these questions.

The EmERGE program provides a safe and comfortable space for entrepreneurs to ask difficult questions and to find support from their peers. Participants learn how to write a business plan which is a clearly defined road map to help an entrepreneur reach their goals. The class tackles complicated issues like cash flow, target audiences and market research with local industry experts who participate as guest speakers and business mentors, helping the participants to begin building their professional support team.

If this program sounds interesting, more information can be found on the website www.visaliachamber.org/emerge or by calling the Chamber at 559-734-5876. Applications for the EmERGE program will be available beginning April 1, 2019 and will be due May 24, 2019.



Visalia Chamber Announces 2019 Annual Member Meeting



The Visalia Chamber of Commerce recently announced that the 2019 Annual Membership meeting will be held on Thursday, April 25th 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 during the last twelve months. Plus the Chamber will preview exciting enhancements to membership and programs.

This year the Annual Meeting will highlight Chamber members celebrating significant membership anniversaries.

Those Chamber Member who are celebrating 5, 10, and 15 years of Chamber Membership will be honored during the meeting. Additionally the Chamber will announce the 2018-2019 Epic Ambassador of the year.

The Visalia Chamber Annual Member Meeting will take place, Thursday, April 25th 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 served. Tickets for the Annual Meeting are \$15.00 and can be purchased online at www.Eventbrite.com.



VISALIA CHAMBER OF COMMERCE MISSION ICONS



Catalyst for Change



Community Convener



Champion for Business

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

ADDRESS SERVICE REQUESTED

6th Annual Hands in the Community Golf Tournament, May 3rd, 2019

Hands in the Community (HNC) announces its 6th Annual Golf Tournament on May 3rd, 2019 at the Ridge Creek Golf Course in Dinuba, California. This year, in addition to regular corporate sponsorships, HNC is offering the community the opportunity to sponsor local First Responder teams as a special "Thank you" for all they do for us on a daily basis.

HNC is inviting First Responders from Tulare and Kings County Police, Fire, Sheriff's departments and Cal Fire to join us for a great day of golf, food and fellowship, so that we can honor the brave men and woman who spend their lives protecting us all.

This year's event is a chance for everyone, golfer or not, to be a part of something fun and worthwhile to our community, and it's easy to become involved. More information, sign-up forms and Sponsorship Opportunities forms are available at www.hnonline.org OR contact HNC at 559-625-3822.

Hands in the Community is a community benefit organization established to provide volunteers and groups to assist with crisis and short term services for the underserved in Tulare and Kings County. The purpose of HNC is to provide an efficient network of volunteers/groups that responds to the hands-on needs of people in our community. By connecting those who require services and resources with those who can provide them, HNC joins the hand of the helper to the hand of the needy within the community.

Whether you are a golfer or not, this year's event gives you the opportunity to pay tribute to the brave men and women who make up our area's First Responders, while also contributing to HNC's continued growth in providing much needed services to the needy and underserved of Tulare and Kings Counties.



See you on the Links!

Visalia Chamber Announces Board Slate for 2019



On June 30, 2019, three 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 Stacy Morris (EDIS), Mary Alice Escarsega-Fechner (CSET), and BJ Perch (BJ Perch Construction) 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: Andrea Castro (KRC Safety), Nick Pritchett, (Williams, Brodersen & Pritchett LLP), and Samuel Ingram, TechCare360. 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 (Wednesday, April 10, 2019). If no additional nominees are submitted, the proposed slate listed above will be elected to serve on the Board starting July 1, 2019. 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 contact Gail Zurek at the Visalia Chamber of Commerce at 559-734-5876.

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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Ground Breaking

Sequoia High School

Woodland Street

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.

Business Builder Member:

■ **JESSICA'S PERMANENT MAKEUP**
559-308-1225
Barbers, Beauty Salons & Spas

Business Connector Members:

- **OAK VIEW APARTMENT HOMES***
559-733-3213
Apartments
- **REAL PROPERTY MANAGEMENT EVERGREEN**
559-746-9030
Property Management & Investment
- **SUNBELT RENTALS**
559-205-1303
Construction Company

Small Business Members:

- **R&M DRUG PHARMACY**
559-365-7861
Pharmacies
- **STACKED BAR & GRILL**
559-372-8480
Restaurants

Renewing

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

Keystone Members:

- KMPH Fox26 / The CW KFRE 59
- Visalia Mall

Community Investor Members:

- Enjoy Magazine
- Gateway Church*

Business Builder Members:

- Crescent Valley Public Charter*
- Potters Porta-Potties

Business Connector Members:

- Bank of America - Main St.
- La Quinta Inn*
- NAMI Tulare County
- Office Source 360
- Transitions Children's Services
- Westamerica Bank*

Small Business Members:

- Access Plus Capital
- Bryson Cancer Care, Inc.*
- Cal-Valley Insurance Services
- Companion Animal Medical Center
- Gunning & Gunning, C.P.A.*
- Haulaway Storage Containers*
- Little Italy Restaurant
- Perfect Timing Marketing
- Read for Life*
- Valley Yellow Pages
- Visalia Parks and Recreation Foundation*

*Indicates membership in the Visalia Chamber 110% Club.

Tulare Car Show will Benefit Veteran Programs



AMVETS (American Veterans) 3rd Annual Cars at the Park Car show is scheduled for April 6, 2019 at Zumwalt Park in Tulare. All the proceeds will go towards services and programs for Veterans and their families.

AMVETS is a nonprofit Veteran Service Organization and was the first VSO chartered by the Federal Government. State Headquarters, which oversees operations, in Tulare at 157 South K St.

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

- Service Officers - Provide assistance regarding benefits and to help file VA claims.
- Scholarships – Financial assistance to Veterans enrolled in college, trade or vocational school
- Career Center – Provides employment assistance as well as help with resumes and use of our computer lab and more.

■ Career Closet – We provide clothing to men and women Veterans who might need them 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 Program.

■ Legislative Advocacy – Our Legislative team is active in advocating on behalf of our Veterans and their dependents.

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

The Car Show will have LOTS of information about Veterans organizations as well as other nonprofit, food and nonfood vendors.

