

Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

UPCOMING EVENTS

- **MAY 12, 2015**
YEA! Student Graduation
Holiday Inn Hotel & Conference Center
6-7:30 pm
- **MAY 21, 2015**
YPN Development Series
Brandman University - Visalia Campus
6-8 pm
- **MAY 26, 2015**
Business After Hours Mixer
Hosted by: Parks Visalia
5:30-7:30 pm
- **MAY 27, 2015**
Young Entrepreneurs Academy Information Session
Visalia Chamber of Commerce
6-7 pm
- **MAY 28, 2015**
YPN Development Series
Brandman University - Visalia Campus
6-8 pm

Pacific Employers offers family leave seminar

Employers, are you aware of the many leave laws that impact you and your business such as FMLA, CFRA, PDL, WC, ADA, etc.? The interaction of the many Leaves of Absences programs can be very confusing for employers. Come to Pacific Employers' free Family Leave Seminar on Thursday May 21st from 10 to 11:30 a.m. at the Tulare-Kings Builders Exchange, 1223 S. Lover's Lane in Visalia.

David E. Miller, President of Pacific Employers, will be the primary presenter of the seminar. Candice Weaver, Human Resources Executive will also contribute. To attend the free seminar please call Pacific Employers at 559.733.4256.

Pacific Employers, advisors to management, is a membership based labor relations and consulting firm in business since 1964 with over 600 individual members and offers employers professional consultation and expert personnel services, qualified policy manuals, handbooks, trainings, and more.



We invite you to explore in 2015!

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

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

For more information, go to www.visaliachamber.org

Visalia Chamber of Commerce
220 N. Santa Fe St.
Visalia, CA 93292

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BUSINESS SPOTLIGHT

Jostens Printing & Publishing: Creating memories for generations

By Nicola Wissler

In high school, there's a certain special day that students always look forward to. It isn't prom, or cowhide, or even the last day of school; it is the day yearbooks are distributed. Students run around getting signatures from friends, flipping through pages to see if their most memorable activities had been captured for the entire school to remember. What some may not know, is that every one of these coveted yearbooks were printed right here in Visalia. In fact, if you graduated from a high school west of the Rockies after 1964, your book was printed at the Visalia facility. Recently, The Chamber had the chance to tour the Jostens facility and learned that yearbooks aren't the only thing the Jostens plant produces.

Jostens Printing and Publishing was founded in 1897 in Owatonna, Minnesota, and opened the Visalia facility in 1964. They were and still are the only yearbook plant west of the Rockies. Marilyn Mitchell, Jostens Plant Facilitator, noted during our tour that the primary product printed at the plant continues to be yearbooks, but that Jostens also does commercial printing for local companies and is the only book-binding on the West Coast. "One of the most interesting things about



Jostens Art Department

Jostens is the number of local folks who don't know we do Commercial Printing," stated Mitchell. "We hosted a big mixer last year for the Visalia and the Tulare-Kings Hispanic Chambers, and we heard over and over that people had no idea that we could do "regular" printing; they

See Jostens / 2

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www.visaliacem.org



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www.sjvhomes.com

VISALIA CHAMBER OF COMMERCE MISSION ICONS



Business-Government



Business Relations



Promoting Community



Strong Local Economy



May 2015 Professional Development Series

Branding Your Business

Thursday, May 21, 2015
6-8 pm

Brandman University
Visalia Campus

Kim Batty, DMI Agency

- What is your brand?
- Marketing is not an option — It's an operating expense
- Today's marketing tactics

Thursday, May 28, 2015
6-8 pm

Brandman University
Visalia Campus

Miles Sebestia, Allied Computer Solutions

- Why should you care about local online marketing?
- Get tips & strategies from an expert on local search engine optimization and pay per click ads

To register, call the Visalia Chamber, 559.734.5876, or go to: <http://business.visaliachamber.org/events/calendar/>

Join us and congratulate our talented (and perhaps most mischievous) photojournalist Richard Harmelink! Richard has worked for **ABC30 Action News** for 20 years. You don't see him in front of the camera very often because he's busy capturing great video. He's one of the most hard working people at the station and is always fun to work with!



ABC30 Action News

ImagineU Children's Museum had a fantastic Spring Break camp. They ended the week with a Princess Tea Party filled with crafts cookies and a visit from Princess Elsa from Frozen.



ImagineU Children's Museum

Kaweah Delta Hospital would like to say a huge thanks to Cherish Burger, Diana Leon and Roger Morris pictured here with Lindsay Mann for their amazing dedication and service. A Guardian Angel donation was made in their honor by one of their patients for the excellent



Kaweah Delta Hospital

care that they delivered. It says a lot about a caregiver when a patient makes a donation in honor of them. Keep up the great work and thank you for taking such great care of our patients!

The National Association of Community Health Centers (NACHC) has honored **Family HealthCare Network** Clinical Dental Director Isaac Navarro, DMD, MPH with the Hometown Advocate Award. The award recognizes individuals whose contribution



has developed and enhanced education and training programs for health professionals at community-based health centers.



Dr. Isaac Navarro is presented with the Hometown Advocate Award

Con-gratulations P e p - siCo on your 2015 ENERGY STAR Partner of the Year—Sustained Excellence Award!

Congratulations to Brett Sutton of **Sutton & Hague Law Corp.**, he was selected by peers as Northern California Super Lawyer for fifth consecutive year!

The **Visalia Rescue Mission** wants to say a huge THANK YOU to Deb for volunteering her time while our Director of Volunteers was on maternity leave!

Family HealthCare Network was pleased to welcome Alex Harris, Grassroots Advocacy Manager for Special Populations from the National Association of Community Health Centers yesterday! Alex visited us all the way from Washington D.C. to present a pilot advocacy program to FHCN Community Health Reps and Promotoras. Our team took away some great insights for their continued health advocacy efforts - "Sea un defensor" or Be an Advocate.

