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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

UPCOMING EVENTS

- AUGUST 5, 2015**
Slideshow Presentation
Natural Wonders of Costa Rica
Chamber Office
222 N. Garden, #300
12:00 pm
- AUGUST 27, 2015**
Business After Hours Mixer
Hosted by Assemblyman
Devon Mathis
100 W. Willow St., Suite 405
5:30 - 7:30pm

Where's The Money Business Workshop Offered

The Fresno State Small Business Development Center, Valley Business Bank, and Visalia Chamber of Commerce bring you "Where's the Money: Workshop and Consultations" in Visalia.

In this free workshop, you will learn about various loan programs from small loans for the home-based businesses to multi-million dollar real estate and manufacturing transactions. If you are considering applying for a business loan, this workshop is a must and will be presented by experienced Business Banking Officers. The workshop will provide you with the tools and information you will need for a successful loan application. Additional information will be available on new business start up procedures, business plans and marketing plans.

- The event will take place on Monday, August 10, 2015 at Valley Business Bank, 701 W. Main St., Visalia, CA 93291
- The Workshop will take place from 5:00PM to 7:30PM. Light refreshments.

Registration is requested. To register please phone (559) 713-5128 or email gijaramillo@csufresno.edu



We Invite you to Explore in 2016!

- Natural Wonders of Costa Rica**
February 17 - 25, 2016
- Champagne Burgundy & Paris**
March 14 - 21, 2016
- Romance of the Rhine & Mosel River Cruise**
March 31 - April 15, 2016
- South Dakota: The Black Hills & Badlands**
June 21 - 27, 2016
- Spectacular South Africa**
September 22 - October 5, 2016
- Colors of New England**
October 11-18, 2016

Collette Vacations CST#2006766-20
Chamber Explorations CST#2048841-40
Grand Circle Travel CST#2041626-40
Jet Vacations

For more information, go to www.visaliachamber.org

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

BUSINESS SPOTLIGHT



SinglePoint Outsourcing Supports and Protects local businesses

By Nicola Wissler

In 1998 John Anderson recognized that owners of local businesses were struggling to keep up with rapidly changing Federal and State requirements. With 16 years of senior management experience, he launched Triad Solutions, a company that offers business solutions for small business owners to reduce liability and increase buying power through shared resources. In 2002, Monica Contreras joined the team, and shortly thereafter SinglePoint Outsourcing began. Today, SinglePoint Outsourcing and Triad Solutions offer business owners the opportunity to work with an expansive team of human resource experts for less than the cost of doing human resources in-house.



John Anderson, CEO and Monica Contreras, President of Triad Solutions and SinglePoint Outsourcing

The fact is, many small businesses cannot afford to hire a full time HR employee. Because of this, critical HR tasks fall on the shoulders of the owner. It can quickly become a tremendous burden to keep up with new and changing HR regulations. Owners often spend sleepless nights wondering if they are managing employee issues in a legally compliant manner. Monica Contreras, President of SinglePoint, noted, "The solution we offer approaches the employment relationship from three

perspectives: strategic, tactical and administrative. We get the paperwork done (a huge relief for most owners) and we carry out the tactical steps (handbooks, hiring, training); we are also a strategic business partner and, most important, a trusted advisor."

Attraction and retention of talent has become a primary concern of most businesses. When the cost of turnover is 150-200% of the salary of the open position, employers need every advantage when it comes to keeping their top employees. SinglePoint is able to deliver more expertise than a one-person HR department could ever provide. A recent report shows that companies that outsource to a company

like SinglePoint reduce turnover up to 32%. Outsourcing to SinglePoint gives you access to a team of 26 employees and more than 244 years of combined experience in human resources, risk management, workers compensation claims management, benefits management, training, development, talent management, payroll processing, and tax administration. "Our goal is to free business owners from the worries and stresses regarding employment issues, so that they can focus on what they do best." stated Contreras.



Verla Oliver, Vice President, Singlepoint Outsourcing
See SinglePoint / 2



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.

- NON-PROFIT ORGANIZATIONS**
V Town Derby Dames
559.679.1456
- ECONOMIC DEVELOPMENT**
CTIC
559.471.6803
- ATTORNEYS & LEGAL SERVICES**
Sherwood Law Offices
559.733.3900
- MARKETING SERVICES & PROMOTIONS**
Goal Line Media
559.737.1421

- CSET-Community Services & Employment Training*
- David G. Feil, M. D./A Professional Corporation*
- Denny's
- DG Insurance Agency, Inc.*
- DMI Agency*
- Dowling Aaron Incorporated*
- EMD Networking Service
- Empire Supply Company, Inc.
- Family HealthCare Network
- Family Services of Tulare County
- Franey's Carpet One Floor & Home Design Center*
- Groppetti Automotive*
- Hocking, Denton, Palmquist & Company
- Holiday Inn Hotel & Conference Center*
- Houk & Hornburg Inc.
- Integrated Care Systems
- Jo-Ann Stores West Coast Distribution Center*
- Kens Stakes & Supplies, Inc.
- Kentucky Fried Chicken - Noble
- Koetsier Dairy*
- Lewis & Associates Insurance Brokers, Inc.*
- Lockwood Agency*
- Lynn Conley, C.P.A.
- M. Green & Company, LLC*
- Magnolia Park Assisted Living*
- Mangini Associates, Inc.*
- Martinizing Dry Cleaner*
- McDonald's Main Office*
- Pacific Employers*
- Pioneer Nursery*
- Quad Knopf, Inc.*
- RE/Max All Estates Realtors*
- R-N Market

- Robert Half International DBA Officeteam/Accountemps
- Ruddell, Cochran, Stanton, Smith, & Bixler LLP
- Ryan Purkiss - Thiesen-Dueker Financial Consulting Group*
- Sciaccia & Company, C.P.A.'s
- Scott, Mainord & Langley & Simmons, Inc.*
- Self-Help Enterprises*
- Sequoia Foot Care Group
- Serpa Packaging Solutions*
- Sherman & Associates
- Sherwood Law Offices
- Sign Time
- Smokin Barrel Firearms
- Tulare County Library*
- Tulare County Symphony*
- Tulare Outlet Center*
- Tulare-Kings Right To Life
- Turning Point of Central California, Inc.*
- Valley Business Bank*
- Valley Industrial & Family Medical Group
- Valley Pacific Petroleum*
- Visalia Citrus Packing Group, Inc.*
- Visalia Cyclery*
- Visalia Dental Group
- Visalia Farmers Market Association
- Visalia Senior Housing - Oak Meadows
- Visalia Senior Housing - Sierra Meadows
- Visalia Senior Housing - The Meadows
- Visalia Senior Housing - Town Meadows
- Vollmer, Daniel, Gaebe & Grove, CPAs*
- Weatherby's Furniture Guild*
- Willitts Pump*
- Wonder Valley Ranch Resort & Conference Center

*Indicates membership in the Visalia Chamber 110% Club.

