

WOMEN IN BUSINESS CONFERENCE A NOTABLE SUCCESS

What can your local Chamber of Commerce do for you? There are so many ways a Chamber of Commerce can support local businesses, from providing information and resources to making it possible for you to network and grow your business. Your Norwalk Chamber of Commerce is always seeking the best possible tools that your business can use to grow and thrive in today's competitive business environment. In our search for great information we often collaborate with elected officials and other Chambers to work together to bring this information directly to you and your business. On Friday, May 16th, one of these great opportunities took place at Pico Park in Pico Rivera.

Your Norwalk Chamber of Commerce, in collaboration with Congresswoman Linda Sanchez and State Assemblymember Cristina Garcia, co-hosted our first Women in Business Conference and Resource Fair. This event was held in conjunction with many other local Chambers, including Lakewood, Montebello, Pico Rivera, Santa Fe Springs, and Whittier. Over 100 Chamber members and guests were present at this inspiring first time event. Attendees were able to hear from both Congresswoman Sanchez and Assemblymember Garcia who started off the event with their opening remarks. Our keynote speaker was Donna Davis, Regional Administrator of the U.S. Small Business Administration (SBA) who provided much needed information about the SBA and how they support businesses. Small business owners Yolanda Garcia and Susie Cruz also shared with the audience information about their challenges and successes they had experienced while growing their businesses.

Following the opening sessions, were a series of workshops geared to developing and growing your own business. Each of these two sessions allowed those that participated to find out about business plans and development, financing information for your business, human resource laws, social media, and marketing your business. Also on hand at the resource fair to provide support to businesses were the California State Board of Equalization, Small Business Development Center, Goldman Sachs 10,000 Small Businesses, LA County Workforce/SASSFA and the Center for International Trade Development.



California Assembly Member Cristina Garcia address the attendees at the 1st Annual Women in Business Conference. Also shown in this photo is Congresswoman Linda Sanchez.

In speaking with attendees at our resource table, all were highly appreciative of the information that they received by attending this event. Teri Bazen of Norwalk La Mirada Plumbing shared "the workshops were very informative and it was great to see that women can succeed in starting a business in today's economy." Karla Butler of Thompson Bookkeeping had these remarks for our staff "I found the conference very helpful, especially the HR Workshop. The speaker provided relevant information that I can use in my own business."

We thank our sponsors for this noteworthy first time event: Panera Bread, Café n' Stuff, Acro Printing Inc., Coca-Cola, Central Basin Municipal Water District and Professional Headshots. Additional thanks to the City of Pico Rivera for providing the facilities for this event, and to our Congresswoman Linda Sanchez and Assemblymember Cristina Garcia for spearheading such an incredible workshop for Women in Business. Visit our website at www.norwalkchamber.com to find additional workshops, resources and other upcoming events.



Toni Grijalva and Belle Gomez of Cerritos College at the Vendor Fair for the Women in Business Conference.

Norwalk Chamber of Commerce
Board of Directors
Invites you to attend our
**91st Annual Installation of Officers &
Salute to Business Awards Luncheon**

~

Wednesday, June 25, 2014
11:30 am ~ 1:00 pm

Norwalk Arts & Sports Complex, Sproul Room
13200 Clarkdale Ave., Norwalk CA

\$32 Per Person
Reserved Table (8) \$240

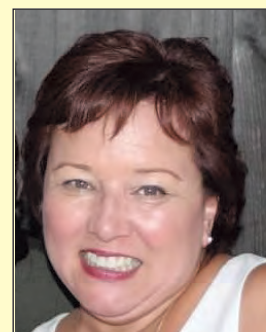
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RSVP to the Chamber at 562.864.7785
Or email: info@norwalkchamber.com
Purchase tickets online at: norwalkchamberofcommerce.org

~

SPONSORSHIP OPPORTUNITIES AVAILABLE
Centerpiece Sponsor \$400
Includes 1 Reserved Table of 8 & Program Recognition
Award Sponsor \$400
Includes 1 Reserved Table of 8 & Program Recognition
*Reservations Only-Limited Seating
No tickets will be sold at the door*

MESSAGE FROM THE PRESIDENT



As we wind down our celebration of Norwalk Chamber's 90 years of serving the business community in the City of Norwalk and my final month as Norwalk Chamber President for 2013-14, I want to assure you that Norwalk Chamber is devoted to being the ultimate business resource for our members. Whether through networking or promotion or advocacy, we are committed to helping your business and our community thrive in Norwalk and surrounding communities. I encourage you to become an active chamber member and take advantage of all that Norwalk Chamber has to offer.

