



Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

BUSINESS SPOTLIGHT

UPCOMING EVENTS

- **MAY 5:**
Young Entrepreneurs Academy Graduation
6:30 - 7:30 pm
Wyndham Hotel
- **MAY 18:**
Facebook Advertising Part 2
Presented by Gannett
9:00 - 10:00 am
At Brandman University
Reservations requested: <http://www.visaliachamber.org/events/>
- **MAY 20:**
Leadership Visalia Graduation
3:00 pm
Lamp Liter Inn
- **MAY 19:**
Young Professionals Network Mixer
Presented by: Fox Interpreting
At the Fox Theatre
5:30 - 7:30 pm
\$10.00 - at the door
RSVP is requested: vyprn@visaliachamber.org
- **MAY 24:**
Business After Hours Mixer
Century 21 Jordan-Link
2009 W. Feemster Ave
5:30 - 7:30 pm
- **May 26:**
Chamber Ambassador Breakfast Meeting
Visalia First Assembly Church
8:00 am

Pro-Youth HEART: Providing opportunities to students and making a difference in our community



Written by
Nicola Wissler,
Visalia Chamber of Commerce

Since launching the HEART Program in 1998 with just 8 staff, and 220 kids at 8 school sites, Pro-Youth has brought more than 80 million dollars in funding to Visalia, trained a skilled workforce, provided thousands of jobs and inspired a generation of students. By keeping students safe and engaged during the hours they are most at risk, Pro-Youth is changing lives and saving lives.

In 1991 community members, business leaders and local law enforcement began working together to address the growing concerns around gang violence. In the aftermath of the Kelly Scott shooting in 1995 there was an increased urgency to do something that would help to prevent future gang violence in the community. In 1998 Pro-Youth officially launched HEART as an afterschool program that provided a safe place for children, where they could also get help with their homework and develop skills. HEART stands for Health, Enrichment, Academics, Recreation, and Teamwork. In the beginning HEART was funded completely by the generous support from the community, and community support is still a major piece of the current funding structure for the organization.

During the last 21 years Pro-Youth has evolved and grown to include 48 school sites, 15,000 K-12 students, and more than 500 staff members. Today students are able to participate in six different afterschool programs including: HEART, Robotics, Ag Science, HEART Reads!, Insight, Edge and XL. Starting in elementary school with HEART, HEART Reads!, Robotics and Ag Science, Pro-Youth sets out to provide students with opportunities that they would not have access to on their own. For example students can participate in the reader writer café where students work in groups to write stories based on illustrated books, made possible by a partnership with Write Brain Books. Once the stories are written the books are submitted to the Library of Congress for official registration and the students become published authors. Other opportunities include competing in Lego Robotics tournaments and working in school gardens, all activities that many students never would be able to enjoy outside of Pro-Youth.

As students enter middle school the programs evolve through the Edge and Insight programs to include digital media, leadership skills, performing arts and a continuation of the reader/writer café. The new Insight program has been designed to blend digital media and leadership skills and encourages students to actively engage in their community by sharing their feelings in an artistically modern way, while helping them to become responsible members of the community.

Finally, as students reach high school they are able to participate in the XL drop in program. Through this program students get tutoring assistance for academic classes, help with college planning, as well as access to new opportunities and technology. One such opportunity is available through a partnership with NV Bots. ProYouth has part-

nered with the MIT-based organization to launch a pilot program at Golden West, providing brand new state of the art 3D printers for the students to build future career skills. All of the Pro-Youth programs are strongly aligned with the current State standards and are tied into the Linked Learning Programs that the Visalia Unified Schools District launched at the high school level.

Each of the Pro-Youth programs focuses on teaching students 21st century skills that will prepare them to be both college and career ready. "We're helping children and young people achieve their potential in school and in life," stated Daryn Davis, Chief Executive Officer of Pro-Youth. Davis noted that measuring success for their organization can be difficult. For students who begin the programs in elementary school, the real measurable data takes years to collect. However there are many other measures that they use to show how effective their programs are. For example, just last month the Crowley Elementary School site was designated a Healthy Behaviors Learning Center by the State of California. Of the more than 4,000 after school programs in California Pro-Youth is one of only 32 programs to be given this distinction. Additionally, Davis noted that graduation rates in Visalia schools have increased, and that Pro-Youth has continued to grow each year. Today they have a waiting list of more than 1000 students who want to participate in the various programs. One of the most exciting success stories is that alumni of Pro-Youth are returning to the program as adults both as volunteers and staff ready to inspire and guide next generation of students.

When asked if there was anything that the community needed to know about Pro-Youth Davis smiled and said; "Our students are amazing. And our staff work hard every day to make sure our students have the best opportunities and experiences possible. We love that we get to work with amazing community members and businesses, and we could not continue to grow and evolve without these partnerships. We are always looking for new partners, volunteers, board members and supporters who believe in our mission to provide students with access to new opportunities."

The Visalia Chamber of Commerce would like to thank Pro-Youth for all of the work that they do in our community. They bring in vital funding dollars to our community, provide many jobs for our residents, and give back to Visalia through multiple partnerships. We look forward to their continued growth and success.



Facebook Reporting: Leverage Your Time and Money

This is part 2 of the Facebook workshop series. In this class we will focus on learning to read the reports on Facebook and understanding how to apply the 70/20/10 rule.

Hosted by Gannett
Wednesday,
May 18, 2016
9:00 - 10:00 am
Brandman University -
645 S. County Center

Free
Reservations requested:
www.visaliachamber.org/events/

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

ADDRESS SERVICE REQUESTED

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.