VISALIA CHAMBER OF COMMERCE MISSION ICONS



CHAMBER INSIGHT

"I feel a chamber membership is synonymous with quality and credibility. The Visalia Chamber has a huge following of very involved people from many organizations. The members are both large and small which gives everybody great networking opportunities. Getting involved with the Chamber and becoming an Ambassador has helped to grow my business. The key for any business is to get involved."

Ryan Purkiss,
Certified Financial Planner™
Thiesen-Dueker
Financial Consulting Group

Cal Water connects 26 families to water supply after private wells run dry

Two neighborhoods in Visalia now have water after their wells ran dry, and the neighborhoods have five new fire hydrants to increase fire protection capability in the area.

California Water Service worked with the City of Visalia to install 3,000 feet of new water main to provide 26 families with reliable water supply. Eight-inch PVC water main was installed on Atwood Street, from Hurley Avenue to Oak Avenue, and on Oak Avenue, from Crenshaw to the end of the street. Six-inch PVC pipe was installed on Laura Avenue, from Linwood Street to Chinowth Street. PVC pipe generally does not rust or corrode and is considered to be more cost-effective than alternative materials.

"We are grateful to the City of Visalia and to Deputy City Manager Eric Frost for partnering with us to bring water to local families in need," said Scott Bailey, Cal Water district manager. "Through careful planning over the years, we have maintained an adequate water supply. And, as our customers continue to be good stewards of our precious resource, we are confident that we will have a sufficient supply during this drought and for generations to come."

Cal Water serves about 132,200 people through 43,400 service connections in Visalia. For information on water conservation rebates and programs, visit <https://www.calwater.com/conservation> or contact the Visalia office at 624-1600.

Visalia Medical Clinic adds pediatrician to family of physicians

Kirk Coverston, MD, has joined Visalia Medical Clinic, bringing his interest in special needs children to VMC's team of pediatricians.

Dr. Coverston has been in practice in Tulare County since 2004, Coverston said. "I love children and I am forever passionate about helping those in need – from newborns through adolescents – and I have a special interest in children with behavioral problems, ADHD and learning disabilities. I am excited to become part of Visalia Medical Clinic and to establish my own pediatric practice."

Dr. Coverston began his education at University of Southern California, where he earned his undergraduate degree. He completed medical school at Ross University, and his internship and residency in pediatrics at MERC Michigan State DeVos Children's Hospital. He is Board-certified by the American Board of Pediatrics.

"I view each patient within the context of the whole family," Dr. Coverston added. "I also believe it is important to address children's mental health, because it is integral to overall well-being. I pride myself on going above and beyond in providing care."

About this publication ...

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PRESIDENT'S CORNER

Modern Day Mathers

100 years ago a group of business and community leaders gathered at the opulent Palace Hotel in downtown Visalia before heading up to explore Sequoia National Park and start a movement to create the National Park System. Later called the Mather Mountain Party, those in attendance that night were community leaders from Visalia representing many industries with the vision to create something beyond their own sphere of influence. They came together to advocate and work towards a common goal that ultimately positively affected not only their own community, and region but their country.

While much has changed in Visalia over the last century, other things have not. Recently a group of community and business leaders gathered at the historic Palace Hotel, now the LunchBox Restaurant downtown to learn more about the Mather Mountain Party. Listening to speakers talk about the historic party, those in attendance discovered that the leader Steven Mather saw a need and rallied others to accomplish the goal. Mather's actions are an amazing example of what happens when leaders, especially Visalia leaders come together.

At the recent event, it was easy to look around at the individu-



Gail Zurek
President & CEO
Visalia Chamber
of Commerce

als gathered and see 'Modern Day Mathers', community leaders who galvanize support for things larger than themselves. Steven Mather's actions brought a community together; and our Modern Day Mathers are doing the same today. In attendance were community and business leaders who respond to issues large and small and know doing so takes collective action.

As Sequoia National Park prepares to celebrate its 125th anniversary on September 26th, we want to use this important anniversary to celebrate the 'Modern Day Mathers' in our community. Celebrating those business leaders who aren't afraid of big challenges or community

leaders who bring us together to be better, we will be using social media to highlight their accomplishments. Every Monday, check out the Visalia Chamber Facebook page as we honor our #ModernDayMathers.

If you want to learn more about Steven Mather, the Mather Mountain Party, or the 125th anniversary of Sequoia National Park, the Sequoia National History Association 559-565-3739 is a wonderful resource.

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

– Margaret Mead

HEALTHCARE UPDATE

Key issues at Kaweah Delta Medical Center

There is a great deal happening at the Kaweah Delta Medical Center. I will take this time to summarize key issues that our community should be aware of as we continue in our goal to provide outstanding health outcomes, excellent service and improved access to care.

New Acute Care Hospital

As you are aware, Kaweah Delta is in the process of planning for a new acute care hospital. There are three key points you should know as we continue to study the project scope and costs associated with building a new acute care hospital by 2030.

1. California requires that all acute care hospitals meet strict earthquake safety requirements. Our hospital, built almost 50 years ago, does not meet these stringent standards.

2. Kaweah Delta needs to replace the 50-year-old hospital with a new acute care hospital to be able to offer emergency life-saving care, handle the increasing number of patients, and retain quality nurses and doctors.

