

100th ANNIVERSARY MINI GOLF TOURNAMENT

Norwalk Chamber of Commerce held a 100th Anniversary Mini Golf Tournament on Thursday, May 18th at Golf n' Stuff here in Norwalk. Our 100th Anniversary committee worked with the staff at Golf n' Stuff to provide a fun filled afternoon on the golf course. With a putting contest and a shotgun start, teams made their way around the course and then headed into the party room for dinner and awards. We want to thank our sponsors for supporting our event:

Alba Professional Services/H & R Block, John Alba
 Doubletree by Hilton, Norwalk Los Angeles, Lori Herrera
 Gordon Stefenhagen
 Vernola's Towing Services, Lisa Vernola
 Irma Macias

Thank you to all of the golfing teams that came out to enjoy the day, and special thanks to our Mini Golf Chair Susan Arthur, and the 100th Anniversary Committee for putting on this fun event. Special thanks to Joe Derthick for running the putting contest. Our Golf Team winners were:

1st Place	Norwalk Community Hospital
2nd Place	Community Family Guidance Center
3rd Place	Doubletree by Hilton, Norwalk Los Angeles
Best Spirit	Team Gordon and Soroptimist International
Putting Contest Winner	Gary Murphy

Thank you to Golf n' Stuff, Ken Garcia and staff, for hosting our Chamber at the Mini Golf Tournament. Our 100th Anniversary Committee who attended and put on the event, made this a fun time for all involved. Chair Toni Grijalva, Susan Arthur, John Alba, Joe Derthick, Dora Sandoval, Lori Herrera, and Amanda Blanton.



First place team in the Mini Golf Tournament is Norwalk Community Hospital. Pictured here are (l to r) Ambassador Susan Arthur, Ben Ortega, Dr. Liu, Michael Liu, Board Member Shana Crittenden, Dr. Ashok, and Past President Toni Grijalva.



Our second-place team is Community Family Guidance Center. Pictured here (l to r) Ambassador Susan Arthur, Tim Rosenow, Kenny Aguirre, Chellette Harden, Bill Sinko and Past President Toni Grijalva.



Our third-place team from the Doubletree by Hilton. In this photo are (l to r) Susan Arthur, Marcos Villanueva, Crystal Lozano, Ambassador Susan Arthur, Tim Rosenow, Kenny Aguirre, GM Jason Pena, Jonathan Tellez, and Past President Toni Grijalva.



Getting ready for the tournament to begin are (l to r) Board Member Dora Sandoval, Ambassador Joe Derthick, Board Member John Alba, Nandy Santana, representing State Senator Bob Archuleta, Past President Toni Grijalva and Ambassador Susan Arthur.



Team 1 of Alba Professional Services.



Team 2 of Alba Professional Services.



Getting set up for the Mini Golf Tournament are (l to r) 100th Anniversary Committee Chair Toni Grijalva, Cerritos College, Board Member Dora Sandoval, Mini Golf Chair Sue Arthur, Norwalk Chamber Interns Ashley Gomez and Aubrey Spilsbury.



Team CFGC attending the Mini Golf Tournament. Pictured here are (l to r) Executive Director Bill Sinko, Tim Rosenow, Kenny Aguirre and Chellette Harden.



Our putting contest winner was Gary Murphy, pictured here with Toni Grijalva and Susan Arthur.



Norwalk Community Hospital team about to tee off in the tournament.



Norwalk Doubletree Hotel Team waiting for the tournament to start.



Alba Professional Services/H & R Block Teams (l to r) John Alba, Grant Alba, Jovani Zavala, Elizabeth Moreno, Rocío Corza(Kneeling) Ana Laura Huerta (Hat). Yvette Carreon, Mariana Jimenez, Miguel De Leon, and Jonathan Huerta



Our best Spirit Team is composed of Elizabeth Juanohano Wagner, Bertha Hanoharo, Adrian Wagner and Frank Hanoharo, representing sponsor Gordon Stefenhagen and the Norwalk Soroptimist.



Independent team getting ready to start. (l to r) Larry Sandoval, Gary Murphy and Juan Aceves, YMCA of Greater Whittier.