For information please contact Sharon Allison-Crook, Director of Marketing & Programs (559) 688-3407 (559) 827-3494 or email: sharon@amvetsca.org

Free OSHA Training OSHA Chemical Hazard Communication Training



CSET is pleased to announce FREE OSHA approved safety training opportunities through our Safety Training Outreach Program (STOP). Funded by the U.S. Department of Labor Susan Harwood Training Grant, STOP offers free training sessions on Chemical Hazard Communication. A significant number of leading industries in Tulare County are exposed to chemicals, including paints, adhesives and solvents used in construction and farming, lubricants and fuels used in industrial applications, and cleaning solutions used in various businesses. STOP engages employers and workers from small businesses, especially high priority populations such as those in high-hazard industries; temporary workers; minority workers; low-literacy workers; and workers and employers in new small businesses.

Hazard Communication. A significant number of leading industries in Tulare County are exposed to chemicals, including paints, adhesives and solvents used in construction and farming, lubricants and fuels used in industrial applications, and cleaning solutions used in various businesses. STOP engages employers and workers from small businesses, especially high priority populations such as those in high-hazard industries; temporary workers; minority workers; low-literacy workers; and workers and employers in new small businesses.

Training is available at no cost to companies of 250 employees or less. Training sessions are also available in both English and Spanish. Employees learn how to read safety data sheets, learn about labeling, understand pictograms, and discover how the globally harmonized system and hazard communication standard work together. No need to wait. Simply schedule your training session now and our staff will discuss flexible scheduling and training options – we come to you, anytime, anywhere! We proudly serve Tulare, Kings, Kern and Fresno counties. For more information and to schedule a training session, contact Christian Lozoya at (559) 742-4638 or osha@cset.org.

Community Services Employment Training (CSET) inspires youth, families and communities to achieve self-reliance through innovative pathways and collaboration. Since 1976, CSET has been the Community Action Agency for Tulare County. We are a nonprofit agency established to fight America's War on Poverty.

APRIL 22, 2019

5:00PM
DOORS OPEN

5:30PM
PANEL DISCUSSION

WYNDAM HOTEL
9000 W. AIRPORT DR.
VISALIA, CA 93277

INFO SESSION WILL COVER:
How to apply
Minimum qualifications:
High School
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Community College
Student Demographics
Time Commitment
How to Plan a Lesson
Classroom Management

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TO CLASSROOM CAREERS

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WWW.EVENTBRITE.COM

Assistance League of Visalia thanks the Tulare County Community for its support of our annual "Rummage Sale." Together, we raised \$11,245.00 for programs supporting local children, including "Operation School Bell" which will clothe more than 700 Tulare County children this school year. A special thanks to **KJUG** and Rose Ortega for spreading the word.

Congratulations to Jordan Mulrooney and his team at **Re/Max Visalia**, they raised nearly \$4,500.00 for Valley Children's Hospital on Kids day.

Congratulations to **Combat Veterans of Hope** and **Happy Trails Riding Academy**. They were recently featured in the California Bountiful magazine. The article discussed the partnership between these two great local nonprofit organizations.

The **City of Visalia** is moving from two cans to three. No more split trash cans. During the months of March through June, your split can will be converted into a blue-lid can for recyclables, and you'll receive a new gray-lid can for trash. With three cans, sorting will be easier, and you'll have more room for trash and recyclables. It's easier for you and better for the environment. All pick-up dates will remain the same, and there's no additional cost to you. www.visalia.city/3can or call 1-833-268-2455

Join **Family Services of Tulare County** for Denim Day by



wearing jeans on Wednesday, April 24 and participating in our Dollars for Denim Campaign! Denim Day focuses on raising awareness about sexual violence. Participating is an opportunity to show solidarity with survivors of abuse in Tulare County and around the world, and encourage open discussion about how we can work in our personal and professional lives to reduce violence in our communities.

Cars at the Park in Tulare is looking for additional vendors for their event on April 6th. This event will benefit **AMVETS**. For more information contact Sharon at 559-827-3494

Sun-Gazette editor Paul Myers and publisher Reggie Ellis win meritorious public service award and best news story from annual George Gruner awards. Put on by the Fresno Bee and Fresno State, the prizes honor George F. Gruner, whose 46-year career included 33 years at The Fresno Bee. This year the Sun-Gazette submitted for two categories, meritorious public service award and best news story for 2018, and won them both. Editor Paul Myers won his first Gruner Award for meritorious public service with his three-part series on mental health training for law enforcement. Myers shined a light on the killing of Tulare man Jontell Reedom, 27, who suffered from schizophrenia. Publisher Reggie Ellis and Myers were also recognized for their coverage of alleged Golden State Killer, Joseph James DeAngelo Jr.

VISALIA UNIFIED SCHOOL DISTRICT Milestones



Schools are responsible for many things but the most important is academic achievement. Over the course of a thirteen-plus year course of study in the public school system, our communi-

ty should expect that its school district produces graduates who are ready for a productive adult life. With the many things that schools do, it is important to establish and maintain a focus on the most important things, and to that end, Visalia Unified has established three milestones that allow for reference over time on the progress of students in our school district.

What is a milestone? Traditionally, a milestone is a stone set up alongside a road that marks the distance to a particular destination. In the sense that we are using the term, a milestone is an annual check to determine the progress we are making on something important. Our three milestones are:

Milestone One: All students reading at grade level at the end of the second grade

This is clearly the most important of the three milestones, for the ability to read is the single most important skill that an adult can possess, and it is a prerequisite for nearly every other academic endeavor. Last year, 60% of our students were at grade level in reading by the end of second grade.

Milestone Two: All students ready for high school mathematics at the end of the 8th grade

This milestone is important because high school mathematics is an important crossroads for students: eligibility and readiness for high school course sequences allows students the most powerful access to pathways through high school, postsecondary educational options and into adult life. Math instruction and achievement starting in elementary school and continuing through middle school is critically important in preparing students to have choices at this crossroad in their academic careers. Last year, 33% of our students were fully ready for high school mathematics at the end of the 8th grade.



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

Milestone Three: All students college and career ready at the end of the 12th grade

Both of the previous milestones merge in the third, for the ability to read and think mathematically is the foundation for career choices in high school and into adult life. College and career readiness can encompass a range of things, including completion of a pathway program in a technical field, proficiency on State assessments, dual or concurrent enrollment in a community college, completion of college entrance requirements or passing an advanced placement exam. These increase the expectations of our

graduates, for being college and career ready means meeting criteria that extends beyond earning a diploma. High school differs from earlier grades in that there are programmatic options available that allow students to explore particular fields in great depth. While high school students have long had great choice regarding what they will study and how that study links to options beyond high school, our emphasis is on broadening those opportunities and better preparing students to take advantages of those options. Last year, 39% of our students were fully college and career ready.

