



# Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE



## UPCOMING EVENTS

- APRIL 30:**  
**Business After Hours Mixer**  
Time: 5:30 pm  
Location: Buckman-Mitchell Inc.
- MAY 8:**  
**Travel Presentations: Costa Rica & Southern Charm Holiday**  
Time: 12:00 - 1:00 pm  
Location: Buckman-Mitchell Office
- MAY 9:**  
**YPN Meet Up**  
Time: 5:30 pm  
Location: Barrelhouse Brewing
- MAY 14:**  
**Government Affairs Committee Meeting**  
Time: 7:00 am  
Location: Buckman-Mitchell Office
- MAY 23:**  
**Ambassador Breakfast**  
Time: 8:00 am  
Location: Visalia First Assembly



VISALIA CHAMBER OF COMMERCE

- Gems of Eastern Europe River Cruise**  
June 28 – July 8, 2019
- Shades of Ireland**  
July 22 – August 3, 2019
- Greece: In the Footsteps of Paul the Apostle:**  
October 2 – 17, 2019
- Tropical Costa Rica:**  
November 9 – 12, 2019
- Treasures of Egypt:**  
February 18 – March 2, 2020
- Taste of Vietnam:**  
March 6 – 19, 2020
- Discover Croatia, Slovenia 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](http://www.visaliachamber.org/travel)

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

## Good Leaders are Always Learning

*“Our company travels 1-2 times a year for conferences like this and the Impact Leadership Conference was better than those we leave the area for!” – Impact Leadership Conference Attendee*

Leaders should always be learning. After 30 years of formally training leaders, the Visalia Chamber of Commerce hosted the first annual Impact Leadership Conference presented by the Groppetti Automotive Family on Thursday, March 21, 2019, at the Visalia Convention Center. Because of the success of Leadership Visalia, the Chamber took bold steps to ensure that there are additional quality leadership and workforce training opportunities for business owners and employees in the Central Valley.

Cultivating business and community leaders by providing quality continuing education, Impact Leadership Conference provided opportunities for learning that focused on workplace skills, personal growth, and community activism. The conference featured nationally recognized keynote speakers, Justin Patton and David Carr. Justin Patton, bestselling author, and international Executive Coach, kicked the morning off with humor, and a deep and lasting message. Patton’s interactive discussion encouraged conference-goers to own their space, communicate their needs, and lean into their strength as leaders. In the afternoon, Superbowl Champion, Fresno State superstar, and NFL commentator, David Carr shared leadership lessons from his years both on and off the field. Carr’s conversational approach allowed attendees to ask leadership specific questions of a football great.

*“The opening speaker was incredible and left me with a lot to think about and put in place to be a better leader.” – Conference Attendee*

*“The keynote was fantastic. I liked that the event featured local speakers and presenters, which created a more intimate feel and was a less intimidating environment.” – Conference Attendee*

Breakout sessions presented by local industry experts and



CHAMBER SPOTLIGHT

community leaders provided tangible solutions for real challenges. In total there were 21 breakout session options. The sessions receiving the highest praise from the post-event survey included; Managing Personalities, Generational Diversity, Creating a Personal Brand, Healthy Boundaries for Teams, Establishing Your Core Leadership Values and Making Mentoring Work. Many of the attendees asked that some of the sessions from this year be repeated next year because they were not able to attend due to the number of great topics available during the conference.

During the Impact Leadership Conference, the Chamber took conference networking to a new level. At lunch, attendees were assigned to tables with strangers. The entire room was asked 2 questions, and each person at the table reflected and shared their thoughts. Finally, each table took turns sharing their thoughts with the entire room, allowing the attendees to participate in the teaching and learning taking place that day.

*“Especially liked the working lunch-networking event. It was something that kept our table talking with each other and really getting to know each other. I can tell you all of the names and what they do, and I don’t have a business card from any of them.” – Conference attendee*



The 2nd Annual Impact Leadership Conference will be held on March 26, 2020, at the Visalia Convention Center. As the responses to our survey indicate, this premier leadership training conference is a sound investment. As one attendee noted “Impact Leadership Conference was very professional and informative with a splash of fun!” and we could not agree more. The Visalia Chamber looks forward to your participation next year.

## PRESIDENT’S CORNER

### Putting the Pieces Together

“I swear, I didn’t know I had it!” my youngest child pleaded as he positioned the final puzzle piece to complete the family puzzle we had been working longer than I’d care to admit. I honestly think he didn’t realize that this piece would be the last, or that it was hidden among his stash of popcorn and fruit snacks. But that forgotten piece was critical.

Recently the Fresno International Airport presented to Visalia Chamber members the airport’s growth and expansion plans. Kevin Meikle, Director of Aviation shared their plans for growth and the reasons behind the plan. From two new gates, new parking, increased baggage support services and a host of other updates, Fresno is positioning itself to respond to increased ridership and expected future growth. They are pulling ridership from all over the valley, including the central coast. Meikle shared with Chamber members that Visalia ranks third in communities utilizing the Fresno airport. As such, he was excited to not only share the new plans but connect directly with airport users.

Critical to the development of our region, access to air transportation is a key piece for our tourism economy, local businesses with a national and international client base, and those looking to locate their business in our community. In the Central Valley, distribution is big business and air travel is a key element. Knowing the Fresno Airport’s growth plans allows businesses to effectively factor that growth into their own business models.

One of the most interesting conversations was about which new airlines might be flying in and out of Fresno. While Meikle’s slides about new gates were exciting the room leaned into the conversations



**Gail Zurek**  
Visalia Chamber President & CEO

about how new airlines are recruited and how those airlines decide where they will fly to, from Fresno. Meikle said something, almost in passing, that reminded me of my youngest child with the puzzle piece. He told those gathered in the room, “knowing where your business hubs, main offices and where major clients are located really helps the airport and in turn, the airlines decide which flights and which destinations makes the most sense”.

There it was, the forgotten critical piece. The Visalia Chamber strives to connect members. Often that conjures up images of business after hours, networking receptions, nametags and appetizers. While those are ways we help members connect, the conversation Meikle was having with the business leaders gathered that day is a much stronger example of the connections the Visalia Chamber provides. In that meeting, leaders shared their pieces to a puzzle the Fresno Airport is putting together. Many didn’t even realize that they were holding pieces. One leader later told me, “I’d never thought to share that information with the Airport, or that it would mean they could actually better serve me better.” Silly, I guess, but I’m happy we helped make the connection.