- **GLASS/COMMERCIAL & RESIDENTIAL**
EMS Glass
559-732-1723
- **MARKETING SERVICES & PROMOTION**
Utmost Creative Promotional Solutions
(559) 625-5250

- **RETAIL**
Visalia Sales Yard
(559) 734-9092
- **SPORTS TEAMS**
Visalia Galaxy Soccer | Visalia Youth Soccer
(559) 936-2871

- **STORAGE CONTAINERS**
Tuff Shed, Inc
(559) 651-2705

Renewing Members

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

- All Pro Truck & Auto Body
- Air Sun Solar

- BEN-E-LECT*
- College of the Sequoias
- Crescent Valley Public Charter*
- DMI Agency*
- Gunning & Gunning, C.P.A.
- Hands in the Community
- La Quinta Inn*
- Miller Memorial Chapel
- Mor Furniture for Less, Inc
- Palm Occupational Medicine
- R & F Disposal
- Southern California Edison Company*
- The Planing Mill Artisan Pizzeria*
- Visalia Farmers Market Association
- San Joaquin Valley Homes
- West Visalia Kiwanis
- Will Tiesiera Ford Mercury*

*110% Club Members

VISALIA CHAMBER OF COMMERCE MISSION ICONS

- Business-Government
- Business Relations
- Promoting Community
- Strong Local Economy

VISALIA TIMES-DELTA • APRIL 30, 2016

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District 1 candidates' forum set in Exeter

EXETER – A forum featuring all eight candidates for the Tulare County District 1 supervisorial seat will be held at 5:30 p.m. on Wednesday, May 4, at the Exeter Memorial Building, 324 N. Kaweah Ave.

The forum will be moderated by Paul Myers, editor and vice president of the Foothills Sun-Gazette newspaper. The Exeter Republican Women Federated is a partner in hosting the forum; the Valley Voice will pose questions from the audience.

District 1 includes the communities of Exeter, Farmersville, Lemoncove, Lindsay, Strathmore, Three Rivers, east Visalia and portions of Kings Canyon and Sequoia National Parks and Sequoia National Forest. The seat is currently held by Allen Ishida.

For further information, contact Myers at 592-3171.



Happy Trails Riding Academy Will Host its Annual "Night at the Races" on May 20, 2016

(Tulare, CA) – Happy Trails Riding Academy will be hosting the 21st Annual "Night at the Races" Fundraiser on Friday, May 20, 2016 at 6:00 p.m. at the Visalia Convention Center. The night will include dinner by Sa Tresbien, 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 sponsorships 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.



VWR Visalia Makes Donation to VUSD

VWR's Visalia distribution center recently donated VWR microscopes to Visalia Unified School District's Academy of Health Sciences. This academy is a new technical high school supporting students towards a successful career path.

The donation is part of VWR Visalia's goal to integrate the business with the needs of those in the community, particularly when the goal is supporting science.

VUSD's Linked Learning program offers students interested in a health-related occupation the exciting opportunity to explore their passion through a rigorous high school program. This program will help prepare them for both career and educational opportunities in the healthcare field. Students in the program receive motivation and support to ensure college and career readiness after high school.

Thank you to everyone that assisted with this donation. We look forward to future donations like this in the coming year!



About this publication ...

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PRESIDENT'S CORNER

Minimum wage has hidden implications

On April 4th Governor Brown signed Senate Bill 3 (SB3) which mandates an increase of the minimum wage from \$10 an hour to \$15 an hour over the next six years. The increase will occur incrementally beginning next year (the year following for businesses with under 26 employees) until the final \$15 an hour amount is reached in the year 2022.

I am quite certain this in not 'breaking news' for any employer in our community. It certainly has made local and national news. I've spoken with many Chamber business members for whom increasing the minimum wage will at best stun their company and at worst threaten their ability to keep the doors open. The ramifications of this increase will have a major effect on our community. While there is a sentiment that this senate bill was aimed at forcing large retailers to pay employees more, this bill will affect not only larger employers but also mom and pop shops and certainly our local not-for-profit organizations.

While many are focused on the minimum wage worker, SB3 will also affect exempt salaried employees. Salaried exempt employees must earn a minimum monthly salary of no less than two



Gail Zurek
President & CEO
Visalia Chamber
of Commerce

times the state minimum wage for full-time employment or currently \$41,600/annually. Additional benefits and/or employer perks are not factored into the base salary. Therefore as the minimum wage increases, companies also must plan to increase wages of exempt employees as well. In 2022, an exempt salaried employee in California will make \$62,400/annually before additional benefits and/or employer perks.

The impact of the bill is far reaching for our community and effects more than just a few "low paying jobs". As you plan for these wage increases over the next six years, we will continue to provide education, resources and tools to you, our members (Please read Brett Abbott's article in this edition with additional detail regarding the minimum wage). The Visalia Chamber of Commerce is joining with other advocacy organizations to address the concerns and challenges this bill is causing in our community. I am certain this will not be the last time we cover this issue.



GROUNDBREAKING • GRAND OPENING • RIBBON CUTTING • CEREMONIES



Ribbon Cutting

Sequoia Parks Conservancy
41661 Sierra Drive, Three Rivers • 565-3759



Ribbon Cutting

Enjoy: South Valley Living Magazine
505 W. Center St. • 804-7411



Ribbon Cutting

Chad Clark Hair Salon
509 W. Main St.

National Leadership Speaker To Spark United Way's Power Of The Purse

Event Will Fund Literacy Project Serving Tulare County

Tulare, CA—We often look up on the organization chart or the community ladder of influence to identify leaders. Yet, what if you don't have to be THE leader to be A leader? The United Way of Tulare County (UWTC) will be presenting national leadership speaker Susan Mazza as the keynote speaker at the May 6th Power of the Purse fundraiser. Mazza will help attendees to develop a leadership mind set and the skills essential to effectively and authentically lead to make a difference.

