**SETTING STANDARDS** 

Environmental ordinances affect businesses.



www.carlsbad.org **BUSSINESS** JOURNAL\*

AN AWARD-WINNING, MONTHLY PUBLICATION OF THE CARLSBAD CHAMBER OF COMMERCE



**FEBRUARY 2019** 

VOL. 36, NO. 2



Attorney STORROW LAW, APC

### New labor laws for 2019

California employers have a tough job keeping up with the law, which seems to change regularly. 2019 is no exception, with a number of new requirements. Here's a quick guide to the most widely applicable changes:

#### Wages

The state minimum wage has been going up since 2016. As of January 1, the state minimum wage is \$11/hour for employers of up to 25, and \$12/hour for employers of 26 or more. If you have employees who work inside the San Diego City limits, they may be subject to a \$12/ hour minimum. Agriculture employees used to be entitled to overtime after 10 hours a day, but those rules are changing year by year, be sure you know which rules apply.

The law now requires that employers not only allow employees to see their payroll records, but to provide a copy, at a reasonable charge.

#### Discrimination and Harassment

As of January 1, there are more protections against sexual harassment. AB 2770 gives a victim immunity from a defamation lawsuit, if there is credible evidence and no malice. Employer communications with victims and witnesses are protected as "privileged

SEE LAWS, Page 15



# **Champions of sustainability**

**CAROLINA ALBAN-STOUGHTON** Communications Manager Carlsbad Chamber of Commerce

These are the stories of four small businesses on a mission driven by their love for the Earth. All of them are award winners from the Carlsbad Chamber of Commerce 2018 Small Business Awards.

### The race against plastic

Their love for the environment is what motivated Farzan and Jennifer Dehmoubed to come up with a solution to decrease the number of plastic bags the average family uses. In early 2017, after California banned single-use plastic bags, they founded Lotus Trolley **Bags**. The Lotus Trolley Bags are a set of four reusable bags that attach to each other, designed to open up inside the shopping cart. For this product, the Dehmoubeds were recognized by the Carlsbad Chamber of Commerce with the 2018 Small Business Innovation Award. "We are extremely honored to be receiving this award and are grateful for the recognition for our work because it's a cause that we feel very passionate about. We hope our Lotus Trolley Bags can bring awareness to sustainable solutions and alternatives to plastic. It was our first time inventing something and to see our name associated with innovation in our home town of Carlsbad was so exciting." Farzan, a surfer who also enjoys playing beach volleyball, and Jennifer, a yogi, have seen first hand the damage plastic has done to our beaches, ocean and marine life. "Being





fortunate enough to live in Carlsbad, the sweet spot of the universe, we appreciate the beauty of this planet on a daily basis. That being said, our planet is facing a major problem with plastic pollution. It has spread everywhere across the globe," said Farzan adding, "we want to help give a stronger voice to this epidemic and offer people better and smarter solutions." And as if the Trolley Bags weren't

enough for them, the Dehmoubeds already have other products they have launched to continue their mission for a plastic free planet. "Since we won the award we have expanded our line to create a wide club cart Lotus Trolley Bags," said Farzan, who is currently targeting membership-based warehouse stores. "We also produced a set of washable, reusable produce bags as a solution to the millions of wasteful plastic bags we use in the produce section. The response on these matching produce bags has been amazing," adding that their innovative bags can now be found in several local grocery stores. "We hope to spread the concept nationally and internationally. To do so, we have recently started looking at bringing on outside investors to

SEE CHAMPIONS, Page 4

### **BUSINESS SPOTLIGHT**

### **5 Reasons to love ASAP Drain Guys & Plumbing**

The month of February is the



month of love. And everyone loves to be loved! **ASAP Drain Guys & Plumbing** is one of the newest members of the Carlsbad Chamber of Commerce. This San Marcos-based company has become a major player in the San Diego County service sector, and these are the reason why you will love them:

#### 1. ASAP offers the fastest response time to your service request. It really is all in the

request. It really is all in the name. If you call ASAP today, they can have a technician available to provide service for you the same day. In many cases they will dispatch a technician within hours. As a service company that is a high standard to achieve. ASAP does it seamlessly while providing service with a smile. Just call them and see for yourself.



The team at ASAP Drain Guys & Plumbing is ready to assist you during a plumbing emergency.

2. ASAP is available to provide service every single day of the year, twenty-four hours a day with normal extended hours of operation. For the last two years ASAP has opened its doors to provide emergency service to customers on every major holiday including Thanksgiving, Christmas, and New Year's Day. The normal hours of operation for dispatch are Monday through Saturday 7:00 am to 9:00 pm and Sunday 8:00 am to 9:00 pm. ASAP is also available for emergency after



ASAP Holding CO 999 Rancheros Dr., Ste B San Marcos, CA 92069 asapdrainandplumbing.com (760) 721-2904

hour calls. So, the next time you have an emergency on a holiday or in the middle of the night, call ASAP and see how fast they save the day.

3. ASAP offers great value and competitive pricing. Every service call starts with a friendly conversation

SEE SPOTLIGHT, Page 3

# NOMINATE YOUR BUSINESS FOR THE



### LUNCHEON



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11:00a.m. - 1:30p.m.

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### THE RISK-TAKER AWARD

### WOMEN CHAMPIONING WOMEN AWARD

### BEST PLACE TO WORK AWARD (SMALL BUSINESS) BEST PLACE TO WORK AWARD (LARGE BUSINESS)

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Nominations must be received by February 28

### **#CBADAWARDS**











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#### **MISSION STATEMENT**

The Carlsbad Chamber of Commerce promotes business through member services, educational programs, cooperative partnerships and legislative advocacy that balances economic prosperity with the quality of life."

#### **CHAMBER VISION**

"The Carlsbad Chamber of Commerce is the business organization recognized as a leader influencing the direction and future of Carlsbad to enhance the quality of the community.

#### CARLSBAD BUSINESS JOURNAL

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### **Recognizing member excellence**

A signature event of many chambers of commerce is an awards program that shines a spotlight on success among its members, often doubling as the formal installation of a board of directors. The Carlsbad Chamber is no exception, having held an annual awards dinner and more recently adding a small business awards lunch. These events provide significant exposure to both award winners and finalists and their achievements provide inspiration to all our members.

Enjoyable as these events have always been, the Chamber nevertheless is always seeking ways to improve all of its programs. We've taken a hard look at why our members attend, or in some cases not attend these events and sought to better align them with our members preferences. I'm proud to announce that

on Thursday, April 4 the Chamber will host the **Carlsbad Business Achievement and Distinction Awards**, 11:30am at The Westin Carlsbad Resort & Spa. The "CBADs" will honor businesses in five categories. We will recognize members who positively impact the environment and their community, best workplaces, women business leaders, successful startups, and accomplished entrepreneurs.

Many may ask why the Chamber is not hosting a dinner and whether a small business awards program is in the works. The answer to the first question is simple and it's a matter of time. We all wish we had more of it and a majority



Our annual awards ceremony will be bigger and better by including all businesses in one exciting event.



#### Chairman of the Board CARLSBAD CHAMBER OF COMMERCE

of our members prefer lunch events during the workday, preserving nights and weekends for their families and friends, being active in the community or often additional investment in their business. We are streamlining this and all of our events - no long speeches by presenters or award winners and more time for networking and socializing. We appreciate the time that members take to attend these events and we will get them back to their workday on schedule.