We are happy to welcome four new Norwalk Chamber members: St. Francis Episcopal Church, Kingston University, Leche Café & Bookstore and North Walk Villa Convalescent Hospital.

In May, we participated in the CAPC Kaleidoscope Mixer to help raise funds for this outstanding non-profit organization. We participated in the **Women in Business Conference** at Pico Pico Park provided by 6 Chambers of Commerce. Other participating chambers were: Pico Rivera, Santa Fe Springs, Montebello, Whittier and Greater Lakewood. This informative event, in collaboration with Congresswoman Linda Sanchez and Assemblymember Cristina Garcia featured workshops by the U.S. Small Business Administration Small Business Development Center. On May 22, we hosted a New Member Orientation. New member businesses in attendance were: Leche Café & Bookstore, Fit Nation Gym, Francophone University of International Development and L & W Service Co. These new members were able to hear directly from the City of Norwalk, the Small Business Development Center and the Norwalk Chamber Committee Chairs about how to take full advantage of their Chamber membership and networking opportunities to create positive business growth.

Coming up this month, Our Women in Business Council will hold a workshop on June 11 entitled, "What Every Home Buyers & Seller Should Know!" For more information about the **Women in Business Council** or to find out more about this and other upcoming Women in Business events, contact Christina Jones at Christina.Jones@hubinternational.com or at 714.739.3177, Ext. 204.

Join us on June 24th for our Lunch Mob/Ambassador Meeting at Leche Café & Bookstore. On June 25, join us for our 91st Annual Norwalk Chamber Installation of Officers and Salute to Business Awards Luncheon. We are currently taking registrations for our 3rd Annual 9-Hole Golf Tournament at Norwalk Golf Center on July 17th. For more information or to register for these events, please go to our website at: www.NorwalkChamber.com or contact our chamber office at 562.864.7785.

It has been my pleasure to serve as your Norwalk Chamber President for 2013-14! Your Norwalk Chamber of Commerce Board of Directors, Ambassadors and chamber staff have worked countless hours to provide exemplary programs and services to help our local businesses succeed during these difficult economic times.

On behalf of my Norwalk Chamber Board of Directors and Ambassadors, I want to thank you for your chamber membership. We look forward to serving you, your business and our community in 2014-15!

Sincerely,

Toni Grijalva
2013-14 President
Norwalk Chamber of Commerce

Norwalk Chamber of Commerce
12040 Foster Road, Norwalk, CA 90650

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**Norwalk
Chamber of Commerce**

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info@norwalkchamber.com

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**EXECUTIVE DIRECTOR
EDITOR, NCBC**

VIVIAN HANSEN

STAFF WRITER

CAREN SPILSBURY

**CALENDAR
OF EVENTS**

June 11

Women in Business Council Luncheon
"What Every Home Buyer
& Seller Should Know"
11:30 - 1:00
11409 E. Carson Street, Lakewood

June 13

Executive Committee Meeting
Chamber Office - Noon

June 18

Board of Directors Meeting
Denny's Restaurant - 7:30 am

June 24

"Lunch Mob"
Leche Café & Bookstore
11:45 am

June 25

Salute to Business Awards Luncheon &
Installation of Officers
11:30 am - 1:00 pm
Norwalk Arts & Sports Complex