3. The new hospital will require multiple funding sources including: hospital cash reserves, revenue and general obligation bonds, state and federal grants, and fund raising.

As soon as there is more information on planning for this new acute care hospital, I will provide an update so that we can approach this issue together in the interest of best serving our community.



Lindsay Mann
Chief Executive Officer
Kaweah Delta
Health Care District

U.S. News and World Report Ranking

I am pleased to inform you that the most recent U.S. News and World Report ranked Kaweah Delta as the only "high performing" hospital in bypass surgery including the Bakersfield to Fresno areas. This prestigious ranking was only given to the top 14 percent of hospitals in the nation. Our cardiovascular surgeons Sergio Caminha, M.D., Leheb Araim, M.D., and Philip Faraci, M.D. are working hard to provide outstanding care for heart patients, right here at home.

Kaweah Delta Medical Foundation

Planning for the formation of the Kaweah Delta Medical Foundation is now underway. The Kaweah Delta Medical Foundation represents an affiliation between Kaweah Delta and the Visalia Medical Clinic to provide integrated health care to our patients; it is not a purchase or acquisition. Our objective is to retain and recruit outstanding physicians to best meet our community's medical needs.

The leaders and managers of Kaweah Delta and Visalia Medical Clinic are meeting to begin a disciplined and comprehensive process of due diligence and implementation planning.

By late summer, the Kaweah Delta Board and the Visalia Medical Clinic Board will be provided a comprehensive update toward the formation of the Kaweah Delta Medical Foundation, which is expected in the fall of 2015.

"The Kaweah Delta Medical Foundation represents an affiliation between Kaweah Delta and the Visalia Medical Clinic to provide integrated health care to our patients"

THE LAW AT WORK

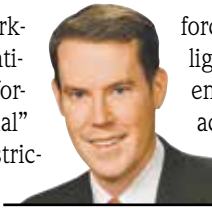
One size doesn't fit all: Getting dress and grooming policies right

Just like few items of clothing are truly one-size-fits-all, workplace policies regarding dress and grooming can vary dramatically. Some companies require formal dress, some "business casual" and some have almost no any restrictions on dress and grooming at all. But is it legal for employers to regulate how employees look? The answer is, like most things dealing with employment law, "it depends."

First off, it is generally unlawful to prohibit female employees from wearing pants. Moreover, requiring women to wear sexually provocative uniforms can violate California's Fair Employment and Housing Act. Other grooming policies may be seen as discriminatory if they create an unusual burden on one gender in terms of expense, time to get ready for work, etc. (*Jespersen v Harrah's Operating Co.* (9th Cir 2006) 444 F3d 1104).

However, a grooming policy that differentiates in some respects between men and women does not, by itself constitute sex discrimination. In the case of *Jespersen v Harrah's Operating Co.* (9th Cir 2006) 444 F3d 1104, the employer terminated a female casino bartender for refusing to comply with the employer's grooming policy, which (1) required women to wear makeup, (2) allowed women to have long hair, while men had to have short hair, and (3) prohibited men from having painted fingernails. The court held that the grooming policy did not impose an unequal burden on women. While the employer's policy contained sex-differentiated requirements regarding each employee's hair, hands, and face, and while those individual requirements differed according to gender, none on its face placed a greater burden on one gender than the other.

Employers must also "reasonably accommodate" employees in en-



Brett T. Abbott
Gubler & Abbott LLP

forcing grooming standards that conflict with an employee's religious beliefs and practices. In one case, an employer required employees to shave any facial hair that prevented them from achieving a gas-tight face seal when wearing a respirator (*Bhatia v Chevron U.S.A., Inc.* (9th Cir 1984) 734 F2d 1382, 1383). One employee complained to his supervisor that he could not comply with the requirement because he was a devout Sikh, and his religion proscribed the cutting or shaving of any body hair. The employee eventually accepted a transfer to a janitorial position at reduced wages.

The court found that while the employee had established a case of religious discrimination, the employer showed that it made good faith efforts to accommodate his religious beliefs, and that further accommodation would have caused it undue hardship.

In conclusion, chances are that your company has a dress and grooming policy. And it's very possible it hasn't been reviewed in a long time. Take a quick look at your policy, making sure that (1) such policies do not disproportionately impact one group or gender more than another, and (2) that supervisors correctly administer these policies. While these policies are undoubtedly always made with good intentions, problems can arise if they are not implemented properly.

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

SinglePoint

(continued from page 1)

"What I enjoy most about our company is that we help local businesses achieve their goals. The investment employers make in employees is one of the highest costs in any business. We consult with business owners and help them to execute a talent management plan so this investment is optimized," says Contreras. A recent survey noted that only 13% of the workforce is highly engaged. Employees report that engagement is enhanced when the company leaders respond to their needs of their employees, provide meaningful work and express appreciation for work that is well done. By outsourcing, business leaders can focus on core business issues like developing talent, reducing turnover costs, attracting and retaining better talent and being innovative in their industry. "We want the businesses we work with to be competitive. When we support them with our knowledge and expertise they can invest their time and energy in pursuits that enhance the bottom line."

Contreras noted the success that SinglePoint has experienced over the last 17 years is due to their hardworking, talented and dedicated team. Taking care of the needs of these employees has always been a top priority at SinglePoint. John Anderson has always believed that if

you take care of your employees, they will take care of your clients. SinglePoint does some unique things to show employee appreciation. For example, they provide 4 paid servitude days to each employee each year so that employees can volunteer their time to causes that are important to them. They also provide onsite car washes for each employee once a month to provide employees more family time on the weekends. They bring in baskets of fresh fruit to provide healthy snacks. "Most of all," noted Contreras "our employees know that family is important; we encourage our employees to step away and attend award ceremonies, sports event, and other important family events."