The majority of Chamber

members are small businesses. While the size of a business obviously impacts its needs and the scale by which one may measure success, the qualities relevant to most of our award categories apply equally to all. Smaller members will compete on a level playing field with our largest companies for these awards. Hosting an annual awards dinner followed by a small business lunch has implied for some that the former was the domain of the larger businesses.

In addition to buying your tickets before this event sells out, we hope you will nominate members for each of the award categories. It is perfectly acceptable to nominate your own business along with others that impress you. The Chamber does not make nominations, but instead it is our members and their employees that choose to recognize and highlight excellence.

**SPOTLIGHT** Continued from Page 1

with a professional dispatch operator. Then a technician provides a thorough assessment of the problem to give you with the most efficient and cost-effective solution. Photographs and videos are incorporated throughout the process to provide an understanding of progress through the completion of your service call. Recommendations and suggestions are made as necessary and accompanied with images and estimates in the event of any necessary follow up services. The team at ASAP really does make it easy by removing all the headache and uncertainty from your service call.

**4. ASAP technicians are friendly and professional.** They go above and beyond to ensure that customers understand the service provided

and are comfortable with their approach to the solutions that they provide. You can ask them questions and they will be happy to explain and show you how they do what they do. It really is service with a smile.

5. ASAP DRAIN GUYS & PLUMBING is one of the fastest growing plumbing companies in San Diego County. The company has nearly doubled its fleet in the last four years to what is now 30 trucks with 28 active service technicians that are ready to provide service to your home, business. investment property, or any other plumbing related needs that you may have.

When you reach out to ASAP Drain Guys & Plumbing with a plumbing emergency, you will find that they will respond quickly no matter what time you call, and you will receive the best value of service for the best price by a friendly technician.

Call ASAP today with your plumbing needs at 760.721.2904 and mention the Carlsbad Chamber of Commerce for a discount.





President & CEO CARLSBAD CHAMBER OF COMMERCE

### Springing into action

The rainfall we have received this January has gotten us off to a much better start than how we started 2018. Our totals since the beginning of October (which is when our rain season officially begins) are up significantly over our average for this point in the year. That is very good news for our region, as our perpetual drought problems are difficult on our residents, businesses, water agencies and developments. But water is welcome for more reasons that just that.

Water is a universal symbol for life, health and wellness. Experiencing the rain is like our version of "spring". I know we don't have a true "spring" - at least not when compared to our friends and family who live in the Midwest or the East Coast. But to me, the rain, and that "spring-like" experience, still represents new life, rebirth, optimism and vitality.

#### A New Horizon

As I start on this journey as the new President and CEO of the Carlsbad Chamber of Commerce, I am embracing a new springtime here locally as well. Ted Owen did an amazing job as the President and CEO here in Carlsbad for the past 15 years. He was a great builder, collaborator and leader. I have big shoes to fill (this is where Ted would remind us all that his shoes are "only" size 11).

My goal is to get to know all the civic and community leaders as well as all the Chamber committees and members as soon as possible, so I am currently "making the rounds". I want to thank the Board of Directors, the Chamber staff, and everyone I have met so far who have extended such a warm welcome to me and my family. Ultimately the Chamber is here to serve our membership and to make the community of Carlsbad a destination for business, residents and tourists. If you have input or ideas for me, please let me know. As I work on getting up-to-speed on all things Carlsbad, I feel like I am taking sips of water from a fire hydrant, but I didn't expect much different. Your ideas and input are always welcome and can be added to my learning curve.



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### Citizen of the Year Nominations being accepted through March 15



Do you know someone in the **City of Carlsbad** who deserves special recognition for outstanding community involvement?

For a nomination form, visit **www.carlsbadca.gov** or call **760-434-2830**.



Spring is in the air and I am looking forward to getting to know all of you in this new season.

### **> CHAMPIONS**

Continued from Page 1

join the team. It's been a wonderful journey and we are grateful."

#### Protection beyond your skin

In 2002 both of Chris Birchby's parents were diagnosed with melanoma. Such a personal health scare prompted him to change his habits regarding sun exposure. However, he was disappointed when all the products he found were full of chemicals."I started looking at my own bad sun habits and re-realized the importance of frequent sunscreen use. I searched but was unable to find any wearable, healthy sunscreens - and that quest became an idea that evolved into COOLA!"

**COOLA Suncare** is now a global company and growing fast. It embodies everything Carlsbad - organic wellness, the outdoor lifestyle, a healthy environment and love for the community. When COOLA was named Best Small Business in Carlsbad by the Carlsbad Chamber of Commerce in October 2018, everything came back full circle. "It was such an honor for all of us at COOLA to win Carlsbad Chamber



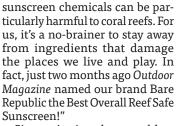
Farzan and Jennifer Dehmoubed of Lotus Trolley Bags.

of Commerce, Best Small Business Award! We love living and working in the community and we're blessed to be able to do so in a conscientious and connected manner. North County San Diego is simply awesome." Birchby, also an avid surfer, has a passion for the environment. The community he lives in and loves has pushed COOLA to develop products that are considered Reef-Save.

"There is a tremendous amount of sunscreen that transfers from people to nature, all around the world. Several recent studies have shown some traditional



Chris Birchby, founder/CEO of COOLA Suncare is also an avid surfer. He developed his products with a passion for environmental responsibility.



Since winning the award last year, COOLA has continued to explore other ways to reach out to more people with its products.

"It's been a whirlwind the last several months as we've been gearing up for sun season. We have over a dozen new product launches across both brands, COOLA and Bare Republic, and we'll be releasing information about them soon. I can give you one teaser - Bare Republic is launching a line of mineral-based SPF Funscreen<sup>™</sup>, including products such as Golden Daze<sup>™</sup> and Diamond Dust healthy sunscreens with golden or holographic shimmers!," said Birchby his excitement and drive palpable.

### An uphill battle worth fighting

Sometimes love for the environment also means creating services that promote and help make our cities more sustainable. It is no secret that California has a water problem and is constantly looking for ways to make sure we don't run out of it. Enter Calsense, one of the 2018 Small **Business Sustainability Award** winners. Calsense was founded in the 1980s when California was going through a big drought. Calsense developed custom irrigation solutions that are meant to conserve water, while saving in labor and also saving money. "The first thing that went through my mind when it was announced Calsense received the 2018 Small Business Sustainability Award was pride. Pride that the hard

### The upcoming generation is our future and it's critical that we provide them with a world to grow up in."

A.J. van de Ven Calsense



All Calsense products and services contribute to efficient and sustainable management of water resources.

work our team has put forth over the years to conserve the world's most precious resource is being recognized. Pride for the difference we have made and continue to make within the City of Carlsbad, a community we have been part of since our establishment in 1986," said President of Calsense, A.J. van de Ven. The company not only provides a service that's in essence sustainable, but also implements green business practices as a core value.

'Unlike many companies, at Calsense, the term sustainability isn't a marketing buzzword. Instead, it's a pervasive element within everything we do. Every decision we make factors in our environment, employees, customers, vendors, and community. Our commitment to environmental sustainability extends beyond saving water, as we make extra efforts in reducing our carbon footprint and improving the energy efficiency of our corporate headquarters. Some of our efforts include: reusing/recycling

shipping materials, reducing our carbon footprint through energy efficiency and tracking/reducing engine idle time of our company vehicles, limiting our environmental test chamber use to 2-3 hours per day, and more."

