

# www.visaliachamber.org Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE

Vol. 42, No. 9 | September 2021

## INSIDE

### TriCo Bancshares to expand in the Valley

Valley Republic Bancorp announced they will merge with TriCo in a stock transaction valued at nearly \$165.6 million. **3**

### Local restoration service company expands nationally

ServiceMaster by Benevento expands services by joining the national ServiceMaster Recovery Management network. **4**

### California Dairies announces sustainability efforts

California Dairies has launched an initiative aimed at measuring, validating and further improving sustainable business practices. **5**

## EVENTS

### FOLLOW US ON FACEBOOK FOR DATES

#### Coffee & Conversation with Your Chamber CEO-Facebook Live

Time: 8 a.m.

#### SEPTEMBER 23 Ambassador Monthly Meeting

Time: 8 a.m.  
Location: Visalia First

#### SEPTEMBER 24 Oktoberfest

Time: 5:30 p.m.  
Location: Vossler Farms

## TRAVEL WITH US

#### OCTOBER 4-11, 2021

Colors of New England

#### OCTOBER 9-16, 2021

New England Rails & Trails

#### NOVEMBER 2-9, 2021

Irish Discovery

#### DECEMBER 3-8, 2021

Music Cities Christmas

#### DECEMBER 5-9, 2021

Santa Fe Holiday

#### JANUARY 29-FEBRUARY 6, 2022

Tropical Costa Rica

#### FEBRUARY 15-24, 2022

Sunny Portugal

#### MARCH 6-20, 2022

Colors of Morocco

#### APRIL 19-26, 2022

Highlights of Italy's Amalfi Coast

#### APRIL 25-MAY 1, 2022

Southern Charm

#### MAY 18, 2022

JUNE 7 & 15, 2022

AUGUST 16, 2022

SEPTEMBER 13 & 21, 2022

Oberammergau Passion Play Germany & Austria

#### JUNE 11-17, 2022

Landscapes & Lighthouses of Coastal Maine

#### OCTOBER 4-12, 2022

Normandy, Paris & the Seine River Cruise



Travel provided by:

Collette Vacations  
CST #2006766-20

Mayflower Tours  
CST #2044099-20

Chamber Explorations  
CST #2048841-40

For more information, go to  
www.visaliachamber.org/travel

## Council selects Wynn for Dist. 1 appointment

Visalia City Council unanimously approves Liz Wynn as appointment to fill vacancy left by Phil Cox's passing



By Reggie Ellis  
President and Publisher  
The Sun-Gazette



The Visalia City Council will have its first female councilmember in five years following last week's appointment of Liz Wynn. Wynn was unanimously selected by the council at a special meeting on Aug. 12 to fill the vacancy in the District 1 seat left by the sudden death of Vice Mayor Phil Cox two months ago. The decision came after a month-long application period, a review of 16 applications and two special meetings to determine the process and conduct interviews with the finalists.

"The process to select the best appointee to the open position on our Council was one undertaken with great care. We had a lot of qualified applicants and ultimately we saw Liz's involvement with the City and how prepared she came into the interviews," Mayor Steve Nelsen said. "Overall, the Council saw that she had the broadest range of experience and a heart for the community."

A former Visalia Planning Commissioner with personal and professional experience in planning issues, contract negotiations, community conflict and employee management, Wynn currently serves as the Foundation Director for the Kaweah Health Foundation.

"I am so humbled and honored to be able to serve the city, I promise to give it my all and do the best that I can," Wynn said.

Wynn was one of 16 people who applied for the position and among the six finalists, a list which also included retired Judge Howard Broadman, Deputy County Counsel for Kings County Frank Ruiz, Deputy Chief Credit Officer for Suncrest Bank Nathan Halls, instructional technology specialist for the Office of Education Steve Woods and private voice and piano instructor Lauren Farris.

During her final interviews with the city council, Wynn offered insight into several issues on the council's radar. She was supportive of the council's decision to name a location for the low-barrier shelter in northeast Visalia and said the city's Gen-

eral Plan, which outlines the city's growth for a 20-30 year window, should be "guide" to growth but not set in stone and that ordinances need to "flexible" to account for common sense solutions to unforeseen problems.

As the tie breaking vote in the council's 2-2 deadlock on allowing recreational marijuana dispensaries, Wynn said she would likely vote no on the project.

"It would not be ideal to me," Wynn said. "I would really have to do some serious soul searching and talking to department heads and constituents to see what real benefit that would provide besides a few extra dollars that may go away anyway."

She is the first female to sit on the city council since Amy Shuklian was elected to the Tulare County Board of Supervisors in 2016. Shuklian served nine years on the Visalia City Council, including stints as Vice Mayor (2009-2011) and Mayor (2011-2013). Wynn was recently named the 26th Assembly District's 2021 Woman of the Year for her commitment to community service in Visalia. She was a founding member of Church of the Nazarene's sports program, helped establish the foundation for the Downtown Rotary and helped form the Visalia Economic Development Council. Wynn is probably best known for her work as executive director of the Visalia Emergency Aid Council (VEAC), which provides food for 1,100 families each month. Under her leadership, VEAC broke ground on a new 6,000-square foot warehouse in 2018. VEAC's facility dated back to 1931 when the VEAC was built on the former offices and personnel barracks for CalFire.

"Liz has the foundation that will contribute to the Council, and that gives us a good start going forward," added Nelsen.

Wynn was sworn in at the

Aug. 16 regular meeting of the council. With her first action as a sitting councilmember, Wynn seconded a motion to approve Brian Poochigian as the new vice mayor. The motion was approved unanimously. She also made the motion to formally appoint Leslie Caviglia as the new city manager, effective Sept. 4, and to approve her employment agreement, which was also approved unanimously.

Wynn had the longest resume of public service in the Visalia area and was the only candidate to state she would not be running in next year's election to fill the seat. Wynn will serve until the next regular municipal election in November of 2022, at which time someone will be elected for the final two years of the term previously held by Cox, who died on June 16 after a three-year battle with



Elizabeth Wynn  
City Councilmember, District 1

cancer. This means there will be four seats on the November 2022 ballot including District 1, District 3 (Brian Poochigian), District 4 (Greg Collins) and District 5 (Steve Nelsen). The District 2 seat (Brett Taylor) will not be on the ballot until November 2024.