SinglePoint is very committed to innovation and adapting to the changes in the marketplace. The world of work has changed dramatically in the last few years. Surveys show that 50% of employers plan to grow, yet most indicate that they cannot find the talent they need. SinglePoint recently added a new Recruitment Process Outsourcing division to address this issue. They have also expanded their services to include scalable HR outsourcing in addition to their traditional full HR outsourcing model. The Chamber has experienced the one on one attention and support from SinglePoint first hand and has appreciated all that they do to stay innovative while providing their clients excellent human resource services and advice.



Hands in the Community

Hands in the Community - Our partner, **Southern California Edison (SCE)**, has been a committed partner with HNC almost from the beginning. From purchasing gifts for families during our first Christmas season to donating computers for our office, they've continued to help the community thrive. Now, they've delivered a monetary donation for our cause. Thank you from the bottom of our hearts!

Happy Trails Riding Academy would like to send a Thumbs Up to Tulare County Motorcycle Riders. The 5 Diamonds, Kinfolk, Ninty-9-Saints, Street Royalty and Sinnister Motorcycle Clubs along with Valley Cycle Association came together to present the "1st Annual Run for Autism" with proceeds benefiting Happy Trails. Happy Trails would like to thank all the sponsors and contributors of the event. Over \$12,000 was raised from the event.

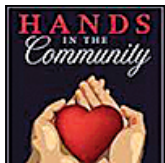
A-C Electric Company is pleased to welcome Stephen Taylor to the A-C family as an Application Engineer in our Automated Controls and Technical Services group. Stephen graduated from Cal Poly SLO with a degree in Electrical Engineering in June of this year. He has also successfully passed the FE/EIT (Fundamentals of Engineering) Electrical and Computer exam in 2014. Honors and memberships during his college experience include the Dean's List, the National Society of Collegiate Scholars (NSCS) and the Institute of Electrical and Electronics Engineers (IEEE).

Hands in the Community is proud to announce our newest board member, Joe Evaro who will be joining our board this month. He is a member of Sierra Baptist Church in Visalia where he serves as a Deacon, Sunday school teacher and is part of the Praise Team. He works at Peninsula Packaging Company where he is the General Manager of California Operations.

San Joaquin Valley Homes would like to thank our homebuyers and prospective homebuyers for helping us become one of the most successful homebuilders in the Central Valley. Our company was featured this month in Builder magazine and we couldn't have done it without you!

Ronald McDonald House Charities of the Central Valley: Marisa Wheelock, Development & Communications Manager, is a former RMHC intern. She is happy to return to our House upon completing her MBA and gaining some experience in the corporate world. Marisa has developed the "Adopt A Room" program and has been sharing our mission throughout the community. Mia Muñoz, Marketing Coordinator, will be starting on

Good News from our Members



Ronald McDonald House

July 8th. She is a Fresno State Marketing graduate who is eager to start working for our House! Mia comes to us with professional event planning experience. We are excited to see all the fun, new ideas she will bring to our events!

We would like to share our celebration for Jim Petty as the owner of **Giant Chevrolet Cadillac** for the last 25 years. He was surprised by General Motors, as you see here, as they presented him this award. He took over the company from his father 25 years ago. His father started Giant in 1961. Without you, our clients and guests this would not have been possible. Thank you so much!



Jim Petty

Valley Oak SPCA said: Critter Camp (Week One) was AMAZING! Thank you all for being such thoughtful, compassionate campers. Critter Camp is educational and fun. We do crafts, write adoption biographies and visit with kittens, cats, puppies and dogs. We get to see and learn about these and other animals.

Visalia Rescue Mission said: A big THANK YOU to Lennar Charitable Housing Foundation for their generous donation of \$20,000--we'll use it wisely to actively fund LIFE CHANGE.



Visalia Rescue Mission

Dowling Aaron INC announces 16 of its attorneys who have been selected as the 2015 Northern California Super Lawyers and Rising Stars. 2015 Super Lawyers: Richard M. Aaron, Leigh W. Burnside, James D. Burnside III, Nickolas J. Dibiaso, Michael D. Dowling, Donald R. Fischbach, Daniel O. Jamison, William H. Littlewood, Steven D. McGee and David D. Schneider. 2015 Rising Stars: Joshua S. Alipaz, Marcus N. DiBuduo, Matthew R. Dildine, Summer A. Johnson, Steven M. Matlak and G. Andrew Slater.

Torian Group News - Pete Gieszinger has joined our staff and will be providing network support. He has worked with computers over the last 15 years starting with help desk and then as an IT administrator. We have been introducing him to clients.

Thank you to **Tri-Counties Bank** for being such a great partner for **Habitat for Humanity** here in Tulare County. We were proud to be chosen as one of 40 non-profits awarded \$1,000 in celebration of the bank's 40th Anniversary Celebration. Judy Hess, Cindy Walsh and Stephani Salierno took us to breakfast and presented us with the check! We are in the running for a single grant donation for \$40,000! Wish us luckfingers crossed!

California Medical Imaging Associates Welcomes New Staff



California Medical Imaging Associates (CMIA), with outpatient centers in Visalia and Porterville, is pleased to announce,



Ruiz

Raquel Ruiz, Radiology Technologist, has joined their team of diagnostic imaging professionals. In addition to Raquel's certification by the American Registry of Radiologic Technicians in X-Ray and CT, she holds certificates in Mammography, Venipuncture and Fluoroscopy. "What got our attention is Raquel's MQSA certification for routine screening and diagnostic Mammography," Paul Loeffler, MD, CMIA Medical Director. "We believe Rachel's commitment to overseeing a mammography program aligned with the expectations of the Affordable Care Act, along with her gentle and professional approach will benefit the women of Tulare County," Dr. Loeffler added.

Trained in Los Altos, California, Raquel earned her AS in Radiological Technology in 2004. "I love science and I value the significant role I have in helping Physicians discover a plan of action for patients," Raquel Ruiz. Her eight years of experience in five medical imaging modalities; CT, Bone Densitometry (DXA), Mammography, Fluoroscopy, and General X-Ray, provides California Medical Imaging Associates with an excellent addition to their core capabilities. "I'm excited to offer a meaningful mammography program for the women of Tulare County, while learning new skills, and working with the CMIA Team," Ruiz added.