For van de Ven, conserving water is also a personal mission. "I have two young children who, like the rest of the world's children, deserve to have access to the same fresh drinking water humans have enjoyed for millennia. They deserve to grow up in a world without fear of the effects of human-driven climate change destroying their homes or lives. Seeing the strides we have made at Calsense and how it has influenced others gives me hope that we can change. The upcoming generation is our future and it's critical that we provide them with a world to grow up in."

Meanwhile, Calsense has enjoyed a boost since they were recognized by the Chamber in October of last year. "Just this month we secured a major project with a large hardware and software company in the Pacific Northwest. The organization is heavily focused on sustainability and they were looking for a landscape irrigation manufacturer who held their same values and beliefs. This project got the company off to an amazing start to 2019 and sets the stage for continued growth throughout the year. Internally, our focus on

SEE SUSTAINABLE, Page 5



# MARISBAD

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JDog Vista sorts everything they pick up, and they make sure that most things get recycled, reused, or repurposed.

### > SUSTAINABLE

Continued from Page 4

sustainability has attracted the attention of the younger generation who are focused upon reversing course on the destructive path mankind has taken on this planet. In just the past six-weeks, our team has grown 10% by hiring young minds in brand new positions including two in engineering, one in marketing, and one in inside sales. These new hires bring a wealth of knowledge and experience in sustainable practices, not just in business, but personal life as well. Their influence is already being felt companywide as our seasoned workforce interacts with them and absorbs their youthful enthusiasm and desire to grow and make a difference."

### Hauling with a purpose

President of JDog Vista, Jon Moore, and his brother Chuck Moore, grew up in San Diego County, very aware of the beautiful beaches that surrounded them. Their junk removal and hauling business, not only helps others get rid of things they no longer use or care for, but makes sure that what gets disposed doesn't end up in a landfill, the water, or our beaches.

By sorting everything they pick up, they make sure that most things get recycled, reused, or repurposed. Jdog Junk Removing and Hauling in Vista, together with Calsense, also won the 2018 Small Business Sustainability Award for making sure things don't end up as toxic waste in the place he grew up loving. "Both my brother and I were astonished to have won the award. We honestly put our name in the hat thinking we were just bumping up the numbers! Sometimes you don't think you're at a point of recognition, even though

others see you as so."

organizations that support veterans. "Working with companies such as Veterans Green Projects is amazing. We take all of our electronic waste to this company which helps with keeping items out of the landfill. They also employ veterans just like we do. Helping veterans have employment make my brother and I feel like we're doing our part in the community. We're both veterans ourselves and know what it's like to leave the service and have a hard time coping with so called new ways of doing things." While there's still a lot of work to do, Jon has seen some change in the way people relate to the environment. "I believe people are more conscious about recycling these days due to the publicity given to it. We are slowly helping slow down the effects of pollution as our society continues to recycle, reuse or repurpose items. Honestly since we won the sustainability award we have picked up business and I don't think it's a coincidence. People call and ask us what we do with the items and I hear the joy in their voices when we tell them our process."

Thinking ahead is important for Jon. "Our plans for the future are already in motion. We are moving locations and now will have a 4000 sqft warehouse, which will give us more room to sort through and recycle, reuse, or repurpose items more efficiently and effectively. We have expanded again since we won the award and now cover the entire North County area from Solana Beach to Camp Pendleton, Rancho Bernardo to Fallbrook and everything in between. We are so grateful for our fast growth and the people we come in contact with who share our same vision of helping the planet, veterans, and local communities.'

You can learn more about these great companies in person, as they will be part of the 2019 Green Business Expo at The Flower Fields, on April 17 from 3 - 7pm.



Located in the Village, New Village Arts welcomes people of all ages to enjoy great performances throughout the year.

### From the heart of our Village



### Executive Director CARLSBAD VILLAGE ASSOCIATION

Carlsbad Village continues to innovate and grow across so many platforms. One that it is beyond exciting these days is in the restaurant arena. Carlsbad Chamber member, John Resnick, owner of Campfire, the familyfriendly, relaxed, outdoorsy eatery on State Street just debuted his latest innovation, Jeune et Jolie, just steps to the north at 2659 State Street. Thanks to Resnick and team, Carlsbad Village now offers what Eater San Diego calls "a modern French charmer" with a custom \$180,000 Hestan cooking suite center stage for all to enjoy.

With intriguing textures and colors that evoke contemporary Paris, Juene et Jolie offers a solid foundation of traditional French technique without being a traditional French restaurant. According to Resnick, Juene et Jolie offers an ambiance perfect for a date night out on the town.

And speaking of date night, just a block to the south, also on State Street, is the New Village Arts theatre where Smokey Joe's Café will be debuting January 25th with a six-week run through March 10th. Featuring nearly 40 of the greatest songs ever recorded (including Jailhouse Rock, Love Potion Number 9, and Stand By Me), Smokey Joe's Café isn't just great pop music, it is compelling musical theatre. This 99-seat theatre continues to win awards at every turn. From award-winning food and theatre to generous community spirit, Carlsbad Village is most certainly made with love.

### **IMPORTANT EVENT UPDATE:**

On Saturday, February 9, we need your help! According to the American Red Cross, every two seconds someone in the U.S. needs blood. Donating blood

is a life-saving resource for injuries, surgeries and cancer treatment. On February 9th, from 10am to 3pm, the Carlsbad Village Association will host its second annual blood drive in the heart

of the Village. The San Diego Blood Mobile will be located at Mission Federal Credit Union (710 Carlsbad Village Drive) who has graciously offered to be the event's host location. Last year we helped donate 55 pints of blood. Help us beat those numbers this year. Schedule your

appointment online today at www.sandi-egobloodbank.org. Click on "Donate Blood Today" and search for us by date, address or location. And as a thank you for your participation, many Village businesses will be providing donors with specials, discounts, and even some free gifts.

Enjoy goodies from local businesses and live music from local musicians throughout the day.



Golfing, hiking, camping, swimming, surfing, meetings or a weekend getaway...

McClellan-Palomar Airport in Carlsbad is a gateway to San Diego's North County. The new passenger terminal at the airport includes a restaurant, Wi-Fi access and rental car desks. Located at the core of San Diego County, Gillespie Field is a combination airport and business park with excellent accessibility, globally via air, locally by rail and regionally via multiple freeway collections.



As veterans. Jon and Chuck not only provide employment for other veterans like them, but also help veterans by donating the items they collects to

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### BRIEFS

### CA boasts highest R&D spending per capita

Anyone remotely tuned into California's business climate knows the place is teeming with innovation.

California businesses spent more than \$1.1 million per capita on innovation in 2016, the report said. Massachusetts ranked second with \$215,600, which means California spent five times more per capita than any other state.

Washington ranked third with \$196,730 in per capita spending, followed by Michigan (\$188,470) and Texas (\$173,530).

Rounding out the Top 10 were New Jersey, with \$157,150, followed by New York (\$157,140), Illinois (\$137,330), Pennsylvania (\$123,000) and North Carolina (\$100,640).

### Fatal work injuries rate in CA remains the same

California's workplace fatality rate remains stable with slight fluctuations over the past eight years. On the national level, the rate of fatalities decreased from 3.6 to 3.5 per 100,000 workers.

The Department of Industrial Relations (DIR) reports that 376 Californians died on the job in 2017, same as in 2016.