CASA Grande Senior Care Home is celebrating its 42nd Anniversary this year. Congratulations and thank you for providing such great care to our senior community.

Sequoia Riverland Trust - Our plant sale at Dry Creek last Saturday was a great success - we sold more than 80 plants, all natives or drought-tolerant varieties. Our next big sale will be in the fall, but we'll have a few plants for sale at events we attend such as Earth Day in Visalia and the Visalia Farmers Market. Thanks for your support, and come see us again soon!

Say what?! Valley Awesome listed **DMI Agency** as one of the Central Valley's Top Advertising and Marketing Agencies. We think that's...what's the word we're looking for? AWESOME!

2015 Annual Small Business Recognition

On May 6th the UC Merced Small Business Development Center will host the 2015 Small Business Recognition Awards Ceremony. The event will take place at the Fresno Doubletree by Hilton and tickets are \$35 each or you may reserve a table for \$250. This year the keynote speaker Michael E. Gerber, global small business Guru & author of the New York Times Best Seller *The E Myth Revisited: Why Most Small Businesses Don't Work and What to Do About it*.

Throughout the evening small businesses will be recognized in the categories of Technology, Women Owned, Rising Star, Family Owned, Exporter, and Veteran Owned. The UC Merced Small Business Development Center is hosted by the University of California, Merced. The Network Office provides vision, direction and administrative support for the five SBDCs in the 15-county Central California region.

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Suncrest Bank hires third industry veteran to top leadership team

Following on from the recent appointments of Mr. Ciaran McMullan as Chief Executive Officer and Mr. Doug Tribble as Chief Operating Officer, both formerly of National Australia Bank Group and Great Western Bank, Suncrest Bank today announced the appointment of Mr. Peter Nutz as its new Chief Credit Officer.

Mr. Nutz joins a leadership team with outstanding domestic and international banking experience, and comes to the position following 13 successful years with Rabobank in the US and overseas. Most recently as Executive Director for Retail and Small Business Credit for Rabobank Group in Poland, Mr. Nutz's previous roles include Executive Risk Director for Debt Restructuring and Recovery, and Senior Ag Credit Officer for Rabobank's US-wide Rural & Retail Division, based out of Fresno.

"Peter's appointment represents the next significant step in building a world-class leadership team here at Suncrest", said McMullan, "his deep expertise, not only in farming and agribusiness, but across all industry sectors will allow us to substantially expand our product range and confidently go after bigger and more complex deals."

About this publication ...

Business Update is the official monthly publication of the Visalia Chamber of Commerce, 220 N. Santa Fe Street, Visalia, CA 93292, (559) 734-5876. Periodicals, Postage Paid at Visalia, CA 93277; Publication No. USPS 494-660. Annual Subscription rate \$15. Postmaster: Send address changes to **Visalia Chamber of Commerce**, 220 N. Santa Fe St., Visalia, CA 93292. Advertising information, call the Visalia Times-Delta at (559) 735-3235. **Editor: Nicola Wissler. Layout: Times-Delta Media Group.**

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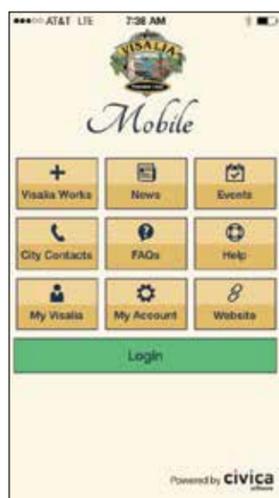
CITY UPDATE

City launches Visalia mobile app

As part of the City of Visalia's newly designed website with user-friendly features customized to visitors' own unique needs, today marks the launch of Visalia Mobile. This fast,



Steve Nelsen
Mayor
City of Visalia



easy to use and free access to useful information allows residents to submit non-emergency service requests such as graffiti removal, pothole and sidewalk repairs, park and facility maintenance, and much, much more!

"Visalia Mobile joins the City's newly designed website, Visalia City, and Visalia Works to provide up-to-date technology that makes information citizens want and need available on a multitude of mediums," said Community Relations Manager Nancy Loliva. Visalia Mobile, the Mobile SmartPhone app

for IOS/Android platforms is one of the newest software being produced by Civica, the City's website vendor. It features not only service request functions, but news, events, city contacts, My Visalia, FAQs and website icons to access information literally in the palm

of your hand. Visalia Mobile includes the following features.

- Access to the City of Visalia's newly designed website at www.visalia.city in a responsive layout adaptable to any mobile device.
 - The ability to manage your favorite pages, news, events and notifications with 'My Visalia', a resident portal allowing residents and visitors to personalize the website to deliver only the information they want while keeping everything else just a few clicks away.
 - Access to Visalia Works, the web-based mobile request and issue management system which allows citizens to easily submit requests for information, access trouble and violation reports online and, if they desire, receive email, phone or mail acknowledgements and updates.
 - Read the City News Feed, driven by the main website feed, for all the latest news from the City of Visalia.
 - Save the date for any City Event with a feed from the City's Calendar.
 - A complete list of City Contacts provides you with easy access!
 - If there's a question on a City service, you'll find the answer in FAQs.
- Download the app today (search for VisaliaMobile)! For more information, contact Nancy Loliva at 559-713-4535 or at nloliva@ci.visalia.ca.us.

Jostens

(continued from page 1)

did not realize the amount of printing equipment we had at our facility."