The Power of the Purse allows attendees the opportunity to connect, revive and thrive and will take place at the Visalia Convention Center starting at 7 a.m. The event benefits UWTC's literacy project and features breakfast, mimosas, and a raffle of over one dozen new designer handbags. Brands include Michael Kors, Coach, Dooney & Burke, Kate Spade, and Fossil.

Presented by the UWTC's Women's Leadership Council, the event encourages a transformation of the approach towards leadership making it more simple and accessible for everyone, allowing attendees to see and seize more opportunities to make a difference in their community, their workplace, and in the world.

Proceeds from the event will fuel UWTC's Literacy Project, which will be conducting a literacy awareness campaign, providing mini-grants to local teachers K-3, so they can buy books for their classrooms, and book starter kits for new teachers. UWTC will also be encouraging and conducting book drives.

The event will begin at 7 a.m. and end by 9 a.m. Sponsorships for tables of eight are available, as are a limited number of individual tickets. For more information, visit: <http://www.unitedwaytc.org/power-of-the-purse.html>.



Visalia Chamber of Commerce Board Nominees

The following slate of individuals have been nominated to serve as members of the Visalia Chamber of Commerce Board of Directors beginning July 1, 2016.

- **Phil Cline**
Phil Cline Consulting
- **Caity Meader**
Family Services of Tulare County
- **JR Shannon (Eric Shannon Jr.)**
CRS Farming, LLC
- **Andrea Camarena**
Goal Line Media

If Chamber members would like to nominate additional candidates for the Board it must be done by written petition. The petition must be signed by fifteen (15) Chamber members in good standing and be delivered to Gail Zurek, President and CEO of the Visalia Chamber of Commerce no later than Tuesday, May 10, 2016.

Being a Good Friend can be Rewarding

\$25



*for you and \$25 for a friend

Stop into one of our branch locations and pick up some referral coupons to share with friends or family members. Or you can go to www.tucoemas.org to refer a friend. You both will receive \$25 when the referred friend applies for a qualifying loan and it's funded. It's that easy!



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*Loan referral slip must be presented when referred friend applies for and is approved for a loan to take advantage of the offer. Loans must be new consumer loan funds of at least \$5000. Additional new funds of a minimum of \$5000 when refinancing existing TFCU loans. Eligibility of loan funds is determined by credit worthiness. Once it has been determined that all criteria has been met, the appropriate incentive will be paid to the referrer and referee's TFCU savings account within sixty days (60) of loan closing. Member is responsible for paying all taxes associated with this reward. You must be at least 18 years of age and a member in good standing with TFCU to be eligible to participate in the loan referral program. Referred friend must be eligible for membership. By participating in this referral program, you acknowledge that you agree to be bound by these terms and conditions. In addition, you authorize Tucoemas FCU to utilize your name, as the referring member in all correspondence sent to the referred individual.

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Mary Dicken Vorst, of **Perine & Dicken Professional Fiduciaries**, has completed state and national exams for licensure as a California professional fiduciary. A professional fiduciary involves administering

DickenVorst individuals' trusts, special needs trusts, conservatorships and powers of attorney for health care and finances. Prior to licensure, Vorst was a certified fiduciary for 12 years. She is a graduate of St. Mary's College and earned her master's degree from California State University, Fresno.

Quail Park would like to say congratulations to our employee of the month Allegra Quinn. Described by her co-workers and supervisor as always on time ready to work and always going the extra mile for our residents. Well done Allegra

We have a new team member announcement today! Kim Campbell started with us Monday, April 5 as Administrative Assistant in F Division. She has more than nineteen years of experience as an administrative assistant, half of which was in the construction industry. Past gigs include Barnett Refrigeration Inc., and Pius Construction Inc.,. Kim studied Accounting at the Watterson Business College in Pasadena, CA. Thanks all of you in joining me to welcome Kim to the **A-C Electric Family**.

Fresno State Small Business Development Center said: Happy 8 Year Anniversary to our Assistant Director, Gil Jaramillo! We have enjoyed every moment with you and hope for many more!



Congratulations to Al Oliver on becoming the new Executive Director of the **Visalia Rescue Mission**.

Happy Trails would like to thank the Visalia Harley Owners Group for hosting the 3rd Annual Ride for Autism Awareness. All proceeds from the ride will go directly into our scholarship fund.

Provost and Prichard welcomed 4 new staff members this month. Congratulations to Len Marino, William Vanderwaal, Woody Newton and Angelina Camarena.



Marino Vanderwaal Camarena Newton



2015/2016 Tulare County Leadership Class

2015/2016 Tulare County Leadership Class graduated this week. Congrats from the Tulare County Board of Supervisors!

THE LAW AT WORK

Taking the Minimum to the Max: California to Increase Minimum Wage to \$15.00

California's current minimum wage of \$10.00 per hour is the highest in the country. It now seems very likely that our state (along with New York, apparently) will keep that distinction for the foreseeable future. A few weeks ago, Governor Brown signed a bill that would raise California's minimum wage to \$15.00 per hour.

Under the new California law, the minimum wage will increase for employers with 26 or more employees as follows:

- January 1, 2017 -- \$10.50 per hour
- January 1, 2018 -- \$11.00 per hour
- January 1, 2019 -- \$12.00 per hour
- January 1, 2020 -- \$13.00 per hour
- January 1, 2021 -- \$14.00 per hour
- January 1, 2022 -- \$15.00 per hour

For employers with less than 26 employees, the minimum wage increases will occur one year later:

- January 1, 2018 -- \$10.50 per hour
- January 1, 2019 -- \$11.00 per hour
- January 1, 2020 -- \$12.00 per hour
- January 1, 2021 -- \$13.00 per hour
- January 1, 2022 -- \$14.00 per hour
- January 1, 2023 -- \$15.00 per hour

There is a very sharp divide between those in favor of the increase, and those against it. Those in favor argue that the increase will give minimum wage employees a chance to earn a living wage



Brett T. Abbott
Gubler & Abbott LLP

and escape a life of poverty. Opponents argue that the increase will cause companies to leave the state, and that increased wages will raise prices elsewhere from the cost of a movie ticket to a Big Mac at McDonald's. The State Department of Finance estimates that a \$15 minimum wage will cost California about \$4 billion a year.