The data comes from the Census of Fatal Occupational Injuries (CFOI), which is conducted annually in conjunction with the U.S. Bureau of Labor Statistics (BLS). Figures for 2017 are the latest numbers available.

-CalChamber

### A long walk to water through project-based learning

Valley Middle School's

sixth graders walked a mile around their school track with gallon jugs of water sloshing on their heads. One mile is nothing, they would tell you, compared to the long journeys that villagers in South Sudan make every day to bring water to their families. And they wanted to do something about it. The students gathered pledges for their walk and worked with a local restaurant to raise funds to build wells that supply safe drinking water to these remote villages. They wrote scripts and made video comfundraiser.

Teachers often grapple with the challenge of making learning more relevant and meaningful to students. Valley English teachers Ms. Ryan, Ms. Jaffe. and Ms. Heberer looked to Project-Based Learning (PBL) to create activities that involve students in tangible, memorable experiences connected to classroom learning. PBL encourages students to ask, "Why am I learning this?" "How can I use what I have learned?" "How can I make a difference?" It can provide a purpose or an outcome that a learner can understand.

The students read Linda Sue Park's book, A Long Walk to Water, based on



mercials to promote their The Valley Middle School 6th graders raising funds for South Sudan villagers' water.



Superintendent CARLSBAD UNIFIED SCHOOL DISTRICT

a true story of Salva Dut, one of leaders of the "Lost Boys of Sudan." At age 11, Salva became one of thousands of boys separated from their families by war. After many years of walking thousands of miles and living in refugee camps, Salva was given the chance to go to New York, live with a family, and attend school. Years later, Salva found

out that his long-lost father was still alive, but dying from a disease caused by contaminated water. Salva returned to South Sudan and arranged for medical care so that his father survived. But Salva found his country plagued by drought, where the supply of water was meager and often contaminated, and where people in the remote villages often walked many hours every day just to find water. Determined to better their lives, he started a nonprofit, Water for South Sudan. to drill wells and provide safe drinking water for the villagers. So far, over 250,000 people have benefited from these wells.

Valley Middle School's

sixth graders, resolving to help Salva's project, raised over \$2,000. The words of the students in the video/ commercials they created demonstrate the power of Project-Based Learning. Many students shared heartfelt messages about how Salva's story had inspired them.

'Salva is an example of a person who cares and is unselfish."

"He inspired me by being really brave and having hope, and leading the lost boys across Africa.'

'He was willing to do anything for his family to help them survive."

'Salva wanted to give back to his country. He had a great idea and didn't give up on it."

"I learned that, even though I am just an ordinary student, I can still make a difference."

Powerful examples of Project-Based Learning like this one can be observed in classrooms across Carlsbad Unified School District. Ms. Holland's eighth graders at Aviara Oaks Middle School (AOMS) stage a cross-discipline Invention Convention where they write up and present what they learned about new inventions, the math and science involved in creating them, and the process of obtaining patents. Carlsbad High School Science teacher Ms. Lambert's students have used the principles they learned in class to tutor Magnolia Elementary teacher Ms. Clark's fifth graders in science, And Ms. Barachkov's AOMS students studied the Global Read Aloud book Refugee, and, in small groups, researched and wrote papers on refugees and then displayed their expertise to other students in a refugee conference.

Project-Based Learning, similar to the demands of the workplace, engages students in a real life outcome, involving students in meaningful educational experiences that they can relate to and that they will remember.

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Dedicated to global citizens, MiraCosta College has created a new certificate of achievement program in global studies.

### MiraCosta College introduces two new degree programs

**MiraCosta College** is excited to introduce two new additional degrees to help students succeed in the workforce and be global citizens.

The new degree and certificate program in engineering technology is aimed at providing students with the education and training needed to secure well-paying, middle-skilled jobs as engineering technicians in as little as a year. The goal of the Engineering Technology Program at MiraCosta College is to prepare a pipeline of graduates for a growing demand of engineering technicians in the region's advanced manufacturing sector. San Diego County is home to several companies on the cutting edge of developing critical components in the aerospace, maritime, biomedical, beverage, and sports industries.

According to a recent survey by the labor market firm EMSI, median hourly earnings in San Diego County range from \$26.91 per hour for industrial engineering technician jobs requiring an associate of science degree, to \$34.69 per hour for aerospace engineering and operations technician jobs requiring an associate of science degree. More than 7,300 people were employed in engineering technicianrelated work in the region in 2016, and projections call for a four percent growth in employment through 2021. Top employers posting available engineering



DR. SUNITA ("SUNNY") COOKE Superintendent/President MIRACOSTA COLLEGE

technician jobs in the region include Epsilon Systems Solutions Inc., General Atomics, Northrop Grumman, the Danaher Corp., and Illumina Inc.

The Engineering Technology Program is among the most rigorous at Mira-Costa College's School of Career and Technical Education. Core courses include computer applications, computer-aided design and drafting (CADD), manufacturing processes, calculus and analytic geometry, and engineering design graphics. Students can earn a certificate of completion within one year and an associate degree within two.

In addition to preparing students in the field of engineering technology, Mira-Costa College is dedicated to creating global citizens. That's the focus of a new certificate of achievement program in global studies at MiraCosta College that can be completed in as little as one year.

The program is geared for students interested in transferring to fouryear degree programs related to international and global fields through

a curriculum focusing on the social, economic, and political systems in countries around the world. Just as important, the new program provides students with the skills needed to flourish in the local economy; a survey of businesses in northern San Diego County showed that 90 percent have an international clientele or workforce, and two-thirds of employers said they would be more likely to hire an employee with a certificate in global studies.

In today's economy, where business and commerce are so interconnected on an international level, employees need to have the skills necessary to succeed while working in diverse environments. Coursework is interdisciplinary and covers a wide area of classes that range from business and the sciences to history, language, and the arts. Required courses include cultural anthropology, international business, world literature, history of the modern middle east, cultural aspects of food and nutrition, world religions, and international relations. Other classes range from Chinese culture to Italian and Japanese language courses.

MiraCosta is dedicated to shaping minds for success in the workplace and beyond.

Thank you for allowing us to serve the Carlsbad community.



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Rickard L. Borg, Esq.







### **Discover the health benefits of plant-based diets**

As plant-based diets become more popular there is growing interest in vegan, vegetarian and flexitar-

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HEALTH

ian lifestyles. What's the difference? Let's start

with what these vegetable-based diets have in common: All

are good for your health. Studies show eating more fruits and vegetables and other plant-derived foods help lower the risk of heart disease, obesity, type 2 diabetes and other chronic conditions.

Eating a mostly plantbased diet was associated with a 42 percent reduced risk of developing heart failure for people with no history of heart disease, according to a recent study cited by the American Heart Association.

A plantfocused diet is also an excellent way to lose weight and keep it off. "It is the mainstay of losing

DOCTOR, weight," says MD Dolly Doctor, MD, an internal medicine

DOLLY

### physician at Scripps **Coastal Medical Center** Encinitas.

'No matter which plantbased diet you adopt, eating



Plant-based diets are good for your health and popular in Southern California.

more fruits, vegetables and whole foods improves your health," Dr. Doctor says. "A plant-based diet is one way to prolong your life and boost your quality of life."

### What is a plant-based diet?

A plant-based eating pattern means you're consuming more whole grains, fruits, vegetables, legumes, nuts and seeds and limiting or cutting out animalbased foods. The Mediterranean and DASH (Dietary Approaches to Stop Hypertension) diets are among the most popular plantderived diets.