We began our tour of Jostens in the art department. The walls were painted bright colors and were covered with yearbook covers from decades past. It is here the process used to create the perfect yearbook cover begins. Manager Mike Mello explained that in the past the process of creating a yearbook could be cumbersome and time consuming. Recently, Jostens has streamlined everything using the latest technology. Mello noted that the most creative part of the process is designing the cover. The number of options for yearbook covers is almost limitless depending on a school's budget. After leaving the art department, it quickly became apparent that this facility is huge. The Visalia Jostens plant is 100,000 sq. ft. and employs upwards of 250 residents. "Whether it is yearbooks or commercial jobs, a quality product is Jostens' number-one goal, and the employees take it seriously. Many of the employees have spent their entire career at this plant and they see a quality product as a representation of their work," stated Mitchell.

We were surprised to learn how many steps are required to print a yearbook, or any other book for that matter. Digital proofs are put

onto large metal sheets used to print 8 pages at a time. Pages are then folded, cut, trimmed, bound, and glued to the covers. After meeting employees at the facility, we learned that most are cross-trained to work in different departments, depending on the workload.

While at Jostens we met with Plant Manager, Dan Rodriguez, who told us a little about future plans for the Visalia Jostens facility. Rodriguez said, "We have a legacy in this community. Everyone knows us for printing yearbooks and for the printing we do for local non-profits, which dates back more than 50 years; however, we are excited to expand our abilities to fill other niches in the local commercial print industry. We plan to bridge the gap between yearbook printing and commercial printing by taking advantage of cutting edge technology and equipment while increasing our creative work." Jostens expects to grow its art department to include logo creation, branding, original art, and book printing. They also plan to expand their facility to include a digital printing operation while creating a sales presence in Visalia.

It was truly an eye opening experience to be able to tour the Jostens facility. Their dedication to producing a quality product and their goals of expanding are admirable. They are often not given enough credit for the impact they have on our local community. The Chamber appreciates Jostens for their dedication to creating great products right here in Visalia and for doing such a great job printing our BUSINESS CONNECTION magazine each quarter.



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PRESIDENT'S CORNER

Partner with the Chamber for success in 2015

On April 23rd at our Annual Membership Meeting during the State of Business Expo, we reflected on the success that 2014 brought for your Visalia Chamber of Commerce. It was a year of leadership change, new initiatives and continued growth. We celebrated that for the last four years, the Chamber has enjoyed, an unheard of, 94% retention rate and last year saw a 10% growth in membership. Our members clearly see the impact of collaborating with the Chamber and we are responsible for to continuing that work.

Excitingly at the meeting, our staff shared the Chamber's new logo, video and office location. These items are a mere example of promising growth and development of the Visalia Chamber of Commerce. As 2015 has already proven to be successful, we anticipate the same for the second half of the year.

Last year our major events reached new milestones. The Annual Business Awards and Christmas Tree Auction enjoyed sell out status. Oktoberfest found a new home at Vossler Farms with rave reviews from festival goers. The bar has been set high for 2015. Plans are under way to enhance the quality of all of our events. The 62nd Annual Business Awards on June 18th will feature business award nominee



Gail Zurek
President & CEO
Visalia Chamber of Commerce

videos from the same videographer, Zach Green Films, who created the new Chamber video. New lighting features will give sponsors even more visibility at this premier event.

Workshops, trainings and classes sponsored by the Chamber have continued to grow. Many of our sessions have had packed rooms and waiting lists. As we build our training calendar for 2015, we strive to continue to provide relevant training requested by our members. Chamber University, an online anytime training tool, is growing in popularity particularly among busy business owners who cannot make traditional in person workshops.

We celebrated that for the last four years, the Chamber has enjoyed, an unheard of, 94% retention rate and last year saw a 10% growth in membership

Most importantly our work in 2015 will focus on building and strengthening our partnerships. These partnerships with members, civic organizations and community agencies means we will have a stronger business community. We work with businesses to provide the resources, voice, advocacy and collective action they need to be successful. Together we have accomplish much. We will accomplish more. If you would like to join us, be part of strengthening your business or the business climate in general, please collaborate with us. Join the Chamber as a business member or perhaps even as a civic minded individual. We look forward to 2015 and working with you.



BOARD SPOTLIGHT

Dena Cochran

Dena Cochran is Vice President of Development with Kaweah Delta Health Care District. She has been a Chamber Board member for several years.



Cochran

Why is it important to be a Chamber member? The Chamber is the face of Visalia and helps insure the vitality of our community.

What brought you to Visalia? My husband joined a local law firm.

What is your favorite thing about your job/company? At Kaweah Delta we help people.

What do you like to do when you are not working? Exercise, read, hike, ski.

What is your favorite place to go in Visalia when you are not working? Out to dinner, I also enjoy going on walks in my neighborhood

What was your favorite book that you read in the last 12 months and why? The Boys in the Boat, the story of the University of Washington crew team that won the 1936 Olympics in Germany. It was fascinating and inspiring. I wanted to stand up and cheer!

What is your favorite charity or local cause? The Fox Theatre I have been on the board for several years. I feel good and proud for Visalia every time I see it.

What is your best advice for young professionals? Be honest; work hard; be persistent; always do what you say you are going to do.

What did you want to be when you were in elementary school? A circus trick rider.

What is your favorite quote? "Don't confuse activity with accomplishment."
— John Wooden

COMMUNITY LOYAL MEMBERS

A thriving community starts here!



Renewing

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

- Air Sun Solar
- Assistance League of Visalia
- BEN-E-LECT*
- BEN-E-LECT Foundation*
- Brett Taylor Realtor with Realty Stars
- Crescent Valley Public Charter*
- Figaro's Mexican Grill
- Grand Circle Corp
- Maurices
- Palm Occupational Medicine
- Personnel Solutions Unlimited, INC.
- Quail Park Retirement Village*
- SERVPRO of Visalia
- Smith Auto Parts*

- Staples*
- Tulare County Fair
- Valley Yellow Pages
- Visalia Electric Motor Service*
- Visalia Rawhide Baseball Club
- Walmart Neighborhood Market
- Will Tiesiera Ford Mercury*

*Indicates membership in the Visalia Chamber 110% Club.