June 25

Gateway Chamber Alliance Meeting
Compton Chamber of Commerce -
Noon

July 9

Women in Business Council
After Hours Golf
Lakewood Country Club

July 10

Executive Committee Meeting
Chamber Office - Noon

July 11

"State of the State" with
Assemblymember Cristina Garcia
Norwalk Arts & Sports Complex
11:30 am - 1:00 pm

July 16

Board of Directors Meeting
Founders Room - 7:45 am

July 16

Norwalk Small Business Program
City Hall
8:30 - 11:00 am

July 16

Cerritos College Celebration of
Ribbon Cutting Liberal Arts Building
5:00 pm

July 17

Chamber Golf Tournament
Norwalk Golf Center - 5-9 pm

July 23

Norwalk Small Business Program
City Hall
8:30 - 11:00 am

July 24

Board of Directors
Annual Planning Meeting
Outback - 5 pm

July 29

"Lunch Mob"
Applesbee's Neighborhood Grill & Bar
11:45 am

July 30

Norwalk Small Business Program
City Hall
8:30 - 11:00 am

NEW AND RENEWING MEMBERS

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.

39 Years
Chapel of Memories
Robert Tucker
562-863-8731

Southern California Gas Company
Julia Emerson
800-427-2200

28 Years
J & N Nut Products
Manuel Baeza
562-868-7525

Leed Electric
Seth Jamali
562-868-5771

17 Years
Juan Great Fiesta
Robert Blake
562-945-1785

16 Years
Tam's Burgers
Angelo Makris
562-864-3373

15 Years
TVB Holdings
Joy Law
562-802-8868

10 Years
Big Truck & Equipment Sales
Cornelis Bor
562-926-5015

8 Years
Applebee's Neighborhood Grill & Bar
Joe Herrera
562-863-0798

HUB International
Vicencia & Buckley Insurance
Steve Vicencia
714-739-3177

7 Years
N.Y.X. Cosmetics
323-869-9420

5 Years
State Farm Insurance
Lucy Rodas
562-868-6218

3 Years
California Department of Rehabilitation
Luajuana Asaad
562-864-8521

From the Membership Desk...



New Member Orientation pictured from left to right, Chamber Executive Director Vivian Hansen, Vince of L & W Supplies, Michael Batory, Walgreens, Jim Etherton, L & W Supplies, Manny of Leche Café, Toni Grijalva, Cerritos College, Art Regis, Fit Nation Gym, Jesse Pelayo, Leche Café, Julia Emerson, Southern California Gas Co., Sam Tonikian, Fit Nation Gym, Mike Daniel, SBDC and Bing Hyun, City of Norwalk.

The Norwalk Chamber of Commerce held a new member orientation on Thursday May 21st at the Chamber office. All new members from the last nine months were invited to attend. At the meeting members heard from Bing Hyun from the City of Norwalk and Mike Daniel of the Small Business Development Center (SBDC) in addition to Chamber Committee Chairs. Our new members were provided information about the services and benefits they receive as a member of the Norwalk Chamber of Commerce. Chamber President, Toni Grijalva of Cerritos College, directed the event and shared the vision of the Norwalk Chamber of Commerce with those that attended. Learning first hand from our strategic partners in business development was a great benefit for those that were able to be at the orientation. Information was provided about the focus on business growth and development that the City of Norwalk, Norwalk Chamber of Commerce and the SBDC are all working on together. From workshops and seminars, streamlining processes and information sharing, all are working together to bring support to our local businesses. One "Small Business Program" that is offered starts on July 16th, and runs for three Wednesdays in a row. This series of seminars will include information on: Attracting and Retraining Customers, Accounting Practices, Loan Qualification

and Preparation and more. With the City of Norwalk's support, this series of seminars is being offered for FREE to our local businesses. Location for these seminars is Norwalk City Hall, 12700 Norwalk Blvd, Norwalk CA. You must preregister for the event by calling 866-493-4375 or email sbdcinfo@lbcc.edu.

In addition to our new members being offered information on taking advantage of their member benefits, we encourage all members to find out more about what the Chamber offers you as a member. Direct referrals, networking, legislative advocacy, seminars and workshops, direct connections to community leaders and building a stronger business community are all a part of your membership in the Norwalk Chamber.