In April of this year, California Medical Imaging Associates announced Flat Rate Pricing for all outpatient imaging modalities; screening mammography is \$99.00. To schedule an appointment, learn about our Flat Rate Pricing or obtain directions to our offices call, 559.475.909 or visit www.calrads.org.

Sat, July 25th | 10AM-2PM



Join during our Grand Re-Opening with a

\$25* Initial Fee per person **plus** One Month **FREE!**

NEW!

Dynamic Strength & Functional Fitness Area!

- OLYMPIC WEIGHTS
- ASTRO TURF
- ASSAULT BIKES
- POWER SLEDS
- JACOB'S LADDER

- » Tours
- » Fitness Demos
- » Fitness Challenge
- » Rockwall Challenge
- » Ultra Sound Body Fat Scans
- » DJ
- » Prizes

10am-12pm

Come meet **Ryan Williams** host of ESPN Radio 940 and **Brandon Connette** former Fresno State quarterback!

Expanded Childcare Center!

- FEATURING:
- AGE APPROPRIATE
- ACTIVITY AREAS

- » **Kids Fun:** Face painting & Balloon Animals. Meet **Rawhide's Tipper** from 12:00 pm - 1:00 pm.
- » **Opportunity Drawings:** Flat Screen TV, Memberships, Ultra Sound Body Fat Screenings, Resting Metabolic Rate Assessments and more!

THE *Lifestyle* Center

5105 W. Cypress Ave., Visalia, 93277

*Exclusive enrollment offer valid from 10:00 am to 2:00 pm on Saturday, July 25, 2015 on electronic fund transfer or 12-month prepaid memberships. Certain restrictions may apply. Offer not valid with any other offers or discounts. See a membership representative for details.

(559) 624-3400

TheLifestyleCenter.org

FHCN names new Visalia clinical director

Family HealthCare Network (FHCN) recently announced April Lauren Elliott, PA-C as the organization's newest Clinical Director in Visalia. As Clinical Director, Elliott will oversee medical care for FHCN's Visalia Oak Health Center. Prior to her promotion to Clinical Director, Elliott practiced family medicine at FHCN's Three Rivers Health Center for more than three years. "Lauren not only provides excellent care for her patients, but continues to go above and beyond her clinical duties," commented FHCN President & CEO Kerry Hydash. "Lauren will bring this same energy and enthusiasm to her new role and will continue to positively impact our patients and communities."

Elliott received her Masters of Health Science in Physician Assistant Studies from South College in Knoxville, TN, and is a member of the American Academy of Physician Assistants.

In addition to her promotion to Clinical Director, Elliott will continue to serve patients in the Three Rivers community. For more information about Family HealthCare Network, please call 1-877-960-3426 (FHCN) or visit www.fhcn.org

About Family HealthCare Network:
 Family HealthCare Network is a private non-profit organization that operates federally qualified health centers. Our mission is to provide quality health care to everyone in the communities we serve. We operate 18 sites, of which 14 are community health centers located in Tulare and Kings Counties. Family HealthCare Network is recognized by the National Committee for Quality Assurance (NCQA) as a Level 3 Patient Centered Medical Home and is dually recognized by The Joint Commission with its Gold Seal of Approval® for Patient Quality and Safety and as a Patient Centered Primary Medical Home.

Not your typical banquet: Tulare-Kings Right to Life to host mystery guest

On Thursday, September 3rd, 7:00pm, at the Visalia Convention Center, Tulare-Kings Right to Life will host their 20th Anniversary Making a Difference for Life Fundraising Banquet — their most memorable banquet to date!

In addition to being TKRL's most popular event of the year and one of the largest non-profit banquets in the area, this evening will also celebrate the culmination of 25 years of leadership from Executive Director, April Kesterson, and introduce attendees to the incoming Executive Director.

The audience will enjoy an internationally acclaimed Mystery Guest who has performed before audiences around the globe, appeared on national television and radio and toured the country with an inspiring message about hope and determination. This distinguished guest will bring an exciting entrance, exhilarating wit and encouraging testimony. Attendees will be surprised and delighted when our renowned Keynote Speaker takes the stage, offering entertainment unlike any other. It will be an event not to be missed!

"Since it's my retirement party, in a sense, I wanted to do something totally outlandish and entertaining," Kesterson said. "The element of surprise is a big part of that fun. Guests will laugh and chuckle while being challenged and inspired. This will not be your typical banquet."

In keeping with the 20th Anniversary celebratory theme, prices have been reduced this year: Sponsorships for a Table of 8 are \$495; individual tickets may be purchased for \$65 each. For more information or to reserve your table, please call 732-5000, email april@tkrl.org, or visit www.tkrl.org

Visalia Chamber of Commerce presents: Romance of the Rhine & Mosel



The Visalia Chamber of Commerce would like to invite you to take a trip down the Rhine & Mosel Rivers to explore five countries while unpacking just once. The trip includes roundtrip airfare from Fresno Yosemite Airport, 42 meals, a professional tour manager, deluxe motor coach transportation, and 13 exclusive tours with personal headsets.

The tour will begin in Basel, Switzerland with a streetcar ride, walking tour and time to explore some of the 30 museums. From Basel you will travel to Strasbourg, France with a boat tour around the historic city center and a visit to the spa town of Baden-Baden. You will experience Speyer a UNESCO World Heritage Site and an in home Kaffee-kletsch with a local family. The next morning you will travel down the Mosel and arrive in Boppard to tour a 13th century castle then travel to Cochem for a tour of Reichsburg Castle.

Farther down the river you will enjoy a visit to Berkastel's famous wineries and then enjoy a day in Porta Nigra a gated Roman fortress. Next on the itinerary is Luxemburg then on to Bonn, Germany. The last few days of the tour take place in the Netherlands with a tour of Nijmegen and the Kinderdijk windmills before ending in Antwerp, Belgium.