Mayor Steve Nelsen (center) looks on as Councilmember Greg Collins (left) asks a question to Elizabeth Wynn during the final round of interviews for District 1 appointment candidates on Aug. 12. Wynn was unanimously selected by the council and sworn in at the Visalia City Council's regular meeting on Monday, Aug. 16.

## CITY UPDATE

### Redistricting process underway

With Census data released, the City of Visalia redistricting process is underway. What you need to know, what do you consider the boundaries of your neighborhood?

Every 10 years, local governments use new data from the Census to redraw their district lines to reflect how local populations have changed. Redistricting determines which neighborhoods and communities are grouped together into a district.

The finalized maps that residents help us create will define



the City of Visalia district borders, and these new districts will impact how Council Members are elected for the next 10 years. All district lines must be reviewed to meet strict requirements for population equality, voting rights protections, and in

accordance with the California FAIR MAPS Act.

The City Council is seeking input in selecting the next district map and our public outreach process is underway. Our community's input is extremely important in this process, and we're asking you to join us at one of our upcoming Public Hearings and mapping workshops:

- Monday, Sept. 20 at 7 p.m. - Initial Public Hearing
- Wednesday, Oct. 13 at 6

See REDISTRICTING on page 3

## LEADERSHIP VISALIA 'Doing business' redefined



Raquel Garcia  
Professor  
Fresno Pacific University

Training leaders for success during and after COVID has required a seismic shift in the last few years, and though it has not come without challenges, it has also presented some great opportunities to redefine the way we typically "do business." Our "new normal" requires us to think differently about how we connect with others, how we tackle projects and how we lead our teams. It matters, that we understand newly emerging needs in our industries, but more importantly, that we are talking about the techniques to hone them

See REDEFINED on page 2

## PRESIDENT'S CORNER

### What is loyal to local?



Gail Zurek  
President and CEO  
Visalia Chamber

If you stopped someone on the street and asked them to explain what it means to be 'loyal to local,' you will likely receive as many answers as people stopped. Beyond catchy phrases, what does it really mean to be loyal to local? Is loyalty something really needed locally?

Visalia is a special place. Being raised elsewhere and having lived in other communities, I am always surprised at how many 'born and bred' locals miss the magic of Visalia. There are few places with a walkable downtown where neighbors know each other. Heck, there are few communities where neighbors even take the time to know each other.

Beyond knowing each other, Visalians care about each other. Giving to local nonprofits means our neighbors receive services, our kids have sport and youth programs, and our environment is preserved. Visalians do this because they directly see the impact those organizations make here. Supporting our neighbors through being Loyal

to Local is more than just supporting local community organizations.

A global technological marketplace has changed commerce. Now, with a touch of a fingertip, I can purchase a hand-woven basket direct from around the world. I can have my children's shoes shipped directly from the manufacturer who is millions of miles away. Specialty boxes with foods from my great-grandparents' home country can arrive at my door early next week. All of this is amazing. I'm thankful for every bit of it, but it only reinforces the need to be loyal to local.

What does a global technological marketplace mean for the local business gal? Competition. In a global economy, competition is no longer just a short drive across town or even a town over. Competition lives someplace entirely else. Competition in a marketplace creates a healthy economy. However, when businesses compete with businesses that are not regulated the same way (or if regulated at all), fairness is tips, and competition is no longer fair or beneficial. For the local business, this unfairness happens time and time again.

Visalia businesses are our neighbors. Our economy, tax base, and jobs are because our neighbors own and operate businesses here locally. Business owners shop in the same places we do. Our kids go to school together. We sit next to each other on the weekend, worshipping. We have

jobs that provide the care of our families because of local businesses.

These businesses are what make Visalia special, unique and different. Local businesses have poured their hearts and dreams into creating a business that serves a need or provides a product for our community. What would Visalia be without Pacific Treasures, or Visalia Ceramic Tile, or a KRC Safety? How many of us have attended a birthday party at Roller Town or Barrel House? Many of us have celebratory meals at the Vintage Press or watched a football game with wings and brew at Rookies. And nothing beats watching our Visalia Rawhide become Champions. We ought to brag about all that's produced here products and frankly all the food that feeds the globe.

But suppose we don't support local businesses, spending money with them, telling others about them. In that case, there will be no more local business. That sounds extreme, but it is very accurate. Local businesses would not exist without our loyalty; choosing to do business with the local person when the marketplace gives a globe of choices. Our neighbors wouldn't have jobs without our loyalty.

Visalia would not be Visalia without local business. When we remind you to be loyal to local, we're reminding you to preserve, support local businesses, our neighbors, our community.



**REDEFINED**

Continued from page 1

in. As the Facilitator for Leadership Visalia, I have the privilege of working with business professionals who are currently leading teams or who aspire to lead others at some point in their career. Participants are there because they want to be challenged, they want to develop themselves and they want to know where they can best use their talents in the community. The program introduces a historical view of Visalia; how we started, how we have evolved and where we are today. Very quickly, we are discussing the strengths and the weaknesses of our community and areas where we as leaders, can come alongside our local officials and help to make positive change. It's true, any modern leadership journey must start with self-reflection. We dive deep into our own leadership styles and identify who we are on the team and how we can contribute to our organization. I often say "this program is a short-term sacrifice, for a long-term investment" meaning, the commitment you make to be in the program will continue to provide a return for years to come. I regularly hear this feedback from former graduates of the program who have promoted or advanced in their careers.

Our participants put their leadership talents to work with a community-based project that is intended to make Visalia just a little bit better than it was before we started. Ask anyone, it is truly, one of the highlights of the program each year. We have a lot of work to do, and of course the path ahead is far from smooth, but this program is a huge building block to help Visalia continue a long and successful post-pandemic future. Keep your eyes open for the class of 21-22, they are going to do big things!

Raquel Garcia is a professor in the School of Business at Fresno Pacific University, where she teaches in Organizational Leadership and Business Management programs. She is a doctoral candidate at Northcentral University and focusing her research on leadership practices and organizational systems. She balances her time at home as a wife and mother with her volunteer work on the board at Family Services of Tulare County.

**ABOUT THIS PUBLICATION**

Business Update is the official monthly publication of the Visalia Chamber of Commerce, 222 N. Garden St., Ste. 300, Visalia CA 93291, (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, 222 N. Garden St., Ste. 300, Visalia, CA 93291. Advertising information, call Jena at (559) 734-5976 or email info@visaliachamber.org.