If you are a new member and aren't sure of what you should be doing to take advantage of your membership benefits, contact the Chamber office and we will schedule a one on one meeting with your business. Growing your business takes hard work, and the Norwalk Chamber of Commerce is here to provide support to your business to create that growth.

**MEMBERSHIP SERVICES DIRECTOR
CAREN SPILSBURY**



New Member Leche Café, Manny & Jesse, receive their new member plaque from President Toni Grijalva, Cerritos College.



New Member L & W Services, Vince & Jim receive their membership plaque from Norwalk Chamber President, Toni Grijalva.



New Member Francophone University of International Development, Moussa Bongoyok receives their new member plaque from Chamber President Toni Grijalva.

AMBASSADORS CORNER

The Norwalk Chamber Ambassadors were on the move again holding their monthly meeting and "Lunch Mob" at Denny's Restaurant here in Norwalk. Ambassadors are the "Good Will" arm of the Chamber, serving as greeters at Chamber events and attending ribbon cuttings and grand openings to welcome new businesses to Norwalk. Each month they meet at one of our Chamber restaurants for lunch and the Ambassador meeting. All are welcome to attend these luncheons and sit in on the Ambassador meetings! Our next Ambassador "Lunch Mob" and meeting will take place on Tuesday, June 24th, at Leche Café & Bookstore located at 11723 Firestone Blvd, Norwalk CA. We will meet outside the restaurant at 11:45am and go in together as a group. If you are interested in getting more involved with the Norwalk Chamber of Commerce, the Ambassador Team is a great place to start! For additional details on becoming a Norwalk Chamber Ambassador, contact us at 562-864-7785 or by email to info@norwalkchamber.com.



Having lunch at Denny's Restaurant are (left to right) Norwalk City Council Member Cheri Kelley, Chamber Executive Director Vivian Hansen, Norwalk Chamber President Toni Grijalva, Cerritos College, Norwalk Chamber VP Finance, Karla Butler, Thompson Bookkeeping, Ambassador Virginia Zuno, DoubleTree Hotel of Norwalk, Ambassador Sue Arthur.

MESSAGE FROM THE EXECUTIVE DIRECTOR



There are an upcoming NO COST workshop I wish to draw your attention to in June.

The Small Business Development Center is sponsoring:
MERCHANT SERVICE 101: CREDIT CARD PROCESSING FEES

Are you a local retailer that currently uses a merchant service provider? Do you understand your processing statements and what your monthly charges consists of? Do you know if your are overpaying?

At this new seminar you will learn:

- An overview of the types of processors available
- The major line categories on processing statements and what they mean
- What you should be looking at every month when your statement arrives
- How to figure out what your true percentage cost is for accepting credit cards

Date: Thursday, June 26, 2014

Time: 9:00 am – Noon

Location: Long Beach, CA Parking: \$1 Parking Pass must be purchased from parking machine located at parking lot entrance (in front of Building #1)

To obtain more information about how to register for this workshop please visit our website at www.longbeachsbdc.org/calendar or contact us at 562-938-5100

-Vivian Hansen

BEST BUSINESS PRACTICES

10 Inventive Financing Methods and Resources for Your Small Business

Starting a new venture or ready to grow your existing business, what about financing? A traditional bank will likely require evidence of cash flow, collateral and credit upfront. Maybe you would like to consider more options though, check out these ten inventive methods, a few pros and cons as well as resources for financing your small business.

Did you know the SBDC can help you not only package your loan, but also help you shop for the best financing option for your business? Contact us at 1-866-588-SBDC.

1. Friends and Family:

Borrowing from friends or relatives is a practical financing option, especially for startups and could include low or no interest rates and often a much less rigorous contract. (+) Undoubtedly, the best form of financing is a gift from friends or family. If not, issuing a percentage of equity in the business is also an option or drafting a formal promissory note to evidence the debt (later convertible into equity if desired.)