Often in business, we operate in silos. We forget to pick our head up and look to the horizon. We forget that we or our neighbors might have the missing piece to help us grow, develop or overcome the obstacles we’re facing. These opportunities for connection and conversation are our chance to affect change and improve. We at the Visalia Chamber look forward to connecting with you and connecting you to others.

## VISALIA CHAMBER OF COMMERCE MISSION ICONS



Catalyst for Change



Community Convener



Champion for Business

## Visalia Chamber Recognizes 38 Members at 2019 Annual Member Meeting

This year the Visalia Chamber of Commerce Annual Meeting highlighted Chamber members celebrating significant membership anniversaries. Those Chamber Members who celebrated 5, 10, and 15 years of Chamber Membership were honored during the meeting.

### 5 Year Anniversary Members:

- 210 Café
  - Bay Alarm Company
  - Dowling Aaron Incorporated
  - Giant Chevrolet Cadillac
  - Innovation Commercial Flooring, Inc.
  - Littler Mendelson
  - McDonald & Associates
  - McKellar Ranch Co., Inc.
  - Orthopaedic Associates Medical Clinic
  - Rabobank- Mooney Blvd
  - Read for Life
  - Ronald McDonald House Charities of the Central Valley
  - Smoking Barrel Firearms
  - Stor It
  - Sun Fresh
  - Sutton & Hague Law Corporation
  - The Valley Voice
  - Tulare County Fair
  - Tulare River Economic Development Corporation
  - Tule River Tribe Eagle Mountain Casino
  - Valley Expetec
  - Valley Life Charter School Foundation
  - Valley Oak S.P.C.A.
  - Visalia Farmers Market
  - Visalia Unified Teachers Association
  - Vossler Farms
- ### 10 Year Anniversary Members:
- Leavitt United Insurance Services
  - Paladin Investment Group
  - Tulare County Library
  - Visalia Rescue Mission
- ### 15 Year Anniversary Members:
- Best Buy Market
  - Bryan Company
  - City of Visalia – Visalia Convention Center
  - Family Builders Foster Family Agency
  - The Hanford Sentinel
  - Law Offices of James P. Hurlbutt
  - Martin & Martin Properties LLC
  - Villane Ward Insurance Services

Visalia Chamber Members celebrating 20 + years of Chamber Membership will be recognized at the 2019 Annual Awards Celebration, June 13th at the Visalia Convention Center.

The Visalia Chamber Annual Member Meeting took place on Thursday, April 25th from 8:00 - 9:30 am at Visalia First Assembly Church located at 3737 S. Akers.

## The EDD Has Updated the Brochures for Paid Family Leave and Disability Insurance Provisions

The California Employment Development Department (EDD) has updated two of the brochures that California employers are required to provide employees when appropriate.

The first brochure is the Paid Family Leave (DE 2511) brochure, which employers must provide to newly hired employees and to each employee who is taking time off work to care for a seriously ill family member or bond with a new child. The new brochure can be accessed online at:

[https://www.edd.ca.gov/pdf\\_pub\\_ctr/de2511.pdf](https://www.edd.ca.gov/pdf_pub_ctr/de2511.pdf)

The second brochure is the Disability Insurance Provisions (DE 2515) brochure, which employers must provide to newly hired employees and to each employee who is unable to work due to a non-work related illness, injury, pregnancy, or disability. The new brochure can be accessed online at:

[https://www.edd.ca.gov/pdf\\_pub\\_ctr/de2515.pdf](https://www.edd.ca.gov/pdf_pub_ctr/de2515.pdf)

Employers should begin using these updated brochures immediately as both of these brochures went into effect in March 2019.

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.

### About this publication ...

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## COMMUNITY LOYAL MEMBERS

*A thriving community starts here!*



### New

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

#### Keystone Member:

- CALIFORNIA DAIRIES, INC. (CDI) (559) 625-2200

#### Small Business Member:

- ZELTMACHER STRUCTURAL DESIGN ENGINEERING, INC (760) 375-6452

- PURKEY & ASSOCIATES (707) 666-5990

### Renewing

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

#### Regional Leader Member:

- California Water Service

#### Keystone Member:

- DMI Agency

#### Cornerstone Members

- EDIS
- Southern California Edison Company

### Business Connector Member

- Best Buy Market \*
- Priority Payment East
- Saint Anthony's Retreat/Santa Teresita Youth Conference Center \*
- Visalia First Assembly

### Small Business Member

- Holiday Inn Express & Suites
- Kast & Company Communications
- Provost & Pritchard Consulting Group
- Seven Oaks Church
- SunPower by Sun Solar

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

## 4Creeks Creative Tallies a Big Win With Hire of Fresno Sports Executive and Advertising Expert, Jeremy Schultz



4Creeks Creative (4CC) has expanded its capacity and services through the strategic hire of long-time Sports and Marketing executive, Jeremy Schultz. Schultz, the former Assistant GM for the Fresno Football Club and General Manager/owner of Fresno Fuego has joined forces with the growing marketing and advertising agency to offer greater expertise in their advertising and sports entertainment marketing services.

Schultz has been working in the sports management and advertising industry for over 20 years serving as the GM of the Fresno Fuego, assisting in the development and management of professional soccer team, Fresno Football Club and being the founder and president of South Valley United Soccer Club. "I've always worn a lot of hats in my past positions, but my main point of focus has always been revenue generation. I love connecting community partners and building synergies that solidify advertising opportunities that make sense for their business" Schultz said.

With the addition of Schultz, 4CC will offer a new mix of

advertising opportunities with some of the biggest sports and entertainment entities in the Valley ranging from grass roots efforts to professional sporting teams. "Jeremy has been a foundational piece of the sports & entertainment landscape in Central California for the last 20 years. We are thrilled that we'll be able to offer his experience to our clients and that we'll be able to bolster his efforts in a new and expanded way," Chief Marketing Officer, Eric Riley said. "With Jeremy on board, 4CC will now provide some exciting new platforms for our clients to connect with their audience and the greater community across Central California."

"I had been around 4Creeks Creative and was really intrigued by the culture here. When I moved back to Visalia this past July, I was ready to diversify my portfolio and make a shift in my career. I knew 4CC was the perfect place to build a new and expanded platform that brings a wide variety of professional sporting agencies, businesses, and the community together." Schultz said. "It's an exciting time to be a part of 4Creeks Creative and to help build the vision for making our clients, the agencies we represent, and our communities rise together."

