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Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

UPCOMING EVENTS

- **JULY 2, 2015**
Taste of the Summit
220 N. Santa Fe St.
11:00 am - 1 pm
- **JULY 14, 2015**
Government Affairs Meeting
Buckman-Mitchell Office
7:15 - 8:15 am
- **JULY 22, 2015**
Sexual Harassment Seminar
Lamp Liter Inn
3000 W. Mineral King
7:30 - 10 am
- **JULY 23, 2015**
Young Professionals Networking Mixer
Bravo Farms, 400 N. Willis
5:30 - 7:30 pm
- **JULY 28, 2015**
Business After Hours Mixer
Hosted by: Boretti Inc.
1817 S. Woodland
5:30 - 7:30 pm

Man, Woman, Businesses of the Year honored at Annual Awards Banquet

On Thursday June 18th the Visalia Chamber of Commerce held the 62nd Annual Award Ceremony at the Visalia Convention Center. Each year the Chamber honors outstanding men, women, and businesses that contribute to the community of Visalia. "This year there were many amazing nominees and each deserved to win an award. The selection process was difficult and we are proud of each nominee for the work they have done to make Visalia an amazing city," stated Chamber President & CEO, Gail Zurek.

In addition to the community and business awards, the Annual Awards Celebration is the time when the Chamber's leadership team transitions. Judy Fussel completed her term as Chair of the Chamber's Board of Directors and introduced the new chair for 2015-2016, Mr. Norris McElroy, General Manager Western Region, Kawneer Company. Mr. McElroy introduced his leadership team which includes Stacy Morris of BEN-E-LECT as Chair-elect and William Martin (Martin Enterprises), Lynn Conley (CPA), Na-

than Halls (Suncrest Bank), BJ Perch (BJ Perch Construction) as Vice-Chairs.

More than 650 people attended the event to find out who the winners were. During the evening guests were able to mingle and network while enjoying all of the beautifully decorated tables. Each table was decorated by a local business, showing once again how supportive the business community of Visalia is when it comes to honoring their peers.

The Chamber would like to thank everyone involved in putting this event together including: Tropics by Design, the Marriott, Visalia Convention Center, IDEA! Printing & Graphics, MSI, and Zach Green Videos as well as the Event Planning Committee, the Selection Committees, and the many businesses who sponsored this event. The Chamber is proud to be able to put this event together, and plans to continue to create events and opportunities for business leaders and community leaders to build strong relationships.

Man of the Year Donn Alan Ritter

Donn Alan Ritter was born in Columbus, Ohio in 1958. He lived in Ohio until he moved to Phoenix for a year when he was five, and then on to Visalia, California so his father could open Kmart Foods. Donn went to Mountain View Grade School, Divisadero Middle School and Mt. Whitney High School. He played baseball and wrestled in high school.

When he was in fourth grade, his parents purchased a 7-11 store and he worked at the store, learning to count out change at an early age. After high school, he went to College of the Sequoias and then went to Multnomah School of the Bible, now Multnomah University in Portland, Oregon, where he met his wife Frony. They were married in May of 1983, and he brought her back to California where they opened an art studio and supply store.

While raising his children Donn returned to school to get his bachelor's degree from Fresno Pacific and his Master's Degree from California School of Professional Psychology, now called Alliant University. In 2014 after 28 years of service with UPS, beginning as a driver, and moving up to management with additional duties including UPS-congressional liaison he retired. After 5 months of perfecting his culinary skills and rearranging the garage multiple times, Donn took a position with San Joaquin Valley College which now allows him to influence the lives of others in a positive direction as the Campus Director of the Visalia Campus.

Donn's main philosophy of life is to "leave the world better than I found it," and most weekends he is busy on a project to make the lives of others better, whether it is within an organized charity, or something he thinks of that will enhance the quality of life or reduce the suffering of another. Donn combined his love of service, love of people and love of fun when he, became the founding President of Visalia Sunset Rotary in 2004, which he continues to be an active part of today. Donn is a strong proponent for businesses in Visalia having participated as a

See Ritter / 5



Donn Ritter, from San Joaquin Valley College, accepts the Man of the Year Award.

"When I got married, my wife said she wanted a husband that would make history. I don't know that I will ever make history, but I want to be able to make the world a better place."

Woman of the Year Barbara Mayeda

Barbara Mayeda was born in a rural town in Pennsylvania and moved out to California with her family when she was young. She grew up in the San Fernando Valley and her passion for caring for others led her to pursue her nursing degree after high school. Barbara began her nursing career in Los Angeles, California and worked on the med-surge floor in Sherman Oaks Community Hospital. After her husband David graduated from dental school, Barbara and David moved to Visalia, where Barbara continued caring for others and began working in private home care. After working for a number of years in the private sector, Barbara decided to go out on her own. And, after receiving several offers from local organizations, she launched the private home care department at Kaweah Delta Hospital as she felt her abilities would be better served working for a non-profit.

Beyond her role as a caregiver, Barbara has been very active in the community. For the last 29 years Barbara has served as a committee member and currently serves as the Chairman of the Visalia Chamber of Commerce Christmas Tree Auction Committee. She is passionate about making sure that local non-profit organizations have the opportunity to participate in this fundraising event. This committee is truly a labor of love for her. In addition to the Christmas Tree Auction committee, Barbara has been an active member and a past Board Member of Networking for Women a local professional business-women's organization.