Editor ..... Gail Zurek  
Layout ..... The Sun-Gazette

©2020, Visalia Chamber of Commerce. All rights reserved. Reproduction by any means of the entire contents or any portion of this publication without written permission is prohibited. The appearance of any advertisements in the publication does not constitute support or endorsement for any product, person, cause, business, or organization named therein, unless specifically noted otherwise in the advertisement.

**CONTACT US**

Send briefs via e-mail to amanda@visaliachamber.org  
Call 734-5876. Mail to: Visalia Chamber of Commerce 222 N. Garden St. #300 Visalia, CA 93291  
Visit www.visaliachamber.org

**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.

**Community Investor Members:**

- Bulldog Sports Properties

**Business Connector Members:**

- Enchanted Playhouse Theatre Company

**Small Business Members:**

- Sua Sponte Design

**Small Business Nonprofit Members:**

- Rancho Robles

**RENEWING**

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

**Cornerstone Members:**

- MilliporeSigma\*

**Business Builder Members:**

- Central Valley Collision Repair\*

**Business Connector Members:**

- Hadley-Marcom Funeral Chapel

**Small Business Members:**

- Amtrak San Joaquins
- AT&T
- Bay Alarm Company\*
- Integrated Care Systems
- Lockwood Agency
- Megan Ide, DDS & Shirley Lei, DDS\*
- Nothing Bundt Cakes\*
- Paloma Development Co.\*
- Partyworks, Inc. dba Party City
- Personnel Solutions Unlimited, Inc.
- Precision Prep
- Sequoia Cigar Company



**Business Connector Nonprofit Members:**

- Assistance League of Visalia\*
- Pipeline Church Visalia\*

**Small Business Nonprofit Members:**

- Veterans Memorial District\*
- Visalia Sunset Rotary\*

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

**BUSINESS AFTER HOURS SPOTLIGHT**



**JOIN US!**

September 28, 2021  
5:30pm - 7:30pm  
REGISTER:  
visaliachamber.org/bah



**Name:** Ken Guerrero  
**Company:** SJVC (San Joaquin Valley College)  
**Title:** Campus President

**Event:** Business After Hours  
**Date:** 9/28/21  
**Time:** 5:30 (if you prefer a different time please advise)  
**Location:** 8344 W Mineral King in Visalia

San Joaquin Valley College was founded in April 1977 as a private for-profit Career College dedicated to providing high-quality occupational training. Today the College offers Associate of Sciences Degrees and Certificates of Completion in the areas of medical, business, and technology at 17 campuses. The College also offers several degree and certificate-granting programs via its online modality. Specific program offerings for each campus can be found at www.sjvc.edu.

Most recently SJVC was granted WACU accreditation status.

SJVC's mission strongly emphasizes education directed toward career development and advancement. Real world education is paramount. Therefore, a plethora of resources are available to the faculty to assist in the delivery of real work instruction, such as mock medical, technical, and business settings within the classrooms, industry-specific equipment, interactive software with true-to-life scenarios, and field trips to businesses and medical settings. Most programs also include an externship or clinical experience. The College is committed to student development through the achievement of measurable



learning outcomes, emphasizing a balance of hands-on training and academic instruction.

The College identifies and responds to the educational and employment needs of the communities it serves. The College Community encourages and supports student and employee involvement in their respective communities to mutually enhance civic, personal, and intellectual development.

The best part of working for SJVC is student success! The College is committed to the success of every student. This is demonstrated in the Colleges' Core Values, Success, Integrity, Excellence, Diversity, Community Involvement and Lifelong Learning.

SJVC likes to interact with students on campus and the varied restaurants in town such as Quesadilla Gorilla.

The Chamber brings a great sense of belonging and value to the college. The College regularly interacts with the Chamber at local events, ribbon cuttings and Coffee with the CEO.

SJVC takes great pride in the high standards of instruction and services we deliver to our students. The College is invigorating and a great place to work!

**MEMBER SPOTLIGHT**

**Name:** Mario Miller  
**Company:** Bay Alarm Company  
**Title:** Supervisor



Founded in 1946 by Everett and Marj Westphal, Bay Alarm is the largest independently owned and operated alarm company in the United States. Now in our third generation of family leadership, we have grown from a small home office in Oakland, California, to serving communities across California, Washington, and Arizona. Over the years, our mission has remained the same: work hard, be honest, treat each other like family, and deliver the best service possible. We offer advanced security solutions including burglar alarms, security cameras, fire alarms, access control, and more.

We are celebrating our 75th anniversary this year. Visit our dedicated web page bayalarm.com/75th-anniversary. We are a third-generation family-owned business. The grandsons of the founders of Bay Alarm now hold leadership positions within the company.

We donate to organizations in the communities we serve that align with our core values, including youth sports and first responder charities.

We are a Family. Everyone is treated as such. We can always reach out to the owners if we have questions. One of the main things that I really love about this company, is that we provide ongoing training for every aspect of the company. We like to promote within and help everyone reach their goals. I have had the opportunity to meet with a lot of local business owners and discuss what our company offers. It is a great way to meet others in our community and promote each other.

100% Commitment is what we bring to every job, every day. With the most advanced technology, the most highly trained people, and 75 years of experience.

We're a local, family owned business. Which means we live in the communities we serve. Our entire company and culture revolves around providing you with an unsurpassed experience.

**AMBASSADOR SPOTLIGHT**

**Name:** Michael Payne  
**Company:** Prestige Assisted Living & Memory Care  
**Title:** Community Relations Director



**Prestige Care, Inc.**  
**Prestige Senior Living, L.L.C.**

**How has the chamber and the Ambassador Program helped you or your business to grow?**

Over two decades with the Chamber now, we can't count the ways the Chamber has helped our business grow. Not being native to the area, the Chamber and Ambassador program has helped me expand my network of colleagues. Allowing me to get better acquainted with the Visalia area, like I never would have been able to without such an amazing group of professionals.

**Why is it important to employees to get involved in the Visalia Chamber programs and events?**

Getting involved with the Chamber gives employees a unique opportunity to represent their brand. Getting involved in the various committees, can give them great experiences serving in the Visalia Community.

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

Working with the elderly is a true blessing. When you're serving those who need you, work doesn't always feel like work. The firsthand stories from those who have lived such long lives and through so much, can leave you in awe and completely humbled.