**CASA of Tulare County** is proud to announce its 25th year Anniversary for the "Once Upon A dream" Fundraiser Friday May 10th, Doors open at 5:30. Dinner by the Vintage Press. Tickets and Sponsorships available now. For more information call CASA of Tulare County 625-4007

**CASA of Tulare County** is proud to announce that Eric Johnson has been selected as the new Executive Director.

On April 9th **Cal Valley Insurance** announced that they were celebrating their 35th anniversary. Thanks again everyone for all of your support over the years

**Valley Children's Hospital** is proud to announce that we have received our fourth Magnet® designation for nursing excellence! Valley Children's is now a member of an elite group of hospitals to receive a fourth Magnet® designation for nursing excellence. Only 71 hospitals worldwide have earned this four-year-long designation four or more times.

A celebration for success in the Year 2018! Congratulations to everyone on the **ReMax** Team on their awards! Thank you for your continued hard work and dedication day in and day out! You are all truly valued beyond measure!

**2Market Visuals** is making an impact. We were honored to be able to help a family business get back in business! After seeing photos of their devastating loss from the Paradise fire, we contacted them and offered our services. We may not be able to change the entire world, but once in a while we get the opportunity to change someone's world. Congratulations E&J's Mobile Kitchen!, and thank you for allowing us to walk with you for part of your journey.

Recently the **Central Valley Christian High School** varsity baseball team hosted a Pink Out to raise funds for breast cancer



research. Coach Marshall's mother has recently been diagnosed with breast cancer and he planned this special game as a surprise. The team wore shirts dedicated to people in their lives that are currently fighting cancer including MS secretary, Shelly Weststeyn. Way to go Cav baseball for Speaking Life through this game.

Did you know ...

**Wonder Valley Ranch**

has ponies? Ride 'em cowboy! Hop on one of our ponies, led by an attendant, and meander around the ranch. We offer quality pony rides for parties, corporate events or any other occasion that would enjoy a unique, fun way to entertain guests and their families.



**The Source LGBT+ Center** wants you to know that Pride Visalia is returning on May 25th with more of everything you love: things to see, things to buy, rainbow/pride gear, music, drag shows, talent, arts, selfie spots, portrait studios, food, snacks, drinks, and good vibes. Whew! We pack a year's planning to make these 5 hours the best ever. \$5 general admission \*\*Cash only entrance day of. \$125 VIP All Access Passes (see Eventbrite for details) Cash only to enter, but cards widely accepted inside.

Spring has sprung at the **Lamp Liter Inn**. We are getting ready for our upcoming banquet events. The conference Center holds many types of events anywhere from business meetings to wedding receptions. Let's not forget baby showers, class reunions, birthday and retirement parties. If you have any questions please call 559-732-4516.

**VISALIA UNIFIED SCHOOL DISTRICT**

**Learning for Success in Life**



There has been discussion in our community recently regarding student discipline in Visalia Unified School District. This discussion focuses on the progress and shortcomings of our



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

effort to create a more student-centered discipline system. This is an appropriate conversation, for although we are making progress, we have not yet completed this work.

As Superintendent of Visalia Unified, I would like to provide some in-house perspective on this discussion.

When I was a shop teacher, one of the things I was expected to do was establish an advisory committee with local representatives from businesses working in engineering and architecture. This advisory committee was intended to provide my program with insight on the needs of local industry so that the classes I offered to students would prepare them for work in those fields.

From the advisory, I received two types of feedback. On occasion, I was told that familiarity and skill with a particular process or form of technology was expected of new employees. But I was **always** told by potential employers that the most useful skills I could help develop in my students were a willingness to learn and the ability to work with other people. It always struck me that the need to develop students both academically and socially was something we should do, but didn't do as well as we might.

Nearly twenty years later, the same request comes to us, but from a broader perspective: recent changes in legislation, the State school accountability system, and local communities have combined to tell school districts that they want students who are prepared for adult life not just academically, but also socially. And in Visalia Unified, we agree with that request and have been working to bring that preparation to our students.

In Visalia Unified, we have a long held belief that a well-rounded student has the capacity for critical thinking, collaboration, communication, creativity and civic mindedness. All of these qualities are developed through social-emotional learning. Social-emotional learning means teaching students how to manage their emotions, set and achieve goals, display empathy for others, have positive relationships and make responsible decisions. For years, we just expected that social-emotional learning would simply happen as we went about our work on academic subjects, and that was true for our most successful students. But social-emotional learning is not "nice to have" learning—it is essential learning in the 21st century. So, we must teach these skills intentionally to all of our students to help them become successful and productive adults. And part of this teaching is reflected in the student discipline system that we use.

Our system for student discipline is grounded in Positive Behavior Interventions and Supports, or PBIS. It would be dishonest to say we have not had challenges in our shift to a new student discipline

system. But it must be noted that where our implementation of PBIS has occurred thoughtfully and consistently, we have had great success.

PBIS is not a program. Instead, it is a framework that combines behavioral philosophy and process to shape school climate. Because it is a framework, it requires that a school come together as a team to identify areas of need, establish expectations and set structures in place to prevent misbehavior and to respond when misbehavior occurs. It takes a great deal of work on the front end of the process, but the payoff at the end of the process can be huge: strong relationships among students and teachers that support a great culture and increased academic and social-emotional achievement.

We are making progress. Process data and reports from schools show that we are experiencing success in implementing our new student discipline system. But it is clear also that communication, common expectations and commitment to the system are areas where we must improve. This mirrors research from implementation across the U.S., which identifies common shortfalls that sound familiar to us:

**Teacher and staff misunderstanding of implementation.** Staff must be trained on the why, what and how of the system. An incomplete understanding creates the sense that the system is just tickets, incentives, banners, and no discipline.

**Administrators not understanding all tiers of implementation.** The structures are complex and must be established at the school, and the principal and co-administrators must be personally invested and involved.

**Lack of communication with staff about alternative discipline.** Staff that are not provided adequate support will come to blame the system for not punishing students.

All of this points to something that we know to be true: change is hard. And it is particularly hard now, because we are in the middle of a cycle of change: the fun rollout process is done, and the full results of our labor have not yet arrived. But we have success stories in our organization that offer good examples and much hope. What is clear is that we must continue on the path of implementing our new student discipline system. Our system is based on an approach and philosophy that has been successful in many schools across the Nation, and the challenges we face have been faced and overcome in those schools. I believe that everyone in our organization wants to provide the best opportunity for our students to be successful adults. This requires that we persist through the middle part of change and continue to work to bring our new system to life. I have confidence in the skill and commitment of our principals, teachers and support staff, and I know that we can and will complete this important effort.