This may seem like we're ignoring all other subjects. We're not. We still teach and have high expectations for achievement in science, history, art and music, physical education, and our elective programs. These subjects have always been important, and remain important to the future of our students. But because these milestones are based on foundational skills and abilities, they are the cornerstone for increased achievement in all subjects.

As a final note, it must be noted that we are not satisfied with the level of achievement we have attained on these milestones. In fact, these milestones were chosen because the skills they reflect are so significant and because we are not helping our students to achieve them at high levels. We are working hard to develop the skills reflected in these milestones in our students and we will report our progress to the community on an annual basis, for they are critical to our effort to provide our students with an education that affords them limitless opportunity for the future.

VEDC Annual Meeting to Focus on Re-Energizing and Re-Connecting Employees

The Visalia Economic Development Corporation (VEDC) will hold its Annual Meeting at 7 a.m. on Wednesday, April 17, at the Visalia Convention Center.

The speaker this year is Cynthia Johnson, owner of COMMCO, a communications, coaching, consulting and training firm that helps organizations and individuals develop their leadership, team building and conflict resolution skills.

Johnson is also a full-time professor of communications and psychology at College of the Sequoias and is division chair for the COS Language and Communications Studies divisions.

She will help attendees learn how to bring joy back into the workplace, help employees re-connect, learn pitfalls to avoid, and understand the phases that all employees journey through in the work environment.

The Annual Meeting will also include recognition of outgoing

chairman of the board Carrie Groover, general manager of the Visalia Marriott, and incoming chair Kevin McCusker, interim manager of general rate case outreach for California Water Service. Event sponsors include Southern California Edison, Gropetti Automotive Family, Jostens and Wells Fargo along with Central Valley Community Bank and Electric Motor Shop.

Tickets are \$35 per person in advance or \$45 at the door. Only cash or check will be accepted at the door. One person from each VEDC member business may attend at no cost.

To pay by credit card and to RSVP, contact The Lockwood Agency at 733-3737 or email jebert@thelockwoodagency.net.

The VEDC is a nonprofit, membership-based organization that focuses on retention of employers in the Visalia Industrial Park, and recruitment of new employers.

Emergency Department Construction Projects Underway

Work continues to nearly double the size of Kaweah Delta Medical Center's Emergency Department by summer 2020 and a new council is in place to enhance patient experiences in one of the busiest hospitals in the state.

As part of Kaweah Delta's ED expansion, the hospital has temporarily relocated its ED waiting and registration area. For the next four to five months, people seeking care at Kaweah Delta's Emergency Department, will enter the hospital's main entrance at 400 W. Mineral King Ave., Visalia. The temporary ED waiting and registration area is just inside the Mineral King Lobby. The expansion will better serve patients and meet the needs of the growing community in the following ways:

- Grow the number of patient beds from 41 to 74 beds
- Nearly double the size of the waiting room to accommodate 100+ patients

- Add a new area that will allow patients to be more quickly screened.

For more info, visit www.kaweahdelta.org/ED.

New Council
Kaweah Delta has selected the members of its first Emergency Department Advisory Council, which will meet monthly to find ways to enhance patient experiences. The following 14 people have been selected to sit on the council, which first met on Feb. 27: Phil Bourdette, Guy Christian, Susan Delgado, Laurie Diamant, Sean Doyle, Rick Eastes, Kathy Johnston, Ravi Kumar, M.D., Christine Moore, Belva Peden, Monica Peterson, Gailerd Swisegood, Ann Tonini, and Thomas Wright. The committee meets with Kaweah Delta staff members and members serve a two-year term.

Assistance League Announces Date for "Derby" Fundraiser

Assistance League of Visalia is proud to invite the Tulare County community to our annual fundraiser, "An Evening at the Derby," on May 3, 2019 at Koetsier Ranch in Visalia, 8230 Ave. 272, Visalia, CA 93277

All proceeds from the event benefit the League's five children's programs provided to all Tulare County schools. The event begins with "horse racing" at 6:30. Wooden horses race to the finish line with prizes for the winning bettors.

A fabulous dinner is prepared by Koetsier Ranch. You'll enjoy

wonderful entries and superb desserts. That is not all! There are over 100 silent auction items assuring that all have a chance to leave with a terrific local product. Last, but not least, the drawing for our Disney raffle will be held with each of TWO winners taking away 10 one day "Park Hoppers" to Disneyland, valued at over \$1,800.00

Information regarding ticket purchases is on our website www.assistanceleague.org/visalia - or by calling 559-737-1907.

BOARD SPOTLIGHT

Garth L. Gipson



Gipson

Garth L. Gipson, CFP® is the Franchise Owner & Private Wealth Advisor at Gateway Financial Planning Group

■ **Why do you serve on the Chamber Board of Directors?** I serve on the board because I

think that the Chamber does amazing work in the community and for our business environment locally. Being a part of that is just exciting to me.

■ **What has the Chamber done in the last 12 months that has helped your business?** The Chamber continues to provide avenues of leadership development for myself as well as members of my team. As a small business owner tapping into that as a resource is incredibly valuable to me and my business.

■ **What motivates you to work hard?** Our clients. The trust that they place in us is inspires me to continually learn and sharpen my tools. We develop incredibly close relationships with them and we don't take that for granted.

■ **Is your glass half full or half empty?** 2/3 full. I'm a firm believer in the power of positive thinking. The mind is an incredibly powerful tool to help you accomplish any goal you may have.

■ **3. What was your first job?** Loading oranges into a wheel barrow and feeding them to goats for a dollar a wheel barrow. I think this was during one of the freeze years growing up. The first job the IRS knows about was at a gas station in Lindsay. It was great, I deep fried burritos, ran a cash register, stocked shelves, & cleaned bathrooms.

AMBASSADOR SPOTLIGHT

Andre Gervais



Gervais

Business Development, Innovation Commercial Flooring

■ **How has the Chamber and the ambassador program helped you or your business to grow?** Personally I feel Visalia Chamber is listening and making changes to the community through action with a purpose. The Chamber team is focused on not just ribbon cuttings and eating your food, but more focused on the relationship process. Sales is not the only business. Good, honest relationships are what takes you through the "Valley" of growing your worth.

■ **Why is it important for your employees to get involved in the Chamber programs and events?** "If they ain't seeing you, they ain't buying", and this doesn't mean just closing deals. People need to buy into you first. The world of relationships and understanding patience are only learned through walking your boots in the room. The Chamber isn't there to train you its there to guide you. Find the value and learn the process. But, if you don't show up, how can you start?