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

Breakfast at Elderwood can be tough to beat. Great food (Best Chicken and Waffles in the Central Valley) with a fantastic view of downtown Visalia, the Valley, and the mountains on a nice clear morning.

**Retirement Savings Program**



**By Trish Arnold**  
Financial Advisor

Many states have started to launch "state-run" retirement programs and California is no exception. The California program is called "CalSavers". This is a state mandated program with penalties for non-compliance. All employers will eventually be required to participate if they do not have or do not adopt an exempted retirement program by the appropriate deadlines (discussed below).

**What is CalSavers?** A state mandated automatic ROTH IRA contribution program

- ROTH contribution rate of (5%) of pay: age eighteen (18) and employed at least 30 days
- Automatically escalates by one percent (1%) per year to a maximum of eight percent (8%)
- The individual employee may elect a different amount, elect out of auto-escalation, or completely opt-out of the program.

**What if the employer has a retirement plan?** If the employer maintains a retirement program exempted by the State, the employer may elect out of the CalSavers program.

See RETIREMENT on page 6

**VISALIA CHAMBER OF COMMERCE**

**Oktoberfest**

**Budweiser**

**VOSSLER Farms**

**VISALIACHAMBER.ORG/OKTOBERFEST**



**Tulare County Sheriff's Office** unveiled a new RV for Youth Services, the newest tool for reaching out to local youth.



SUBMITTED PHOTO

Central Valley Community Bancorp, parent company of **Central Valley Community Bank** reported a continued growth in deposits and non-PPP loans for the second quarter of 2021. Total deposits increased 14.88%.

By keeping to one of their core values in supporting the community, **Precision Prep**, Visalia's premier meal prep company is holding a \$100 gift card giveaway every month until the end of the year. Anyone who subscribes to their new "Weekly" meal subscriptions will be entered into a raffle for a \$100 gift card from the **Downtown Visalians'** organization where you can use the gift card at over 100+ local businesses.



**Bank of America** announced that their Museums on Us program has returned. With Fresno Art Museum reopening, every weekend Bank of America credit and debit cardholders will receive free general admission through the end of the year.



SUBMITTED PHOTO

Congratulations to **Quesadilla Gorilla** and **Component Coffee Lab** who announced they are expanding to Tulare. This will be location number six for Quesadilla Gorilla.

**Fresno Yosemite International Airport** is currently showcasing work in their terminal gallery from talented artists around the Central Valley.

Congratulations to **Advanced Body and Laser Center** who is celebrating 17 years this year! They will host an Anniversary Event on September 2nd, featuring discounts, raffles, and exclusive items.

Congratulations to Liz Wynn of **Kaweah Health Founda-**

**tion** who was appointed to the Visalia City Council District 1 seat.

**SoCalGas** donated to **Happy Trails Riding Academy** to assist with the organization's mission.

**Tucoemas Federal Credit Union** recently announced their Akers branch location has become one of only 3 LEED (Leadership in Energy and Environmental Design) Gold certified credit unions in California. The building's sustainable features include rooftop solar panels that cover 80% of its annual energy usage, water efficient fixtures that reduce usage by over 40%, energy efficient climate control systems, native plants for landscaping, recycled and reclaimed construction materials, plugins for electric vehicles, and bike racks and showers to encourage biking or walking to work.



SUBMITTED PHOTO

Congratulations to **Mache** who opened their new location at **Kaweah Health Lifestyle Fitness Center** in August!



SUBMITTED PHOTO

# TriCo Bancshares to expand in the San Joaquin Valley in strategic merger with Valley Republic Bancorp

TriCo Bancshares (NASDAQ:TCBK, "TriCo"), the parent company for Tri Counties Bank, and Valley Republic Bancorp (OTC:QX:VLLX, "Valley"), the parent company for Valley Republic Bank, announced they have entered into a definitive agreement under which Valley will merge with and into TriCo in a stock transaction valued at approximately \$165.6 million, or \$38.15 per share, based on TriCo's stock price of \$40.16 on July 26, 2021.

The strategic combination will bring together two service-focused community banks that share a deep commitment to the customers and communities they serve. When completed, the transaction will make Tri Counties Bank the largest community bank in Bakersfield and Kern County by deposits, and the combined company will have more than \$9 billion in assets, \$8 billion in deposits, and nearly \$6 billion in loans, serving business and consumer customers with locations throughout California.

Rick Smith, TriCo's Chairman, President and Chief Executive Officer commented, "We have great respect for the Valley franchise, its history of successful growth, and its long-term commitment to its customers and local community. Geraud and the Valley team have achieved unparalleled growth in the Bakersfield market, and we look forward to joining together to grow Tri Counties Bank into the leading community bank throughout the San Joaquin Valley. We have a proven track record of successful acquisitions, having most recently completed the integration of FNB Bancorp in 2018. We're excited to welcome Valley employees and customers and we are prepared to work together for a smooth transition process."

Geraud Smith, Valley's President and Chief Executive Officer, added, "We are delighted to

join a bank that shares our cultural values, commitment to its customers, and has a local community banking focus. Valley has built a leading franchise in its communities, and this partnership will provide our clients with the full breadth of Tri Counties Bank's comprehensive set of products and services. I look forward to my continuing leadership role in the combined organization and this next chapter for Valley as part of the TriCo franchise."

Key elements of the proposed combination include:

- By joining forces with Valley Republic Bank, Tri

## tri counties bank

Counties Bank will become the premier community bank in Bakersfield and the San Joaquin Valley.

- Tri Counties Bank, through its unique brand of Service With Solutions®, will maintain and extend Valley Republic Bank's legacy of outstanding service to its customers and community.

Tri Counties Bank was recently named one of America's Best-In-State Banks by Forbes Magazine.

- Both banks share a strong commitment to support the communities in which they operate.
- Tri Counties Bank's larger size and product set will provide current Valley Re-

public Bank customers with a wider array of financial solutions.

Under the terms of the agreement, Valley shareholders will receive 0.95 of a share of TriCo's common stock in exchange for each share of Valley's common stock, subject to certain potential adjustments. The aggregate merger consideration of \$165.6 million includes \$164.7 million in TriCo stock to be issued to Valley shareholders and \$0.9 million to be paid in cash to Valley option holders. The value of the merger consideration will fluctuate until closing based on the value of TriCo's stock. The

merger is expected to qualify as a tax-free reorganization.