Barbara is very passionate about education. Since 1996 she has been a Board Member of the Visalia Education Foundation, a non-profit organization supporting the music, arts, and scholarships for VUSD. She currently serves as the Chairperson for the scholarship committee which awards more than 29 scholarships totaling more than \$30,000 each year which is given to graduating students.

Barbara has also donated time and energy to Pro-Youth Heart, Visalia Senior Housing, and the Redwood High School PTA. Barbara has been recognized by many organizations for her outstanding contributions including the Los Angeles Valley College Nursing School Leadership Award, National Nurse of the Year award, Kaweah Delta Hospital Foundation Nurse Philanthropist Award and the Visalia Soroptimist Ruby Award.



Marie Morrison presents the Woman of the Year award to Barbara Mayeda.

"First, I would like to recognize the other women nominated tonight. It is a privilege to use the talents that God has given you to help others around you"

Non-Profit of the Year Family Services of Tulare County

The mission of Family Services of Tulare County is to help children, adults, and families heal from violence and thrive in healthy relationships. Family Services accomplishes their mission through crisis response, advocacy, counseling, and education to break the cycle of violence, encourage self-reliance and healthy decision making, and foster respect and hope.

Family Services was founded in 1983 by a group of concerned community members who opened an emergency shelter for victims of domestic violence and their children. Today Family Services serves more than 3,000 individuals each year. They serve victims of domestic violence, sexual assault, and other traumas through shelter, mental health services, and comprehensive support services. They have seven core program areas including; Domestic Violence Services,

See Family Services / 3

"The work we do really is a team effort, and our mission would not be possible without our donors and supporters. We often see our clients at their lowest point, but we also get to see many of them reach their goals."



Family Services of Tulare County accepted the award for Non-Profit of the Year.

Visalia First hosts Global Leadership Summit

Visalia First is excited to host the 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 speaker See Visalia First/3

The Visalia Chamber of Commerce invites you to explore in 2015 & 16!

- **Athens & Greek Islands**
October 16-24, 2015
- **Reflections of Italy**
November 10-18, 2015
- **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

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

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VISALIA CHAMBER OF COMMERCE MISSION ICONS



Business-Government



Business Relations



Promoting Community



Strong Local Economy



Labor Law Compliance Series

Stop Harassment Seminar

Lamp Liter Inn

Wednesday, July 22, 2015

7:30-10 am

Breakfast Included

Pre-Registration: \$35 for Members, \$50 for Non-Members

At the Door: \$45 for Members, \$55 for Non-Members

RESERVATIONS REQUIRED

For registration, call 559.734.5876



Santa Teresita, Macy's partner for 10th annual 'Shop for a Cause'

Macy's will partner with Santa Teresita Youth Conference Center in Three Rivers to invite customers to participate in Macy's 10th annual "Shop For A Cause" charity shopping event on August 29, 2015. Customers can purchase shopping passes from (Santa Teresita) now. Macy's "Shop For A Cause" is a unique one-day-only shopping event created to support local charities' fundraising efforts. Since 2006, the program has helped raise tens of millions of dollars for charities across the country.

"For the last nine years, Macy's Shop For A Cause program has raised many millions of dollars for thousands of charities across the country. We look forward to offering our customers and associate an easy way to make a positive impact in our communities while enjoying great savings at Macy's."

Macy's has provided Santa Teresita with shopping passes to sell for \$5 each. Santa Teresita will keep 100 percent of every shopping pass it sells. The more Santa Teresita sells, the more money it will raise!

By purchasing a shopping pass from Santa Teresita customers support our Youth Camps and Programs while enjoying a day of spectacular discounts, entertainment and special events at Macy's. Pass holders will receive special discounts on most regular, sale and clearance purchases all day, but some exclusion apply.

Santa Teresita provides a SAFE and FUN Experience for ALL youth, throughout the Central Valley!!

For more information about Macy's "Shop For A Cause," visit macys.com/shopforacause. To purchase a shopping pass from Santa Teresita Youth Conference Center contact Darlene Mayfield at 559.280.7176 or email Darlene@stteresitaycc.org.



California ag bank names new vice-chairman

Suncrest Bank announced the appointment of Mr. Marc Schuil to the position of Vice Chairman of the Board of Directors of the Bank. Mr Schuil has served as a Director since the Bank was formed in 2008 and as Board Secretary since 2013. Together with his brothers, Michael and Rick, Mr. Schuil owns and operates a highly successful diversified real estate company, Schuil & Associates. The company, which was founded in 1983, specializes in the agricultural sector with a particular focus on the dairy industry, and farming in nuts, citrus, vines, tree fruit and row crops.

"Marc's appointment not only reflects the contribution he has made to the development of the bank but also the expertise he brings in terms of the local ag industry and the quality and value of farmland in the Valley" said Board Chairman, Mr. Bill Benneyan. "As one of very few ag banks in the entire State of California, Marc's experience is invaluable to us," added Benneyan.



About this publication ...

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Large Business of the Year

Jo-Ann Fabric & Craft Stores West Coast Distribution



Bruce Nicotero accepts the award for Large Business of the Year for Jo-Ann Fabric and Craft Store West Coast Distribution Center.

"It does not seem possible that we have been in Visalia for 15 years. We are very committed to being a community minded business."