Following a plant-based diet also means eating the right plant-based foods. Potato chips and white rice are technically plantderived but they do not provide the nutritional value of unprocessed foods.

#### What are vegan, vegetarian and flexitarian diets?

### **VEGAN DIET**

People following this diet avoid eating all animal products, including eggs and dairy. "Nothing that isn't grown from the ground is consumed," Dr. Doctor says. "With this diet, you eat things like legumes, whole grains, fruits, vegetables, herbs and spices, seeds and nuts," she says.

### **VEGETARIAN DIET**

A vegetarian is someone who does not eat meat or fish and whose diet consists of vegetables, fruits, grains, nuts and sometimes eggs or dairy products.

A lacto-vegetarian eats dairy products but avoids eggs. An ovo-vegetarian eats eggs but not dairy products.

### **FLEXITARIAN DIET**

Also called semi-vegetarian, this diet means you follow a mainly vegetarian diet but occasionally eat meat. U.S. News and World Report ranks this the third best overall diet.

### What are examples of plant-based meals?

Healthy vegetarian meals may be prepared for breakfast, lunch and dinner.

"For breakfast, you can eat whole grain toast or plain oatmeal soaked in almond milk with sliced fruit and some nuts," Dr. Doctor says.

"For lunch, you can make a healthy burrito with whole grain tortilla filled with black beans and pico de gallo or tomatoes, onions and a salad on the side," she says. "For dinner, you can serve lentils or brown rice and flavor them up with herbs and spices."

### Are there any risks?

Animal meat contains all the essential amino acids that the body needs to make protein. If you totally cut out animal products, you may need to take a supplement or look for plantbased foods fortified with vitamin B12.

#### Why are plant-based diet becoming so popular?

In order to follow a plantfocused diet, you have to be receptive to the idea and get used to preparing plantbased meals. Many who make the switch to this way of eating do so for health reasons. They may for example be obese or have high-blood pressure. Others embrace it as they learn more about the health benefits.

Plant-based diets are worth learning more about and embracing, says Dr. Doctor, adding that Southern California is ripe for becoming a hub for vegetarian lifestyles

"I see a lot of restaurants that cater to people who follow plant-based eating patterns," she says.

"If more people followed vegetarian diets, we would see fewer heart attacks. strokes. and cases of diabetes and high blood pressure, which also affect young people. We should not be having these diseases before age 65 or so."



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hriving businesses have a passion for the work they do and the things they make. Whether it's bringing people together or just making the world a better place, our members love their community.

This section is just a small snapshot of the love and passion that drives those businesses every single day, and in February we celebrate that drive with them.



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# 2019 Wedding Showcase

Sunday March 31st - 11:00am-2:00pm

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CHOREOGRAPHY BY MICHAEL MIZERANY

**FEBRUARY 2 – MARCH 10, 2019** 

PREVIEWS JANUARY 25 - FEBRUARY 1, 2019

Date night menu options abound at Vigilucci's.



# That's Amore!

of **Vigilucci's** has a love in Leucadia, breathtaking for creating beautiful food, crafted with quality ingredients. This Valentine's Day indulge in a signature dish, an a la carte selection or select a three course prix fixe menu that includes a Prosecco Toast. Each of the three coastal restaurant locations offers fresh made from scratch pasta and sauces, prime steaks and fresh seafood. Enjoy live

The executive chef team music at Vigilucci's Trattoria sunset views at Vigilucci's Seafood and Steakhouse or a stroll before dinner in quaint downtown Carlsbad

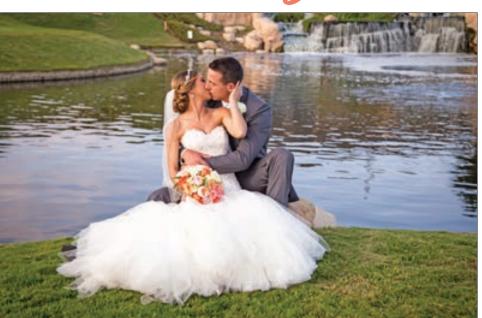
Village at Vigilucci's Cucina. When your palette is craving authentic flavors, you don't have to travel to Italy to indulge. Hosting your next celebration is as simple as Vigilucci's catering or a private event room at one the their three coastal locations.

### Plan your dream wedding with us

We are so excited to invite you, your family and friends to join us at our 2019 Wedding Showcase at The Crossings at Carlsbad on Sunday, March 31 from 11am-2pm. We will be sharing our Chef's selection of our most popular appetizer and have our favorite vendors that we highly recommend on-site.

Take this opportunity to tour our beautiful venue, which includes our spacious dining room with vaulted ceilings and recently upgraded flooring and chairs. Check out our luscious event lawn with ocean views and our wrap around veranda, where you may experience some of the finest sunsets in San Diego. Whether you are planning an intimate wedding for 40 or a lavish gala for 300, The Crossings at Carlsbad is the perfect backdrop for your wedding day.

Our wedding coordinators and catering team are the best in the business when it comes to making your dream wedding a reality! Whether it's specialty cocktails, your favorite beers, or late-night comfort food we have the tools to make your wedding



The Crossings at Carlsbad is the perfect backdrop for your wedding day. Heather Elise photography

endless when it comes to customizing your wedding and our wedding showcase is the perfect place to start shopping for popular trends and ideas.

Tickets are \$10 online, if purchased before the day of the show, or \$15 at the door. Don't wait to register team. Thanks and we look

unique. The possibilities are because the first 50 couples that register receive a free set of champagne flutes with The Crossings logo etched on the front. The ticket fee is waived for currently booked couples (up to two registrations). If you have any questions at all, please do not hesitate to contact a member of the catering

forward to seeing you!

You can reach Joy, our Director of Catering Sales at 760-444-1885 or e-mail catering@thecrossingsatcarlsbad. com. For additional information on weddings, please visit our website at www. thecrossinasatcarlsbad.com/ weddings.

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For dinner, banquet and catering menus, visit vigiluccis.com

### Veterans find new purpose in repurposing

Navy Veteran Jon Moore and his Army Veteran brother Chuck are realizing their new mission after transitioning out of the military: serving the city of Carlsbad and most of North County. The veteran brothers have used JDog as a platform to give back to the community by donating items to local residents in need, including through the Disabled American Veterans organization, Be Creative Zone, the Salvation Army, Habitat for Humanity, as well local churches and schools. JDog Junk Removal and Hauling is a team of veterans, veteran and military family members offering junk removal and hauling services for homes and businesses in North County. "Serving our



Veterans Chuck and Jon Moore serve North County providing junk removal and hauling services for homes and businesses.

values we lived by when we porch renovation, getting rid served our country-respect, integrity, and trust-we're there your carpets. We are proud to for your big and small projects

community with the same such as when you are doing a

of your hot tub, and replacing contribute to the sustainability

of our community by donating and recycling 60% to 80% of the items we haul. Clients love that we bring them donation receipts when they originally thought they were just throwing things away. Little did they know the JDog TEAM takes the time to sort through the mess in order to keep things out of the land fill by recycling, reusing, or repurposing those said items.'

Things that JDog takes: EVERYTHING! Well, except hazardous liquids, chemicals, flammables, paint and simply no hazardous waste of any sort.