New

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

- BARBERS
Centeno's Barber Shop
559.859.9892
- FLOOR, WALL & WINDOW COVERINGS
3 Day Blinds
- MEDICAL SERVICES
South Valley Vascular
559.625.4118
- PROPERTY MANAGEMENT & INVESTMENT
Susan Mathews Properties
559.739.1449
- RECYCLING & WASTE MANAGEMENT
R & F Disposal
661.792.3937
- STORAGE FACILITY
Sierra Mini Storage
559.734.2000
- VETERINARIANS
Companion Animal Medical Center
559.625.9920
- VIDEOGRAPHY
Zach Green Films
559.280.5821

AMBASSADOR OF THE YEAR

Jeff Gooding

The purpose of the Chamber Ambassador Committee is to promote positive interaction among Chamber members and increase member participation in Chamber events and activities. The Ambassador of the Year award is presented each year to the individual who exemplifies what an Ambassador of the Chamber should be. As an ambassador we ask our members to attend ribbon cuttings for new businesses and help the Chamber welcome these businesses to the community. They are asked to attend Chamber mixers and to help promote the work of the Chamber to the business community.



Gooding

The Visalia Chamber of Commerce recognized Jeff Gooding from IDEA! Printing & Graphics as the Ambassador of the year at the 2015 State of Business General Meeting. Jeff will become the Co-Chair of the Ambassador committee in July. He has been an active committee member for many years and exemplifies the enthusiasm for the Chamber that every Ambassador should have. In the last year Jeff has brought more than 5 new business members to the Chamber and is always the first to volunteer for any event or project the Chamber is working on. He has attended numerous ribbon cuttings and can always be found at Chamber mixers.

Jeff was born and raised in Tulare County and received a bachelor's from Fresno Pacific University with a degree in Business Management. He loves to give back and serve the community and is a single father to his son Tyler. He enjoys being a Chamber Ambassador because he believes in supporting our local economy through buying local and supporting the community we live in.

CHAIRMAN'S AWARD

Deanna Saldana

The Visalia Chamber of Commerce recognized Deanna Saldana with the Chairman's Award at the 2015 State of Business General Meeting held on April 23, 2015. The Chairman's Award is given to one or more volunteers each year who have made generous contributions to the Chamber during the last twelve months. Deanna Saldana has been an active member of the Visalia Chamber of Commerce through her work at Habitat for Humanity of Tulare County. As the Chamber Ambassador for Habitat for Humanity, Deanna served as Chair of the Ambassador Committee for 2013-2014 welcoming new businesses to Visalia and teaching Cham-



Saldana

See Saldana / 4

Small, Medium & Large Business of the Year
Non-Profit of the Year
Man & Woman of the Year
Emerging Leaders Recognition

Visalia Chamber of Commerce

Annual Awards Celebration

Pricing:
Individual Ticket \$70
Table of Eight \$520

Thursday, June 18, 2015

Visalia Convention Center
(559) 734-5876 • www.visaliachamber.org

YEA! is an afterschool program that transforms middle and high school students into real entrepreneurial success stories

Hands on Learning

- Brainstorm ideas
- Write business plans
- Pitch your idea
- Receive start-up funding
- Participate in a tradeshow
- File paperwork with the County and State
- Work with business mentors
- Field trips and guest speakers

YEA! Info Session:
May 27th 6:00 pm
Visalia Chamber office

For information on YEA!
Call 559-734-5876 or go to:
www.visaliachamber.org/YEAA33
www.facebook.com/YEAVisalia

EMBRACE YOUR PASSION. LIVE YOUR DREAM. CHANGE THE WORLD.

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GRADUATE AS A CEO.**

Happy Trails Riding Academy hosts annual Night at the Races

Happy Trails Riding Academy will be hosting the 20th Annual "Night at the Races" fundraiser on Friday, May 29, 2015 at 6 p.m. at the Visalia Convention Center. The night will include dinner by Sue Sa, horse racing, prizes, and more.

Tickets will be \$50 per person, or a reserved table of eight for \$400. To reserve your tickets or inquire about sponsorship opportunities, contact Leslie Gardner at 559.688.8685.

Happy Trails Riding Academy is a non-profit program that enriches the lives of children and adults with physical, mental and emotional disabilities through therapeutic horsemanship, providing a unique opportunity for self-improvement and independence while offering a challenging alternative to traditional therapy.

For more information on Happy Trails Riding Academy please contact us at 559.688.8685.

Evening at the Derby fund raiser benefits Assistance League

Join Assistance League® Visalia for a night of fine food and the thrills of horseracing in a beautiful garden setting on Saturday, May 16, 2015, beginning at 5 p.m.

The second annual Evening at the Derby promises you an enchanted evening under the stars in the lovely garden of Dr. and Mrs. Donald Schengel. The caterer, Trés Bien, will provide a delicious gourmet dinner.

Horseracing? Yes, six creatively decorated 6-ft. wooden horses race through the garden on this star-studded spring night.

This is a group effort by members who volunteer to support one of the philanthropies such as Kids on the Block (large puppets that portray social lessons to our students) and Operation School Bell, which provides new clothing to students in need.

Could "Orange is the New Black" or "Fifty Shades of Hay" be the grand winner this year? Your win at the horse races can be enhanced by your win of silent auction items of events and baskets.

Come and have fun, all the while knowing that you are helping children in our community. Assistance League Visalia is a 501(c)3 non profit. Tickets are only \$50 per person. Call 559.737.1907 to reserve your table.