The mission of Jo-Ann Fabric and Craft Stores West Coast Distribution is to be the best fabric and craft retail brand for their customers, their Team Members, their communities, and investors. Jo-Ann's was founded in 1943 in Cleveland Ohio as a small store front, and was originally called the Cleveland Fabric Shop. The name was changed to Jo-Ann Fabrics in the 1960s. Becoming a public company in 1969. The name was changed to Jo-Ann Stores, Inc. in 1999 and then to Jo-Ann Fabric & Craft Stores in 2006. They have grown to over 800 stores nationwide, and today, employs more than 20,000 Team Members. The Visalia Distribution Center opened in 2001 and distributes fabrics & crafts to 215 stores in the Western United States.

Medium Business of the Year

Seals/Biehle, Inc.

The mission of Seals/Biehle Inc. is to be an industry leader in construction services, bringing value to clients, suppliers, and vendors through their ability to fulfill their needs and exceed their expectations.



Seals/Biehle employees onstage after winning the Medium Business of the Year Award.

"Everyone nominated tonight are businesses that we do business with. We are proud of each of the nominees. We want to thank the families of our employees who sacrifice family time so that we can be so involved in our local community."

grammatic solutions foster progress.

Seals/Biehle began in September of 1993 when Owners Steve Seals and Steve Biehle began receiving offers from past clients to provide construction services. They pride themselves on being progressive-thinking, and committed to the ongoing training of employees. They try to provide rich and rewarding experiences and opportuni-

ties that help the employees to progress in their chosen career path. They have sent multiple employees through the Leadership Visalia program and encourage all employees to be more involved in their community. They have implemented an employee referral program designated to enhance recruitment for vacant positions. Employees are encouraged to introduce talented friends, family members, or former colleagues to career opportunities within the company.

In addition to the employee training and referral programs, Seal/Biehle strives to recognize staff members for meritorious performances in the workplace. Employees are nominated by their peers and the award is given to the employee who demonstrates a high level of job performance, safety, and adherence to the mission and values of the company. Seals/Biehle also holds monthly meetings with the employees focused on enhancing personal growth, leadership skills and team building.

Seals/Biehle has a rich history of giving back to the community. Their business model is such that social responsibility and community involvement are at the helm of the company's mission. They volunteer time, donate to local school programs, sponsor community events, and support charities and organizations that make Visalia thrive.

Some of the local projects they've completed include the Visalia Recreational Baseball Park, City of Visalia Library Renovation and Expansion, West Acequia Parking Structure, and many more. They are currently working on the Redwood High School 2-Story Classroom Building, ImagineU Children's Museum, and Hydrite Chemical Co. Lunch Locker Room.



Small Business of the Year

Companion Animal Medical Center



Dr. Nanette Kuswa accepts the award for Small Business of the Year for Companion Animal Medical Center.

"We are so thankful to have been nominated for this award, 1 person does not make a business, our staff will be thrilled to learn that we have won tonight."

Companion Animal Medical Center's mission is to offer quality, compassionate veterinary care to humans and their pets. Equally important is to be an advocate for the homeless animals in the Central Valley. They want to make an impact on the number of animals that are euthanized yearly due to the lack of progressive initiatives and proactive programs in the area.

Companion Animal Medical Center began in August of 1999 with just three employees. To date

they have grown to include seventeen members including doctors, veterinary technicians, kennel staff and administrative employees. The hospital serves an average of 2,000 patients a month and adds close to 50 new clients monthly. Since 1999 the hospital space has expanded three times and is now double the original footprint.

Companion Animal Medical Center has a strong focus on employee education. They provide on the job training and continuing education for all of the employees. Training encompasses radiology, anesthesia, and surgical assisting. They have robust work experience partnerships with local high schools that have led to the hiring of many of the participating students. They also have an internship program with San Joaquin Valley College for veterinary technicians and Western States Veterinary School for fourth year veterinary students.

Beyond education, Companion Animal Medical Center makes significant contributions to local charities. They work with the Tulare County Shelter, and Valley Oak SPCA to help solve pet over-population problems. Last year Companion started Trap-Neuter-Return programs that have prevented 500 feral cats from being euthanized at local shelters.



Emerging Leader

Matt Seals

Matt Seals was born and raised in Visalia, CA before moving to San Luis Obispo to pursue a degree in Political Science from California State Polytechnic with minors in Construction Management and Business Administration and a family history deeply rooted in the construction industry, Matt moved to Northern California upon graduation to work as a cost engineer with one of California's largest general contractors, Rudolph and Sletten. He assisted senior estimators on major commercial and healthcare projects, learning the ropes of large commercial construction before returning to Visalia in 2000 to work alongside



Matt Seals received recognition as Emerging Leader of the Year for 2015.

"This is very unexpected. I want to thank everyone who has helped me along this leadership journey through mentorship and thank my wife and girls for their sacrifice, so that I can be involved in our community."

his dad, Steve Seals, Steve's long-time business partner, Steve Biehle, and Matt's younger brother, Nick Seals.

Working at Seals/Biehle has given Matt the opportunity to be involved in several multi-million dollar projects throughout the Cen-

tral Valley in several industries including healthcare, commercial, industrial and education. Since joining the company, Matt has managed major projects such as the Recreation Park Remodel (for the Visalia Rawhide), Saint Agnes Medical Center's 230,000 square-foot cardiac wing expansion, the renovation and expansion of Visalia's Downtown Library and the construction of the West Acequia Parking Structure. Most recently he has been working on the construction of the new two story classroom building at Redwood High School.

Although work keeps Matt busy, he has never lost sight of the importance of community involvement. Matt's is an active advocate for the community and participates a myriad of local organizations. Matt is a graduate of the Leadership Visalia program and took his love for the program to the next level and has served as the Chairman of the Leadership Visalia Steering Committee for the last five years. Matt served as a member of the Visalia Chamber of Commerce Board of Directors from 2007 - 2013 serving as the Chairman of the Board from 2010-2011.