(-) Personal relationships could be damaged, but keeping an open and frequent line of communication with friends or family is advisable.

2. Community Development Financial Institutions (CDFI):

Traditional banks might refer you to a CDFI, lending smaller amounts typically \$50,000 or less for different purposes like working capital, equipment, or supplies. (+) Often these loans can have less stringent requirements and for established businesses, it can be a generally simple application process with flexible pricing. (-) These loans can have higher upfront fees or interest rates as they may be riskier. Resources: your local SBDC for a list of Micro Lenders.

3. City and County Loan Programs: (+)

Cities and counties both want to build attraction to their area(s) and create jobs, thus they may offer businesses lower interest loans to relocate or modernize, for special projects, or even for environmental purposes. Some cities also offer grants for beautification or salary subsidies. (-) Not all cities or counties offer incentives or even have loan programs. Resources: Local

Workforce Investment Boards (WIB) at Phone: 562-402-9336 Contact Person: Larry Lee

4. Nonprofit Agencies:

A nonprofit agency such as the Jewish Free Loan Association (JFLA) can offer a developing business an interest-free loan up to \$15,000 for five years to promote positive influence in the community and economic development. The JFLA requires two co-signers, a business plan and cash flow projections, and the applicant must demonstrate need and ability to repay the loan. More on requirements: <http://www.jfla.org/apply-for-a-loan/loan-programs/small-business-loans/>

5. Product Presales:

You might consider instituting a policy of collecting 50% of the cost of the good as a deposit and collect the remaining 50% once the good is shipped, allowing you the flexibility to pay for inventory, materials, labor, manufacturing costs as well as other operating expenses, as appropriate. (+) Presales represent an interest free source of financing for inventory and/or manufacturing costs as well as other operating costs once goods are delivered. (-) Many times, supporting such a purchasing policy may

not be feasible for established businesses.

6. Factoring:

Through factoring businesses can access financing through borrowing against their accounts receivables. (+) Helpful for businesses in a period of growth whereas it may seem risky for a traditional bank to lend, for businesses with limited credit history, businesses in volatile industries (e.g. garments), or businesses with few but quality clients (e.g. large retailers). (-) A business owner concedes control over their accounts receivables; obligated to pay factor advances first upon collection of A/Rs, any service fees and interest relating to the factor advances.

7. Crowd funding:

Crowd funding can come in different forms including: issuing "lenders" equity, debt or a "reward." (+) You can pre-fund your product, create a customer base and face easier investor relations with a potentially larger pool of funds. Sometimes, other organizations can help manage your crowd funding campaign. (+/-) Often geared toward specific projects, industries, or cause-related activities, but not always. (-) If the transaction is debt related you could face a higher interest rate, if equity related you also risk

losing a piece of your business and an element of transparency with regard to your business plan. Note: It is highly advisable to have any intellectual property well protected before engaging in any crowd funding activities.

8. Credit Cards:

The purpose of your loan should always dictate financing; short-term need and short-term financing vs. long-term need and long-term debt. (+) For short term seasonal needs, a credit card offers fast cash, convenience, and a financial cushion. (-) Credit cards will generally have higher interest rates than bank loans or lines of credit, making it more expensive to borrow. Note: Assure that your business source of income is used to pay the credit card down as soon as possible.

9. Online Lenders:

Some companies are creating online marketplaces to connect small businesses with lenders offering loans from \$5,000 to \$150,000 in some cases. (+) Some of these lenders may have different scoring models than banks, focusing on cash flow rather than the credit score of the business owner, and have quicker processing times. (-) Typically, these loans are more expensive and may have very specific

or shorter pay back periods. Resource: Smartbizloans.com

10. Home Equity Line of Credit (HELOC): (+)

If considering a loan against your home's equity, it is highly advisable to apply for a direct business loan, supported by your equity versus directly borrowing against the equity in your home. It may be relatively easier to access capital using this method versus a traditional loan. (-) Most banks may suggest a home equity line first before a business loan because it is backed by your home's equity. You are personally guaranteeing your home for this capital, so a bank can foreclose if the loan is not repaid.