**BOARD SPOTLIGHT**

**Caity Meader**



Meader

Caity Meader is the Chief Executive Officer of Family Services of Tulare County

**Why do you serve on the Chamber Board of Directors?**

I am honored to serve on the Chamber Board of Directors because I care about improving our Visalia community and our business landscape is such a critical part of our overall quality of life. I appreciate the opportunity to bring my knowledge, energy, and expertise to the table! As a board member, I have really enjoyed having the chance to meet and network with so many incredible community leaders.

**What has the Chamber done in the last 12 months that has helped your business?**

Our CFO Stephanie Burrage has been a part of the 2018-19 Leadership Visalia class and has gained so much from that program. I love seeing how connected she has become with other leaders and she has brought so much information and enthusiasm back to our nonprofit.

**What motivates you to work hard?**

I am deeply invested in creating a community free from violence. One of our moms at Family Services just had a baby after moving in to her own apartment and out of her abusive situation. It's moments like that – realizing that this little baby has an opportunity to start life in a home free of violence...that's why I do what I do!

**Aside from necessities, what one thing could you not go a day without?**

Definitely could not go without hugs and snuggles from my husband and kids.

**What was your first job?**

My first job was working for my Dad at his Visalia flower shop – *Wildflower*. He was a proud Visalia Chamber supporter for many years.

**AMBASSADOR SPOTLIGHT**

**Kathleen Remillard**



Remillard

Kathleen Remillard is the Director of Marketing for Sequoia Transitional Care

Being a Chamber member/Ambassador provides me with the opportunity to meet

and collaborate with business and community leaders, learn about all the great things happening in Visalia and invest in our community.

As a member of the Chamber, you will walk with more confidence and create friendships and working relationships with businesses in the community.

**The best part of working for your company is?**

People who have lived full lives have a lot to share. They may have made decisions that led to happiness. They may have had interesting careers. They may have learned a thing or two about what's important in life. Or they might just have a lot of good stories to tell. Listening to our patients can teach me a lot.

**Where is your favorite place to go in Visalia with friends and family?**

My favorite place to go in Visalia for lunch or dinner is Fugazzis! They have something on the menu for every taste bud. My favorite place to take friends is the Visalia Adventure Park. Great place to play outside, have fun and laugh. Finally, if there are younger ones in the group, our Imagine U Children's Museum. The children can run around, learn, experience new things and so can we as we participate with them.

**Central Valley Community Bank Announces the Retirement of Two Executive Vice Presidents**

*Bank continues reorganization plan previously announced to combine commercial and community banking divisions into one with regional market management*

James M. Ford, President and Chief Executive Officer of Central Valley Community Bank (Bank) and Central Valley Community Bancorp (Company), announced the retirements of two celebrated career bankers, Executive Vice President of Commercial Banking, Gary Quisenberry, effective July 31, 2019, and Executive Vice President of Community Banking, Lydia Shaw, effective October 11, 2019.

Quisenberry was named head of commercial banking in 2000 and has been responsible for all of the Bank's commercial lending activities – both general commercial and various specialized business groups. He will retire with over 34 years of industry expertise, the last 19 years with the Bank. Shaw was named the lead of the community banking division in 2007 and has been responsible for all branch management, as well as the Bank's investment division. She will retire with 33 years

of banking experience, the last 12 with the Bank. In addition to leading the Bank's commercial and community banking divisions, Quisenberry and Shaw will retire as members of the Managing Committee, which guides the financial and strategic direction of the Bank, including mergers and acquisitions.

Central Valley Community Bank has experienced steady growth while Quisenberry and Shaw have been with the Company including expanding the Bank's service area from one county to nine, covering California's San Joaquin Valley and Greater Sacramento Region; the successful completion of five mergers; and being recognized for high-ranking financial performance by S&P Global Market Intelligence, The Findley Reports, Bauer Financial, Inc., and Raymond James Financial Services, Inc. for their most recent reporting periods.



## Visalia Chamber of Commerce Announces 2019 Annual Award Business Finalists



On June 13th the Visalia Chamber of Commerce will celebrate businesses and individuals who go above and beyond to support our community at the 66th Annual Awards Celebration.

This year, dozens of businesses and individuals were nominated by the community for these prestigious awards. The business categories include; Small, Medium, Large Business of the Year and Non-Profit of the Year. The Business Selection committee has been hard at work reviewing nomination information and interviewing businesses, and we thank them for their hard work.

The 2019 finalists are:

### Small Business Nominees

Component Coffee Lab  
Momentum Broadcasting  
Quesadilla Gorilla  
Zeltmacher Structural Engineering

### Medium Business Nominees

4 Creeks Inc.  
M. Green & Company LLP  
Suncrest Bank

### Large Business Nominees

California Dairies  
Eagle Mountain Casino  
Wyndham Hotel

### Non-Profit of the Year Nominees

Assistance League of Visalia  
CSET

Habitat for Humanity  
ImagineU Interactive Children's Museum

The winners of each of these categories will be announced at the 66th Annual Awards Celebration presented by the Visalia Chamber of Commerce on June 13, 2019 at the Visalia Convention Center. Hors d'oeuvres and cocktails begin at 6:00 p.m. followed by a formal dinner at 7:00 p.m. with the program beginning at 7:30 p.m.

Annual Awards Chairman, Judy Silicato remarked, "As in years past, the nominees for each of the four categories are outstanding. Our committee has been hard at work learning as much as we can about each of these businesses. The task of choosing a single winner for each category is daunting and will be an intense conversation."

Tickets for the Annual Awards Celebration are \$75 or you may reserve a table for \$600. Tickets may be purchased online at [www.visaliachamber.org/awards](http://www.visaliachamber.org/awards) or by calling the Chamber at (559) 734-5876. If you are interested in sponsoring the Annual Awards Celebration please call Jon Bueno at the Visalia Chamber of Commerce.

For more information about the Annual Awards Celebration go to [www.visaliachamber.org/awards](http://www.visaliachamber.org/awards).

## ImagineU Children's Museum to host 7th Annual Gala Fundraiser



ImagineU Children's Museum ([www.imagineu.org](http://www.imagineu.org)) in Visalia will hold its seventh annual fundraiser gala event on Saturday, May 18 at the Visalia Country Club. The event supports the continuing efforts to improve and add new exhibits to the museum. In addition, proceeds from the event helps provide scholarships for field trips that allows children the opportunity to visit the museum. ImagineU is a 501c3 non-profit.