The minimum wage increase has some interesting consequences as well, especially in the realm of overtime compensation. To be exempt from overtime as a manager/supervisor, administrator, or professional employee, an employee must earn a salary at least twice the minimum wage. That means that once the minimum wage reaches \$15.00, a salaried employee earning the equivalent of \$29.00 per hour, a **salary of roughly \$60,000**, would be entitled to overtime since they would not be earning a salary twice the minimum wage.

The \$15.00 minimum wage isn't coming next week or next year. But it is coming. At this point it's not clear if other states will follow California (and New York) and enact similar laws. California has always been a tough place to be an employer. It just got tougher.

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

Job Shadow activities during the 2015-2016 School year

Engineering and Ag. Manufacturing Academy
CM Construction
 Chris Hale
Community Development Department, City of Visalia
 Nick Mascia and Team
Hydrite Chemical
 Steve Reid
Screw Conveyor Corporation
 Randy Smith
TETER
 Robert Thornton
Kawah Container
 Erin Jennings
ORS Nasco
 Lyn Finkel
Tulare County Office of Education
 Bryan Patterson
VWR International
 Carmen Herrera

Automotive Pathways
Groppetti Automotive Family
 Don Groppetti & Nathan Madsen
D & S Auto Experts, Santos Prado
The Auto Shop
 Jim Barlogio
Gus Body Shop, Gus Gonzales
Tom's Body & Paint, Inc.
 Kibby, Duane, Brandon Maxwell
Napa Auto Parts
 Devan Stewart & Jose Cabrera
Visalia Quick Smog & Repair
 Ezequiel Nuno
Smith Auto Parts
 Ryan Cochran
Zystra Fuel Box, Rebecca Zystra
McAllister Automotive Services
 Scott Zinger
Visalia Unified School District Transportation,
 Ralph Meza III and Brent Stuart
Quality Muffler Services, Brad Jackson
Zystra Lube Xpress
 John & Lynn Zystra



Agriculture & Bioscience Technology Academy
Animal Health International,
 Mary Rising
Care at the Courtyard
Veterinary Clinic,
 Marsha Proctor
College of the Sequoias
 Russell McKeith
Cooperative Extension Tulare County
 Elizabeth Fichtner & Bob Hamlin
Guardian Fire & Supply
 Mona Rangler
Lone Oak Vet Clinic
 Laura Humason
Maxwell Ranch
 Duane & Kibby Maxwell
ORS Nasco
 Lyn Finkel
Redwood Veterinary Hospital
 Dr. Penny Fleischer
Tulare County Fair
 Pam Fyock
Tulare Veterinary Hospital
 Alexis Phillips
United Way of Tulare County
 Alison Recendez

Health Science Academy
Dr. Betsy Billys & Rhonda Bonilla PA
4 Creeks Elementary
 Tiffany Holden RN
Pro-PT Therapy,
 Ronnie Enaud, DPT, OCS,MDT,ATC
Crowley Elementary School,
 Shannee Arreola RN PHN
Dr. Kelly Gregerson
Quail Park Memory Care,
 Theresa Ecurrola RN
California Animal Health & Food Safety Lab
 Dr. Rob Mueller
Dr. Vinod Gupta
Crestwood Elementary School,
 Nikita Jonas OT
Companion Animal Medical Center
 Dr. Nan Kuswa
La Joya Elementary School,
 Linda Munoz RN
Suzie Skadan M.Ed, PHN, RN,
VUSD Director of Health Services
DASH Therapy,
 Collette Jewel OTR/L, CHT
Linwood Elementary School
 Connie Tavarez RN
Oak Grove Elementary School,
 Cyndie Coverston RN PHN
David Surdyka MD
Linwood Meadows Care Center
V.I.P. Dorset's & 10.0 Sheep Company
Family HealthCare Network
 Victoria Salazar
Medical Arts Ambulatory Surgery
 Brittney Ann Eastham Kincaid
Dr. Chris Rodarte, Visalia Family Practice Medical Group
 Mohsen Thomas MD & Noha Elmiry-Thomas

If you would like to get involved in a Job Shadow or Student Internship, contact Theresa Polich, VUSD Work-Based Learning Coordinator at 730-7991 or tpolich@vUSD.org

BOARD SPOTLIGHT

Carlos Garcia

Carlos Garcia is the General Manager at R&F Disposal, Inc. Carlos has been a Chamber Board member for 2 years.



Garcia

Why is it important to be a Chamber member? Being a member of the Chamber is valuable to any business or individual. It allows your business various networking with other members of the Chamber, and allows individuals to expand their knowledge of leadership, community, and personally growth.

What is your favorite thing about your job/company? What I favor most about the company I work for is that it allows me the capacity to grow and develop as a leader. I work hard in establishing ways to help the company improve growth and profitably as well as share my strengths, vision and experiences with my colleagues.

What do you like to do when you are not working? I enjoy spending time with my family, coaching little league sports, and watching sports (Dodgers and Raiders). Working on those honey dues around the house and of course, playing with my dog.

What is your favorite place to go in Visalia when you are not working? I enjoy watching new movies at the movie theaters and dining at many of the restaurants in Visalia with my family. Lowes and Home Depot are stores I visit frequently to get ideas for home improvements while wishing I can get every tool I see.