NORWALK CHAMBER BUSINESS CONNECTIONS (NCBC) is the Official Publication of the Norwalk Chamber of Commerce.

Norwalk Chamber of Commerce

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http://on.fb.me/oB5EUM

PRESIDENT

RICH LEGASPI

EXECUTIVE DIRECTOR

EDITOR, NCBC

CAREN SPILSBURY

SPONSORS



CALENDAR OF EVENTS

Saturday, June 3rd

Pray Norwalk

Doubletree Hotel
10am to 12:30pm

Relay for Life

9am to 9:30pm
7390 E. Carson Blvd.

Regional Job Fair

Simms Park, Bellflower

Wednesday, June 7th

Water Replenishment District

Eco-Gardener
2:30pm to 4:30pm

Norwalk Arts & Sports Complex

Thursday, June 8th

Heroes of NYC

4pm to 7pm
Liberty Community Plaza

Wednesday, June 14th

100th Anniversary Diamond Gala

Doubletree Hotel
6pm

Friday, June 23rd

Front Street Friday Night
6pm on Historic Front Street

Interested in becoming a Norwalk Chamber Member?

Visit our website at www.norwalkchamber.com or give us a call at (562) 404-0909

RENEWING MEMBERS

The following companies and individuals renewed their membership with the Norwalk Chamber of Commerce and the services we provide are made possible by their support.

48 Years

Chapel of Memories

Anthony Nunes
562-863-8731
www.chapelofmemoriesfuneralhome.com

37 Years

Frantone's Restaurant

Johnny Tesoriero
562-924-9494
www.frantones.com

31 Years

General Alarm Services

Bill McDonald
562-863-4883

28 Years

ABC Unified School District

Dr. Gina Zietlow
562-926-5566

24 Years

El Taco Locco

Delia Castro
562-929-0071

19 Years

Community Member

Joseph Derthick
jjderth@gmail.com

14 Years

State Farm Insurance

Lucy Rodas
562-868-6218
lucy.rodas.rzx9@statefarm.com

10 Years

North Walk Villa

Administrator
562-921-6624

Keywest Auto & Truck Collision Center

Goffredo Benites
562-868-0825
keywestautocollision@gmail.com

9 Years

Mr. Rosewood Family Restaurant

Jason Perez
562-868-1553
ogrosewoods@gmail.com

5 Years

Zen's Tea House

Luis Sanchez
888-866-4299
luis@supremeshieldinc.com

NEW MEMBERS

Funeraria Del Angel

10333 Alondra Blvd.
Bellflower, CA 90706
562-867-1778
irene.banuelos@sci-us.com
www.dignitymemorial.com

Gary Murphy

Community Member
garym11947@gmail.com

CREATING CONNECTIONS IN NORWALK OVER COFFEE AND CONVERSATION

Our bi-monthly Coffee and Conversation Meet up at Chick-fil-A at the Norwalk Fitness Village took place on Thursday, May 25th. Members and guests were able to attend and network with each other while enjoying complimentary coffee and conversation. These networking events are designed to bring members and potential members together in a social environment so that they can get to know each other and their businesses. Bringing together business owners and community leaders is one of the benefits of Chamber membership. Our goal is to provide you with an opportunity to share information about your business so that you can build new connections and potentially grow your business.

We thank Farid Khansarinia of Chick-fil-A for always providing our members and guests with complimentary coffee and a location for networking. The next Coffee and Conversation will be Thursday, July 27th at 9am. The address for Chick-fil-A is 12555 Imperial Hwy in the Norwalk Fitness Village. For this event and other networking opportunities visit our Chamber website at www.norwalkchamber.com and click on the calendar of events.



Networking over Coffee and Conversation are Board Member Dora Sandoval, 605 Kiwanis, Past President Toni Grijalva, Cerritos College and Cerritos College Trustee Zurich Lewis, Esq.



Sharing information about their upcoming backpack giveaway are TANLA President Maureen Quiros Gray, Vice President Denise Daguimol, and Ambassador Essen Menjivar, Kustom Made Graphics.



Sharing business information are Board President Rich LeGaspi, TNT Fireworks and Cesar and Jay of Budget Car Sales and Rentals.