The SBDC is a group of successful small business owners helping fellow entrepreneurs start, sustain, and grow their business through low-cost workshops and free one-on-one consulting in business planning, finance, marketing, and various other specialty areas (Spanish speaking consultants available). To make an appointment call: (562) 938-5100, or email: sbdcinfo@lbcc.edu

LABOR LAW CORNER

Time Off Between Work Shifts: Some Rules in Wage Orders, Labor Code

Question: Some of our supervisors require employees to work late and then return to work the next morning at 8 a.m. Is there any requirement that employees have a certain amount of time between shifts?

Except in certain industries, neither federal nor state law establishes a certain number of hours between work shifts. Hours exceptions do exist in both the Industrial Welfare Commission (IWC) wage orders and the Labor Code.

Absent any of the restrictions discussed below, an employer may schedule employees to meet its business needs.

Restrictions

• Pursuant to the alternative workweek rules found in IWC Wage Orders 4 and 5, Section 3(B)(9) and (10), employees working a 12-hour alternative workweek shift may not be required to work more hours except in declared emergencies and are restricted to at least 8 hours between shifts in specified situations.

• Labor Code Section 750 relating to underground and smelter operations says

employees cannot work beyond 8 hours within 24 hours except in defined circumstances. Closely review this section before allowing employees to exceed 8 hours.

• Pharmacy employees are subject to restrictions found in Labor Code Section 850.

• Labor Code Sections 601, 602, 603 and 607 limit hours for railroad workers.

• In addition, the transportation industries, airline, railroad, and trucking, provide minimum breaks and sleep time between shifts. Collective bargaining agreements or an employee contract also may have specified requirements.

Review Requirements

Each IWC order has differences. To assure compliance, review the requirements found in the order covering your industry or occupation. Plan ahead to mitigate these concerns and consider implementing a policy requiring a minimum time between work shifts except in emergency situations.

There are occurrences such as employee illness, emergency production problems, utility failures and many more that require schedule modifications. These types of problems may be addressed in the short term by requiring employees to work extra hours or even a double shift, both of which shorten the

number of hours between work shifts.

Safety Concerns

If scheduling consistently causes a limited time between shifts, consider safety issues and exercise caution. While in most cases the law does not prevent a short turn-around time, nevertheless safety concerns should be a high priority. Ongoing scheduling fluctuations may contribute to accidents and increase workers' compensation claims.

Overtime usually will be a factor depending on how the work falls within the employee's designated workday. Calling an employee back to work may trigger reporting time pay if the employee is not provided at least two hours of work on a second reporting.

In addition, split shift pay may be a factor when a work schedule is interrupted by nonpaid, nonworking periods of more than one hour.

The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.

Are You Making the Right Moves to Keep Your Key Employees?

BY GENE MARKS

Ask yourself these questions. Oh no! One of your good employees just quit.

It's happened to me. And it can be a killer. If you run a business my size, just one person leaving can be a significant cut in your resources that's tough to recover from. Unfortunately, you'll probably never know the real reason why he quit. But maybe there's something more you can be doing to make sure your best employees stay with you as long as possible. And no, it's not having a beer tap in the lunchroom; although that would be kind of fun (not to mention an enormous legal liability). But maybe this spring you can take a fresh look at what you're doing to motivate your employees to stay. And you can ask yourself some of the same questions I had to ask myself. Questions like....

Do you pay your employees enough? There are good websites that can give you comparative earnings for people based on their position and region. And I bet that you'll discover that you were. You want to make sure, though, that you're not on the lower end. That's because your employees can (and do) access these very same websites...and usually when they should be working! If anything (and easier said than done), you really should be on the higher end

of what you pay your people. This makes it tougher for them to move somewhere else. Take a look at your pay scale. Maybe higher raises this year are in the offing.