The museum is actively seeking donations for its silent auction. Anyone interested in donating a silent auction gift item should contact Sheldon Baker museum board member at 559.287.7191 or via email at [sbaker@bakerdillon.com](mailto:sbaker@bakerdillon.com). Deadline to donate is April 26.

ImagineU gala event sponsorships are also available and range from \$500-\$10,000. Most sponsorships include VIP tables for eight people and company recognition at the museum and online. Individual supporter dinner tickets are also available at \$135 each.

## HEALTHCARE NOTE

# Family HealthCare Network Finding "Sweet Success" with Prenatal Programs



Family HealthCare Network (FHCN) has proudly offered prenatal care in its service area for 43 years. Among other community health centers, FHCN's Prenatal Program is the largest in the state, and the third largest in the nation. With a team of 40 providers specializing in obstetrics and gynecology, FHCN delivered 32% of infants born in Tulare County and 29% of the infants born in Visalia in 2018. Family HealthCare Network continues to seek opportunities to offer our prenatal patients care and support to ensure a healthy pregnancy, and healthy baby and mom-to-be.

In April, FHCN launched a new program for a group of our most vulnerable prenatal patients called the Sweet Success program. The purpose of the Sweet Success program is to improve maternal and fetal birth outcomes through health education and disease prevention. The goals of the program include the prevention of complications of diabetes while pregnant, promoting healthy lifestyle changes to prevent the reoccurrence of gestational diabetes, and to promote quality management, as well as psychosocial and nutrition interventions for



**Kerry Hydash**  
CEO  
FHCN

women with diabetes or for women who develop diabetes during pregnancy.

A Sweet Success clinic has been introduced at the Visalia School Health Center, and is being offered weekly. The clinic is supported by a multidisciplinary team from FHCN including an obstetrician, a clinical psychologist, a navigator and health coach, and a registered dietician who is also a certified diabetes educator. Offering the program at our health center also offers convenient access within the patient's health home.

The organization is pleased to offer this new program as it builds on the other valuable programs already available to our prenatal patients. Prenatal patients of FHCN can continue to access their regular visits with their OB provider, access free birthing and lactation classes, as well as coordinated care management through the Comprehensive Perinatal Services Program. In addition, if needed, FHCN also offers a perinatology program on site, providing critical specialty care for patients experiencing a high risk pregnancy.

For more information about Family HealthCare Network's services, please visit FHCN's website at [fhn.org](http://fhn.org).

## CITY UPDATE

# City of Visalia Works to Attract New Jobs

By City Staff

Many residents often inquire about the City's role in bringing in new retailers and industry.

Visalia attracts business through a business-friendly climate, sound planning principles and practices, and thoughtful and appropriate land use policies.

We do not build or operate private business, and we don't decide who comes to Visalia or who stays away. Those decisions are made by property owners, developers, and business owners. The City creates the environment in which good business can operate with the least interference but with appropriate controls. The most important thing to understand is the difference between a primary and secondary job in economic development terms, and how they are interrelated.

A primary job is one that produces goods or services for customers that are predominantly found outside the local community. This imports new wealth into the local economy. Once an employer is paid for those products or services, they redistribute that new wealth into the community through wages and suppliers,

which translates into local expenditures including consumer spending and housing.

Secondary jobs are those that serve the local community itself, such as automotive services, retail, dining, and entertainment jobs. Therefore, the goods and services produced are enough to serve a portion, or all, of the local community. However, because Visalia is a regional shopping and services hub, we benefit from a secondary jobs sector that truly serves a larger regional community and in certain cases acts as a primary job sector.

The common saying is that retail follows rooftops. As such, efforts prioritize attracting new, and expanding existing primary jobs with the aim of growth. From business friendly processes to partnerships, there is much more that goes into our work. For more details, visit [www.visalia.city/economicdevelopment](http://www.visalia.city/economicdevelopment) or [www.visaliaedc.com](http://www.visaliaedc.com).

For more information on City of Visalia, visit [www.visalia.city](http://www.visalia.city) or visit them on Facebook, Twitter and Instagram @CityofVisalia.

## THE LAW AT WORK

# Is an employee's time spent commuting to work "on the clock"?



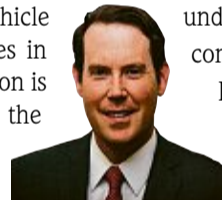
Commuting in a company vehicle is required for many employees in California. An important question is whether or not that commuting time is compensable for the employee. California and federal laws differ in regards to such commutes.

In the relevant federal case, the plaintiff was a technician who installed LoJack anti-theft units in cars. He was dispatched each day directly from his home to the homes of customers, where he would install the units.

During these trips he was required by the employer to use a company vehicle, and he was prohibited from making any personal stops or detours. The employee was paid on an hourly basis; however, he was only paid from the time he arrived at the first customer's house until he finished the last installation of the day.

The federal court found that the time the employee spent "commuting" was not compensable time under the Fair Labor Standards Act (FLSA). Therefore, he was not entitled to FLSA pay for the time he spent traveling to and from his first and last jobs of the day.

California law operates differently. In California, the law requires compensation for all time "during which an employee is subject to the control of an employer." Thus, the requirement to use a company vehicle and to refrain from any personal detours would be sufficient "control" to trigger the employer's duty to compensate the employee



**Brett T. Abbott**  
Gubler & Abbott LLP

under the Labor Code. Here are two common examples wherein commute time would be compensable under California law.

First, if an employee reports to the regular workplace and is then required to travel to another site to work for the day, the employee must be paid travel time to the assigned workplace (29 CFR section 785.38).

Second, when an employee is required to report to a worksite other than the regular site and goes directly to that site without first going to the regular site, the employee must be paid travel time for any time in excess of the employee's normal commute time to and from the regular site (29 CFR section 785.37).

In conclusion, most employers (and likely employees) think that commute time is "off the clock." As the above paragraphs show, that is not always the case.

*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](mailto:brett@thecalifornialawyers.com)). For specific employment law advice or other legal assistance, contact Gubler & Abbott (559) 625-9600, 1110 N. Chinoweth St., Visalia, CA 93291 ([www.thecalifornialawyers.com](http://www.thecalifornialawyers.com)).*

# The Emerge Entrepreneurship Program is Accepting Applications for Summer/Fall Class

Entrepreneurship and small business development are vital to the success of economic development in Visalia and Tulare County. We believe that entrepreneurs and small business owners are crucial for a thriving community and economy. Owning and operating a business can be challenging. It requires dedication, patience, a variety of skills, and of course, money. The Visalia Chamber wants to support

the dreams of those individuals who want to be entrepreneurs and small business owners, this desire is what lead to the creation of the Emerge program.