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Vigilucci's experienced event and catering coordinator will work with you to ensure your occasion is a memorable one

January 2019 marked Vigilucci's 25th anniversary. Mr. Roberto Vigilucci believes in creating delicious cuisine with the best ingredients but attests the groups success to it's loyal staff made up of dedicated, talented individuals that strive to create an

exceptional experience for their customers each day. They would like to express their sincerest gratitude to North County resident and businesses for their support and patronage over the years.

Visit vigiluccis.com for lunch, dinner and happy hour menus. To book an event or view banquet and catering menus contact events@vigiluccis.com



New Village Arts offers compelling music theater to our community. SMOKEY JOE'S CAFÉ, a rock-n-roll celebration of songwriters is playing now through March 10.

### Celebrating Carlsbad through artistic and cultural experiences

New Village Arts has Ginn, who also stars, and AJ created a forum for laughter, discussion, and deeper thinking in Carlsbad since 2001. Through educational programs, the Foundry Artist Studios, live music events, and unique the- prom theme. In addition, atrical productions, NVA NVA will announce its delivers artistic opportunities and collaborative possibilities that are crucial to a healthy community. In 2019, NVA will continue to expand its partnerships with local leaders to provide artistic and cultural experiences that enrich and enhance the lives of our community members.

2019 begins with SMOKEY JOE'S CAFÉ, a rock-n-roll celebration of songwriters Jerry Leiber and Mike Stoller, the duo behind hits like "Hound Dog," "Love Potion Number Nine," and "Stand by Me." After this Grammy-winning musical, NVA presents the world premiere adaptation of the Italian comedy THE SERVANT OF TWO MAS-TERS, adapted by Samantha

Knox, who will direct. On March 16, NVA will host its annual fundraising gala honoring Jim Jacobs, the co-creator of the musical GREASE, featuring a 1950s upcoming season at the event, as it continues to create adventurous artistic experiences for all members of the community.

New Village Arts celebrates our local community through the arts, supported by our Corporate Sponsorships and Community Partnerships. NVA aims to collaborate with local businesses and nonprofit organizations that share a commitment to celebrating diversity and inclusivity, and encourages local businesses and nonprofits to support the arts as patrons, sponsors, or community partners. Doing so will ensure that Carlsbad and North County continue their growth as vital, exciting hubs of artistic innovation

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Show your love by gifting a magical sleepover experience. Elite Teepees will setup themed teepee sleepovers in the comfort of your own home so that you and your guests can create lifelong memories together. Party planning has never been easier! Perfect for birthday parties, family gatherings, bridal showers, and other special occasions. Now serving Carlsbad and surrounding North County cities.

Inspired by the founder's values and love for the community, Elite Teepees standout for their quality and detailed designs. Each handcrafted teepee starts with an exquisite fabric selection and features a bed tray, fairy lights, soft hand sewn pillows, a full size mattress and luxurious European bedding. A party favor is also included like a chic royal purple sleepmask. Every detail will be thought through to ensure that your sleepover is a fun and memorable experience.

This party service is designed to be hasslefree, perfect for busy parents. Simply put: Elite Teepees sets up in your space, you enjoy the party, and then they pack it up the next day.

The Elite Teepees brand is inspired by the soft orange and teal hues during the stunning 'Golden Hour' sunsets in Carlsbad. A truly magical atmosphere that reflects the warm, friendly, and community-spirited people of this beautiful coastal city.

To book: Go to www.eliteteepees.com, pick a curated theme, schedule a consultation, secure your date, and let the magic begin!

Check out our beautiful collections on Instagram @eliteteepees!

Meet your new favorite gelato

**GelatoLove** has opened in Carlsbad with a deliciously new take on an Italian tradition - having fun while eating well. Located in Carlsbad's thriving artisanal food hub, the GelatoLove team creates fresh exciting gelato flavors every day. When you try this handcrafted gelato, you can taste high-quality and nutritious ingredients — like fresh mint leaves, rich cacao, and local berries — that you can feel good about. The gelato lab is open daily for a chance to taste new flavors, take home a pint, and see the gelato chefs in action.

With roots in Italy, the GelatoLove team is fueled by a passion for food, health, and community. They believe in honoring tradition while embracing innovation in true California style. GelatoLove's neighborhood of Carlsbad shares in this mission, and together they've created, at Carlsbad Gateway Center, a community that supports and collaborates with one another on their quest for good honest food. GelatoLove's pursuit of honest food led them to a revolutionary ingredient: allulose. A rare low-calorie natural sugar that tastes just like the sugar you already know and love. Allulose is found in fruits like figs and kiwis and won't lead to sugar crash. GelatoLove is one of the first companies in the world to use this special sugar, making their gelato with half the fat and one fifth the calories of typical ice-cream. Now that's a gelato we can all fall in love with.

Visit GelatoLove's brand new location to taste new flavors and see where all the magic happens.

Follow @gelato.love on Instagram or sign up for their newsletter at www.gelato.love for events, giveaways, and online shopping updates — you don't want to miss the launch of their monthly gelate subscription in 2010

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CONTACT LOVE@GELATO.LOVE

GelatoLove's ingredient, allulose, makes their gelato half the fat and one fifth the calories of typical ice-cream. monthly gelato subscription in 2019.

GelatoLove is located 5661 Palmer Way Suite C, Carlsbad, CA 92010 love@gelato. love www.gelato.love

### Spirit of giving comes full circle

For about ten years, Assistance League®of North Coast has provided infant simulators to many of our local high schools through its Baby Real Deal program. This initiative encourages students to complete their high school education before considering starting a family, and teaches them the skills necessary to become a responsible parent. It also provides lesson plans, equipment and support to students, while challenging them to care for the simulators as if they were their own babies. The simulators look like, weigh and technically respond as a newborn baby would do, complete with crying, cooing, fussing, burping in response to baby boredom, hunger or wet diapers.

Carlsbad High School students show their appreciation for receiving the infant simulators by making beautiful tote bags and giving them to the ALNC to be sold. The profits from selling the bags go back into this educational program provided to the students. Each infant



Tote bags sold at the Assistance League® Thrift Shop embody the meaning of "Made with Love".

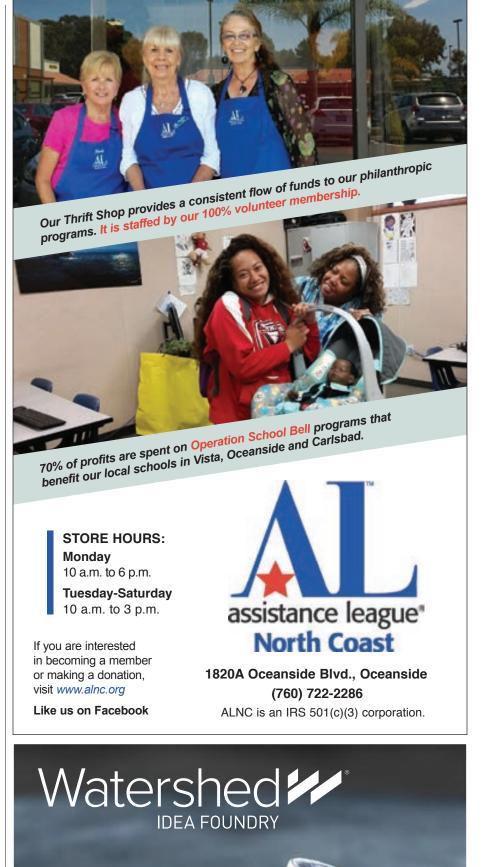
simulator costs about \$900 and about 25 of these simulators are provided to the schools along with curriculum and support materials at no cost to the schools.