March 31 – April 15, 2016
\$4425*
 (per person/double)

Tour Highlights:
 Basel • Baden-Baden • Stasbourg
 Speyer • Boppard • Trier • Bernkastel
 Cochem & Reichsburg Castle
 Zell • Bonn • Nijmegen
 Kinderdijk Windmills • Antwerp

NATURAL WONDERS OF COSTA RICA

Join the Chamber for a slideshow presentation August 5th 12:00 p.m. at the Chamber office

FEBRUARY 17 - 25, 2016

FEATURES:
 POAS VOLCANO NATIONAL PARK
 JUNGLE CROCODILE SAFARI CRUISE
 MONTEVERDE CLOUD FOREST
 SELVANTURA PARK & HANGING BRIDGES
 HUMMINGBIRD GALLERY
 COFFEE PLANTATION VISIT

\$2,995 PER PERSON (double occupancy)
 Roundtrip airfare from Fresno, 18 meals, professional tour director

For pricing or registration details call the Visalia Chamber of Commerce at 559-734-5876 or visit www.visaliachamber.org

VISALIA CHAMBER OF COMMERCE
 222 N. Garden St. Suite 300, Visalia

San Joaquin Valley Homes Celebrates Two Year Anniversary

Visalia-based residential builder San Joaquin Valley Homes celebrated its first two years of operation with the close of escrow on its two-hundred-and-sixth new home. Credit for their success goes to a dedicated team of managers and staff.

While the company is short in years, it is long on experience. Joe Leal, Randy Merrill, and Jim Robinson established the company in "With interest rates this low and California's economic picture improving, we are seeing an increasing number of first-time homebuyers and buyers looking for a larger home. We expect 2016 to be a busy year."

The company's head of sales, Danny Garcia, concurs. "Not only do we offer a great home at an affordable price, we offer a level of service that exceeds expectations. Our staff is expertly trained to help buyers navigate the information they need to make informed decisions about their new home, not just with features, but with financing, schools and other location-related concerns. True, our ultimate goal is a happy homeowner, but we also strive to deliver a positive home-buying experience, one that will have our customers recommending us to their friends."

San Joaquin Valley Homes has six communities in Corcoran, Hanford, Tulare, and Visalia. Its much anticipated San Marino neighborhood recently celebrated its grand opening in northwest Visalia, and two more neighborhoods are slated to open soon: Tuscani in Bakersfield, and Palo Verde in east Tulare.

For more information, visit SJVhomes.com or call 559 732-2660.



San Joaquin Valley Homes' San Marino community celebrated its grand opening recently in northwest Visalia.

BOARD SPOTLIGHT

Richard L. Feder

Richard L. Feder is the General Manager of General Growth Properties/ VISALIA MALL. He has been a member of the Visalia Chamber Board of Directors for 3 years

Why is it important to be a Chamber member? I believe being a Chamber member is one of the most important investments I make in the community. As a business leader I feel it is my civic duty to get involved. I believe the benefits of the Chamber are that it can: 1. Increase a business's sales volume; 2. Create positive company image; 3. Save money; educate, attract, develop, retain employees and keep them informed; 4. Create a better place for business and families; 5. Influence public policy, great networking opportunities and building relationships. These are all core to the Chamber's mission. Becoming a member of the Visalia Chamber of Commerce provides opportunities to give back to the community and capitalize on significant member benefits. It goes without saying that being a member of the Visalia Chamber is an important and natural partnership.

What brought you to Visalia? Visalia Mall/ Job & quality of life. Visalia is a great place to live, work and raise a family. Being from the Chicagoland area and not having to shovel snow anymore was very appealing to us!

What was your favorite book that you read in the last 12 months and why? 5 Levels of Leadership by John C. Maxwell – Learned a lot about myself. The levels represent stages in leadership development starting with being the boss who people follow because you have been appointed as their leader, to reaching the pinnacle of leadership, when you are followed because of who you are and what you represent. In The 5 Levels of Leadership, you will learn how to master the ability to inspire people and achieve results. Maxwell details each level of leadership and provides a clear path to reach the next. I highly recommend this book!

What is your favorite charity or local cause? Habitat for Humanity and American Red Cross

What did you want to be when you were in elementary school? Baseball player

What is your favorite quote? "The job of a leader is to build a complementary team, where every strength is made effective and each weakness is made irrelevant." — Stephen Covey

AMBASSADOR SPOTLIGHT

Kathleen Remillard

Kathleen Remillard is the Director of Marketing at Delta Nursing & Rehabilitation Center. She has worked there for the last three years and currently serves as their Chamber Ambassador.

What are some of the ways you'd recommend getting involved/working with/partnering with the Chamber? The Chamber hosts regular opportunities for networking with other business leaders, as well as opportunities to connect with residents who are your customer base. The Chamber hosts business classes to help you be better at your job. You can send announcements or specials to other members in the email newsletter too! Some businesses provide discounts for their services to other members. Great ways to grow your business.

What has Chamber Membership meant for your company? The Chamber isn't just ribbon cuttings - it's a network of influential people with the same goals you have. You want to do well with your business and serve the community with your product or service. Chamber members are a group of people that are invested in the community because they have business here and most members are our neighbors too. They care what happens to the economy. They care whether your business is a success. Chamber members remember each other, shop each other and refer each other.

The best part of Visalia is? Our fabulous downtown. You can walk, shop, dine or just enjoy a refreshing drink. It's a selling point that I use with all out of town guests. We are also living in one of the few places where you can have breakfast amongst the Sequoias, lunch in Visalia and dinner at the beach enjoying the waves.

What is your favorite local charity/non-profit? A piece of my heart will always be with The Creative Center after working there so many years. The students are so full of life and so loving and caring. I also have a soft spot for The Bethlehem Center and all the services they provide to those in need.

PTO or sick leave polices

Faith Lisle's presentation will address how nearly all California employers will need to make significant changes to their PTO or sick leave policies, practices and wage statements in light of the new paid sick leave law. A few areas she will focus on include:

- Basics of employer compliance and resources
- Impact on time and attendance policies
- Calculating payment to employees

Bio: Faith Lisle practices in the areas of employment compliance and litigation. She assists employers in disputes involving claims of unpaid wages, discrimination, harassment, retaliation and wrongful termination. Ms. Lisle also drafts employment agreements and employment handbooks. Additional areas of representation include general civil litigation matters



including breach of contract, torts and commercial collections.