What is your favorite charity or local cause? My current favorite charity is CASA (Court Appointed Special Advocates). After learning about how they help kids who've been abused/neglected and how they're a voice for them within the court, it had a huge impact on me. All children deserve to live a happy, safe life.

AMBASSADOR SPOTLIGHT

Ambassador Of The Year Marie Labbee



Scott Smith awarding Marie Labbee the Epic Ambassador of the Year Award

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 Epic 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.

The Visalia Chamber of Commerce recognized Marie Labbee from True Legacy Consulting as the Epic Ambassador of the year at the 2016 Business Member Appreciation Night. Marie has been the Chair of the Ambassador Committee for the last year and has done an outstanding job of helping the Chamber to welcome new members and provide support for Chamber activities.

Marie Labbee is the Director of Social Media and Brand Communication for True Legacy Consulting. She has been with True Legacy for just over a year. True Legacy Consulting offers Business, Marketing and IT Solutions for businesses. Some of our most used services are Staff Training, Business Plans, Social Media, Marketing Strategies, Email Migration and Website Design.

What are some of the ways you'd recommend getting involved/working with/partnering with the Chamber? I would recommend joining a committee. There are so many amazing committees the Chamber offers it is easy to find something that would peak your interest. Whether it's the Ambassador program, Christmas Tree Auction, Leadership Golf Tournament, Oktoberfest or Government Affairs. This is great way to network with like-minded business professionals and give back to our community.

What has Chamber Membership meant for your company? We wanted a way to give back to our community and network with business minded individuals. A lot of our staff were born and raised in the Valley and we had parents who were actively involved in the community. Their example created a passion in us to follow in their footsteps and give back.

The best part of Visalia is? The best part of Visalia is the people. The community here is unlike any other. If there is a tragedy everyone pulls together and helps out. If there is a celebration everyone rallies and celebrates. Of course there is healthy competition among businesses, but ultimately this community puts people first. We support local business and take pride in our community.

What is your favorite local charity/non-profit? My favorite non-profit is Soroptomist International. I am lucky to have generations of women in my family participate in Soroptomist and they welcomed me in. This group of professional women focuses on helping women and girls in our community, state, nation and world. If you have ever met a Soroptomist you know they are full of energy, intellect, drive and passion. I love being a part of this group!

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Family HealthCare Network Human Resources Director Recognized Nationally As Emerging Leader In Community Health



Robles

Visalia, CA – Recognized nationally as an upcoming leader in community health, Human Resources Director for Family HealthCare Network (FHCN) Gracie Robles is the recipient of the prestigious Geiger Gibson Emerging Leader Award. The Emerging Leader Award is part of the Geiger Gibson Program in Community Health Policy at the Milken Institute School of Public Health at the George Washington University, and was created to highlight and share the accomplishments of exceptional young members of health centers and primary care associations. Gracie was presented with



Award recipient Gracie Robles pictured with FHCN President & CEO Kerry Hydash in Washington, DC

the award on March 19, 2016 at the 2016 Geiger Gibson Symposium held in conjunction with the NACHC Policy and Issues Forum in Washington, DC - the largest gathering of community health center leaders in the nation.

Within the span of her seven-year career at FHCN, Robles has functioned as a Human Resources Generalist, was promoted to Human Resources Manager, and now serves as the Director of the Human Resources Department. "Serving as a leader to a growing organization of more than 900 employees, Gracie's guidance and direction have greatly impacted Family HealthCare Network's growth, staff development, and ultimately our efforts to provide the highest quality of care to the patients we serve," stated Family HealthCare Network President & CEO Kerry Hydash. "In addition to her professional contributions, Gracie also generously gives of her personal time and is a recognized leader in the local community."



CalChamber Takes Positions on Upcoming Initiatives

ELLEN SAVAGELABOR LAW CORNER

My employee has a concealed carry permit and wants to bring his gun to work. He says if I don't allow it in the building, then he will just leave his gun in the trunk of his car in our parking lot when he is at work. Do I have to allow this?



A concealed carry permit does not automatically allow an individual to bring a gun into the workplace of a private employer in California. Therefore you may choose to have a policy banning weapons in your workplace, even for those with a concealed carry permit.

Many states have so-called "guns-at-work" laws that require employers to allow employees to leave guns in their locked vehicles in the employer's parking lot. Those state laws typically require the gun to be locked in the trunk or glove compartment of the vehicle, or otherwise be placed out of plain sight.

California, however, does not have such a law, so employers in California may ban guns even in employees' vehicles parked in the employer's lot.

Privacy Issues

If an employer chooses to have a policy banning weapons in the workplace, it is important to also have a policy with regard to searches of employer property. Such a policy might allow for searches of desks and other furniture, lockers and employer vehicles.

Unfortunately, California's constitutional right to privacy may limit an employer's ability to search an employee's personal property in the workplace—such as purses, backpacks and briefcases—without employee consent. The same privacy restrictions apply to an employee's personal vehicle, even when on employer property.

Reasonable Suspicion

However, an employer's reasonable suspicion of a gun in an employee's bag or vehicle might be enough to outweigh the employee's right to privacy.

Employers who wish to conduct such searches of employees' personal property should consult legal counsel.



HEALTHCARE NOTE

Growing the Next Generation of Physicians

Just three years ago, I was before you writing about Kaweah Delta's new era as a teaching hospital, something that we knew would undoubtedly benefit the community. The residency programs were built to improve access to physicians - something that our area has historically lacked. We started with just 12 residents, six in emergency medicine and six in family medicine, the first two of five planned residency programs.