This cooperation is a true full circle of love! ALNC volunteers love providing education and program materials to high school students while the students love giving back to ALNC Thrift Shop in appreciation for the program provided.

For more information visit alnc.org



Carlsbad High School students show their appreciation for receiving the infant simulators by making beautiful tote bags.





Watershed works with entrepreneurs exploring their ideas as well as companies that require research and development assistance to move their intellectual property forward.



foundry created by Foun- tory consulting to funding innovative transition.

Watershed is an idea demonstration and regula- manufacturers through this

tainnead Investment Partners that focuses primarily on biomedical growth and innovation. Watershed's purpose is to forge promising ideas into viable intellectual property and products ready for the marketplace, ultimately creating profitable businesses, bringing together industry experts from around the world to guide entrepreneurial ideas.

Watershed works with entrepreneurs exploring their ideas as well as companies that require research and development assistance to move their intellectual property forward. Watershed offers services ranging from proof of concept and product development to manufacturing readiness.

Through Fountainhead Investment Partners, the foundry provides an environment where talent and innovation are funded, nurtured, and guided to create a turning point for ideas.

#### The Future of Medical **Device Design**

Not only is 3-D Printing or additive manufacturing one of the fastest growing industries for commercial manufacturing, but it is also becoming essential to the design and manufacturing of medical devices. Watershed Idea Foundry is fully committed to additive manufacturing and is combining its expertise in both fabrication and design to guide entrepreneurs and

#### Watershed Center of Excellence

Titanium additive manufacturing is a specialized process that has implications not only in medical device design but across many industries. Highend products that require extensive manufacturing controls are perfect for additive manufacturing. Watershed's Center of Excellence in Carlsbad is dedicated to titanium additive manufacturing. Through the cutting-edge facility, Watershed provides OEM services to manufacturers and entrepreneurs within its accelerator programs in industries including medical, aerospace, energy, automotive, and recreation.

At the Watershed Center of Excellence in Carlsbad, we offer titanium additive manufacturing — a specialized process with implications across many industries. High-end products that require extensive manufacturing controls are perfect for additive manufacturing.

Visit us today to see how we can assist with your next project.

### <u>www.watershedideas.com</u>



Four Seasons Residence Club Aviara knows how to set the mood for romance. Whether its over a decadent meal or a luxuriant spa treatment, your experience will be a memorable one.

Book your Valentines getaway today. Reservations: (760) 603-3700 **fourseasons.com/northsandiego** 

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Enjoy a romantic celebration with Seasons aphrodisiac themed menu only available for six nights in February.

### Three Words everyone wants to hear this Valentines Day:

### Romance at Four Seasons Residence Club Aviara

This Valentine's Day, celebrate with some pampering at **Four Seasons Residence Club Aviara**. Home to the calming oasis of the Driftwood Spa and the California-inspired Seasons Restaurant, Four Seasons Aviara knows how to set the mood for romance, whether it's over a decadent meal or a relaxing spa treatment.

### Driftwood Spa

Guests looking for the perfect way to pamper loved ones this Valentine's Day can look no further than the Driftwood Spa. For the ultimate in relaxation, couples can relax and restore with Driftwood Spa's signature Salt Stone Massage.

### Seasons Restaurant

If the way to one's heart is truly through their stomach, then head to Seasons Restaurant at Four Seasons Residence Club Aviara for an evening of wooing, wining and dining. With its farm to table menu concept and focus on local produce, Seasons will be offering a sumptuous aphrodisiac themed menu available for an exclusive 6 nights; February 8-10, 2019, and February 14-16, 2019. Begin the meal with a grilled oyster amuse before indulging in a prime tenderloin for two with chocolate balsamic carrots and thyme whipped potatoes. For dessert, choose between chocolate decadence with toffee crisp or a refreshing mango mousse cake with coconut dacquoise with a macadamia and white chocolate crumble.

To make a reservation for Valentine's Day dinner, call 760.814.8677.

### Overnight Offerings 🤇 for February

The Aviara Getaway Package allows guests to be together and savor a memorable stay in the luxurious villas at Four Seasons Residence Club Aviara. Valid for the entire month of February 2018, mention the code Valentines 2019 and receive the following:

- 20% Discount on room rate for a Superior Guest Room or One Bedroom Villa
- Complimentary bottle of sparkling wine and macarons
- Access to the Hotel's top-of-the-line amenities, pool and spa

For more information on these special Valentine's Day offerings, or to book reservations, please call Four Seasons Residence Club Aviara at 760.603.3700.

From collaboration to union

San Diego Habitat for Humanity merges with local business supply repurposing nonprofit, Sustainable Surplus Exchange

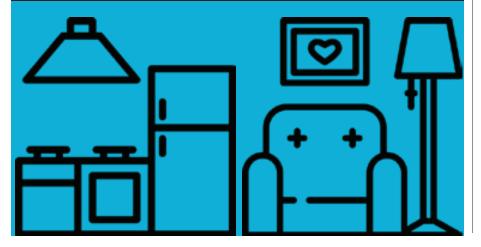
San Diego Habitat for Humanity and Carlsbadbased nonprofit Sustainable Surplus have merged their business operations! Since 2011, Sustainable

Surplus has repurposed donated. excess business



### sandiegohabitat.org

### Show this ad for 25% off one item. Some exclusions apply.



items – from office supplies and furniture, to computers and laboratory equipment - by donating them for use by the community, namely educational, charitable, and start-up institutions.

Habitat for Humanity builds and repairs safe, healthy, affordable homes for families throughout San Diego County earning less than 80 percent of the Area Media Income and who are in need of improved housing. Habitat for Humanity operates the ReStore network. home improvement retail centers - open to the public - that accept donations of new and gently used items for resale. ReStore proceeds support Habitat's homebuilding mission.

Habitat for Humanity and Sustainable Surplus Exchange both aim to reduce the amount of waste entering landfills.

The Sustainable Surplus programs have become an initiative of the Habitat for Humanity ReStore, in support of Habitat's mission of building strength, stability, and self-reliance through housing, and as an effort to continue the Sustainable Surplus model of reducing corporate waste.

Ĥabitat and Sustainable have been collaborating for several years, sharing large corporate donations and logistical resources. Sustainability was a shared value of both organizations.

"This makes so much sense," says Lori Holt Pfeiler, President/CEO of San Diego Habitat for Humanity. "Sustainable has wonderful principles of environmental conservation and philanthropy, something that Habitat practices in our green building and recycling/ reuse programs in the ReStores. We are pleased to welcome the Sustainable platform to Habitat."

The former Sustainable storefront in Carlsbad (1810 Marron Road) has become Habitat's fourth ReStore location. There are existing ReStore locations in Kearny Mesa, Escondido, and National City.



With a full bar and pet-friendly space, Bluewater Grill is a welcoming and relaxed space to entertain.



Fall in love with the ultra-fresh seafood and warm atmosphere in Carlsbad. Bluewater Grill is known for its exceptional seafood market, with full service, ready-to-eat side dishes and house made sauces, and quarts of our award-winning clam chowder. But did you know that Bluewater can help you to plan an office party or client appreciation lunch or dinner that will create memories and build relationships that last? With a full bar and pet-friendly space, Bluewater Grill is a welcoming and relaxed space to entertain. But behind the scenes, our chef, Albert Serrano and his team are anything but casual. They are focused and hard at work creating total dining experiences that exceed expectations every time. And you can enjoy that uncompromising food on one of our two heated outside dining areas.