Attending the Children's Benefit Dinner, produced by Community Family Guidance Center are (l to r) Mercedes Quintanilla, Door of Hope, Amanda Blanton, Farmers & Merchants Bank, Irma Macias, CFGC, Norwalk City Council Member Jennifer Perez, Marilee Stefenhagen, Soroptmist International Norwalk/SFS, Gordon Stefenhagen, Norwalk Realty and Bill Sinko, CFGC Executive Director.



City of Norwalk recognizes the members of the Economic Recover Task Force Members for their work during COVID to support the business community. Pictured here (l to r) Brent Sherman,

Norwalk Town Square Management, Brad Pollok, Small Business Development Center, Roc Ochoa, Owner So Cal Pizza, Ben Sandoval, SELACO WDB, Norwalk Vice Mayor Margarita Rios, Yolanda Castro, SELACO WDB, Norwalk Council Member Jennifer Perez, Julia Emerson, SoCal Gas Company, Yovani Flores, US Bank, Caren Spilsbury, Norwalk Chamber of Commerce, and John Ramirez, City of Norwalk Director of Economic Development.

MESSAGE FROM THE PRESIDENT



Dear Norwalk Chamber members,

Our 100th Anniversary Gala is fast approaching and if you have not purchased your ticket yet or RSVP'd to the Chamber office, you only have a few more days to do so. Our Gala is on Wednesday, June 14th at the Doubletree Hotel in Norwalk. Individual tickets are \$65.00 and can be bought on our website at www.norwalkchamber.com or by calling the Chamber office. We hope that you will all consider joining us as we celebrate the outstanding businesses and volunteers of this last year and celebrate our 100 years in Norwalk.

Summer is almost here and with that comes the City of Norwalk summer events. The first Front Street Friday Night this year is on June 23rd. The Norwalk Chamber will be there with a booth sharing information about Chamber events and how you can get involved. Consider visiting Historic Front Street that night to hear great music, purchase good food and meet the different organizations that will be having a booth. We are also looking forward to the summer concerts that begin in July. Our Norwalk Chamber Business Expo will be with the summer concert on August 16th. Look for information to be coming after the Gala on how you can sign up and participate in this Expo.

I want to thank our Board of Directors and Ambassadors for all of the hard work they have been putting in over this last year to create opportunities for your businesses to get connected. It takes a team to make everything happen for the Norwalk Chamber and I could not have served this last year as President without the support of this team. I also want to thank the Board for allowing me to serve again in this next year as your President. Together we will work to make sure that our 100th year in Norwalk will provide many opportunities for all of the businesses in Norwalk to get connected, grow their business and find success.

Your Chamber Board and Staff are here to help your business succeed in our community. If you need any resources, reach out to the office to see how we can help.

Be safe and have a great month.

Respectfully,

Rich LeGaspi
2022-2023 President, Norwalk Chamber of Commerce
TNT Fireworks

NORWALK CHAMBER NEW MEMBER ARTESIA CEMETERY DISTRICT MEMORIAL DAY EVENT

Artesia Cemetery District is a new member of the Norwalk Chamber of Commerce located in Cerritos, on Artesia Blvd. Artesia Cemetery is central to our region and provides services for all types of interment services. For over a century the cemetery has been chosen as the final resting place for Los Angeles County residents and their loved ones. The early settlers and pioneers of Los Angeles County are memorialized by the many monuments located throughout the grounds.

The Artesia Cemetery is owned and operated by the Artesia Cemetery District and is among the County's oldest and most established cemeteries with recorded burials dated back to the 1860s. You can visit the cemetery and see Civil War Soldier graves along with other early residents of the County. Although privately owned when founded, this cemetery became the Artesia Cemetery District in 1928 by Resolution of the Los Angeles County Board of Supervisors. The District is an independent special district governed by a Board of Trustees who serve four-year terms as appointed by the County Board of Supervisors. There is a General Manager who is responsible for administering programs in accordance with policies established by the Board of Trustees.