Today, I am thrilled to announce that one-third of the residents in our first programs have decided to stay in our community and practice medicine. We will celebrate these residents on June 16, as we graduate our first class of 24 physicians at the Visalia Country Club. In addition to seniors in emergency and family medicine, this graduating class includes 12 transitional year residents who have completed a clinical-based year of training. They will continue their training elsewhere in specialties like anesthesia, ophthalmology, radiology, etc. I personally want to thank you, the business community, for all you have done to welcome these residents to our community. You have invited them to your service clubs, you have been their neighbors, your children have gone to school with theirs, and most importantly, you have shown them what a great community Visalia is to live in and raise a family. You are a large part of why these residents are choosing to stay and practice medicine in our community.

Our residency programs continue to flourish. This summer, our five programs will support the training of 68 physicians, among them our next class of 35 residents. On June 20, they will begin their two-week orientation. Interestingly, 25 percent of these new residents rotated at Kaweah Delta while in medical school. They

learned about the community, our residency program and decided to apply for a position. This year, we received over 2,400 applications and interviewed 450 candidates for just 35 training spots.



Lindsay Mann
Chief Executive Officer,
Kaweah Delta Health
Care District

If we look just one year ahead, our program will be fully built and home to 100 resident physicians. That is a tremendous accomplishment for our community. Training graduates from some of the finest medical schools at Kaweah Delta, with their bright young minds, caring hearts and skillful hands, is raising the bar for medical care in Tulare County. Additionally, studies have shown that teaching hospitals, where resident physicians work and train, provide a higher quality of care and patients are more satisfied.

While we had initially planned to develop only five residency programs, they have been so successful that we have increased the number of our emergency medicine spots from six to 10 and we are currently working to develop a sixth residency program in anesthesia. Pending accreditation, the program will begin July 2017. It will be a four-year program with six resident physicians per class resulting in a program size when fully developed, of 24 residents. We are currently gathering resources and building the faculty necessary to support the residency. By the end of April, we will submit our application to the Accreditation Council for Graduate Medical Education for this program.

We are very proud of the work our residents have been doing at our medical center and in the community. We are grateful that you have welcomed the residents, and their families, to this great city. Together we will continue to put a dent in the Central Valley's physician shortage.



Fitting Education with Today's Labor Market is focus of VEDC Annual Meeting

VISALIA – How to balance preparing students for both the university and the workforce will be the focus of the Visalia Economic Development Corporation's Annual Meeting on Wednesday, May 18.

The breakfast meeting will begin at 7 a.m. at the Visalia Convention Center, featuring speaker Kevin Fleming of Teloses Educational Services. The major sponsor of the event is California Water Service Company; additional sponsors are Buckman-Mitchell, Kaweah Delta Health Care District and Graham & Associates.

His presentation, titled "(Re)Defining the Goal," will challenge participants to re-examine what questions should be asked of the educational system and the community to maximize the state's workforce training system.

"This is a topic of great interest across the nation," Fleming noted.



Fleming

"The need must be defined and the community must step up to meet the need to deliver students with skills for the 21st century. We must discuss education, workforce training and policy changes that can make systemic shifts for the betterment of our regional economies."

Fleming reports that other states do a better job than California does in continuously adjusting educational systems to align with real-world workforce needs.

Reservations are required by May 9 by calling The Lockwood Agency, 733-3737, or emailing Julie Ebert at jebert@thelockwoodagency.net. Tickets are \$35 in advance; \$45 at the door (cash and checks only at the door).

The VEDC is a nonprofit, membership organization committed to retaining and recruiting employers and ensuring that Visalia continues to offer a business-friendly climate.



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YOUNG ENTREPRENEURS Academy FOR KIDS WHO MEAN BUSINESS



Local Young Entrepreneurs Show They Have What It Takes To Make It Big In Business



On Thursday, April 21st, the students participating in the Visalia Chamber of Commerce Young Entrepreneurs Academy launched their businesses. Six new start-up businesses were featured at the 2016 Business Appreciation Night held at the Visalia Convention Center Court Yard.

For the YEA! students, the Business Appreciation Night was a culmination of nine months of hard work, resulting in the graduates owning and operating their own businesses. "During the last nine months our students have worked incredibly hard to make their dream of owning a business a reality" stated YEA! facilitator, Nicola Wissler. Each of the businesses has worked with more than 50 local business professionals to create their own small piece of the American Dream. Students had the opportunity to sell their new products to the public and received great feedback which will help their businesses continue to grow. "We appreciate all of the community members who came out on Thursday night to support our students. We want the students to understand that there is an entire community out there who want them to become successful."

Chocolate Wonders is a company that produces handmade chocolate treats including cookie supremes, truffles and lollipops. Each treat is crafted and designed to suit the customer's desires and is made with high quality chocolate. Treats can be bought individually or in batches for parties, snacks or gifts.

MTS Soaps is a company that produces herbal and non-herbal hand crafted soap bars. The soap is good for general cleanliness and for helping to clear up skin. The soap comes in small, large and specialty shapes for the holidays.

Classic Cup is a mobile coffee company. They brew and sell classic cups of coffee at local sporting and community events.

CRE8 is a company that produces graphic novels and figures for children and teens. The focus of the business is to encourage high self-esteem in children by exploring their strengths that may not be obvious and not focusing on a person's disability.

Fruit Frenzy is a company that makes and packages fruit salads in containers that can be sold at event or delivered directly to customers. There are three different types of fruit salads available, as well as customizable options.

VEPO is a company that designs and produces reusable water bottles. The design on the bottle changes every two months and each design is based on a current topics issue for the community. For each bottle sold, a percentage of the profits will be donated to the United Way of Tulare County to help provide water to those affected by the drought in California.