Varicose/spider vein seminar May 5

South Valley Vascular Associates will host a varicose/spider vein educational seminar on Tuesday, May 5 from 6 to 7 p.m.

Join Vein Specialist, Phillip Myers, P.A.-C, for this educational seminar. If you are experiencing any of the following symptoms: leg swelling, leg heaviness/fatigue, pain, aching or cramping, ulcers or wounds, diabetes, or history of smoking or hypertension.

Dr. Myers will help you determine if you may be a candidate for treatment.

The seminar will take place at 820 S. Akers, Suite 120. For more information call 559.625.4118

Saldana

(continued from page 3)

ber members how to best utilize their membership. For more than five years Deanna served on the Christmas Tree Auction Committee heading up the décor sub-committee. She spends countless hours designing, creating and decorating props for the Christmas Tree Auction. This year Deanna outdid herself creating a huge backdrop for the Auction stage and hanging hot air balloons complete with toy soldiers.

In addition to her work with the Chamber Deanna volunteers her time with the Boys and Girls Club of Exeter and Visalia, Habitat for Humanity and the Creative Center. She is very active in the local art community as well. She is a self-taught artist and has always enjoyed the precision of pencil drawing. She started singing professionally at 16 and worked throughout western Canada and into the USA, singing with various groups in various genres. Deanna is with the Rock Christian Family Church and is on staff as the praise leader. She moved to Tulare County in 2000 with her two boys, Sage and Lauren.

The Chamber would like to recognize Deanna for all of her work on behalf of the Chamber and thank her for the many hours of service she has given to our organization and the community of Visalia.

HEALTHCARE NOTE

Providing seamless care: Family HealthCare Network grows its hospitalist program

As Family Health Care Network (FHCN) reaches nearly 40 years of caring for the health and well-being of patients in the Central Valley, our goal remains not only making a short-term impact by addressing our patients' immediate needs, but also a long-term impact by providing a health home that is centered and coordinated for our patients.

Designated as a Patient-Centered Medical Home means services at FHCN are provided by a care team of providers who work together in multi-disciplinary teams, providing patients with comprehensive, multi-specialty, coordinated care. Provider teams at FHCN include board certified physicians, certified nurse midwives, certified physician assistants, nurse practitioners, licensed clinical social workers, and health educators. Now, FHCN adds hospitalists to this diverse team of providers with the establishment of our Hospitalist Program.

Last year, FHCN welcomed two new hospitalists to the Network with the addition of Internal Medicine Hospitalists Pallavkumar Patel, MD and Thi Thi Aye, MD. These hospitalists work closely with FHCN patients, ensuring continuity of care, providing patient resources, and overseeing their care in the inpatient setting.

Hospitalists are physicians who undergo residency training in general internal medicine, pediatrics, and family medicine, and specialize in the practice of hospital medicine. Research shows that hospitalists reduce the length of stay, cost of treatment, and improve

efficiency of care for hospitalized patients (The Journal of the American Medical Association).

The Hospitalist Program plays a key role in FHCN's designation as a Patient-Centered Medical Home, enabling us to maintain continuity of care in both the inpatient and outpatient setting. FHCN hospitalists create comprehensive transitional care plans to ensure a seamless and safe transition of our patients from the hospital, to the home.

With more than 200,000 patients cared for locally by FHCN, providing seamless care is more important than ever for our community's growing patient population.

FHCN's Hospitalist Program represents just one piece of our organization's collective effort to address health outcomes and continually improve overall quality of care for our patients. Measured against the national average, FHCN continues to exceed standards for clinical outcome measures including child and adult weight screening and counseling, tobacco assessment and cessation intervention, and the reduction of low and very low birth weights. Achieving these and other clinical quality outcomes would not be possible without the teamwork and coordination of FHCN's committed team of providers.

FHCN's Hospitalist Program will continue to grow as we welcome five additional Hospitalists to our provider team this summer. As the program continues to expand, our ultimate goal remains to provide even greater continuity of care and an improved quality of life for patients in the Central Valley.



Kerry L. Hydash, MPA
President & CEO
Family HealthCare Network

Discover Athens and the Greek Isles

Chamber trip features a four-night Greek Isles cruise

The Visalia Chamber of Commerce would like to invite you to take a trip to Athens and the Greek Isles which features a four night Greek Isles Cruise. The trip is nine days and begins on October 16, 2015. The trip includes roundtrip airfare from Fresno International Airport, 16 meals, a professional tour manager, deluxe motorcoach transportation, and hotel and ship transfers. The seven night accommodations includes two nights at the Amalia Hotel in Athens, followed by a four nights on a Louis Cruise Ship and then a return to the Amalia Hotel in Athens for one night.

The trip will start with an overnight flight to Europe, on day two you will meet with your tour director who will take you to your hotel followed by a welcome dinner. Day three will consist of taking a city tour of Athens which features visits to the Syntagma Square, the Parliament, the Presidential Palace, Hadrian's Arch, Temple of Zeus, and the Ancient Olympic Stadium. On day four you will board your Louis



Cruise Lines Ship for a four-night cruise. You will cruise to Turkey and the resort town of Kusadasi on day five. On the morning of day six you will arrive on Rhodes, the largest of the Dodecanese Islands. On day seven you will travel to the island of Crete, the largest Greek Islands and home to the city of Heraklion. The morning of day eight you will return to Port of Piraeus (Athens) and disembark your ship. Next you will tour Argolis, a UNESCO World Heritage site. That night enjoy a Greek Taverna Farewell Dinner with your fellow travelers. Then discover Athens by Night featuring an illuminated Acropolis and Parthenon. The last day of the trip you will depart from Athens and return to the U.S. full of great memories from your Discover Athens and Greek Isles Cruise-Tour.