■ **The best part of working for Innovation Commercial Flooring is?** They let me be a father to my three kids - no questions asked.

■ **Where is your favorite place to go in Visalia with friends and family?** Honestly, I would have to say it's the people over any particular place. Everyone has a target, a taco stand, and an ice cream place. The reason I go to Visalia with my family is because I know my kids will pick up on the good manners and hardworking attitudes. No matter how big the town is growing somehow the leadership has captured the small town vibe. Good Job!

California's Agricultural Labor Relations Board Requires Agricultural Employers to Walk an Increasingly Fine Line



When it comes to employment laws and regulations, California

employers operate in the most complex and onerous legal environment in the country. In a perfect world, all employers would have ample time, energy, and resources to comply with every law and regulation dreamt up by federal and state lawmakers. In reality, however, employers must often choose where to focus their compliance efforts. A recent decision issued by California's Agricultural Labor Relations Board ("ALRB") highlights the Board's unwavering bias in favor of employees and serves as an important reminder that employers cannot afford to ignore the ALRB.

In its decision, the Board found that an employer violated California's Agricultural

Continued on Page 4

PrideStaff Visalia Named President's Circle Award Winner for Exceptional Achievement in Profitability and Growth

PRIDESTAFF

PrideStaff, a national, franchised staffing organization, awarded top revenue producers its President's Circle Award at its recent Annual Conference. Reserved for Strategic-Partners, account managers and company managers, this honor is bestowed upon leaders who have achieved the highest level of growth for their staffing offices and exceeded revenue goals for the year.

This year, PrideStaff Visalia was named a winner of PrideStaff President's Circle Award for being a top producer in revenue and profits in 2018. Blanca Covarrubias and the entire PrideStaff Visalia team were recognized at PrideStaff's annual meeting in New Orleans, Louisiana.

"Thriving in today's staffing industry is extremely challenging, especially during this prolonged period of near-record-low unemployment," said Blanca Covarrubias, Owner/Strategic-Partner of the Visalia office. "Maintaining a high level of success takes more than perseverance; it takes a strong brand, unparalleled technology and the ability to provide real solutions to our clients' toughest business problems.

"We are thrilled to honor Blanca Covarrubias and the entire PrideStaff - Visalia team for hitting the lofty growth and profit targets they set in 2018," said PrideStaff Founder and CEO George Rogers. "By embodying PrideStaff's mission to 'Consistently provide client experiences focused on what they value most,' Visalia fuels sustained, profitable growth. We extend our heartfelt congratulations to PrideStaff - Visalia and we wish them continued success in the year ahead."

For more information about PrideStaff, please contact Blanca Covarrubias at 559-734-4002.

Long-Time Visalia Orthopedic Surgeon Announces Retirement

Orthopaedic surgeon Don Schengel, MD, has announced his retirement after 29 years in practice with Orthopaedic Associates.



Schengel

In addition to his practice, Dr. Schengel has shared his expertise with medical organizations including serving as the chair of the Kaweah Delta District Hospital Department of Surgery, as a member of the hospital's Medical Executive Staff, as a member of The Lifestyle Center Advisory Board and as a member of the Board of Trustees of the Point Loma Nazarene University. He also served as an orthopedic instructor in the emergency residency program through UCI-Kaweah Delta District Hospital.

He has also been active in community sports, including serving as team physician for Visalia Rawhide, COS and Redwood High School baseball teams, as coach of NJB baseball, AYSO and CYA soccer, and Visalia recreational basketball.

Dr. Schengel's list of professional credentials includes Diplomate, American Academy of Orthopaedic Surgery; Fellow, Arthroscopy Association of North America; and the American Academy of Orthopaedic Surgeons.

The medical staff of Orthopaedic Associates includes Ian Duncan, MD; Seth Criner, DO, MS; Bruce Le, DO, MS; Burton Redd, MD; and podiatrist Kazi Rahman, DPM. For information, visit www.thebonesurgeons.com or call 733-3346.

Win 10 Disneyland "Park Hopper" Admission Tickets

The Assistance League of Visalia is currently selling tickets to raffle off two chances for each winner to receive 10 one-day "Park Hoppers,"

for Disneyland - valued at over \$1,800.00. Your chances increase every time you purchase a ticket.

All funds that are raised will be used to benefit children in Tulare County. One of our programs, "Operation School Bell" provides NEW clothing for more than 700 students from elementary and middle schools at JCPenney in Visalia. This program is ongoing each year. In addition, each fall over 1,600 hundred students receive a backpack, filled with supplies to start the new school year.

The Assistance League of Visalia is a nonprofit philanthropic organization dedicated to the enrichment of the lives of children in our local communities through volunteerism, education, and service.

Please call 559-737-1907 for tickets or email assistanceleague@alvisalia.org. We are happy to deliver the ticket to you. 500 tickets are available and two winners, will be drawn on May 3rd at our "An Evening at the Derby."

HEALTHCARE NOTE

The Business of Health Care

By: Visalia Medical Center



Today more than ever, health care providers are working with patients to maintain good health and prevent illness. Employers are just as committed to keeping their employees healthy. Healthy employees are generally happier employees and they help improve the bottom line.

Specialists in occupational medicine and physical therapy work directly with employers to support health maintenance and insure a healthy work environment. Neck, shoulder and wrist injuries can be prevented, or minimized, through proper ergonomics and training employees on proper lifting techniques can help prevent back injuries. A walk-in clinic staffed with highly skilled practitioners, such as our own QuickCare and Sequoia Prompt Care, and our skilled physical therapists, can help employees return to work more quickly.

Visalia Medical Clinic also offers the convenience of a patient portal that provides online access so patients can request an appointment, view a summary of a recent medical appointment or see lab results, for example.

The online portal also allows patients to monitor blood pressure, blood sugar trends, weight changes and prescriptions - all critical to maintaining good health. With this data in hand, patients are empowered to take charge of their own health and get back to work more quickly.

As a multi-disciplinary physician-owned clinic, Visalia Medical Clinic is committed to offering this full range of services and responding to changes

in our industry.

Employers need healthy employees in order to meet their goals, remain profitable and reduce costs. Healthy employees contribute to a healthy community. Even with the focus on technology, health care remains an industry that must maintain a very personal touch. Many patients consider their physician part of the family - particularly patients who struggle with a chronic illness.