The agreement was unanimously approved by the Board of Directors of each company and provides for one director of Valley to join TriCo's Board of Directors. Upon the close of the transaction, Valley's shareholders will own approximately 12% of the combined company. The transaction is expected to close in the fourth quarter of 2021, contingent upon approval from Valley's shareholders, along with other customary regulatory approvals.

The transaction is expected

See TRICO on page 5

### THE LAW AT WORK

## Developing an Emergency Action Plan



GUBLER & ABBOTT ATTORNEYS AT LAW

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

Emergency situations can happen any time, without warning. What are an employer's duties with respect to emergency situations?

California law requires that virtually every employer have an Emergency Action Plan. Such a plan must include steps for evacuating employees, providing emergency medical attention, and reporting emergencies to employees and local agencies. Employers with more than 10 employees must have such a plan in writing. Employers with 10 or fewer employees do not need to have a

written plan, but they do need to meet all the other requirements of the Emergency Action Plan standard and must communicate these elements to employees.

An Emergency Action Plan must include the following elements:

- Procedures for reporting a fire or other emergency
- Procedures for emergency evacuation, including the types of evacuation and exit route assignments
- Procedures to account for all employees after evacuation
- Procedures to be followed by employees performing rescue or medical duties
- An employee alarm system
- Training for each employee on the preferred means of reporting emergencies
- Emergency telephone numbers, which must be posted near telephones, employee notice boards, and other conspicuous locations
- The name or job title of every employee who may be contacted by employees who need more

California also requires that employers train employees when a plan is established or modified. Newly hired employees also must be trained. The best way to accomplish this training is by conducting emergency training and emergency drills periodically. Formal inspections are generally not required by California law.

While it is impossible to predict certain emergencies or disasters, the law does require employers to take steps to protect their employees, and a big part of that is the Emergency Action Plan. If your company does not have such a plan in place, take the time to create one. If your company hasn't reviewed its plan in several years, take the time to review it. You owe it to your employees.

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

### REDISTRICTING

Continued from page 1

p.m. - Mapping Workshop

- Saturday, Oct. 23 at 10 a.m. - Mapping Workshop

■ Monday, Dec. 6 at 7 p.m. - Draft Map Public Hearing

■ Monday, Jan. 10 at 7 p.m. - Draft Map Public Hearing

At these hearings and workshops, we want Visalians to share their story, define their neighborhood or community of interest, explain why redistricting is relevant to their community, learn about the tools available to draw a map, share their opinions of the draft maps and connect with neighbors and local organizations on the process.

Spanish language interpretation will be available at each meeting. Please call (559) 713-4900 (TTY) 48-hours in advance of the scheduled meeting time to request signing services.

For additional information on redistricting, FAQs, and more, visit [www.visalia.city/drawvisalia](http://www.visalia.city/drawvisalia). For questions, comments or map suggestions, contact Allison Mackey, Communications Manager at (559) 713-4535 or [allison.mackey@visalia.city](mailto:allison.mackey@visalia.city).

For the latest updates and news from the City of Visalia, visit [www.visalia.city](http://www.visalia.city) or visit them on social media @CityofVisalia.



How can I help local businesses?

Thank you for your support! We ask our community to remain #LoyaltoLocal by continuing to support local businesses and to be patient as many businesses still face challenges operating in a post-pandemic world. You can find our online business directory at [visaliachamber.org](http://visaliachamber.org).

Can my employees participate at Chamber events and programs?

Yes! As a member, all employees of a company are considered a member of our Chamber. We invite your employees to get involved on our committees and attend our mixers and events. Contact me directly for more information and have your employees visit our website to sign-up for Chamber updates!

Have a question about the Chamber?

Send me a message:  
[Jena@visaliachamber.org](mailto:Jena@visaliachamber.org)

## WIB holds job fair Sept. 29, federal UI set to expire

Workforce Investment Board to hold 29th annual job fair Sept. 29 at the Visalia Convention Center as federal unemployment benefits expire

As federal unemployment benefit programs begin to expire in September, the Workforce Investment Board of Tulare County, in partnership with the Tulare County Employment Connection, will hold the 29th Annual Tulare County Job Fair Sept. 29 at the Visalia Convention Center from 9 a.m. to 12 p.m.

The Job Fair aims to connect qualified job seekers with local businesses from throughout the Central Valley. Employers will have the opportunity to collect resumes, conduct on-the-spot interviews, and meet with hundreds of local job seekers. Companies interested in participating in the 29th Annual Tulare County Job Fair can register to get booth space or purchase an event sponsorship by going to [www.tularecountyjobs.com](http://www.tularecountyjobs.com). This event is the largest job fair in Tulare County, with more than 1,500 job seekers attending the last Annual Tulare County Job Fair.

"Events like the Tulare County Job Fair, which connect the valley's talented workers with employers looking to hire, are a critical part of our efforts to strengthen our local economy," stated Adam Beck, Executive Director, Workforce Investment Board of Tulare County. "As local businesses and workers recover from the devastating impacts of the pandemic, the job fair will help us build a

stronger, more prosperous Tulare County," Peck added.



According to the Employment Development Department for the State of California, the week ending Sept. 4 will be the last payable week for the following federal unemployment benefit programs:

Pandemic Emergency Unemployment Compensation (PEUC)

Pandemic Additional Compensation (PAC)

Pandemic Unemployment Assistance (PUA)—For PUA, EDD will continue to take applications for new claims 30 days after Sept. 4 for those who are seeking benefits for weeks of unemployment before Sept. 4

Mixed Earner Unemployment Compensation (MEUC)

The week ending Sept. 11 will be the last payable week for all FED-ED benefits. Pending payments will be processed retroactively after Sept. 4 if deemed eligible.

The 29th Annual Tulare County Job Fair is a free event for job seekers. In honor of their service to our nation, Veterans will be allowed to enter the job fair before the general public. Job seekers are encouraged to wear interview attire and bring multiple copies of their resume.



# Tucoemas awarded max. grant of \$1.8M to jump start Tulare County recovery

Tucoemas Federal Credit Union receives the maximum federal grant from the Rapid Response Program (RRP) of \$1.8 Million. The grant is intended to help provide capital to CDFI (Community Development Financial Institutions) in areas hardest hit by the Covid-19 pandemic. The grant allows Tucoemas to provide greater access to personal loans up to \$5,000 (called "RISE Loans"), with an easy application process, and same-day approvals.