THE LAW AT WORK

What to ask? Avoiding disability discrimination

It is illegal under both California and federal law to discriminate against an employee because of an employee's disability.



Simply put, do so at your own risk.

The law allows employers to ask questions that are not likely to elicit information regarding a disability. General questions about an employee's well-being ("How are you?") are permissible. Also permissible is asking an employee who looks sick or tired if they are feeling okay. You can ask a coughing or sneezing employee if they have allergies or a cold. It's also permitted to ask how an employee who recently lost a loved one or went through a divorce is doing. Asking a pregnant employee when her baby is due is allowed. You can also inquire as to whether an employee has been drinking or using illegal drugs. These, for the most part, are general questions not likely to require the employee to provide information regarding a disability.

However, questions related to an employee's disability are much more problematic. For example, here are some questions that should never be asked:

- Have you ever had a disability?



Brett T. Abbott
Gubler & Abbott LLP

- How did you become disabled?
- How severe is your disability?

Also, be sure to avoid asking an employee's co-worker, friend or family about the employee's disability. Employers also are prohibited from asking an employee to provide medical documentation relating to a disability. Don't ask about an employee's genetic history, worker's comp history, or whether they are taking medication or prescription drugs. And finally, avoid asking what can appear to be a general question, like "What impairments do you have?" While such a question seems general in nature, it is a direct attempt to solicit information regarding a disability and that is illegal. In sum, tread very carefully when asking about even a potential employee disability.

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. Chinoweth St., Visalia, CA 93291 (www.thecalifornialawyers.com).



"I truly believe that I have become a better citizen as a result of my participation in Leadership Visalia, I thought I knew my community well. However, after each day session, I realized how little I knew about how my City worked. I feel blessed to have experience such a year of personal and professional growth in the Leadership Visalia program"

Melissa Withnell
Tulare County Board of Supervisors
Class of 2015

"Leadership Visalia has provided possibly one of the best resources for young leaders: the opportunity to meet and learn from veteran leaders in the community."

Ryan Stillwater
Visalia Rescue Mission
Leadership Class of 2013



For more information on the Leadership Visalia Program or to download the application:
<http://visaliachamber.org/pages/LeadershipVisalia> or call the Chamber 559-734-5876



Young Entrepreneurs realize their dreams

By Nicola Wissler
YEA! Program Manager

For the 13 students who began the Young Entrepreneurs Academy in September the end of the program is in sight. Recently these students received start-up funding for their businesses and officially launched those businesses at the 2015 State of Business Expo held on April 23rd at the Visalia Convention Center. We wanted to give you a little insight into one of the businesses and the student who has been working so hard to make their dream a reality.

Hannah Gladden is a 17 year old senior at Golden West high school. She has wanted to start her own business for many years and when she heard about the YEA! program she knew this was her chance. "When I found out about this class, a class that would teach you how to write a business plan and give you so many useful connections I could not walk away. It is an opportunity every young entrepreneur needs to snatch up" stated Gladden. When asked to tell us a little about her business and why she believes it will be successful she noted "My company is called Mama Hannah's Sugar House, it is a bakery specializing in catering. I want to my company to be accessible to everyone, from moms throwing birthday parties to women hosting dinner parties. I believe my business will be successful because I love what I do. You can't just love one aspect, you have to love it all. I love baking and decorating, but I also love the business part and the organizing".

This year Hannah chose to launch her business on her own rather than to take on any partners from within the class. She already had a great plan in mind and did not want a partner to feel like their ideas did not matter, although she will consider taking on partners in the future. The best part of the class for Hannah was writing her business plan which may surprise some people. The process for writing

the business plan took more than 6 weeks. "I was so excited to see the finished product, it was a lot of work, and I didn't want to do it sometimes, but it was really rewarding to see it come together and hear all of the praise I was given for the quality of my writing and planning." said Gladden.

Each student who begins the YEA! program walks away from the class with great memories, a lot of business connections and a completed business plan. However, the most important aspect of the class is that each student walks away with the confidence to try something new, to push themselves out of their comfort zone, and the knowledge that even as a student they can make their own dreams come true. Hannah mentioned that one thing she learned in the YEA! program was the ability to confidently talk to investors. "I will need to go and get loans and investments later down the road, and having the opportunity in this class to practice and have the chance to share my passion with others and ask them to help my business financially was extremely beneficial, personally and professionally."

The 2015 Young Entrepreneurs Academy students will graduate on May 12th during a formal ceremony held at the Holiday Inn Hotel & Conference center from 6:00 - 7:30 pm. The YEA! program is currently recruiting students for the 2016 class. The Chamber will host information sessions for students, parents and business leaders at the Chamber office on April 30th at 6:00 pm and on May 27th at 6:00 pm. Applications are due by June 1st and can be downloaded from www.visaliachamber.org/page/YEA33.

It is an opportunity every young entrepreneur needs to snatch up.



Gladden
Sugar House



Leadership Visalia class members at the water treatment plant.

Leadership Visalia class tackles the issues of agriculture and water

On April 10, 2015, the Leadership Visalia Class dedicated a whole day to learning about Agriculture and Water. Tulare County leads the nation in dairy production and ranks as one of the largest agricultural producing counties in the nation. The shortage of surface water is putting extreme stress on underground water sources and Central Valley farmers and Cities are exploring and adopting creative solutions to both conserve and recycle available water.

The day session was organized by Carmen Reid, stay at home mom and volunteer, Elizabeth Contreras, Visalia Unified School District, and Gurminder Sangha, Deputy Sector Navigator - Advanced Manufacturing, College of the Sequoias.