He has actively participated in the Chamber's Government Affairs Committee since 2007. Matt is an active member of the Sunset Rotary Club of Visalia, and has served on the Board of the Visalia Economic Development Corporation from 2007 to present, including a term as Chairman in 2008-2009. Recently Matt has joined advisory boards for the Visalia, Lindsay, and Tulare School Districts Linked Learning Initiatives providing guidance and perspectives as an employer in the construction industry. Matt is also a Varsity football coach for Redwood High School.



PRESIDENT'S CORNER

Summer brings increased economic boost to our community

Over the next four months, an exciting economic engine will begin to roar and benefit our community in substantial ways. As Summer kicks off in Visalia you may notice longer waits for tables at your favorite restaurants, or larger crowds wandering Main Street, but most importantly you will begin to see the impact tourism is having on our local economy. Recently it was reported that \$445 million dollars in total direct travel spending was added to Tulare County in 2014 according to projections by travel economists Dean Runyan Associates. To give these numbers some scope and importance, this level of spending surpasses pre-recession spending. Travelers want to spend their vacations in our community. Travelers want to spend their money with our local businesses.

While it is easy to assume that tourism only benefits hotels, this same report showed food service saw a \$4 million increase, retail sales an increase of \$1.7 million and an increase of \$800,000 was added in local tax receipts. In addition, 4,770 jobs in our community are directly related to travel spending. Tourism is an important economic engine that cannot be ignored.

As a business community we must not ignore the travel customer and their needs. Looking at your business through the eyes of visitors, will help you determine ways to capitalize on the tourist dollars coming into our community. What do visitors want? Visitors want the real Visalia.



Gail Zurek
President & CEO
Visalia Chamber of Commerce

They want to experience, taste and buy what makes our community great and different. We are a hidden gem, and they clearly are excited about discovering it.

The Visalia Convention and Visitor's Bureau (CVB), a local nonprofit, works to promote our community through a strategic marketing plan reaching out to visitors all over the world. They have all sorts of resources to help travelers discover what makes Visalia different, fun and worth the trip. If you haven't checked out their website, www.visitvisalia.com I would encourage you to do so. Even as a lifelong Visalian, you may discover new places, attractions and novelties that make our community great. The CVB is also looking for partners to welcome our visitors. As a business, perhaps you have a special promotion for visitors, or an event they should attend. As an individual, perhaps you're willing to volunteer to give a walking tour or staff a booth where visitors can ask questions and find resources.

Promoting what makes Visalia special is the first step. This promotion happens naturally as we bump into travelers within our community.

Sharing our favorite spots, best Mexican food location, or even where to grab camping gear, shows that we are a community that cares. We want tourists to know that we are different, and that we are thankful for the time and money they are adding to our local economy.

Looking at your business through the eyes of visitors, will help you determine ways to capitalize on the tourist dollars coming into our community.

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.

- **BUILDING & GENERAL CONTRACTORS**
Bonadelle Neighborhoods
559.435.9700
- **HR COMPLIANCE**
HR Mobile Services
559.625.2322
- **INVESTMENT SERVICES**
The Mutual Fund Store
559.434.9800
- **NON-PROFIT ORGANIZATIONS**
Vallejo Charrerria Foundation Inc.
559.623.7997
- **OFFICE MACHINES SALES & SERVICE**
Dataflow Business Systems Inc.
559.582.9366
- **PROPERTY MANAGEMENT & INVESTMENT**
JR Shannon Properties
559.901.2611

- **REAL ESTATE LOANS Resource Lenders**
559.734.0500

Renewing

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

- A & W Drive In*
- Armstrong Property Management*
- Auto Oil Changers*
- BANC HOME LOANS
- Bastrire Edwards, CPAs
- BJ Perch Construction Inc.*
- California Water Service Company*
- Educational Employees Credit Union*
- Farmer's Fury Winery
- Frazer, LLP
- Fresno CDFI Fresno Community Development Financial Institution*
- Gerald M. Schneider, D.D.S.*
- Golden Gate Media Group
- Hands in the Community
- International Agri Center*
- Kaweah Marina, Inc.

- Kawneer Company, Inc.*
- Keith Williams DDS
- Key West Cleaners*
- KFSN - TV Channel 30
- McKellar Agricultural Group*
- Mill Creek Management, Inc.*
- Newmark Grubb Pearson Commercial*
- Orange Belt Stages*
- Pacific Capital Strategies, Inc.
- Pacific Southwest Container*
- Pacific Stihl
- Patrick L. Salazar State Farm Insurance Agency
- Peltzer & Richardson L. C.*
- Pine, Pedroncelli & Aguilar, Inc.*
- Quality Jewelers
- Redwood Veterinary Hospital
- Security Self-Storage
- Sequoia Natural History Association*
- Students International
- Valley Oak Credit Union
- Valley Steel Construction*
- Visalia Family Practice*
- Visalia Medical Clinic*
- Zeeb Commercial Real Estate*

*Indicates membership in the Visalia Chamber 110% Club.

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Ribbon Cutting

West Visalia Kiwanis

559.967.6808
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Family Services

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Parenting Resources, and Supportive Housing. The thread that ties all of these programs together is physical and emotional safety. They work to bolster safe homes, safe relationships, and safe children for a safer community where we can all thrive together.