The Tucoemas RISE Loans are available to everyone and are intended to inject capital into our communities. CEO, Brice Yocum says, "We have all been affected by the pandemic, and now we must rise together in these challenging times. This grant allows us to provide even more financial resources to everyone in our community."

us additional tools in fulfilling our mission to serve communities that are typically underserved and are experiencing financial setbacks due to the pandemic," says Meredith Ritter, Chief Financial Officer. "Tucoemas RISE loans are available now with an easy application process, same-day approval and favorable interest rates. These loans will help families and individuals fill in financial gaps and jump-start the recovery in Tulare County", says Sonia Smalley, VP of Lending.

Tucoemas Federal Credit Union has been fulfilling its impactful mission in Tulare County for more than 70 years. Under the leadership of CEO Brice Yocum, Tucoemas has focused on creating financial security and providing real opportunity for all of Tulare County through education, sustainable practices, community partnerships, and empowering marginalized communities.



PHOTO COURTESY OF SERVICEMASTER RESTORE

ServiceMaster by Benevento's expansion will allow them to better serve the Central Valley and will create more jobs in the community.

# Local restoration service company expands nationally

ServiceMaster by Benevento expands services by joining the national ServiceMaster Recovery Management network



ServiceMaster by Benevento has been serving the disaster restoration and disinfection needs of the Central Valley for nearly 40 years, and are now taking their services to the next level. The family-owned franchise has been chosen to be a part of a major expansion of the ServiceMaster Recovery Management (SRM) network, which is a national leader in large-loss commercial disaster remediation and restoration.

The SRM expansion more than doubles the size of the network, from 9 to 21 approved providers nationwide. Applicants for the network had to meet stringent requirements involving experience in commercial loss recovery projects, equipment, staffing and capabilities.

"Achieving the SRM brand is a significant step for our company," Scott Smith, Sales Manager of ServiceMaster by Beneven-

to said. "As part of the network, we will be called on for major commercial restoration projects throughout the country. These situations involve highly specialized skills, special equipment and experience. Every company in the network is well qualified to manage and perform large-loss restoration jobs."

As one of the top service masters in the nation, ServiceMaster by Benevento has offices in both Visalia and Fresno. As a part of the SRM network, they are now able to provide and receive assistance from other service masters around the country. Mt. Whitney alum and company president Tony Benevento deems the SRM network will help ServiceMaster by Benevento better serve the local community.

"We now have the capabilities to handle a small water loss that maybe happens in a customer's home, all the way to a multi-million-dollar loss that happens in a million-square foot warehouse," Benevento said. "We have the capabilities, the team, the training, and the assets to

be able to take care of that. We wouldn't have had those capabilities before but now we do."

SRM is often called after catastrophic events such as hurricanes, tornadoes, fires, floods, earthquakes and similar disasters. The company is a single source for all necessary recovery services, including heavy equipment, generators, decontamination and engineering. They clean, remove water, eliminate smoke and other odors, and coordinate repairs so that facilities can reopen faster. Typical SRM customers include major industries, educational and health care facilities, worship centers, hotels and large office buildings.

"Adding these new, approved providers greatly expands our capabilities," said Drew Draisey, Sr. Director of Commercial Restoration Sales and Service for SRM. "We'll be able to respond faster wherever disasters occur, with much greater capacity and with great consistency of service."

The expansion will also create more jobs in the local community, as ServiceMaster by Beneven-

to will be looking for qualified people to join the team. They've grown from around 50 employees to 75 employees within the last two years, and will continue to add more fire and water restoration technicians, job coordinators, and project managers. Anyone who is interested in joining the team can visit their website at servicemasterrestore.com or give them a call a 559-628-8554.

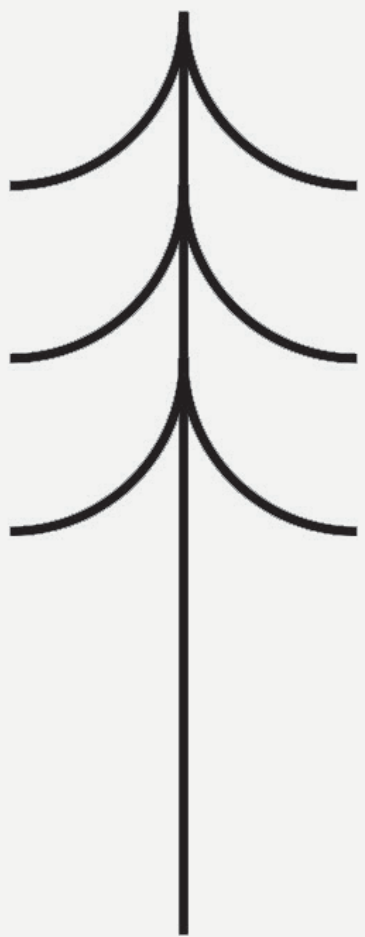
About ServiceMaster Recovery Management

SRM is the national commercial large-loss division of ServiceMaster Brands. With commercially certified locations across the country, SRM provides commercial restoration and recovery services such as water and fire restoration. From more frequent, smaller commercial damage to large-loss catastrophic events, SRM provides a single-source solution for national commercial clients. SRM has responded to every named storm to impact the United States over the last 20 years. More information can be found at srmcat.com.



PHOTO COURTESY OF TUCOEMAS

Tucoemas FCU recently earned a gold certificate for environmental design at their new flagship Akres branch in Visalia.



# A Strategic Marketing & Design Company in Visalia, California.

Learn more at [tpgrph.com](http://tpgrph.com)

**Topograph**





GRECAUD PAUL / ADOBE STOCK  
California Dairies Inc. is making an effort to improve sustainability in their business practices by quantifying the current baseline status of their supply chain in key areas, in addition to laying out a road map for goal going forward.

## FARMER BOB'S WORLD AWAITS CATERER WITH BEST CITRUS RECIPE

Farmer Bob's World is inviting caterers to enter their favorite citrus entree recipes by September 1st. Board members will select three recipes to taste, according to Bob McKellar, President and CEO. Selected recipe will be featured Oct. 15th at the Tree to Table Celebration.

Board members will taste each citrus entree and the winner will be offered the contract to serve the organization's Tree to Table Celebration, October 15th at McKellar's Historic Seven Sycamores near Ivanhoe. 200 guests are expected to attend.