The class started the day at the Visalia Chamber of Commerce with a presentation from Gurminder Sangha on how to make yogurt. The demonstration showcased the simple steps needed to convert milk into yogurt, "farm-to-table." Following the yogurt workshop, Nancy Gutierrez, Statewide Sector Navigator, Ag, Water, & Environmental Technologies, Reedley College, shared information on various Community College initiatives addressing the skills gap and preparing students with the skills required by Agriculture and Water sector employers, especially in the food processing industry.

The Leadership Class traveled by bus, provided by the Visalia Unified School District, to the Visalia Water Conservation Plant. The City of Visalia is upgrading its existing Waste Water Treatment Plant by investing \$140 million. Once completed the Water Conservation plant will be a state of the art facility with surplus capacity to handle future industry growth. Joe Hernandez, Jason, and Jim Ross provided a tour of the plant, they emphasized that new technologies are being integrated into the plant upgrade process that will make the plant operation lean and efficient. Jim Ross provided an overview of career opportunities at the plant and explained that they have outsourced the SCADA system work to a third party due to a lack of

skilled labor in the Central Valley. After the tour, Dennis Keller, Consulting Civil Engineer, Keller & Wegley Engineering, Visalia, presented to the class an overview of the Kaweah Delta Water Conservation District and layout of the California Water Systems. The focus of Mr. Keller's presentation was on existing water collection and distribution infrastructure and its capacity, as well as a history of water collection and distribution infrastructure projects, and how the increased pull rate of groundwater use is changing the underground water storage capacities permanently.

In the afternoon session, Mario Santoyo, Executive Director, California Latino Water spoke passionately about what he has done to raise awareness about the seriousness of our water situation. He encouraged the class to dialogue with others in the community about the water issue and emphasized that as leaders we will have a great impact by starting the conversation.

The class transitioned from water issues to agriculture and proceeded by bus to Watte Farms in Tulare. Mark Watte provided a tour of his dairy farming operation, row crops, and pistachio orchard. He explained how he is recycling water from his dairy operation and showed the class a new water system he installed to effectively use water that utilizes modern technology that conserves both water and energy. The micro-drip irrigation system provides water for the pistachio trees that will take approximately seven years to come into production.

The day ended with a return to the Visalia Chamber of Commerce where the class tasted the yogurt that was started in the morning and enjoyed it with honey and berries.

The Leadership Visalia class would like to thank all of the speakers, tour guides, Visalia Unified School District for transportation, Seals/Biehle for the safety vests and Hydrite Chemical for the hard hats without which we could not have toured the Water Conservation Plant.

CalChamber celebrates 125 years

For 125 years, CalChamber has pursued prosperity for all Californians. We share this rare business milestone with you—our loyal members and customers.

In supporting CalChamber and by contributing to our state's economy, you help make California a better place to live, work and do business.

CalChamber traces its roots to the California State Board of Trade, which incorporated in 1890.

In the early years, we encouraged immigration to California. The "Land of Promise" image is taken from a booklet we distributed in 1897 to visitors and homeseekers.

Since then, our name and purpose have evolved:

In 1910, the California State Board of Trade became known as the California Development Board, promoting the business of the state and pride in California-made products.

In 1921, we merged with the California Industries Association to form the California Development Association, Commerce and Industry, to support a sound business climate in a rapidly growing state.

In 1929, we incorporated as the California State Chamber of Commerce, Agriculture and Industry.

In 1972, we adopted the shorter name California Chamber of Commerce for our not-for-profit, which serves as a business advocate and HR compliance resource for California employers.

In 2006, we modernized our brand with a shortened moniker — CalChamber — and a new logo.

CalChamber looks forward to many more years of serving you and working to keep your trust. We wish both your company and employees the continued success you've earned and truly deserve.

We will always be grateful for your support.



Visalia Medical Clinic enhances imaging technology

The physician-owners of Visalia Medical Clinic have invested in a new 64-slice CT scanner that produces high-quality diagnostic images at a much lower radiation exposure.

The Siemens SOMATOM Perspective 64 scanner provides highly detailed vascular imaging and fast scanning speed, which makes the imaging experience more comfortable for patients.

VMC also offers the latest in MRI technology, with the top-of-the-line Siemens Magnetom Aera 1.5 T, which produces high-quality images and greater patient comfort.

Under the leadership of radiologists Caroline Millar, MD, and Darrin Smith, MD, VMC's imaging department also offers mammography, bone density dexa scan, fluoroscopy, vascular studies and ultrasound imaging.

"VMC offers patients the advantage of two full-time radiologists who work together, review exams, talk with the referring physician and talk personally to patients," Dr. Smith noted. "Our primary motivation is to ensure that patients get the right care."

Visalia Medical Clinic offers the expertise of more than 50 physicians. VMC also offers an on-site lab, extended hours through the QuickCare walk-in clinic, a Sleep Disorders Center and an Allergy and Sinus Center, all in one location at 5400 W. Hillsdale, Visalia. The clinic is open Monday through Friday 8 a.m. to 5 p.m.; with extended and weekend hours at QuickCare. For information, call 559.739.2000 or visit www.vmchealth.com.

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Linked Learning launch is a huge success

In the movie "Field of Dreams", Kevin Costner's character is struggling to save his family farm. When he seems to be out of options, he begins to hear a voice coming from the cornfield. The voice says, "If you build it, they will come." After a long personal journey, he listens to his internal voice and builds a baseball field in the middle of his cornfield. In the end, people come and the farm is saved. Just as the character was looking for an answer to his question, districts across California have been looking at options to address some of the current challenges facing education. A new educational approach, called Linked Learning, is one of the ways VUSD is addressing some of these challenges. It may not be a baseball field in the middle of a cornfield, but students and parents have heard the Linked Learning message and they are coming to sign up.