The challenge we must meet is to stay abreast of trends and technology while continuing to deliver quality, compassionate care. We are proud to be a family of providers who meet that challenge on a day-to-day basis and share their expertise outside of VMC's walls. Our providers participate in community events, student athlete exams and sporting events, local free clinics and more.

VMC continues to grow with our community, and we look forward this year to announcing additional specialists who have chosen to join the VMC family. We are proud to offer the expertise and services necessary to keep your employees healthy in order to keep your business healthy.

(Visalia Medical Clinic offers the expertise of more than 60 physicians. VMC also offers a lab, a wide array of diagnostic technology, extended hours through QuickCare and Sequoia Prompt Care walk-in clinics, a Sleep Disorders Center and an Allergy and Sinus Center, all in one location at 5400 W. Hillsdale, Visalia. The clinic is open Monday through Friday 8 a.m. to 5 p.m.; with extended and weekend hours at QuickCare and Sequoia Prompt Care. For information, call 739-2000 or visit www.vmchealth.com.

CITY UPDATE

The Mid-Kaweah GSA Wants You

By: City of Visalia Staff Would you like to be a part of preserving our community's most precious resource?

Residents, business owners and growers alike are invited to apply to become an Advisory Committee member for the Mid-Kaweah Groundwater Sustainability Agency (GSA) and provide their decision making support on how best to preserve our water to the GSA's Board of Directors.

The Mid-Kaweah GSA is a local public agency formed by the City of Visalia, the City of Tulare and the Tulare Irrigation District in response to state passage of the Sustainable Groundwater Management Act (SGMA) of 2014.

In order for the GSA Advisory Committee to be reflective of the community, the GSA Board of Directors is working to maintain a panel comprised of up to three members representing the agricultural community, up to three members representing governmental organizations operating within the GSA, and up to three members representing environmental interests and/or disadvantaged communities, with the remaining appointments serving in an at-large capacity.

An 11-member panel, the Advisory Committee provides decision making support to the GSA Board of Directors through input on technical studies conducted to develop the agency's Groundwater Sustainability Plan (GSP), and oversees public and stakeholder outreach intended to develop a GSP that accomplishes the region's groundwater needs consistent with SGMA.

Interested in applying? Applicants to the GSA Advisory Committee must be residents or associated with a business in within the jurisdictional area of the agency. Meetings are held on-call, but no fewer than three meetings a year are held. Once appointed, member terms are three years.

To get your application in now, visit www.midkaweah.com and click on "Menu - Advisory Committee." All applications will be reviewed by the GSA Management Committee, after which time recommendations for appointment will potentially be made.

For more information, visit www.midkaweah.com or contact J. Paul Hendrix, Mid-Kaweah GSA at (559) 686-2166 or jph@midkaweah.org.

THE LAW AT WORK

As Summer Draws Closer, Remember California's Heat Prevention Laws



California and federal law (OSHA) have specific provisions in place to protect people who work outside in high temperatures. Such employees



Brett T. Abbott
Gubler & Abbott LLP

must be allowed and encouraged to take a cool-down rest period of at least five minutes to avoid overheating. A worker who takes a preventative cool down rest must also be monitored and asked if he/she is experiencing heat illness symptoms. The employee must also be encouraged to remain in the shade. Employers who do not comply with this regulation can be subject to claims for failure to provide rest breaks and/or to pay the one-hour premium for missed rest breaks.

While the high-heat (over 95 degrees) OSHA heat recovery regulations only apply to certain industries (Agriculture, Construction, Landscaping, Oil/Gas Extraction, and certain Transportation/Delivery services), the remaining portions of the regulations apply to any business with outdoor employees when the temperature exceeds 80 degrees.

These regulations require employers to provide shaded areas big enough to accommodate 25% of the outdoor workforce, and to allow employees to take paid rest breaks in the shade for up to five minutes as needed to prevent over-heating. These shades areas must be open to the air or ventilated or cooled by another safe means. Further, employees should not have to cross traffic to reach the shade, nor

should the shade be located next to portable toilets or where employees will have to sit on wet or muddy ground or come into contact with branches, brush, or thorns. Other cooling measures, such as misters, can be provided, so long as the employer can show they are as effective as shade.

Employers must also provide employees with free, ready access to fresh, pure, suitably cool, potable drinking water. OSHA requires that the water be fit to drink and free from odors that would discourage workers from drinking it. The water must also be "cooler than the ambient temperature." Containers provided for water must be clean. Finally, the water must be located as close as practicable to the areas where the employees are working.

Temperatures in the Valley will soon be over 80 degrees (if they aren't already!). Thus, employers would be wise update employee handbooks, take a look at company policies, and train supervisors to ensure that these requirements are being followed.

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

Continued from Page 3 • California's Agricultural Labor Relations

Labor Relations Act ("ALRA") by instructing an employee not speak about his opinion that the employer's new harvesting equipment would slow workers down and negatively affect piece-rate wages. While this conclusion sounds reasonable at first glance, a closer review of the actual facts illustrates just how questionable the Board's finding really is. In response to safety concerns, an employer decided to replace its old harvesting equipment with newer (and safer) equipment. The company scheduled a meeting to introduce its employees to the new equipment. One employee claimed this his supervisor instructed him "not to speak at all" during the meeting about his opinion that the new equipment would slow workers down (and thus negatively affect piece-rate wages). The supervisor, on the other hand, denied so instructing the employee, and said that he merely cautioned the employee against using profanity during the meeting. While there was evidence to support both parties' accounts, the Board sided with the employee. What This Means for Employers:

It is important for employers to understand that the outcome of this case,

as is true for many cases before the ALRB, boiled down to which side could present their version of the facts more credibly in the eyes of the Board. Of course, it is also important to understand that the ALRB has historically displayed a strong tendency to credit employees' over employers' accounts. Therefore, it is critical that agricultural employers understand the importance of being proactive and taking the steps necessary to avoid getting entangled with the Board in the first place. This involves a deep understanding of the ALRB and its regulations. In addition, California agricultural employers should consider training their management on compliance with the Act and immediately retaining experienced labor counsel when dealing with issues involving the Board. Contact Barsamian & Moody if you any questions about compliance with the Agricultural Labor Relations Act.