Applications for the Emerge program are now available to download at [www.visaliachamber.org/emerge](http://www.visaliachamber.org/emerge). Applications are due May 24th.

**EMERGE IS AN ENTREPRENEURSHIP ACADEMY DESIGNED TO HELP NEW AND FUTURE BUSINESS OWNERS UNDERSTAND AND OVERCOME THE BARRIERS ASSOCIATED WITH STARTING A NEW BUSINESS.**

FOR MORE INFORMATION OR TO DOWNLOAD AN APPLICATION GO TO [WWW.VISALIACHAMBER.ORG/EMERGE](http://WWW.VISALIACHAMBER.ORG/EMERGE)  
APPLICATION DEADLINE IS MAY 24, 2019

LEADERSHIP VISALIA

# An Inside Look at State Government

By Stacy Heaton  
California Dairies, Leadership Visalia Participant



On a rainy day at the end of February, the Leadership Visalia class went to California's capitol, Sacramento for the Day Session topic of



Government. It was an exciting day learning about the capitol building, meeting with politicians that represent our local constituents and learning about the process of how our state runs.

The first stop was a tour of the capital building lead by recent college graduate Joseph Thompson. The great seal of California is in the artwork throughout this historic building where over 2,000 people work. Leadership Visalia sat in the State Senate Chambers and learned how a bill goes to committee in this red room. In this upper house, voting is still done by voice by each of the 40 State Senators. The next stop on the tour was the California State Assembly. In this green room, voting is electronic, which provides efficiency as the Assembly consists of 80 members. The room colors reference the British House of Lords (red) and the British House of Commons (green)

In the Assembly Chamber, the class spoke with former Republican minority leader Connie Conway and Assemblyman Devon Mathis. Conway and Mathis were very open in their discussion on how the offices work, how the different caucuses build a coalition to get a bill signed and more. The class had a surprise visit from the Speaker of the California State Assembly, Anthony Rendon, who share his responsibilities with the class. Mathis took the class outside to speak about Assembly Constitutional Amendment 3 (ACA 3), a bipartisan bill to dedicate California budget funds to enhance the state's water infrastructure. Mathis was generous with his time and reminded us that in leadership (and almost everything else) relationships and networking are everything.

E. Dodson Wilson, Chief Clerk of the California State Assembly, spoke with the Leadership Visalia class about his tenure working in the legislature. Wilson's first job was during Watergate, he was involved in the governments mandate to wear seatbelts, and his career now is to make sure that voting records are accurate. He is expected to know 600 plus rules and procedures and can be called upon to share the rules at any given time in the Assembly. Wilson wanted the class to remember to

"protect your reputation and protect your Benjamin's," as the touch of a keyboard could destroy 100's of hours of work. The class was taken to the Legislative Analyst's office to meet with several State of California employees. Elaine M. Howle, CPA, California State Auditor educated the group on her departments' job of promoting efficient and effective management of public funds and programs. The State Auditor's Office aims to improve California government by assuring the performance, accountability, and transparency to the citizens of the Golden State. The process of auditing state programs tends to be a long process; however, according to Howle, the staff feel like their work matters to the state.

Diane Boyer-Vine, Legislative Council, informed the class about the role of her office. The Office of Legislative Council is a nonpartisan public agency that drafts legislative proposals, prepares legal opinions, and provides other confidential legal services to the Legislature. Her office recently started the Workplace Conduct Unit.

Devon Mathis invited the Leadership Visalia class to a fundraising lunch across the street from the capitol. It was much appreciated by all, and interesting to see how many fundraisers happen daily in Sacramento. After lunch, Connie Conway took the group to watch a hearing. For most of the class, this was the first time attending a hearing at the capitol.

The day was very informative as the class was educated on how our state government runs. Each member of Leadership Visalia represents a different employer, a different background and different political views. However, each was shown how important it is to have their voices heard. Our political leaders want to know what is important to their voters.



# Provost & Pritchard Adds Two New Employees

The Provost & Pritchard Consulting Group team continues to grow with the addition of two new staff members. Mary Beth Bourne, a Visalia native, will join the Visalia office as an Assistant Environmental Specialist, while Katherine Durham will join the Clovis office as an Associate Water Resources Specialist.

"We are very pleased to add these two individuals to our talented team of professionals," said Ronald Samuelian, Provost & Pritchard's president. "Both of them will provide valuable resources to our clients."



**Bourne**  
Assistant Environmental Specialist

Bourne, a recent graduate of Indiana University, earned a master's degree in environmental science. Her bachelor's degree is in biology from University of Southern California. She has experience conducting water quality monitoring in accordance with the standards of the Surface Water Ambient Monitoring Program (SWAMP) as well as conducting biosurveys in urban streams. She is also experienced in the trapping and removal of invasive aquatic species and the handling of species of special concern in California.



**Durham**  
Associate Water Resources Specialist

Durham holds a bachelor's degree from Colorado State University, and a master's degree in water resource management from California State University, Fresno. She comes to the firm with nearly 10 years

of experience in the water resources industry. Previously serving as the General Manager of the second largest Groundwater Management District in the state of Kansas, she worked alongside agencies such as the Kansas Department of Agriculture to evaluate and expand water conservation efforts throughout the region.

Established in 1968, Provost & Pritchard Consulting Group has a strong tradition of engineering and consulting excellence throughout California. With office locations in Fresno, Clovis, Visalia, Bakersfield, Modesto, Los Banos, Chico, Merced and Sacramento, the firm features a mix of seasoned professionals, complemented by younger staff with fresh ideas. For more information, visit [www.ppeng.com](http://www.ppeng.com) or email [info@ppeng.com](mailto:info@ppeng.com).



## SHRM of Tulare/Kings Counties Invites you to Save the Date for the Annual Conference

This year the Tulare King County Annual SHRM Conference is revving up to drive change! The conference will be held on September 19, 2019 at the Visalia Convention Center. Tracy Butz is an engaging, powerful and poignant workplace culture expert who captivates and inspires audiences. She has spoken at both State and National SHRM conferences. Tracy brings more than 20 years of speaking experience from both large and small size audiences including the US Army, Motorola Shopko, Plexus, and Subway to name a few. [www.tracybutz.com](http://www.tracybutz.com)

Cynthia Johnson is a full time professor of communication and psychology at the College of Sequoias and division chair for the Language and Communications Studies division. Through COMMCO, Cynthia provides communication coaching and consulting and trains organizations and individuals in leadership building, conflict resolution and instructional positions.