Do you give them enough time off? Compensation is not all about money. It's about quality of life. Balance. Happiness. Bing-watching "House of Cards." Some people would rather take vacation days than cash. And that makes sense – we remember our vacations more than anything else. Take a look at your vacation policy. Is it adequate? Is it generous? Would it hurt to give your key people more time with their families? Can an employee "bank" vacation due and carry them over to the next year? Would it be possible for someone to take an extended period of time off? And what about your vacation? Maybe being out of the office for a week is the best vacation you could offer to your employees.

Do they have flexibility?

In 2014 people can work from different places. And lifestyles have changed. It's cheaper to buy a home farther away. Both spouses work and juggling kids can be tough. Key customers are not always in the most convenient time zones. Can you adapt your company's operations so that your key people can get their work done even when they're not in the office? Are they able to connect from home? Do they

have the best mobile devices for calling, texting, email and office work? Can your employee feel free to work from home a day or two a week or not worry if he shows up late because of a school conference?

Do you spring for a few extra office perks? Being stuck in your office for 8-10 hours a day is not exactly the dream location. So what are you doing to make it as pleasant an experience as possible? It's amazing what a coffee machine with different flavored coffees and teas can do for a person's mood. A nice, finished lunchroom with a flat screen TV where someone can relax on their break. A BBQ on a Friday afternoon. Ordering in pizzas for lunch once in a while. A basketball hoop. These are all little things that make a difference. Don't skimp on these.

And the most important thing – do you care? No one says you have to have a deep, meaningful relationship with every one of your people. Or that you have to spend an inordinate amount of time with anyone. But do take the time, regularly, to check in. Have a meeting, grab a sandwich and make sure that key person knows that you do care and is reminded just how important he or she is to you and your company. Everyone needs a little pat on the back once in a while. It really helps.

SAVE THE DATE

JULY 17, 2014

Norwalk Chamber of Commerce
3rd Annual 9 - HOLE Golf Tournament

At
Norwalk Golf Center
5 pm—9 pm



Happy Summer



June 11th
July 9th
August 13th
September 10th
October 15th
November 12th
December 3rd

What Every Home Buyer Should Know...
After Hour Golfing
Cyber Liability
Meeting Your Workforce Needs
"The Heels Have It" Luncheon
Vendor Share Night
Holiday Boutique



Greater Lakewood Chamber of Commerce & Norwalk Chamber of Commerce ~ Women in Business Council

"Encouraging and Supporting Women in Business"

Norwalk Chamber of Commerce

THREE "JOB KILLERS" BILLS PASS HOUSE OF ORIGIN



(May 29, 2014) Legislators yesterday approved "job killer" bills that allow employer harassment through unproven wage liens, interfere with arbitration agreements and expand product defect litigation.

Assembly Passes Two

Two "job killer" bills passed the Assembly and will be considered next in the Senate:

- **AB 2416 (Stone; D-Scotts Valley)** creates a dangerous and unfair precedent in the wage and hour arena by allowing employees to file liens on an employer's real or personal property, or property where work was performed, based upon alleged-yet-unproven wage claims.

AB 2416 passed the Assembly, 43-27.

The CalChamber pointed out that AB 2416 will cripple California businesses by allowing any employee, governmental

agency, or anyone "authorized by the employee to act on the employee's behalf" to record liens on an employer's real property or any property where an employee "performed work" for an alleged, yet unproven, wage claim. This bill would also severely disrupt commercial and personal real estate markets in this state.

- **AB 2617 (Weber; D-San Diego)** unfairly prohibits the enforcement of arbitration agreements or pre-litigation settlement agreements that require the individual to waive their right to pursue a civil action for the alleged violation of civil rights.

AB 2617 passed the Assembly, 49-25.

The CalChamber argued that AB 2617 interferes with state and federal arbitration laws and likely is preempted. Moreover, courts already provide adequate protection for arbitration agreements, which are an effective and efficient means to resolve claims.

Senate Moves One

One "job killer" bill passed the Senate and will be considered next in the Assembly.

- **SB 1188 (Jackson;**

D-Santa Barbara) significantly increases product defect litigation and associated claims by allowing consumers to pursue claims after the warranty has expired for "material" omissions regarding the product that are unrelated to any health and safety concerns.