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

LABOR LAW COMPLIANCE SERIES FOR SUPERVISORS

Visalia Chamber of Commerce & Pacific Employers Want to Help You

STOP HARASSMENT

California Senate Bill 1343 requires California employers with 5 or more employees (including temporary or seasonal) 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

7:30am - 10am • April 24th • July 24th • October 23rd

Registration: 7:30 - 8am • Seminar 8-10am

The Visalia Chamber of Commerce & United Way in cooperation with Pacific Employers, will present the state mandated "Supervisors" Sexual Harassment Prevention Training Seminar & Workshop. This morning training program will include information and practical guidance regarding federal and state sexual harassment laws, harassment prevention, bullying prevention and correction as well as remedies available to victims. The training is "interactive," and includes opportunities for discussion, role-playing and a question and answer session led by a qualified trainer as required by AB1343. While all employers with 5 or more employees (including temps and independent contractors) are mandated to provide supervisor training, **All employers** need to consider this requirement as the new mandate for all supervisors. **No matter how many employees you have.**

RESERVATIONS REQUIRED

Online Reservation: <http://visaliachamber-dev.chambermaster.com/events/calendar/>

VISALIA TIMES-DELTA • MARCH 30, 2019

LEADERSHIP VISALIA

Taking Responsibility for Your Quality of Life

By Jake Sorensen
Visalia PD, Leadership Visalia Class Member



In today's fast paced environment life can easily become overwhelming. Between managing a fulltime job, raising a family, or just keeping up with social expectations, the "S" word, STRESS, can easily creep into our lives, wreaking havoc on the body in ways that you often can't see. The Leadership Visalia March day session focused on learning about the physical effects of stress and how to manage stress levels. The day touched on many aspects of stress management; from mental health, nutrition, signs and symptoms of stress, exercise, and mindfulness.

and actionable steps to help prevent chronic stress. Dr. Verma was clear to indicate that acute stress is important for survival during situations related to life and death matters, but repeated exposure to incidents that activate the flight or fight system turn into chronic stress. It is important to be self-aware, take responsibility, and find healthy coping mechanisms to deal with stressful environments.



A major component in combating stress is adding an exercise routine into your daily life. A fun way to exercise and relieve unwanted stress is boxing. Blueprint Studio is a local gym that offers a unique experience to group exercise. The Blueprint experience balances cardio and strength training. Our class was led by an instructor who motivated us to push through the entire workout. Whether you are a beginner or an expert in the gym, Blueprint will leave you exhausted and feeling excited to come back.

Another factor prevalent in our lives that we don't often associate to stress is digital devices and social media. Countless mind-numbing hours are spent scrolling through pages of people's lives while we compare our lives to others. The constant need for a "like" has created a physiological response to receiving and not receiving the response we wanted from our "friends". Sean Daly led a discussion about unplugging and being more aware of our screen time. Replacing screen time with, mindful meditation can calm the body and direct your focus. Ziayas, a local metaphysical boutique, allowed the class to participate in mindful meditation, helping us to focus on our breathing and quieting our thoughts. The five minutes of silence brought peaceful closure to our day.

Stress plays a major role in our lives. It is impossible to eliminate stress completely, but with self-awareness and stress combating techniques, you can greatly improve your health. Visalia offers multiple outlets to help lower the stressors of daily life but ultimately you have to be responsible for your own quality of life.

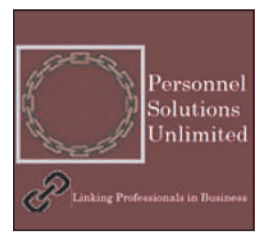
A panel of local experts kicked off the day discussing the topic of stress as it relates to trauma. Trauma can manifest in many forms, but if untreated, can quickly turn into a silent killer called chronic stress. Trauma can occur from a single event or repeated exposure to situations that activate the sympathetic and parasympathetic nervous systems. The LOSS Team of Tulare & Kings County is a local resource that aides' families who have suffered a sudden loss, providing grief counseling, and other services in hopes of preventing additional trauma and chronic stress. The stress of trauma can be mitigated through traditional counseling sessions and lifestyle choices, that I will touch on soon.

Nutrition plays a key role in reducing chronic inflammation which ultimately leads to chronic stress. Precision Prep, a local food prep business, showed the class a variety of ways to cook nutritional meals in simple but interesting ways. The class participated in the preparation of three chicken and rice recipes; pesto, Santa Fe, and Asian style. We prepared three meals for 20 people in a matter of 45 minutes and the food was delicious! Precision Prep teaches you and your family how to cook with fresh ingredients and prepare multiple meals in order to make meal prep easier and reduce chronic stress.



The afternoon panel addressed how stress affects the body's physiology, and how to manage stress using the four "A's". The four "A's" include; Avoiding unnecessary stress, Altering the situation, Adapting to the stressor, and Accepting the things you can't change. These A's are positive

Personnel Solutions Unlimited, Inc.- Locally owned Recruitment Firm is Celebrating 18 Years in Business



As the 18th year anniversary arrives for Personnel Solutions Unlimited, Inc. Shelly Little,

President of the company gives thanks to the Tulare & Kings County businesses that have supported her company throughout the years.

Personnel Solutions Unlimited is locally owned and operated doing business since March of 2001. Personnel Solutions is a Recruitment Firm and offers staffing solutions for Employers and job opportunities for Employees.

With over 22 years of experience in the Industry, I understand the needs of my Clients and Candidates. Our main focus is Accounting, Administrative, Management and Medical Office Staffing, however we will do specialized Recruitment depending on the needs of our Clients.

Personnel Solutions has always maintained a presence in the community. We understand the importance of networking and constantly adding contacts to our professional network. The result is strong relationships with key clients while growing a candidate pool of experienced professionals.

We are members of the local Chambers of Commerce, SHRM of Tulare-Kings County, SHRM National, California Staffing Professionals Organization, the American Staffing Association and the Better Business Bureau.

Our Recruitment solutions provide:

- Temporary employees for a project or coverage for any type of leave
- Temp to Hire for companies that want to make sure they are hiring the right candidate for a full time opportunity
- Direct Hire-Executive Search

Most businesses can use an extra set of hands to handle a big project or a new surge in business, but most are also reluctant to hire full-time staff.

We provide exceptional customer service and career opportunities! Our results oriented approach to placement solutions enables us to create the ideal fit for both our clients and employees.

Personnel Solutions links professional is business! Honesty, integrity, credibility, and a willingness to respond to the needs of our clients and employees is our philosophy for building long term business relationships.

If your company is having a tough time acquiring top talent, let's have a conversation and see what how we can help you. Call or email me at 559-734-0570 or Slittle@psu-inc.com.