# Every Drop Counts

By Mike Andrada  
California Water Service, Leadership Visalia Participant



Years of drought have severely impacted our local communities, leaving a large portion of the population in



uncertainty as to what the future holds pertaining to our most precious resource; water. The ongoing struggle caused by the drought has fostered strong emotions and polarized opinions on water usage, storage and conveyance priorities between agriculture and residential needs. The goal of the Leadership Visalia day session was to provide accurate, clarifying information to help equip current and future leaders of our community with knowledge, to better understand the Valley's water situation.

The day started at the Sequoia Regional Cancer Center. Class members brought in tap water from their homes to be tested. Total dissolved solids (TDS) are minerals, salts, metals, cations or anions dissolved in water that cannot be filtered out below 2 microns. The maximum contaminant level allowed for TDS in California is 500 parts per million. From the class samples, Visalia water ranked best with 79 ppm. Other local communities were within standards with one sample reaching 276 ppm.

The first speaker of the day, Vice Mayor Steve Nelsen has been involved with local water issues for many years and currently sits as a board member for the Mid Kaweah Groundwater Sustainability Agency (GSA). Mr. Nelsen explained that local water is pumped out of the large aquifer below our feet called the Kaweah Basin. Mr. Nelsen focused his remarks on the importance of residents realizing that one year of above average rainfall cannot make amends for decades of historic drought. He also noted that one key element to Visalia's water security is the new Waste Water Treatment Plant. He informed the group that the plant capacity currently ranks 2nd largest in the state and 5th largest in the country.

After a quick break the Leadership Visalia class was treated to a panel of local agriculture leaders; Alyssa Houtby of California Citrus Mutual, Blake Wilbur Co-owner of SBS Ag and JR Shannon a multi-generation local. The session quickly settled into a passionate discussion centered on the affects agricultural water usage has on our local water system and how restrictions on water allocations to local farmers mandated by SGMA could change where and how agricultural related commodities are produced. Alyssa Houtby explained that water restrictions, disease and Mother Nature have caused citrus production to shift from Florida to other more states and overseas locales. Citrus is a 3.4 billion dollar industry with Tulare county growing 42% of the citrus fruit in the USA, if citrus production moved elsewhere there would be an immediate and negative impact on our local workforce.

Blake Wilbur agreed with Mrs. Houtby and then delved into the relationship between national security and how it can be negatively affect the USA's diminished food production. Currently the United States produces the lion share of the food supply for the world. However, food production is gradually shifting overseas, where competing farmers are held to minimal restrictions and less stringent standards. Loss of food production could put the country in a dilemma where we can no longer produce enough food for our citizens, leaving us susceptible to political manipulation designed to weaken the USA.

The last panelist JR Shannon a multi-crop farmer brought a diversified knowledge base. With a family history strongly rooted in the Central Valley, Mr. Shannon spoke about current water regulations that have altered farming operations, and in some cases, forced farmers to let their land lie fallow. Farmers have had to adapt to life with significantly less water due to water restrictions, every step of the growth process is scrutinized in hopes of maintaining the proper "crop per drop" that walks the fine line between restrictions and profit.

The Ag/Water day session culminated with a drive to Lake Kaweah Terminus Dam where we met with our last speaker, Mark Larsen who facilitated a great tour. We were treated to Mark's vast knowledge of water rights and the conveyance system put in place to deliver water to the west side of the valley. The Army Corps of Engineers controls the water in the dam at all times. During the tour we learned the Construction of Terminus Dam started in the late 1950s and was completed in 1962. In 2001 a project was created to enlarge the spillway channel, six "Fusegates" were installed raising the maximum elevation of the reservoir by 21 feet. The Fusegates are the largest in the world, and are designed to open automatically by water pressure during dangerously high levels. The Terminus dam is also a hydroelectric site which annually generates approx. 40,894,000 KWh of power for our local communities.

As the drought continues and water restrictions loom on the horizon who we are as an agricultural workforce and community may be changed forever. Do not standby idly, take the time to reach out, to get educated become an advocate for our community, every drop counts.



# Assistance League Of Visalia's Annual "An Evening At The Derby" Fundraising Event Nears

It's not too late to contact the Assistance League and help "Make a Difference in the Lives of Children" by attending or sponsoring our annual fundraiser, "An Evening at the Derby, on May 3, 2019, at Koetsier Ranch - 8230 Ave. 272, Visalia, CA 93277.

Proceeds raised by ticket sales, sponsorships, and silent auction purchases are used to fund the League's five philanthropies\* for Tulare County children. Gates open at 6:00 P. M. The fun begins with "horse racing" at 6:30. Wooden horses race to the finish line with prizes for the winning bettors. Enjoy a fabulous dinner prepared by Koetsier Ranch chefs.

That's not all! There are over 100 silent auction items, assuring that all have a chance to leave at the end of an enjoyable evening with a terrific local product or trip. Last, but not least, the drawings for our Disney raffle will be held with each of TWO winners taking away 10 one-day "Park Hopper" tickets to Disneyland, valued at over \$1,800.00.

Information regarding the Derby Event tickets (\$60 each), or sponsorship information, can be found on our website - [www.assistanceleague.org/visalia](http://www.assistanceleague.org/visalia) - or by calling 559-737-1907.

Your help is vital to this worthwhile program and will be genuinely

appreciated by Tulare County children. Below is a list of the different ways Assistance League Supports Children in Tulare County.

- **Operation School Bell** This program clothes more than 700 students from elementary and middle schools at JCPenny's Visalia store. In addition, during the fall, each year, 1,600 students receive a backpack with school supplies to start off the school year enthusiastically.
- **Le Bag (Hygiene Kits)** Personal hygiene supplies are provided to Operation School Bell students and to students attending SCICON, a science camp.
- **Fifty Sense (Maps)** U. S. maps are painted on school playgrounds, educating students about geography. The maps delight thousands of students annually.
- **Rainbow Reading** Our literacy program gives all students in a school a book to take home for their own library and to encourage the lifelong skill and love of reading.
- **Kids on the Block** This educational puppet show presents themes on tolerance, anti-bullying, and cooperation with others.



# Visalia Fox Theatre Board bids farewell to Executive Director

With a mix of sadness and gratitude, the Visalia Fox Theatre's Board of Directors announce the resignation of Erin Olm-Shipman as Executive Director, effective April 27, 2019. Erin will be relocating with her family to her hometown of Kansas City, where she will embark on a new endeavor as Business Development Manager at her family's practice.