Family Services of Tulare County operates many critical programs and services, but they are most well-known for the emergency domestic violence shelter for women and children, Karen's House. Karen's House is a 30-bed shelter that helps children, adults and families heal from violence. Today Karen's House residents receive case management, individual/group/children's counseling, life skills training, legal advocacy, and emergency assistance including food

and clothing. Family Services also works with a retired VUSD teacher to operate an on-site school which allows children to continue learning while domestic violence issues are being resolved. In 2014 they sheltered 167 women and 142 children and responded to 536 crisis calls. Karen's House is one of only two domestic violence shelters in Tulare County.

Family Services operates the only Rape Crisis Center serving survivors of sexual assault in all of Tulare County; the only Supervised Visitation & Safe Exchange program in Kings and Tulare Counties; and is the lead provider in the region of In-Home Parenting support for families. They are the largest provider of Supportive Housing in the County, with more than 50 units of transitional and permanent housing for survivors of domestic violence and homelessness.

Visalia Chamber of Commerce welcomes two new board members

The Visalia Chamber of Commerce is excited to announce



Rayner



Abbott

Thomas Rayner (Kaweah Delta Health Care District) and Brett Abbott (Gubler & Abbott LLP) are the newest members of the organization's Board of Directors. The Chamber would also like to thank the following Board Members for their valuable time and service on the Chamber Board of Directors; Skip Nugent (Best Buy Market) and Dena Cochran (Kaweah Delta Health Care District).

"The Chamber is grateful for the leadership and service we have received from the individuals who are completing their service this year. We would like to thank them for volunteering their time and expertise on behalf of the Visalia Chamber of Commerce," stated Gail Zurek, Visalia Chamber President & CEO.

Thomas J. Rayner has been with Kaweah Delta Health Care District for 13 years acting in the capacity of Chief Operating Officer and Senior Vice President. Prior to his arrival at Kaweah Delta, Thomas has worked at a number of various hospitals across the United States as Chief Operating Officer. Thomas's education consists of a Bachelor's degree in Social Science from Waynesburg College, in Waynesburg, Pennsylvania, and an MBA degree in Hospital Administration from Wagner College, on Staten Island, New York. Thomas currently is a fellow with the American College of Healthcare Executives and the National Association of Public Hospitals and Health Systems. He is an active participant with the American College of Healthcare Executives Mentorship Program.

Brett Abbott is a partner with Gubler & Abbott LLP, a law firm with over 30 years of experience in Visalia. He earned his undergraduate degree from Brigham Young University, and attended Western State University College of Law, where he received his law degree, graduating as Valedictorian with Summa Cum Laude honors. His current areas of practice include employment law, collections and business litigation, contracts and real estate property law.

He has written articles on legal issues that have been published in the Orange County Register Newspaper, and has been a contributor to the Visalia Chamber of Commerce newsletter since 2007. He has also presented seminars before the Visalia and Porterville Employment Advisory Councils. Mr. Abbott is also fluent in Spanish.

Mr. Abbott and his family moved to Visalia from Orange County in 2007. He and his wife, Becky, are raising four children and love living in Visalia. Mr. Abbott enjoys serving in the community, whether it's working with the Boy Scouts of America, coaching his kids' basketball teams, or volunteering with service projects around town.

Visalia First

(continued from page 1)

ers 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-Carlton 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 Ted 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 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.

Local students awarded 2015 Anita de la Vega scholarships

Family HealthCare Network (FHCN) recently awarded six Tulare and Kings County high school seniors, junior college students, and an FHCN employee with \$600 scholarships through its Anita de la Vega Scholarship Fund. Each year, FHCN awards the scholarships to up to six students pursuing a degree in the fields of health or community health.

- This year's recipients include:
- Lesly Alvarez from Corcoran High School will attend the University of California, Santa Barbara and is pursuing a career in dentistry;
 - Fabiola Gomez-Delgado from Hanford High School will pursue a career in counseling and is attending the University of California, Los Angeles;
 - Luisa Mendoza from Golden West High School in Visalia will pursue a degree in medicine and will attend California State University, Fresno or University of California, Merced;
 - Miriam Morales from Hanford High School will pursue a career in nursing at West Hills College in Lemoore;
 - Nickolas Villalobos from Dinuba High School will pursue a degree in biology at the University of California, Los Angeles, and plans to continue his education and attend medical school; and,
 - Madel Comonfort, an FHCN employee and Community Health Representative in Ivanhoe, is pursuing a degree in social work at the University of Phoenix to become a Licensed Clinical Social Worker.
- FHCN established the Anita de la Vega Scholarship Fund in 2009 in honor of Anita de la Vega, a clinician who served at the Network for 30 years. Since 2010, FHCN has awarded six scholarships per year through the Anita de la Vega Scholarship Fund. In total, more than \$21,000 has been awarded to local students. All scholarship funds are raised from employee and community donations.

A banquet to remember: 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!

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.



We're Celebrating! **Innovation Commercial Flooring** just received the 2015 Central Valley Woman Owned Business Award from the University of California, Merced Small Business Development Center (SBDC) Regional Network. This is quite an honor as 14 Central Valley counties comprise this SBDC Network. We are so grateful to live and to work in the Central Valley.

Deposit Accounts has just released the 2015 edition of its Top 200 Healthiest Banks in America and **Suncrest Bank** has made the list for the second straight year (one of only 49 banks to do so out of the 6,998 total federally insured banks! **Educational Employees Credit Union** was also named to the Top 200 Healthiest Credit Unions in America this year.