Faith is a lifelong resident of Fresno and a graduate of Fresno State University and San Joaquin College of Law. She is an active member of several professional associations including serving as SHRM Tulare/Kings chapter legislative director.

For questions, please contact Fran Herr 559-300-5941 or email membership@shrmtularekings.org

When:
 Tuesday, August 4, 2015
 11:00 AM - 1:10 PM

Location:
 Visalia Holiday Inn,
 9000 W. Airport Drive,
 Visalia, CA

Register:
www.shrmtularekings.org

YOUNG ENTREPRENEURS Academy FOR KIDS WHO MEAN BUSINESS

VISALIA CHAMBER OF COMMERCE
the CHAMBER
Tulare, California

TULARE COUNTY FAIR
SEPTEMBER 16-20, 2015
CELEBRATING THE BOUNTY OF OUR COUNTY
FARMS • FOOD • FAMILY • FUN

Start as a Student Graduate as a CEO

By Nicola Wissler
YEA! Program Manager

YEA! is a fun and exciting class that guides middle and high school students through the process of starting their own REAL business or nonprofit organization, and teaches them how to make a job - not just take a job! Students learn as much about self-esteem, personal potential and leadership skills as they do about budgeting, planning and production, and have an opportunity to work directly with, and learn from, business leaders in each local community that YEA! serves.

The Tulare & Visalia YEA! program is currently accepting applications for the 2015-2016 class.

Successful YEA! students are dedicated, focused, and passionate about business. They have a drive to succeed and are energetic and enthusiastic.

If you know of a potential YEA! student please have them check out the Visalia YEA! website www.visaliachamber.org/YEA or go to the website and download a nomination form or you can go to the website and nominate a student to participate in the upcoming class.

Applications are due September 15th. The next class will begin the first week of October.



Tulare County Fair calling for competitive entries

The Tulare County Fair is looking for the biggest tomato worm, the tallest weed artists, bakers, quilters, scarecrow designers and more to compete and exhibit their work at the fair, Sept. 16-20.

New this year is a pallet design contest, which has become a popular competition at fairs across the nation.

The application form, for use with live-stock entries, also, is available online and entries are due by Aug. 7. A processing fee of \$5 per exhibitor will be charged for online entries; the fee for hand-delivered entries is \$10. The fees will help offset the cost of providing displays for the enjoyment of fairgoers.

Additional information is available on the entry form at www.tcfair.org.

General admission for the Tulare County Fair, Sept. 16-20, remains the reduced cost of \$8. Admission for children ages 6 to 12 is \$5. Seniors, ages 62 and up, will be admitted for \$5 on Senior Day, Friday, Sept. 18, sponsored by Humana, Inc.

The Tulare County Fair will offer a week of entertainment for the family, educational activities for children, the annual Junior Livestock Auction, new food booths, new carnival rides, tractor pulls, the traditional Destruction Derby and more. Visit www.tcfair.org for ongoing updates to the schedule of events or call the fairgrounds office at 686-4707.

Let's Get Started Check List

By Nicola Wissler
YEA! Program Manager

Hello students! Are you ready to be creative and innovative? The Young Entrepreneurs Academy now has an online application, <https://yeausa.wufoo.com/forms/yea-student-application/>. Now you have the option of submitting your application online or downloading a hard copy application from our website www.visaliachamber.org/YEA.



Before submitting your application for the 2015-2016 class, you'll want to gather everything in the checklist below:

- ✓ Talk to your parent or guardian. You'll need permission to participate and help completing the application. Be sure to have insurance, medical information and a credit card for the online \$20 application fee handy. After all, it's an investment in your future!
- ✓ Prepare answers to two of the following three questions:
 - Why are you interested in learning about entrepreneurship?
 - If you are currently in the process of launching your own business or social movement or if you have a creative, innovative idea

for a business or social movement, please describe.

- What entrepreneurial story, either from the past or currently, inspires you? Please describe.

Write an essay that describes a situation when you demonstrated at least two of the following characteristics of successful entrepreneurs: persistence, inquisitiveness, self-confidence, tolerance for failure, creativity, innovation, personal initiative, competitiveness, commitment, strong management and organizational skills.

- ✓ Ask a favorite teacher, guidance counselor or community leader to write a letter of recommendation that includes: how the recommender knows you and for how long, your academic abilities, maturity, skills, and commitment to your community.
- ✓ Get a copy of your school transcript from your school's office or website.
- ✓ Choose a recent photo of yourself to upload for your ID badge.

Have you gathered everything on this list? You're ready to begin!



VISALIA UNIFIED SCHOOL DISTRICT

New Principals Lead VUSD High Schools

The principal of a Visalia high school is an important leader in our community. We have concluded a busy recruitment and hiring season, and Visalia Unified welcomes four brand new high school principals to its ranks for the start of the school year. In addition, one principal will take on the challenge of a different school this next year.



Craig Wheaton, Ed.D.
Superintendent, Visalia Unified School District

High School in Oliverhurst, CA, and for three years as the prevention and intervention specialist at Herman Leimbach Elementary School in Sacramento. He also worked as a counselor for middle school students in Sacramento. Mr. Fregoso and his family are excited to make Visalia their home!

Principal - Mt. Whitney High School
Rick Hamilton will begin his new assignment as principal of Mount Whitney High School after serving as the Golden West principal for three years. Current principal Jeff Hohne has moved to a District Office position.

Principal - Redwood High School
Matt Shin was most recently the principal of Divisadero Middle School and will now begin his new assignment as principal of Redwood High School. Mr. Shin is looking forward to becoming a Redwood Ranger!

Principal - Visalia Charter Independent Study School
Michele Reid was selected as the principal for VCIS. Ms. Reid currently serves as the assistant principal for VCIS, a position she has held for two years. Prior to serving as the assistant principal, she was the learning director for four years at VCIS and was an elementary school teacher for seven years in Farmersville Unified School District.