On Friday, May 26th, the Artesia Cemetery District held a Memorial Day Program where they unveiled their "Space Force" plaque recognizing the new department of the United States Armed Services. On hand for the unveiling were the Board of Trustees members, Michelle Do, representing Senator Janet Nguyen's office and Lauren Yokomizo, Field Deputy for Supervisor Janice Hahn. Trustee Chair Mike Laughlin served as the MC for the event, while Trustee Allison Stewart led the Pledge of Allegiance and Trustee Linda Gonzalez provided the Invocation. Once the Space Force Plaque was unveiled the Trustees placed a wreath in front of the monument in remembrance of those that have been lost in military service to our country. This was followed by a moment of silence. For information about the cemetery, you can call 562-865-6300 or email info@artesiacementery.com.



Artesia Cemetery District General Manager Antonio Mendoza along with staff join with the Board of Trustees for the Memorial Day Program. Trustees in the front row are (l to r) Mike Wada, Allison Stewart, Chair Mike Laughlin, Linda Gonzalez and Osvaldo Palhinha.



Accepting a scroll from Lauren Yokomizo of Supervisor Janice Hahn at the unveiling are (l to r) General Manager Antonio Mendoza, Trustees Linda Gonzalez, Osvaldo Palhinha, Allison Stewart, Mike Wada and Chair Mike Laughlin.



Michelle Do of Senator Janet Nguyen's office presents a certificate to Artesia Cemetery District. Pictured here are (l to r) General Manager Antonio Mendoza, Trustees Osvaldo Palhinha, Linda Gonzalez, Allison Stewart, Mike Wada and Chair Mike Laughlin.



Artesia Cemetery District received the new member plaque for the Norwalk Chamber of Commerce.



Unveiling the new plaque for the Space Force.

LABOR LAW CORNER: EVEN IN 'AT-WILL' CALIFORNIA, IT'S WISE TO FOLLOW DISCIPLINARY PROCESS

We opened up an office in California recently. We have a couple of problem employees, but I heard California employment is "at-will" and we can just terminate their employment. Is that true?

California is indeed at at-will state, and both employer and employee can end the employment relationship at any time, with or without cause. However, an employer can't end the relationship for an illegal or discriminatory reason. Many individuals in protected categories (protected from discrimination) will claim their race, religion, or other protected class as the basis for a termination. In addition, at-will does not protect an employer when an employee claims they were terminated for refusing to perform an illegal act or in retaliation for engaging in a protected activity, such as taking a legally protected leave of absence.

Discipline for Misbehavior

Therefore, it is wise for an employer to follow the progressive disciplinary process, regardless of the at-will status, for employee misbehavior. This typically begins with an oral warning or two. It is impossible to draw a precise path to follow, as so many things can take place in the workplace. HR California has a form titled "Employee Disciplinary Warning," with boxes to check for an oral warning, written warning, probation, or suspension (for hourly employees only). Typically, the situation will progress to a written warning if the behavior doesn't improve. Some employers prefer to issue a suspension before termination. This can be done, however, only with hourly employees, not exempt. Additionally, not all employee misbehavior warrants the progressive disciplinary path. When an employee engages in truly reprehensible behavior, immediate termination may be warranted.

Discipline as Defense

For other situations, however, progressive discipline provides a defense against a claim of discrimination or illegal termination. When an employee makes such a claim, and the employer produces a personnel file with warnings, the claim should go no further. Employees are terminated in large numbers every day. Few terminations ripen into a wrongful termination lawsuit. A personnel file with absolutely no warnings tends to lead to a presumption the employer wasn't being up front about the terminated employee. Never promise progressive discipline; that promise erodes the at-will status. However, practice progressive discipline, and a natural defense will be built.

MAYOR'S PRAYER BREAKFAST

Wednesday, May 24th at the Doubletree Hotel was the Annual Mayor's Prayer Breakfast attended by many local students, business and community members. Attendees enjoyed breakfast while hearing from Norwalk Mayor Ana Valencia, Keynote Speaker Pastor Arthur McKibben and Testimonial Speaker Leelan Rodriguez. Mayor Valencia started the morning by recognizing the numerous elected official representatives, Norwalk Council members, Norwalk Commissioners and the Sponsor and committee members that produced the event. She shared some personal remembrances of her upbringing and how her Mother raised them in difficult circumstance to become leaders in the community.