Recipes may be mailed to FBW, 32988 Road 164, Ivanhoe, CA 93235 or emailed to Ashlee Williams, (ashlee@mckellaranchcom-

pany.com) Information... Call Bob McKellar, 559-740-8444

Farmer Bob's World is a 501 (c) (3) (47-5514429) nonprofit organization, and our mission is to foster the relationship between farmers, food, and families by offering a real citrus farm experience. We offer impactful educational wagon and walking farm tours to school children, adults, and visitors from around the world!

The Tree to Table Celebration will feature a citrus inspired menu and beverage, silent auction, 50-50 game, "wine bag," and more. A sports celebrity has been invited and the announcement is expected in early September.



### TRICO Continued from page 3

to be 5.5% accretive to TriCo's earnings per share in 2022, with 1.6% dilution to tangible book value per share, and a tangible book value earnback of 2.0 years. The earnings per share accretion estimates are based on anticipated cost savings of approximately 17% of Valley's non-interest expense and does not include any benefits from potential revenue synergies which may result, although opportunities have been identified.

TriCo was advised in this transaction by Keefe, Bruyette & Woods, A Stifel Company as financial advisor and Sheppard, Mullin, Richter & Hampton LLP as legal counsel. Valley was advised by Stephens, Inc. as financial advisor and Duane Morris LLP as legal counsel.

# California Dairies announces sustainability efforts

California Dairies, Inc. to launch initiative to improve sustainable business practices



California Dairies, Inc. (CDI), the largest dairy farmer-owned cooperative in California and the second largest in the United States, has launched an initiative aimed at measuring, validating and further improving sustainable business practices.

CDI—the product of a 1999 merger between California Milk Producers, Danish Creamery and San Joaquin Valley Dairymen—has assembled a team of experts in the field of sustainability across numerous priority areas: from environmental stewardship to employee welfare to animal husbandry and beyond. The team has substantial knowledge of the dairy industry and expertise in sustainability from farm to consumer. Over the coming months, this team will work to quantify the current baseline status of CDI's supply chain in key areas of sustainability, as well as lay out a roadmap of goals and targets going forward.

Brad Anderson, CDI president and chief executive officer, said given their exclusive production in California, CDI member farms understand the responsibility that comes with producing milk and have been on the leading edge of the sustainability movement.

"Together with the industry experts we have teamed up with, we look forward to formally quantifying those efforts in the coming months in order to better communicate the work being done to our customers, consumers and government regulators as we chart an achievable roadmap for the future," Anderson said.

The CDI initiative builds on a long history of focus on sustainability. Twenty years ago, before sustainability became a household term, CDI co-founded Dairy Cares, a leading non-profit pursuing research and innovation in the

area of sustainable dairy practices in California. According to a 2020 study in the Journal of Dairy Science, California dairies have already reduced the amount of land (89%), water (88%) and greenhouse gases (45%) per gallon of milk produced over a 50-year period.

More recently in 2020, CDI joined farmer cooperatives and other dairy companies around the U.S., led by the Innovation Center for U.S. Dairy, in co-signing the 2050 Environmental Stewardship Goals, which include a goal to be carbon neutral or better by the year 2050. Simon Vander Woude, chairman of CDI's board of directors, said the new initiative is an opportunity to ensure that CDI's farms produce some of the most sustainable milk in the world.

"CDI's membership has been leading the way in sustainable dairy farming investments, from water conservation to renewable solar energy to anaerobic digesters and more, and we continue to move as fast as technology and on-farm economics allow," Vander Woude said. "This is an opportunity to showcase that hard work, while doubling down to drive innovation and further improve our economic footprint."

California Dairies, Inc. is the largest member-owned milk marketing and processing cooperative in California, producing approximately 40 percent of California's milk. Co-owned by over 300 dairy producers who ship nearly 17 billion pounds of Real California Milk annually, California Dairies, Inc. is a manufacturer of quality butter, fluid milk products and milk powders. In addition, California Dairies, Inc. is the home of two leading and well-respected brands of butter—Challenge and Danish Creamery. California Dairies, Inc.'s quality dairy products are available in all 50 United States and in more than 50 foreign countries. For additional information on California Dairies, Inc., visit [www.CaliforniaDairies.com](http://www.CaliforniaDairies.com).

### RIBBON CUTTING



American Ceramic Tile & Supply hosted a grand reopening on Aug. 19 for their new design center. The showroom can be found at 917 N. American Street.

Fall Registration NOW OPEN!

VISALIACHAMBER.ORG/CEO

Jr. CEO

I would recommend the Jr. CEO program to other students because it's educational. It teaches you how to run your own business and it's super FUN!

-Grace Yang | Graced It!

SEPTEMBER 29

9 AM to 12 PM

Tulare County Job Fair  
Visalia Convention Center



Workforce Investment Board OF TULARE COUNTY  
Driving Economic Success



# Thank you

TO OUR PREMIER MEMBERS

**CHAMPION:**



**VISIONARY:**



**REGIONAL LEADERS:**



**KEYSTONE:**



**CORNERSTONE:**

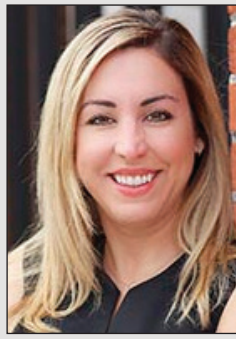
CIGNA, CSET, E.D.I.S., LAMP LITER INN, M. GREEN & COMPANY, MILLIPORESIGMA, SOCCER CITY 1852 VISALIA, SOUTHERN CALIFORNIA EDISON

**MEDIA PARTNERS:**



**HEALTH CARE NOTE**

## Transformative care



**Kerry Hydash**  
President and CEO  
Family HealthCare Network

Last month community health centers were celebrated for their positive impact on communities and the health system. Currently, health centers provide comprehensive care to 30 million patients at 11,000 service delivery sites in every state and territory in the United States. By eliminating barriers to comprehensive primary care, health centers save the health care system more than \$24 billion annually in reduced emergency, hospital, and specialty care costs.