At YEA!, students are taught by local entrepreneurs and are introduced to guest lecturers, successful entrepreneurs, and business mentors. They brainstorm ideas, write business plans and actually launch their own company or social movement. YEA! runs during the academic year from October to May, with classes meeting every Tuesday from 4:30 - 7:30pm. The program is now currently accepting applications for next year's YEA! Class of 2017.

To learn more, please call the Young Entrepreneurs Academy at 559-734-5876 or log onto www.visaliachamber.org/yea.

CASA would like to recognize these wonderful young people at St. Paul's School for raising over \$500 to support foster children in Tulare County.



During St. Paul's "Community Service Involvement Week" parents involved in the community visit the school to share with students the organizations they are involved with and represent. In Mrs. Fisher's and Mrs. S's kindergarten class, Anthony Maldonado shared with the students about CASA of Tulare County. The class decided to get involved with "Coins for CASA", taking change from chores done at home to fill small piggy banks. Mrs. Fisher decided to make this a one month project, and students excitedly began to fill pig after pig. When the month long project came to close, the class had raised over \$500!

After the money was counted students were allowed to keep their plastic piggy banks so that they could remember that they had done something to help to the community. Lincoln Albertoni- Maldonado shared "Not everyone can be a Foster Parent, but everyone can help a Foster Child." CASA would like to recognize and thank Mrs. Fisher's and Mrs. S's class at St. Paul's School for their donation to help abused and neglected children in Tulare County. Thank you to the students, parents, and St. Paul's School for your commitment to "Love and Learning."

Leadership Visalia: Agriculture/ Water/ Economic Development

Facilitators: Griz Kelley, Iris East, Nicola Wissler
Written by Raquel Garcia, M.A. Fresno Pacific University
Visalia campus

I don't know about you, but if I was a cow, I would want to be a Rosa Brothers cow! One stop at their farm and a quick tour on the Moo-mobile folks, and you'll know why! The Leadership Visalia class pulled off yet another amazing day session on Friday April 8th which started at Fresno Pacific University in Visalia where we



Leadership Visalia Class Members outside of the International Agri Center

loaded a school bus and quickly headed out for a tour of the Rosa brother's farm. We were greeted there by the very knowledgeable and welcoming Mrs. Holly Rosa, who explained that the dairy industry makes up 1/3 of Tulare County's crop production and as such, this family owned business requires all hands on deck! Passed down from generation to generation, the Rosas' farm is home to over 1,200 Holstein cows today and is able to keep costs down with the recent installation of solar energy for the farm as well as growing all of their own feed. Fun fact: Did you know that if you keep your milk refrigerated, it will last up to 21 days after the stamped date on the product? And what do you call a cow that has just given birth???

Decaffeinated! (Hold the applause people, there's more where that came from!) Did I mention we stopped at Rosa brothers' creamery in Tulare for the ice cream samples? I highly recommend the coconut chocolate chip, famously known as the almond joy!

Next stop...Heritage complex in Tulare where a delicious lunch was served (thank you gomache.com). Here we learned of commodity groups and the process for inspecting incoming shipments of plant materials, which are examined for plant pests by those amazing rescue dogs who are trained in a 6-8 week period to detect up to 17 different smells. There are approximately 20,000 parcel inspections conducted annually at UPS, FedEx & Postal Services alone. Did you know? Citrus makes up for more than 51% of our export commodities and we are the #1 world leaders in table grape exports!

After lunch, we were joined by Devon Jones, City of Visalia, Michael Washam, Tulare County, Nancy Lockwood, Visalia Economic Development Corporation and Lockwood Agency, Adam Peck, Workforce Investment Board; to discuss the economic development of our communities by sharing a discussion around their local efforts as well as their vision for the future and ways to be involved. All of this followed by a presentation and tour of the Cal Water facility in Visalia (thank you Eric Charles, Eric Furtado, Kevin McCusker (and our own classmate Scott McNamara) where we learned that the district is doing substantially well in water conservation with a 51% increase in the population since 20__ and still only using the same amount of water, that's impressive! Interesting fact: when watering your front lawn (on your scheduled day of course) take some time to check how long it takes before the water comes off of your grass and starts running down the sidewalk and into your drain; maybe 2-4 minutes? At that point, stop your watering and begin the timer to water the grass again every few hours that day for only the amount of minutes that it took the first time without wasting any water and essentially throwing money down the drain! You will see a greener, fuller landscape because you are only using the amount of water it takes to hydrate the grass! (Great advice Scott!) If you really want to live on the wild side of water conservation; take shorter showers! Keep the timer out and try to beat your own time by 2 minutes each day for a week. By the end of the week you will be a water saving Jedi-Master!

Podiatrist joins Visalia Medical Clinic



Hagen

VISALIA – Visalia Medical Clinic announces the addition of podiatrist Jeffrey Hagen, DPM, whose special interest is keeping people active through effective podiatric care.

Dr. Hagen completed his undergraduate studies at Brigham Young University and is a graduate of the California College of Podiatric Medicine. He completed his podiatric surgical residency at Encino-Tarzana Regional Medical Center and also completed a Fellowship in podiatric sports medicine and surgery at Virginia Mason Medical Center in Seattle. The Board-certified podiatric surgeon comes to Visalia Medical Clinic from his most recent position at Kings Foot and Ankle in Hanford.

"I was an avid competitive runner, and I had multiple setbacks from injuries," Dr. Hagen recalled. "It was a sports-oriented podiatrist who was able to finally resolve the cause of those injuries. This was my introduction to the profession and a key reason for my decision to become a podiatrist. I hope to help others overcome setbacks so they can remain active and healthy."

Dr. Hagen has also developed a keen interest in the impact of diabetes on foot care and health, and he hopes to volunteer in diabetes-related education and support groups.