A change in the principal offers an exciting opportunity for students, staff, and members of each school community; and we welcome each of these new faces to our schools!

"A change in the principal offers an exciting opportunity for students, staff, and members of each school community"

Principal - El Diamante High School

Angela Sanchez was selected as the principal of El Diamante High School. She will fill the position vacated by Mike Waters, who retired at the end of the school year.

Since 2010, Ms. Sanchez has served as the principal of Green Acres Middle School. Prior to Green Acres, she worked at Redwood High School, where she held various assistant principal positions in the areas of curriculum and instruction, student services, assessment, facilities, and attendance for 16 years. Ms. Sanchez was a Spanish teacher at Redwood High School for eight years and the Foreign Language Department chair for three of those years.

Principal - Golden West High School

José Fregoso was selected as the principal for Golden West High School. Mr. Fregoso recently served six years as the principal of Weston Ranch High School in Stockton. Prior to his principal position, he served for four years as the assistant principal of Lindhurst

U.S. High Court Upholds Citizen Redistricting

CalChamber, California Governors Aid Victory

The U.S. Supreme Court has upheld the constitutionality of Arizona citizens' decision to have congressional district lines drawn by an independent redistricting commission rather than legislators.

The decision was in keeping with a friend-of-the-court brief filed jointly by the California Chamber of Commerce, three former California governors and two political reformers.

California voters formed a similar commission in 2010 when voters passed Proposition 20.

The court's June 29 decision in *Arizona*

State Legislature v. Arizona Independent Redistricting Commission, et al., determined that voters may use the initiative process to authorize an independent commission to draw congressional districts.

Affirms California Process

"The decision removed the conflicted legislature from the redistricting process and upheld the will of the people via the initiative process," said CalChamber President and CEO Allan Zaremborg.

"The ruling affirms California's commitment to the voters to have competitive congressional districts. Politicians will only win re-election if they have earned the support of voters," he said.

Citizen Redistricting Defense

The CalChamber, former Governors

George Deukmejian, Pete Wilson, and Arnold Schwarzenegger, Charles T. Munger, Jr. and Bill Mundell jointly filed an amicus brief in the case supporting the constitutionality of Arizona citizens' decision to have congressional voting lines drawn by an independent redistricting commission rather than by legislators.

The case heard by the high court involved a constitutional challenge by Arizona state legislators in the wake of a vote by the people of Arizona in 2000 to form the Arizona Independent Redistricting Commission.

Arizona state legislators contended they alone had the authority to determine the lines for congressional election districts and filed a lawsuit challenging formation of the independent commission. The matter was appealed all the way up to the high court.

Threat Averted

The Arizona case threatened the will of California voters who passed Propositions 11 and 20. Proposition 11, passed by California voters in 2008, created a 14-member independent citizens commission to redraw state legislative district lines based on strict nonpartisan rules. Proposition 20, passed by voters in 2010, extended the commission's authority to creating congressional districts.

"The decision is good news for California voters who wanted to end the inherent conflict of interest when legislators drew self-serving district boundary lines following each census. The lines drawn by California's Citizens Redistricting Commission have resulted in the fairest and most competitive elections in California history," said Zaremborg.



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CLIP & SAVE

CALENDAR - AUGUST 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	Visalia City Council Meeting 4 pm work session; 7 pm regular session Council Chambers	4	Costa Rica slide show presentation Visalia Chamber of Commerce 12:00 pm	6	7	8
9	10	Government Affairs Meeting Buckman-Mitchell Office 7:15 am	12	13	14	15
16	Visalia City Council Meeting 4 pm work session; 7 pm regular session Council Chambers	18	19	20	21	22
23	24	25	26	Ambassador Breakfast Visalia First Assembly Church 8 am	28	29
30	31			Business After Hours Mixer Devon Mathis Office 5:30 - 7:30 pm		

The Global Leadership Summit coming in August

Visalia First is excited to host The Global Leadership Summit on August 6th and August 7th, 2015. This is the fourth year Visalia First will be hosting the world-class, worldwide leadership development and training simulcast. Over 260,000 people across the globe on six continents are expected to participate in this unique, one of a kind experience.

The Summit features thirteen of the world's most influential authors, business leaders, CEO's, Leadership Strategists, pastors and influential thinkers of the 21st century. This year's speakers include from the business sector, **Carly Fiorina**, 2016 Presidential Candidate; Nationally acclaimed business thinker and author of Good to Great, **Jim Collins**; **Liz Wiseman**, President of the Wiseman Group; Pixar Studios co-founder and Disney President of Animation **Ed Catmull**; as well as former Ritz-Carleton COO **Horst Schulze**.

Coming to the Summit from the world of education is noted Wharton School of Business Professor and Author **Adam Grant**. His pioneering research has led to increased performance and reduced



burnout among business professionals. Joining him will be Research professor **Dr. Brene Brown**, whose Tedx talks have garnered over 18 million views.

Hillsong Church Founding Pastor **Brian Houston** will speak, as well as Summit stalwarts **Bill Hybels** and **Craig Groeschel** will also be on hand to challenge and inspire.

86 percent of past Summit attendees report The Summit improved their "quality of work". 81 percent said it helped them to "manage people/their teams better"; while 87 percent surveyed report that it helped them achieve "increased job satisfaction".

For more information about The Summit visit www.willowcreek.com/summit, call Pastor Elvin Hayes at 559-733-9070, ext. 124 or email life@v1ag.com.



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ONLINE TICKETS: [HTTP://TINYURL.COM/OKTOBERFEST2015](http://tinyurl.com/oktoberfest2015)

2016 TRAVEL ITINERARY
VISALIA CHAMBER OF COMMERCE

- NATURAL WONDERS OF COSTA RICA February 17, 2016
- CHAMPAGNE & BURGUNDY & PARIS March 14, 2016
- ROMANCE OF THE RHINE & MOSEL March 31, 2016
- SOUTH DAKOTA THE BLACK HILLS & BADLANDS June 21, 2016
- SPECTACULAR SOUTH AFRICA September 22, 2016
- COLORS OF NEW ENGLAND October 11, 2016

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