Following Mayor Valencia was Testimonial Speaker Leelan Rodriguez. Leelan shared his personal history and his involvement with the Norwalk Sheriff P.R.I.D.E. program. Leelan served as the head teen mentor for Door of Hope Summer Leadership Program in addition to graduating from Southeast Academy High School. Tragically Leelan was involved in a motorcycle accident that left him paralyzed from the waist down. He shared with the attendees his personal struggles with the accident and how with his faith he has been able to move forward from that tragedy and use this to grow as a leader.

Keynote Speaker Pastor Arthur McKibben has been a member of the Mayor's Prayer Breakfast committee and often thought about what he would share if given the opportunity to be the Keynote Speaker at the event. He shared with attendees' stories from his past, including a childhood accident while riding his bike. Pastor McKibben encouraged the students in attendance to follow your dreams and never give up on your goals.

During the Prayer Breakfast, we heard the Old Testament reading from Heaven Lee of John Glenn High School and the New Testament reading from Matthew Garcia of Southeast Academy High School. The Pledge of Allegiance was led by Erik Solis, Teen Alliance Program Youth Commissioner and Manny Barraza of Norwalk High School sang the National Anthem. After the speakers Mayor Valencia closed the event with music provided by students at Norwalk High School and Dr. David Olea, principal of Norwalk High School served as the Master of Ceremonies.



At the Mayor's Prayer Breakfast are Keynote Speaker Pastor Arthur McKibben, Testimonial Speaker, Leelan Rodriguez, Mayor Ana Valencia, Norwalk City Manager Jesus Gomez and Director of Recreation and Park Services Allan Perdomo.



Norwalk Chamber members attending the Mayor's Prayer Breakfast. In this photo are Ambassadors Irma Macias, Lori Herrera, Joe Derthick, Susan Arthur, Board Members Rich LeGaspi, Karla Butler, Jason Perez and Chamber intern Ashley Gomez.



At the Mayor's Prayer Breakfast are Norwalk City Manager Jesus Gomez, Keynote Speaker Pastor Arthur McKibben and his guests.



Testimonial Speaker Leelan Rodriguez with friends at the Mayor's Prayer Breakfast.



With Norwalk Mayor Ana Valencia at the Mayor's Prayer Breakfast is Cerritos College Trustee Zurich Lewis, Esq.



Northgate Gonzelez Market Team at the Mayor's Prayer Breakfast.



Getting ready to leave the Mayor's Prayer Breakfast are (l to r) City Staff Ricardo Quintero, Eric Solis, Miranda Sandoval, Board Member Dora Sandoval, Recreation and Park Services Supervisor Rosie Lozoya, City of Norwalk Senior Commission Vice Chair Esperanza Serrano and Senior Commission Chair Helen Diosado.



Norwalk Vice Mayor Margarita Rios and NLMUSD School Board Vice President Jose Rios at the Mayor's Prayer Breakfast.



The City of Norwalk Team that helped create a successful Mayor's Prayer Breakfast: Jennifer Contreras, Levy Sun and Musse Sherian.



At the Norwalk Mayor's Prayer Breakfast are American Legion Commander Melissa Braciov and 605 Kiwanis President Dora Sandoval.



Norwalk students enjoying the Norwalk Mayor's Prayer breakfast.



The Team of IBE Digital with Norwalk Vice Mayor Margarita Rios, and Board President Rich LeGaspi and Vice President Jose Rios also with the NLMUSD School Board.



Norwalk Mayor Ana Valencia with Testimonial Speaker Leelan Rodriguez, Door of Hope Executive Director Mercedes Quintanilla, and City of Norwalk Staff Sonia Batres and Allan Perdomo.



Representatives of the Arturo Sanchez Senior Halloween Parade Foundation at the Mayor's Prayer Breakfast.

• Creating a Strong Local Economy • Promoting the Community

The Norwalk Chamber of Commerce urges you to spend your money locally to support the business community and protect jobs.

Local sales tax dollars support basic city services. When you shop in Norwalk, you are paying for:

• Public Safety Services • Street Repairs • Recreation Programs And Much More


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