"Seeing first hand the devastating effects of this disease when it is uncontrolled, and understanding that so much of it is preventable, drives me to want to prevent rather than treat," Dr. Hagen noted. "I strive to ensure that my patients avoid the severe complications by telling them the reality of what can happen."

Dr. Hagen, who is fluent in Spanish, lives in Visalia with his wife and five children. He is looking forward to spending more time in the Sierras, getting back to running, and supporting his sons in Scouting. To schedule an appointment with Dr. Hagen, call Visalia Medical Clinic at 738-7589.

Visalia Medical Clinic, an affiliate of Kaweah Delta Medical Foundation, offers the expertise of more than 50 providers. The clinic is open Monday through Friday 8 a.m. to 5 p.m.; with extended and weekend hours at QuickCare. For information, call 739-2000 or visit www.vmchealth.com.

VISALIA UNIFIED SCHOOL DISTRICT A Clearer Mission

Every year, the Board of Trustees engages in strategic planning for the district. This planning involves setting goals for the district and also the establishment of activities that support the achievement of those goals. These goals and activities are expected to span one to three years. All school districts engage in goal setting, and stronger districts do a better job in this area than others. Our Board has always understood the value of goal setting and takes the process very seriously.

Goal setting involves much work. The Board has held two study sessions on district strategy, and strategic planning has been on the regular meeting agenda consistently for the past few months. The implementation of the state's new structures for school funding, the Local Control Funding Formula (LCFF) and the Local Control Accountability Plan (LCAP), have influenced our processes greatly. As we enter our third year under LCFF and LCAP, the Board has undertaken goal setting with greater emphasis on creating a more clear and impactful set of goals that continue to strengthen the direction of Visalia Unified.

At the center of this work is a revised mission for the district. In March, the Board finalized and approved the following as our mission:

We exist to provide students with an education that affords them limitless opportunities for the future.

This language is really important for us. It reflects a number of current themes in education. First, it includes the concept of a VUSD graduate being college and career ready. College and career ready means that a graduate is ready to enter a college program without remediation, and also that that graduate is ready to take on a position



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

"We exist to provide students with an education that affords them limitless opportunities for the future."

that offers the potential for advancement. The "and" is important in that phrase, as our students must be ready for both of these possibilities, not just one or the other. Second, there are a set of skills that are expected of graduates that extend beyond the subject-based skills that we traditionally associate with public school education. It is important to know how to read, write, do math, understand scientific method, and know about the history of our country, but to be competitive in today's world, students must also have additional skills that allow them to function at high levels in a complex world. The skills that provide for this include creativity, communication, critical thinking, collaboration, and civic-mindedness. These skills are an intended additional outcome of the new academic standards adopted by the state and are widely considered to be the 21st century skill set. By pairing 21st century skills with content, we create more powerful and meaningful learning.

We believe that the concept of "limitless opportunities for the future" encompasses college and career readiness and also the 21st century skills. "Limitless opportunities" doesn't mean that every child has to go to college, although many will choose to do so. It does mean that every graduate should leave our schools ready to continue on to his or her adult path smoothly—regardless of what that path is. That's a tall order for us, but think of the impact on our community when it happens: Our kids will be prepared for the lives they want to lead, and that we want them to have. This is something ambitious for us to aspire to, and something we will work hard to achieve.

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CALENDAR - MAY 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 Visalia City Council Meeting	3	4	5 YEA! Graduation Wyndham Hotel 6:30 pm	6	7
8	9	10 Government Affairs Meeting Buckman-Mitchell Office 7:15 am	11	12	13	14
15	16 Visalia City Council Meeting	17	18 Facebook Advertising Part 2 workshop Brandman University 9:00 am	19 Young Professionals Network Mixer Fox Theatre 5:30 pm	20 Leadership Visalia Graduation Lamp Litter Inn 3:00 pm	21
22	23	24 Business After Hours Century 21 Jordan-Link 5:30-7:30pm	25	26 Ambassador Breakfast Visalia First Assembly Church 8:00am	27	28
29	30					

Tulare County/District Special Education Local Plan Area Announces:

Child Find Project Seeks Children Needing Special Services

Parents or friends who believe that a child may have a mental or physical disability can find help by calling the Tulare County Office of Education or their local school district. The Child Find Project is designed to identify children who may be in need of special education services and connect them with appropriate educational programs.

Special education services and programs are available in Tulare County for children with disabilities from birth through 21 years of age. Services are available for children with disabilities in autism, blindness or vision impairment, deafness or hearing impairment, speech, physical or orthopedic disability, learning disabilities, behavior disorders, intellectual disabilities or other health impairments.

The goal of the Child Find Project is to be sure that every child in Tulare County attends school and receives appropriate services.

Child Find accepts referrals and screens children who may have a disability. The child is then referred to an appropriate educational program for evaluation and/or services. Assessments are provided at no cost to parents. Information is confidential and the privacy of children and parents are protected.

Tulare County Superintendent of Schools Jim Vidak says, "The Child Find Project is an excellent way of notifying parents of exemplary services and compassionate people who are here to help children with disabilities."

Additional information regarding special education services and programs may be obtained by calling the Child Find Project, Tulare County Office of Education at 730-2910, ext. 5120.



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WHAT ARE THE IDEAS YOU ARE DREAMING ABOUT?

YOUNG ENTREPRENEURS Academy

The Young Entrepreneurs Academy is a year long academic academy hosted by the Visalia Chamber of Commerce that teaches core entrepreneurial skills to middle and high school students. Any student who has ever wanted to start or run their own business will take the steps necessary to launch a small business while participating in hands on learning experiences in the YEA! program.

VISALIA TIMES-DELTA • APRIL 30, 2016

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