Happy Trails Riding Academy would like to send a Thumbs Up to Arabian Horse Association of San Joaquin Valley for their recent donation to our program. The Arabian Horse Club was founded in Tulare County in the 1960's with a mission to enjoy and promote the Arabian horse. The proceeds of their annual horse show in Burbank were graciously donated to the Happy Trails Program.

Congratulations to Matt Seals, he is celebrating 15 years at **Seals/Biehle Construction**. Congratulations to Gary Amon. He is celebrating 34 years at **Central Valley Business Forms**.

The Arts Consortium - WE DID IT! Thanks to the support of our community, we raised just over \$6500 to complete phase I of the Venue. Stay tuned for updates on our progress in the coming weeks.

EECU - We're excited to announce that with your help we raised \$25,050 for Central Valley Honor Flight during our May auto loan campaign! THANK YOU to our members who participated in the campaign to raise funds to send World War II veterans to see their memorial in Washington, D.C. The next Honor Flight is scheduled for mid-June. Visit cvhonorflight.org for more info or to donate.

Family HealthCare Network is pleased to announce it has named Karthik Raghuraman, DDS, MPH as the organization's Dental



Director. As Dental Director, Dr. Raghuraman will oversee the dental program for FHCN's Tulare and Kings Counties Health Centers.

M Green & Company - Ken White has been here for 45 years today! We decided to surprise him with some office redecorating! Over 200 balloons in all! Thanks Ken for all the years!

Congratulations to the four **Rawhide** players named to the California League All Star Team: Zack Godley, Johnny Omahen, Nickolas Sarianides, and Daniel Palka! This year's game is in Rancho Cucamonga on June 23rd!

Congratulations to **Chimienti & Associates Insurance Services**. Their co-ed softball team won the Championship game!

Visalia Unified School District announced that seven of its schools have been selected by Campaign for Business and Education Excellence (CBEE) as seven of 1,851 public schools in California to receive the title of 2014 Honor Roll school.

The CBEE Honor Roll is comprised of two different awards, the "Star Schools" Award (1328 schools) and "Scholar Schools" Award (523 schools). VUSD has five "Star" schools and one "Scholar" School.

- 2014 - STAR:
- Green Acres Middle School
 - Linwood Elementary
 - Manuel F. Hernandez Elementary
 - Shannon Ranch Elementary
 - Valley Oak Middle School
- 2014 - Scholar:
- Oak Grove Elementary



CSET Employees of the Year

Congratulations to **CSET's** Employees of the Year! They do tremendous work and make a huge difference in our community.

Erica Tootle, Director of Development at **Family Services of Tulare County** has been selected for the Allstate Foundation Greater Good Nonprofit Leaders Program's Class of 2016. Erica is trying to downplay this honor, although she is one of only 15 participants selected nationwide. Congratulations, Erica!

How to calculate rest break payment for piece-rate workers

By Barbara Wilber

QUESTION: We pay our employees by piece rate. What is this I'm hearing about paying additional wages for the rest break? Is this true and how do we calculate it?



Wilber

ANSWER: Yes, it is true. As the result of the court case, *Bluford v. Safeway Stores Inc.*, 216 Cal.App.4th 864 (2013) employers that use a piece-rate method of payment are now required to separately compensate employees for their rest break time.

The Division of Labor Standards Enforcement (DLSE) has provided the following calculation example:

Example:

- Piece-rate employee works 40 hours, 5 days a week with two 10-minute rest periods taken on each workday, and earns \$600 in a particular workweek.
- Total hours worked for the week = 40 hours.
- Total length of rest periods taken during the week: 100 minutes



(which is derived from two 10-minute rest periods taken per day x 5 days a week).

- 100 minutes ÷ 60 (1 hour) = 1.667 as total hours for rest period taken.
- Hours spent on making pieces: 40 hours - 1.667 hours = 38.333 hours.
- Rate of pay for rest period taken: \$600 (weekly piece amount made) ÷ 38.333 (hours spent on making pieces) = \$15.65 per hour.
- Additional compensation employer must pay for rest period taken: \$15.65 x 1.667 hours = \$26.09.
- Total wages this piece-rate worker shall be paid: \$600 (piece amount made) + \$26.09 (payment for rest periods taken) = \$626.09.

Wage Orders

The Industrial Welfare Commission orders state that rest breaks shall be counted as hours worked and there shall be no deduction from wages. Employers should review their piece-rate payments to ensure compliance with the above methods of calculation.

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The Young Entrepreneurs Academy is looking for the next BIG IDEA

By Nicola Wissler
YEA! Program Manager

Do you know a student who could be the next Bill Gates or Martha Stewart? If so, the Young Entrepreneurs Academy (YEA!) is the program for them. The YEA! program is a unique class that transforms local students into real, entrepreneurial success stories through a fun, exciting, projects-based approach. In the class students generate business ideas, develop business plans, pitch to a panel of investors and sell their new, real products and services at a trade show event!

Students interested in participating in the YEA! program do not need to have any previous business experience to be successful. Students don't even have to have a business idea in order to join the program. The kinds of students who excel in YEA! are highly motivated, driven, creative thinkers who are excited about new ideas, new opportunities and are looking to do something big.

The YEA! program is a fast-paced, exciting environment. The Tulare & Visalia YEA! program is currently accepting applications for the 2015-2016 class. Students interested in applying for the YEA! program will need to complete the application, get a recommendation letter, obtain a transcript and participate in a personal interview. Applications can be downloaded from: www.visaliachamber.org/pages/YEA33. Applications are due by September 15th, however students will be accepted throughout the summer. There is no application fee for this program.