As a community health center, Family HealthCare Network was originally founded to meet the unique needs of the farmworker population and eliminate barriers to care. Since then, Family HealthCare Network has expanded to serve in over 70+ communities throughout three counties—a direct reflection of our commitment to ensuring access to comprehensive primary care. While FHCN plays a vital role in providing access to care to a majority of the uninsured or publically insured individuals in the area, we continue to stay abreast of health care issues plaguing our communities and focus on whole person care. We continuously strive to meet the needs of our communities and offer comprehensive programs that demonstrate improvement in the quality of lives for our patients. Patients

come to Family HealthCare Network because we are their health home. In addition to comprehensive primary and specialty services, we offer a wide-range of programs that are coordinated by our health care team to address patient needs. Our Stanford Chronic Disease Self-Management Program and Diabetic Clinic offers attendees a unique look at managing chronic diseases like diabetes, hypertension, and chronic pain. Patients of the Diabetic Clinic are seen by a behavioral health provider, a nutritionist, and receive material on healthier options—all in a guided appointment. For our LGBTQ patients, we made great strides over the last two years, being certified by the Human Rights Campaign (HRC) as an LGBTQ Health Care Equality Leader—the only health care organization with the designation between the County of Fresno and the County of Los Angeles. Patients have access to our pharmacies that offer extended hours and a wide range of prescriptions that are affordable through a discount pharmacy program.

Ultimately, we understand that there are many community factors that affect them in actual ways. This is why we also offer community programs like bailoterapia, Nutrition Education and Obesity Prevention (NEOP), a literacy program, and a community garden to name a few. These programs offer individuals the opportunity to partake in programs that help not just their health, but the health of the families, and ultimately the health of their community. Through partnerships we also ensure our patients have access to basic necessities like food, clothing, housing resources, and transportation—all of which affect an individual's quality of life. Each day the work of our staff transforms lives in tremendous and meaningful ways, bringing value to patients and the community as a whole.

**RETIREMENT**

Continued from page 2

Exemption currently exist for: SEP-IRAs, SIMPLE-IRAs, Payroll Deduction IRA programs with automatic enrollment, 401(k) plans, 403(a) plans, 403(b) plans, 457(b) plans, Profit Sharing plans and Pension Plans, Participation in a Multiple Employer Plan (MEP). **When:** employers must register as follows: June 30, 2020 for businesses with 100+ employees; June 30, 2021 for businesses with 50+ employees; and June 30, 2022 for businesses with 5+ employees.

- All Employers:
- Must register their business
  - Must register for an exemption if they already have a listed retirement program
  - Must create payroll list and add employees
  - Must enroll any W-2 paid employee after 30 days and at least age 18 regardless of part-time or full-time status
  - Must submit contributions or delegate an approved payroll provider to submit contributions
  - Must add and remove employees once eligible or terminated.

- All Employees will:
- Automatically be enrolled by the employer
  - Be responsible for opting out, changing investment options, changing contribution rates, re-enrolling (all done through CalSavers)
  - Be responsible for monitoring the Roth IRA limit (2019) \$6,000 (catch-up another \$1,000)
  - AGI Roth compensation limits apply
  - Select investments from listed funds
  - All funds State Street Target Date, Money Market, Bond, Global
  - Estimated Fees: 82.5 - 95 basis points depending on investments (per website this includes fund & admin fees)

Here's how it works for the employee:

- The eligible employee is automatically enrolled by the employer in a Roth Individual Retirement Account (IRA) unless the employee opts out. The current maximum contribution limit is \$6,000 for those employees less than 50 years of age and \$7,000 for those over age 50. Enrolled employees are free to change their contributions or elect out. The employee will select from an array of investments or default into a target fund based on their estimated retirement date. All monies are always 100% vested.

What happens if the employer doesn't take timely action? Employers need to be aware, there is no option not to act. Lack of action whether registering for an exemption or failing to enroll employees may result in penalties. Employers may face financial penalties for non-compliance. Fines range from \$250 per eligible employee after 90 days from a failure notification and an additional \$500 per eligible employee af-

ter 180 days after a failure notification from California.

**What's the alternative?** Employers should consult with their tax CPAs, financial advisors, and business consultants to determine whether

they have adopted an exempted plan or investigate what retirement plan options are available to them and what retirement plan options will best suit their needs. There are many alternatives to the CalSavers mandat-

ed program that are beneficial for both employees and employers.

**Comparison**

See how CalSavers compares to other private retirement plans like a 401(k):

	CALSAVERS	WORKPLACE 401(K)
<b>IRA CONTRIBUTION LIMIT</b>	\$6,000	\$19,500
<b>MATCHING CONTRIBUTION OPTION</b>	No	Yes
<b>VESTING REQUIREMENTS</b>	No	Yes
<b>FINANCIAL ADVISOR SUPPORT</b>	No	Yes
<b>EMPLOYER ADMINISTRATIVE TASKS</b>	Yes	Yes/No
<b>ADDRESSES EMPLOYEE RETENTION</b>	?	Yes
<b>CAN ALLOW FOR CREATIVE PLAN DESIGN</b>	No	Yes

*This outline is for informational purposes only and should not be construed as tax or legal advice. For more detailed information on CalSavers, visit [www.calsavers.com](http://www.calsavers.com).*

*Securities offered through LPL Financial, member FINRA/SIPC*

*The target date is the approximate date when investors plan to start withdrawing their money. The principal value of a target fund is not guaranteed at any time, including at the target date.*

*This information was developed as a general guide to educate plan sponsors but is not intended as authoritative guidance or tax or legal advice. Each plan has unique requirements, and you should consult your attorney or tax advisor for guidance on your specific situation. In no way does advisor assure that, by using the information provided, plan sponsor will be in compliance with ERISA regulations.*

# PUBLIC NOTICE

TO GOOD AND UPSTANDING CITIZENS

## OF VISALIA

ALCOHOL & FUN: PUBLIC ENEMY #1 SUSPECTED AT

---

# CHRISTMAS

# TREE

---

FRIDAY, DECEMBER 3RD 2021

LOCATION TO BE ANNOUNCED

BE EVER VIGILANT!

REPORT IMMORAL ACTS INCLUDING:

---

- 🍷 CONSUMING TEMPLETON RYE WHISKEY
- 🕺 VULGAR DANCING OF CHARLESTON AND FOXTROT
- 👔 INAPPROPRIATE ATTIRE

---

REPORT ANY INFORMATION TO:

[VISALIACHAMBER.ORG/CHRISTMASTREE](http://VISALIACHAMBER.ORG/CHRISTMASTREE)