Spring Cleaning for Your Mind-6 Ways to De-Clutter and Re-Focus

By Kelsey Low, The Growth Coach of Central California, YPN Steering Committee Member



Spring is here! Warm weather and bright sunshine might be getting you in the mood to get up and clean. We

decluttering your mind. When you forgive other people, you set yourself free. If you forgive someone and YOU feel better, doesn't that sound like a win/win?

4. Move Your Body
When your body is stressed, it's literally fueled with excess energy. Back in caveman days, this energy was needed to run fast from saber tooth tigers or any other predator. Today we bottle up our energy and sit behind a desk. No wonder stress is so rampant! Easy solution ... blast a song and move your body. If you don't feel ready to let loose, you can start parking in the far corner of the parking lot each time you go somewhere. 3 extra minutes of walking can support you in clearing your mind.

5. Stop Binge Watching TV
If you have found yourself watching TV every night, for multiple hours, try cutting your TV usage in half. If you are stressed or trying to zone out, the blue light from TV isn't relaxing you, it's distracting you. Remember how looking at our phones creates the fight or flight response? Watching TV can do the exact same thing. Let watching TV or Movies be a special occasion activity. Invest your time into things that invest back into you.

6. Set a To-BE List
Most of us are masters at creating a to-do list. I invite you to write a to-be list, set clear intentions for the type of person you want to be. For example, do you want to be courageous? bold? honest? kind? loving? hard-working? focused? Write 3 words about the person you want to be today. I can bulldoze through a to-do list but what really moves the needle is being the best version of me each day.

I hope these 6 ways to spring clean your mind will help to support you in the step of life you're in right now. Learn to embrace the bumpy road of life; there is always something to be grateful for and learn from.

clean our homes and offices, but what about our minds? Have you ever been unable to focus because your mind is so busy worrying about other things? If the answer is yes, you're not alone. Most people are constantly multi-tasking, their mind constantly running. Here are 6 ways to de-clutter your MIND. Just like cleaning the house, it requires consistent upkeep and maintenance.

1. No cell phone for first 30 Minutes after waking up
Specifically, do not scroll through emails and social media. Why? This instantly puts the brain in a fight or flight mode a huge contributor to stress. When we see notifications, our brain instantly goes into a reaction/response mode. Our brain sees incomplete tasks and wants to complete them. Before leaving bed, stress can start to take over the peaceful process of waking up! It doesn't give you time to plan, or set the tone for your day, on your terms.

2. Learn to Meditate
Meditation is the practice of letting your body fully relax and giving yourself permission to be an observer of your thoughts. It is a practice that is LEARNED and it takes practice. It can start with as little as 5 minutes! There are endless studies that show meditation is linked to living a longer life because of how effective it is for slowing the constant movement of our tech filled world.

3. Let Go of Grudges
Who do you need to forgive? As we go into this new season, each person that you have a grudge towards is taking up precious space in your mind. That space between your ears is valuable real estate. Forgiveness and letting go is a vital part of the process of

Fresno Yosemite International Airport Debuts New Arts Lounge with Contemporary Art Exhibitions

The Airport's new arts lounge and art exhibitions, part of the Arts & Culture program, provide a welcoming and relaxing seating area for travelers. The lounge is configured to offer a comfortable workspace, an area to charge mobile devices or a quiet place to relax and enjoy works of art by Central Valley artists.

The Airport's Arts & Culture program highlights the many talented artists who call this region home and who showcase various cultural identities and diverse histories through their unique interpretations. Over the past year, the program has grown to include larger works of art, music and a partnership with Spectrum Art Gallery featuring local photographers. Live musical performances by area musicians have been added for special events and to enhance the traveler experience. Interest from the local arts community has been strong drawing more artists and musicians wanting to be part of the Airport's program.

"As the Airport enters the second year of the Arts & Culture program, we are pleased to be able to add the arts lounge to complement the exhibitions and to offer a friendly airport environment for travelers," said Director of Aviation Kevin Meikle. Featured Artists



Leslie Batty's exhibition features her large scale works including a painting of Lewis Carroll's Alice Through the Looking Glass. Ms. Batty has exhibited both nationally and internationally, including exhibitions at Galerie Métaoia in Paris, France and a recent solo exhibition at Adler & Co Gallery in San Francisco.

The Spectrum Photograph Gallery features "Projections" by John Moses, a series of photography images blending iconic films with ghostly images from some of Hollywood's most acclaimed films.

Like us on facebook.com/FresnoYosemiteInternational or follow us on Twitter @FresnoAirport and Instagram @iFlyFresno.



SHRM of Tulare/Kings County presents: Sexual Harassment Traits and Characteristics:

Barbara Maselli has 37 years of management experience in both public and private industries, and 25 years of human resources experience. She has two degrees in Human Resources Management and is completing a Master/Ph.D. in Industrial/Organizational Psychology. She holds certificates in the PHR, practitioner in Myers-Briggs Type Indicator (MBTI), Influencer, and Conflict Resolution. She is a member of SHRM, SIOP, APA, and ACHE professional organizations. Barbara is finishing her dissertation on registered nurses who are sexually harassed as a result of being bullied in the workplace. Currently, she is the Program Director for the Health Care Administration undergraduate program at Fresno Pacific University, and full-time faculty teaching in business management, health care administration and traditional undergraduate classes. Barbara has been a professor for 20 years.

April 9, 2019
Registration begins at 11:00 am,
Lunch is 11:30 – 1:00 pm
Location:
Visalia Marriott, 300 S. Court St.
Register: www.shrmtularekings.org



- Taste of Vietnam:**
March 6 – 19, 2020
 - Discover Croatia, Solvenia and the Adriatic Coast:**
April 23 – May 4, 2020
 - Oberammergau, Germany & Austria**
June 9 – 18, 2020
 - Bluegrass Country & the Smoky Mountains:**
September 17 – 25, 2020
 - Albuquerque Balloon Fiesta:**
October 9 – 14, 2020
 - Israel: A Journey of Faith:**
November 2 – 10, 2020
Collette Vacations, Mayflower Tours, Cistline
- For more information, go to www.visaliachamber.org/travel

THANK YOU TO OUR PREMIER MEMBERS:

CHAMPION:



VISIONARY:



REGIONAL LEADERS:



KEYSTONE:



CORNERSTONE:

CIGNA, CSET, E.D.I.S., Lamp Liter Inn, M. Green and Company, Naked Nut Southern California Edison

MEDIA PARTNERS:



CLIP & SAVE

CALENDAR - APRIL 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Visalia City Council Meeting City Hall, 7:00 pm	2	3	4	5	6
7	8	9 Chamber Government Affairs Committee Meeting Buckman-Mitchell Building, 7:00 am	10	11 YPN Meet Up Barrelhouse Brewing, 5:30 pm	12	13
14	15 Visalia City Council Meeting City Hall, 7:00 pm	16	17	18 YPN Mixer Visalia Rawhide, 7:00 pm	19	20
21	22 Teach Your Trade Workshop Wyndham Hotel, 5:30 pm	23	24 Stop Harassment Workshop Lamp Liter Inn, 7:30 am	25 Chamber Ambassador Breakfast & Annual Member Meeting Visalia First Assembly, 8:00 am Visalia SOUP Seven Oaks Church, 5 pm	26	27
28	29	30 Business After Hours Mixer 4Creeks Inc., 5:30 pm				

Do You Have A Travel Bug?