If you know a student who you believe would benefit from and enjoy participating in the YEA! program please download the nomination form found at www.visaliachamber.org/pages/YEA133. For more information on the YEA! program contact Nicola Wissler at the Visalia Chamber of Commerce 559-734-5876.

Previous student businesses includes:
ACE Wallets - a customizable wallet created with playing cards or business cards.
Cote Custom Computer Builds - builds, upgrades and maintains PC computers.

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

CREATIVE Board Shop - currently an online retail business selling T-shirts, skateboard decks, and bracelets, they sponsor local skaters at competitions.

D.R.E.A.M. - an after school tutoring program for elementary school children provided by high school students.

DUALITY Mark - a T-shirt business that creates designs focused on the Central Valley.

Mama Hannah's Sugar House - a bakery focused on catering private parties with vegan options.

Photos Evolved - scans old photographs onto flash drives with pick-up and delivery services.

Oceguera Salsa - fresh, homemade, organic salsa made with local Central Valley ingredients.

Quickfeet Athletics - developed a hand held battery operated device for screwing in and unscrewing cleats from athletic shoes.

Three Leaves Eatery - uses local fresh ingredients directly from farmers to sell prepared salads at farmers markets and local festivals.

The Business Olympics - an event planning business focused on promoting local downtown businesses.

Savory Sauces - a delicious home-made pasta sauce.



Habitat for Humanity Tulare County's "Women Build" project

Financial Credit Network plants seeds of community service

All it takes is one opportunity to plant the seed of community service. Project Hope is Financial Credit Network Inc.'s (FCN) way of planting seeds within their staff. This program is a month long initiative encouraging employees to give hope through service. This year's benefactors included FoodLink, Habitat for Humanity and Hands in the Community.

Projects were scheduled for the first three Wednesdays in May from 8 a.m. until 12 p.m. FCN paid the employees' wages during their service time. Employees were encouraged to participate in at least one project. The feedback from staff members has been exciting! A few employees said:

"I look forward to Project Hope each year - it gives me another opportunity to give back to the community."

Hands in the Community stated, "We so appreciate your taking the challenge of doing that enormous yard clean up! Once again, you have stepped up to help a person in need in our community. We applaud you."

Financial Credit, known throughout the business community as FCN, is a collection agency, founded in 1954. Their mission is to be known for creating a new industry image focused on exceptional customer service. Customer service extends to the community in which they live. Their staff members are very active in multiple charities and give back both financially and with their time.

Leadership Visalia announces graduating class of 2015

The Visalia Chamber of Commerce is proud to announce the graduation of the 2014-2015 Leadership Visalia class. Created by the Visalia Chamber of Commerce in 1986, Leadership Visalia is the Central Valley's premier leadership development course. The Leadership Visalia program is designed to develop effective and visionary leaders who will help our community remain successful while retaining its unique atmosphere. To date, more than 350 graduates have completed the intense program and realized their true leadership abilities and talent.

For the last 10 months, class members have explored topics including leadership styles, State and local politics, healthcare, education and water. Class participants are challenged with the objective to become engaged in civic activities with the long-term vision of giving back to their businesses and the community as a whole.

The following individuals have successfully completed the 29th Leadership Visalia class:

- **Gabbie Alvidrez** - CSET
- **Chad Bringe** - Central Valley Community Bank
- **Kurtis Brown** - Visalia Fire Department
- **Bobby Chapa** - Jo-Ann Fabric & Craft Stores, West Coast Distribution Center
- **Elizabeth Contreras** - Visalia Unified School District
- **Sarah de Leon** - Family HealthCare Network
- **Nick Galicia** - Tulare County Workforce Investment Board
- **Willie Gallegos** - The Real Estate Connection
- **Devon Jones** - City of Visalia
- **Shellie Knight** - Visalia Unified School District
- **Raina McNamara** - Seals/Biehle, Inc.
- **Jason McWilliams** - Visalia Police Department
- **Brooke Reed** - Suncrest Bank
- **Carmen Reid** - Homemaker/Volunteer
- **Maria Resendiz** - Visalia Public Cemetery District
- **G. Sangha** - College of the Sequoias
- **Matt Shin** - Visalia Unified School District
- **Hector Uriarte** - Proteus Inc.
- **Melissa Withnell** - Tulare County Board of Supervisors
- **Jorge Zegarra** - College of the Sequoias
- **Rebecca Zylstra** - Zylstra Automotive

Leadership Visalia recaps year at final session

The Visalia Leadership Class of 2015 met on June 5th for its final day session. The topic for the day was the end of year review. Day session leaders Jason McWilliams and Roberto Chapa brought together a diverse group of guest speakers to talk about leadership.

Captain Haskill spoke about the need for leaders to have a vision for those they lead. Troy Korsgaden of Farmers Insurance expressed to the class his keys to success, including; having the right attitude, willingness to grow, surrounding yourself with the right people and knowing your audience.

Tulare County Sheriff Mike Boudreaux talked about creating stake holders and valuing customers and staff. Lindy Gligorijevic emphasized that leadership is a skill not a virtue, as well as the importance of leaders empowering others to make decisions.

Day session leader Jason McWilliams conducted a brief presentation entitled "Rules for Success."

The day session ended with facilitator Ruth Medlin encouraging the class to reflect over the year long experience. Each class member was given the opportunity to talk about their take aways from the class. A common theme among the group was the development of lasting friendships and relationships. Each class member learned something new about leadership and the community that we live in.