SB 1188 passed the Senate, 21-14.

The expansion of liability promoted by SB 1188 would render warranties absolutely meaningless, as all manufacturers and sellers would have to ensure the everlasting lifetime of a product. This guarantee will drive up costs for manufacturers and sellers, resulting in higher prices for consumer products. In addition, by expanding product defect litigation, SB 1188 would overwhelm the judicial branch, which already is struggling to maintain services due to three years of severe budget cuts.

Action Needed

The CalChamber is urging chamber members to ask their Senate and Assembly representatives to oppose the "job killer" bills awaiting consideration. Easy-to-edit letters are available at www.calchambervotes.com.

NORWALK COMMUNITY COORDINATING COUNCIL HOLDS ANNUAL AWARDS & INSTALLATION LUNCHEON

On Sunday, June 1st, 2014 the Norwalk Community Coordinating Council (NCCC) held their annual installation luncheon and awards program. The NCCC annually recognizes outstanding students, businesses and community leaders who have made a positive impact in the Norwalk Community. This year the NCCC presented scholarships to seven local high school seniors from Norwalk HS, John Glenn HS and St. John Bosco HS. These students will use their scholarships to pursue careers in medicine, engineering and journalism. Also recognized at the banquet were Norwalk Chamber members John Alexander Alba of Alba Rapid Tax and Lynda Fisher of Walmart. John Alexander Alba was recognized with a Keystone Award from the NCCC. This award was given because of the outstanding service that Alba Rapid Tax has provided to the Norwalk community for over 50 years. Mr. Alba was present to receive the award along with his parents, who originally founded the business here in Norwalk all those years ago. Lynda Fisher was presented with the Lucille Colln Award which is given for outstanding community involvement. Lynda was recognized for all of the work she has done for the Norwalk community through Relay for Life, Norwalk Lions Club, Soroptimist International of Norwalk and generous contributions to many charitable events in Norwalk. The Norwalk Chamber of Commerce congratulated John Alexander Alba and Lynda Fisher for their recognition by the NCCC!



Celebrating with Lynda Fisher are (left to right) Rich LeGaspi, TNT Fireworks, Norwalk Mayor Marcel Rodarte, Lynda Fisher Walmart, Gordon Stefenhagen, Norwalk Realty, Rob Cazares, Outback Restaurant, Jesse Urquidi, NLMUSD School Board and Norwalk Chamber Executive Director, Vivian Hansen.



NCCC Membership Vice President Rich LeGaspi and his wife Natalie at the Annual Awards & Installation Luncheon.

John Alexander Alba of Alba Rapid Tax is pictured with his parents, Fred and Doris Alba accepting the Keystone Award from the Norwalk Community Coordinating Council.

SPOTTING RÉSUMÉ FRAUD

The hiring process can be long and frustrating – reading résumés, checking references and interviewing candidates requires significant time and effort. The process can be complicated by applicant deception during the hiring process or résumé padding.

Even top-level execs can provide inaccurate résumés. For instance, Yahoo's former CEO

Scott Thompson stated that he graduated with a degree in accounting and computer science. However, the college he attended did not offer a degree in computer science until several years after Thompson claimed he earned it.

How can you spot résumé fraud? Start with tried-and-true methods, such as obtaining specifics from the applicant,

confirming information provided and checking references.

Suzanne Lucas (@RealEvilHRLady) gives several other tips, including testing technical skills and looking for inflated titles, in a recent article on INC. at <http://www.inc.com/suzanne-lucas/6-ways-to-sniff-out-resume-padding.html>

Check out HRCalifornia for helpful information on Background Checks and Testing go to <http://bit.ly/1pEnaaF> As a Norwalk Chamber member you can access free information on many subjects to help your business. It's easy, visit <http://www.calchamber.com/hrcalifornia/Pages/hrcalifornia.aspx>. Our user name is ceo@norwalkchamber.com and Password: chamber.

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For more information contact: Angela Bolton at Helpline Youth Counseling
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