Since 2014, Erin has played a pivotal role in the development and success of the Visalia Fox. "We are truly sorry to see Erin leave, but we are so grateful for the work she has done," said George Christiansen, Chairman of the Board. "She has overseen incredible growth and improvement, and she leaves the non-profit theater in a very strong position for future growth," he added. Under Erin's dedicated leadership, the Visalia Fox successfully:

Refocused programming initiatives to align with the organization's mission to enrich Visalia's diverse cultural landscape through audience engagement and community outreach. Public programs expanded by more than 70%, and average event attendance increased by 37%.

Erin describes her tenure as Executive Director as, "a challenging, but incredibly rewarding experience. The Visalia Fox is the cultural cornerstone of Downtown Visalia, and an invaluable asset to the region. I'm grateful to have been entrusted with the responsibility and privilege of leading such an outstanding organization within such a vibrant and supportive community."



## THANK YOU TO OUR PREMIER MEMBERS:

### CHAMPION:



### VISIONARY:



### REGIONAL LEADERS:



### KEYSTONE:



### CORNERSTONE:

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

### MEDIA PARTNERS:



## CLIP & SAVE

## CALENDAR - MAY 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1		1	2	3	4
5	6 Visalia City Council Meeting City Hall, 7:00pm	7	8 Travel Presentation Buckman-Mitchell Office, 12:00-1:00pm	9 YPN Meet Up Barrelhouse Brewing, 5:30pm	10	11
12	13	14 Chamber Government Affairs Committee Meeting Buckman-Mitchell Office, 7:00 am	15	16	17	18
19	20 Visalia City Council Meeting City Hall, 7:00pm	21	22	23 Chamber Ambassador Breakfast Visalia First Assembly 8:00 am	24	25
26	27	28 Business After Hours Mixer Buckman-Mitchell, 5:30pm	29	30	31	

# Traveling the World – Planning Ahead Made Easy

One of the most difficult aspects of traveling is planning far enough in advance to make sure that you can get good rates on hotels, airfare, and that destination sites have tickets available at times that work into your schedule. The Chamber would like to help make advanced planning easier by offering group tours to 8 different amazing destinations in 2020. Each tour is full of amazing sites, and memorable experiences, and all you have to do now is plan put down a deposit and let the tour companies handle everything else.

Each tour is 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.

### 2020 Tours:

**Treasures of Egypt:** with an optional 3-night Jordan Post Tour Extension. This tour will run February 18 – March 2, 2020 and includes 23 meals. Step back in time and explore thousands of years of history, legend and lore as you view Egypt's timeless wonders. The trip highlights include; Giza, Pyramids, Sphinx, Memphis, Museum of Egyptian Antiquities, Luxor, Valley of the Kings, 4-Night Nile River Cruise, Old Cairo and more.



**Taste of Vietnam:** with an optional 3-night Bangkok Pre Tour Extension. This tour will run March 6 – 19, 2020 and includes 21 meals. Set out on a journey that reveals the best of Vietnam. Inside the lush valleys and verdant fields of a rural paradise, discover a beautiful country with a long and rich history. Trip highlights include: Hanoi, a walking food tour, Halong Bay, a Cooking class, Hu Imperial City, Mekong Delta, a walking food tour, and Reunification Palace.



**Discover Croatia, Slovenia and the Adriatic Coast:** Featuring Dubrovnik, Dalmatian Coast, Istrian Peninsula and Lake Bled. This tour will depart April 23, 2020 returning on May 4, 2020 and includes 16 meals. Join us and explore Croatia and the countries of the Adriatic. This is a "must see" region filled with ancient cities, medieval architecture, intriguing cultures, rolling hills and stunning coastal scenery. This tour includes; Dubrovnik, Cilipi Family-Style Dinner, Split, Cielctian's Palace, Plitvice Lakes National Park, Istrian Peninsula, Ljubljana, Lake Bled and a Plenta Boat Ride.

**Splendor of the Seine River Cruise:** Featuring two nights in Paris. This tour will run September 2-12, 2020 and includes 22 meals. The Seine River flows through the center of Paris and is the

main artery of the "city of Light". Cruise down one of Europe's most enchanting rivers through storybook landscapes of vineyards, historic abbeys, Norman castles, tranquil orchards and medieval towns. This trip includes: 2 nights in Paris, 7 night cruise, Vincent van Gogh home, Chantilly Castle, Normandy, Notre Dame, Honfleur, Benedictine Palace, self-guided bike tour, Giverny and much more.

**Bluegrass Country & the Smoky Mountains:** featuring Louisville, Gatlinburg and Asheville. This trip will depart September 17th and return on September 25th, 2020 and includes 12 meals. Enjoy a visit to a private horse farm in Lexington Kentucky, stop in Berea the arts and crafts capital of Kentucky, enjoy a walking tour of artistic Asheville, North Carolina, visit Churchill Downs, Explore the Great Smoky Mountains National Park, walk the Biltmore Estate, sip away at the Buffalo Trace Bourbon Distillery, eat southern food and watch the Dolly Parton's Stampede & Dinner show.

### Albuquerque Balloon Fiesta:

will run October 9-14, 2020 and includes 7 meals. Welcome to a true "land of enchantment." As we explore Albuquerque and Santa Fe, a rich blend of multiculturalism, natural beauty and profound history await. Highlights include: Balloon Fiesta, Old Town Albuquerque, National Museum of Nuclear Scienc & History, Indian Pueblo Cultural Center, Turquoise Trail, santa Fe, Open-Air Tram Tour, Santa Fe School of Cooking.



### Israel: A Journey of Faith

with an optional 3-night Jordan Post Tour extension. This tour will run November 2-10, 2020 and includes 15 meals. Travel to the Holy Land on an inspirational journey that visits some of the most ancient sites in the world. This trip will include visits to Jaffa, Caesarea, Nazareth, Cana, Tiberias, Sea of Galilee, Capernaum, Golan Heights, Bethlehem, Jerusalem, Mount of Olives, Mount Zion, Via Dolorosa, Western Wall and the Garden Tomb.



**Thanksgiving in New York City:** This tour will depart on November 23rd and return on November 27, 2020 and includes 4 meals. There is so much to see in this amazing city. Enjoy a sightseeing tour including views of the famous museums of history and art, Wall Street, Trump Tower, Battery Park, Carnegie Hall, St. Patrick's Cathedral, and of course Rockefeller Center. This tour also includes a cruise around Manhattan Island, the Statue of Liberty and a visit to Radio City Music Hall. Finally the trip includes the Macy's Thanksgiving Day Parade.

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

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