For more information on the Leadership Visalia program, or to obtain an application for the 2015-2016 class, call the Visalia Chamber of Commerce, 559.734.5876, e-mail sue@visaliachamber.org, or visit www.visaliachamber.org.

Ritter

(continued from page 1)

committee member, board member or chairman of the Workforce Investment Board, Visalia Economic Development Corporation, and

the Visalia Chamber of Commerce. Donn has actively participated in more than 20 local non-profit organizations including; Habitat for Humanity, Happy Trails, Boy Scouts of America, Central Valley Children's Hospital, United Way, and CASA of Tulare County, as well as volunteering at local schools.

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CALENDAR - JULY 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Taste of the Summit 220 N. Santa Fe St. 11:30 am - 1 pm	3	4
5	6 Visalia City Council Meeting 4 pm work session; 7 pm regular session Council Chambers	7	8	9	10	11
12	13	14 Government Affairs Meeting Buckman-Mitchell 7:15 am	15	16	17	18
19	20 Visalia City Council Meeting 4 pm work session; 7 pm regular session Council Chambers	21	22 Sexual Harassment Seminar Lamp Liter Inn 7:30 am	23 Ambassador Breakfast Visalia First Assembly, 8 am	24	25
26	27	28 Business After Hours Mixer Boretti, Inc. 5:30-7:30 pm	29	30 Young Professionals Networking Mixer Bravo Farms, 5:30 pm	31	

Companies can be penalized when labor contractors misclassify workers as independent contractors

A California court recently held that companies that hire labor contractors can be held liable for civil penalties when a labor contractor willfully misclassifies workers as independent contractors, even if the companies that hired the labor contractor did not themselves make the decision to misclassify the employees. In *Noe v. Superior Court of Los Angeles*, No. B259570 (Cal. Ct. App. June 1, 2015), Anschutz Entertainment Group (AEG) contracted with Levy Premium Foods to manage the food and beverage services at several entertainment venues in southern California. Levy hired Canvas Corporation to provide laborers to sell food and beverages at AEG venues. Levy became aware that Canvas had misclassified workers as independent contractors and was paying them on a commission basis that amounted to less than the minimum wage, but Levy did not attempt to correct the misclassification. In 2013, several workers filed a class action against AEG, Levy and Canvas (as joint employers) for, among other things, willfully misclassifying them as independent contractors, and seeking to recover the civil penalties provided in Labor Code section 226.8. Section 226.8 imposes civil penalties on any employer who "engages" in willful misclassification of an individual as an independent contractor. AEG and Levy argued that, even if they were joint employers along with Canvas, only Canvas made the decision to misclassify the laborers, therefore AEG and Levy did not engage in willful misclassification, and should not be subject to the Section 226.8 penalties. The L.A. Superior Court agreed, and the workers appealed. The Second District Court of Appeal explained that to "engage"



Patrick Moody
Borsamian & Moody

in an activity means to involve oneself, take part in, or participate. According to the appellate court, "a joint employer who knowingly acquiesces in a co-joint employer's decision to willfully misclassify their joint employees has necessarily 'involved' itself in that misclassification decision." Therefore, AEG and Levy could be subject to the penalties for Canvas' willful misclassification because Levy was aware of it but did not try to correct it. On the other hand, the Court clarified that only California's Labor Commissioner is authorized to collect the penalties in Section 226.8, and there is no private right of action for the employees to collect the penalties in a civil law suit.

What This Means for Employers:

The instructions on the Form I-9 state, "[t]he person who examines the documents must be the same person who signs Section 2. The examiner of the documents and the employee must both be physically present during the examination of the employee's documents." Employers need to make sure that the individual signing Section 2 of the I-9 physically reviews the applicant's original authorization documents in the presence of the applicant.

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 Borsamian & Moody at 559.248.2360 or toll-free at 888.322.2573, for individual responses to questions or concerns regarding any given situation.

LEADERSHIP VISALIA CLASS

Leadership Visalia is a 9 month program exploring personal leadership and development issues. More than 350 participants since 1986. Graduates have become city council members, school board members, planning commissioners, county supervisors, state legislators, member of non-profit boards, officers of corporations and board members of the Chamber.

APPLICATIONS ARE BEING ACCEPTED FOR THE 2015-2016 LEADERSHIP VISALIA CLASS

For more information go to:
www.visaliachamber.org
or call the Chamber **559-734-5876**

VISALIA CHAMBER OF COMMERCE, 220 N. Santa Fe Street, Visalia

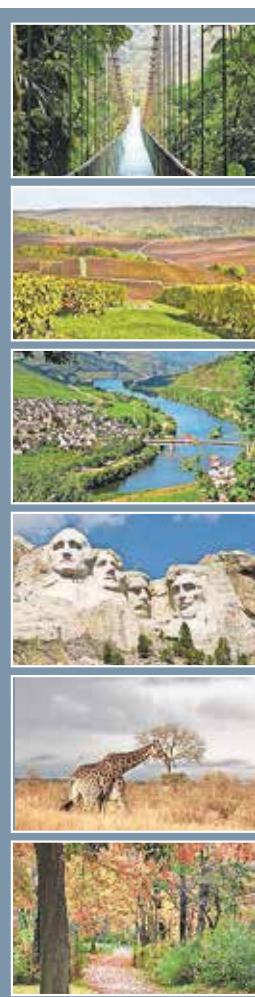
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