Linked Learning is a proven approach that is transforming education for California students by integrating rigorous academics with career-based learning and real world workplace experiences. Linked Learning ignites high school students' passions by creating meaningful learning experiences through career-oriented pathways in fields such as engineering, health care, computer science, media arts, agriculture and more. When students love what they're learning, they work harder, dream bigger, and learn more.

To launch the new Linked Learning Academies, VUSD held a two-day recruitment event for all 8th graders to expose them to this new educational option. A list of 2015-16 academies can be viewed below. Visalia Unified brought students to the LJ Williams Theater for presentations from academy students, teachers and administrators. Parent Nights were held in the evening at the El Diamante Theater for parents and community members. The Visalia Chamber of Commerce



Bill Davis
Director of Career Technical Education, Visalia Unified School District

partnered with VUSD and sponsored a Linked Learning Community Luncheon to celebrate the launch of the new linked Learning academies in Visalia. Guest from throughout the community attended and helped VUSD celebrate the launch. The two-day event was extremely successful, drawing media attention from across the valley.

At the conclusion of a three-week application period, over 500 students (23% of VUSD 8th graders) had applied for a Linked Learning Academy. Of those that applied, 52% chose one not at their feeder high school. (For example, Valley Oak Middle School students applying for an academy at Mt Whitney High School instead of Golden West High School) In the end, 95% of the students who applied to a Linked Learning academy were accepted into the academy of their choice. The Mt Whitney Health Science academy had so many applicants that the schools administration doubled the amount of seats available to accommodate all of the interested students. Considering this is the first attempt at implementing a district-wide program like Linked Learning, VUSD is very pleased with the response and interest from students, parents and community.

VUSD would like to thank the following organizations for their support with the Linked Learning implementation: Visalia Chamber of Commerce, Visalia Economic Development Corporation, Workforce Investment Board of Tulare County, Innovate Tulare Kings and the Tulare County Office of Education.

If you would like to learn more about Linked Learning in VUSD, visit <http://vUSD.org/Academics.cfm?subpage=35101>

or contact Bill Davis at 559.730.7510 or email him at bdavis02@vUSD.org.

Linked Learning ignites high school students' passions by creating meaningful learning experiences through career-oriented pathways

El Diamante High School Academy of Media Arts
Golden West High School Academy of Ag Engineering
Mt. Whitney High School Academy of Health Sciences Academy of Computer Science
Redwood High School Academy of Architecture & Engineering
Visalia Technical Early College Academy of Agriculture Bio-Science & Technology

The Visalia Young Professionals Network celebrates one-year anniversary

The Visalia Young Professionals Network (YPN) celebrated their one year anniversary in April. They kicked off their second year with a networking mixer at the Planing Mill Artisan Pizzeria where they announced the new YPN Committee Co-Chairs.

Dante Rosh, Family Healthcare Network and Igor Fierriera, Principal Financial Group were chosen to lead the Young Professionals Network committee in the coming year. Both Chairs are new to the committee but have been strong supporters of the Young Professionals Network and its mission, to help young professionals make connections both personally, professionally within the community of Visalia. Other Committee Members for the Visalia YPN include: Steve McCartha, True Legacy Consulting; July Hong, Wilshire Home Health; Joel Rosales, Office of Assemblyman Devin Mathis; Jessica Cavale, Visalia Rescue Mission; and Jennifer Pendergraft, Visalia Rawhide Baseball. Each committee member is passionate about making this community stronger. You are encouraged to reach out to any of these committee members with questions or suggestions for the YPN.

The April networking event co-hosted by The Planing Mill and ServiceMaster by Benevento had more than 50 young professionals participating in creative networking activities. During the event participants heard from Richard Deocio, Executive Director of the Creative Center Foundation. Deocio discussed the mission of the foundation and how Young Professionals can get more involved with their programs. Attendees were encouraged to apply to be a part of the 2015-2016 Leadership Visalia program offered through the Visalia Chamber of Commerce.



Throughout the evening attendees had the opportunity to give their own elevator pitches meet new people and win door prizes provided by Sports Clips and ServiceMaster by Benevento. The YPN committee would like to thank The Planing Mill, ServiceMaster by Benevento, the Creative Center Foundation and Sports Clips for their support of the Spring Networking mixer.

Coming up this month the YPN will be co-hosting two professional development events at Brandman University. The focus of both events is "Branding Your Business." On May 21st from 6 to 8, Kim Batty from DMI Agency will present "What is Your Brand" with tips on today's marketing tactics, and information on why budgeting for marketing expenses is a must have when running a business. On May 28th Miles Sebestia from Allied Computer Solutions will present on why you should care about local online marketing, and will focus on the importance of good website design and social media. Both events are free and open to the public. Each session will last about 1 hour with time for networking and discussion following the presentations.

CLIP & SAVE

CALENDAR - MAY 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Visalia City Council Meeting 4 pm work session; 7 pm regular session Council Chambers	5	6	7	8	9
10	11	12 Government Affairs Meeting Visalia Chamber, 9 am	13	14	15	16
17	18	19 YEA! Student Graduation Holiday Inn Hotel, 6 pm	20	21	22	23
24	25 Visalia City Council Meeting 4 pm work session; 7 pm regular session Council Chambers	26 Business After Hours Mixer Parks Visalia 5:30-7:30 pm	27 YEA! Info Session Chamber Office 6-7 pm	28	29	30
31						



CASA to host annual Once Upon a Dream Gala

CASA of Tulare County's 21st annual "Once Upon A Dream" Gala dinner and fundraiser will be held Friday, May 15.

Sponsorships and tickets are available now. Please call JoAnn Bol at 559-625.4007 for more information.

Also, CASA will be raffling off a beautiful Convertible Corvette during the evening. Raffle tickets are \$100. Only 250 tickets are available. Get yours before they are gone! Need not be present to win. Winner is responsible for all tax and license fees.

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