Traveling is a great way to relieve stress, learn about different cultures, experience delicious food and meet new people. But travel can also be complicated and confusing when you have to book flights, find hotels, reserve tours and deal with other details. The Visalia Chamber of Commerce offers opportunities to travel without the stress so that you can just sit back and enjoy the journey.

In 2019 the Chamber is offering 3 different tours, all are managed by reputable travel companies with many years of experience and proven results. Each tour includes roundtrip airfare from the Fresno Airport, transportation to and from each airport and a dedicated English-speaking tour guide. The Chamber will be hosting travel presentations for each tour where community members can learn about tour details and ask questions before making a final decision to travel with the Chamber.



2019 Tours:

Gems of Eastern Europe River Cruise: featuring Hungary, Croatia, Serbia, Bulgaria and Romania. This tour will run June 28 – July 8, 2019 and includes 23 meals. Discover the scenery and history along the lower Danube River as you sail aboard our exclusively chartered ship. Travel through five countries of Eastern Europe and discover their history, culture and beauty. The trip highlights include; Magyar horseman show at a Puszta farm, Culinary demonstration, Home-hosted lunch with a Croatian family, Serbian Folklore Show, Acapella Choir Concert, Kalocsa, Osijek, the Iron Gates, Belgrade, Bucharest and Transylvania.

Shades of Ireland:

featuring Northern Ireland. This tour will run July 22 – August 3, 2019 and includes 17 meals. Set out on an amazing Irish adventure that tells the complete story of the Emerald Isle. Trip highlights include:

St. Patrick's cathedral, Phoenix Park, Grafton Street, Kilkenny, Waterford Crystal factory tour, Blarney Castle, Ring of Kerry, Cliffs of Moher, a traditional Irish farm visit Giant's Causeway and Belfast.

Greece, In the Footsteps of Paul the Apostle: featuring a 3-night Greek Islands and Turkey Cruise. The tour will run October 2 – 12, 2019 and includes 20 meals. Paul the Apostle, the prolific writer of the New Testament letters, was one of the first Christian missionaries. Trace his journey through the ancient cities and pastoral



countryside of Greece and Turkey. Trip highlights include; Athens, 2-night cruise, Mykonos, Ephesus, Patmos, Santorini, Delphi, Corinth and the Acropolis.

For more information about traveling with the Chamber and upcoming tours go to www.visaliachamber.org/travel or call the Chamber at 559-734-5876.

Visalia SOUP Event Supports Community with Crowdfunding, Entrepreneurship, and Collaboration.



In partnership with other local businesses, the Visalia Chamber of Commerce will host its fourth Visalia SOUP event on April 25, 2019.

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.

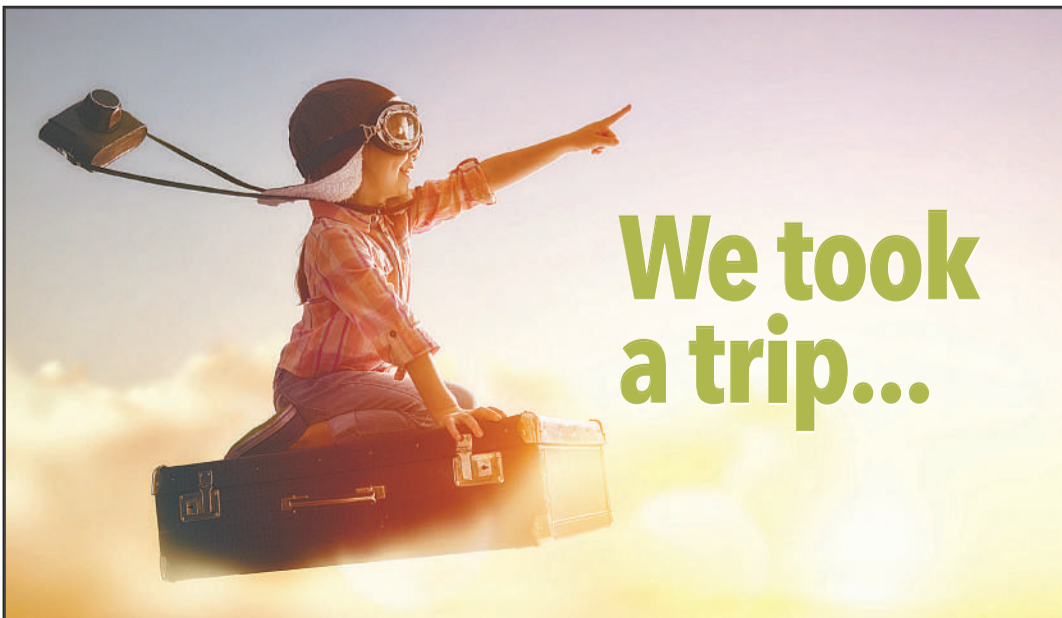
At the event, attendees eat, talk, share resources, enjoy art/music and vote on the project they think is most deserving. At the end of

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, Hood Outreach Ministry, a group of people who provide outreach, services and resources to the homeless in North Visalia as well as FAR (Formal Attire Ready) a clothing closet providing professional work attire, dance and graduation attire to foster youth.

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. Reservations for Visalia SOUP are currently available at: www.visaliachamber.org/soup

Visalia SOUP will be held on April 25, 2019 at Seven Oaks Church 1021 S. Burke 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.



We took a trip...

Nowhere exotic, but we're happier than a kid on a flying suitcase about our new office. So update our info in your contacts and pay us a visit!

200 E. Center Street Suite A Visalia, CA 93291

Same phone. Same friendly, creative staff.

559.739.1747 • DMIAGENCY.COM