With a focus on the freshest and most seasonal and sustainable fish available, Bluewater offers an amazing array of varieties from California Sanddabs to King Crab from the icy waters of Alaska. Try our Swordfish caught by our own ship,



Bluewater offers an amazing array of varieties from California Sanddabs to King Crab from the icv waters of Alaska.

Pilikia, where swordfish are linecaught by harpoon, the most sustainable fishing method. Or keep it simple with classics like local trout or more luxurious favorites like sea scallops and lobster. The combinations of fish, shellfish, sauces and sides makes menu planning full of innovative and exciting options for your guests. Bluewater offers healthy dining and children's menus as well. And if time is an issue, consider a gift card to Bluewater as a gift. A gift of Bluewater dining is always a hit with your friends and clients.

Even if you only need an evening out on your own, Bluewater Carlsbad offers you a dining room that will make you feel comfortable and special, anytime. Our bar menu is unrivaled with handcrafted cocktails and a generously chosen wine list. Come join us tonight or bring your co-workers or clients in for a night to remember. Come in, get hooked at Bluewater Grill.



All businesses should comply with the new legislation that affects the workplace.

### LAWS

Continued from Page 1

communications" and you can tell a prospective employer that someone is "ineligible for rehire" because you determined he or she was engaged in sexual harassment.

Settlements of sexual harassment cases can no longer require the company and victim to keep the facts confidential – with limited exceptions.

SB 1300 amended the Fair Employment & Housing Act in significant ways. Employers may not require an employee to keep quiet about sexual harassment or give up their right to sue in order to keep a job or get a raise. There are exceptions for lawsuits and official complaints settled by "negotiation". And employers may be liable for harassment by outsiders, like customers and suppliers, if they "knew or should have known" it was taking place. Make sure you do everything you can to learn of these situations. Professional Advisors who may be liable for harassing clients now includes lobbyists, investors, anyone who holds themselves out as a business advisor.

#### **Working Conditions**

As of January 1 employers must provide a safe clean space for expressing breast milk – other than a bathroom.

#### Hiring

Salary History and Criminal Backgrounds are off limits when recruiting employees, except under the right circumstances at an appropriate time. AB 2282 clarified the salary rules, allowing employers to ask a candidate's "salary expectation" and allowing candidates to ask about the salary "range" after a first interview.

SB 1412 narrows the use of sealed or expunged convictions to situations where they would legally disqualify the candidate.

These are just the more significant changes that have already taken place or will be coming soon. Keep watching to keep up.

For more information visit https://hrwatchdog.calchamber. com/2018/12/new-year-new-labor-laws-to-know/



Fall in love with our Bouillabaisse and Cioppino, famous stews from two of Europe's most romantic countries. They are sustainably sourced, lovingly prepared, and available for a limited time. Get up to \$20 and invites to special events when you join our eCrew at **bluewatergrill.com/ecrew** 

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### CARLSBAD CHAMBER OF COMMERCE **MEROBER BER** DIGEST

### INSIDE

- > Member Renewals
- > Happy Hour 2.0
- > First Friday> Member on the Move
- > Chamberpl8tes
- > New Members

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VOL. 36, NO. 2

AN AWARD-WINNING, MONTHLY PUBLICATION OF THE CARLSBAD CHAMBER OF COMMERCE

FEBRUARY 2019



The 2019 Green Business Expo will take place at The Flower Fields, scheduled on Wednesday, April 17 to coincide with International Mother Earth Day celebrations.

# Make a difference by getting involved

Participating in committees is an effective way to make a difference in your community. A perfect example of this is the Carlsbad Chamber of Commerce Green Business Committee. Since 2008 and formerly known as the Sustainability Committee, the Green Business Committee has been working hard to "promote, support and educate Chamber members on the appropriate balance between the economic, environmental and social aspects of the community to ensure sustainability for current and future generations."

These efforts are most well represented in the committee's annual Green Business Expo. Scheduled to coincide with International Mother Earth Day celebrations, this year the Green Business Expo will take place on Wednesday. April 17\*. Carlsbad is blessed with so many areas to enjoy and celebrate the outdoors, that it was fitting to pick the iconic The Flower Fields at Carlsbad Ranch to bring together all those companies that are taking steps to make a difference in the environment and leave a good footprint. Carlsbad embraces all these companies as it has been recognized as one of the most sustainable cities in the world. (It



Director of Corporate and Member Relations CARLSBAD CHAMBER OF COMMERCE

was ranked 5th by the 2017 Sustainable Development Solutions Network report of U.S. cities). So come and celebrate Mother Earth with us. The event is open to the public with a suggested \$5 donation that will go towards The Flower Fields Foundation, helping to "provide 'hands-on' educational programs for children, charitable grants for low-income schools, an increase in learning environments, special tours for family members of all ages and a scientific understanding of agricultural issues and their historical impact on northern San Diego County." We welcome all our green business members to register for a booth and all our members to join committees and to come to the Expo.

\*The Expo will be in conjunction with our traditional Happy Hour 2.0. For more information visit www.carlsbad.org/ greenbusiness

# A fond farewell





### (Top) Carlsbad Mayor Matt Hall speaks at Ted Owen's retirement party.

(Above) Ted Owen receives proclamations from the San Diego County Board of Supervisors and the office of California State Senator Patricia Bates.

[From left to right: Juanita Hayes (Office of San Diego County Supervisor Jim Desmond), Ted Owen and Matthew Phy. (Office of California State Senator Patricia Bates)]

(Right) Ted Owen addresses friends and colleagues during his retirement celebration at the Westin Carlsbad Resort & Spa on Wednesday, January 9, 2019. Owen has served as the President and CEO of the Carlsbad Chamber of Commerce since 2004. n Jan. 9, close to 150 guests gathered at The Westin Carlsbad Resort & Spa to honor former President and CEO of the Carlsbad Chamber of Commerce Ted Owen, as he retires after 15 years leading the organization.

The celebration of Ted Owen's legacy included stories and anecdotes from some of his closest friends and two proclamations presented by the Office of State Senator Patricia Bates and the San Diego County Board of Supervisors.



### Going the distance at the Happy Hour 2.0

With the holidays behind us, it's time to recharge and reconnect your mind and body. Join us for an uplifting Happy Hour 2.0 on Wednesday, February 20 from 5-7 p.m. at **Yard House**, located at 2525 El Camino Real. Make new business connections and discover Yard House is the modern American gathering place where food and beer lovers unite! Located in The Shoppes at Carlsbad, Yard House offers 130 taps of local, American and import draft beers, handcrafted cocktails and a globallyinspired menu featuring 100+ made-from-scratch favorites. Designed to have a distinct vibe with custom artwork, over 20 TVs, a curated rock soundtrack and custom glass-enclosed keg room, Yard House is the perfect place to catch the game, celebrate or simply



### **FEBRUARY 20**

**Yard House** 2525 El Camino Real Carlsbad, CA 92008

relax. We hope to welcome you soon for lunch, happy

hour, dinner or latenight dining! Learn more at yardhouse. com.

Preregister online at Carlsbad.org and pay \$10 (you save \$5). If you pay at the door on the day of the event, admission is \$15 cash.

If you are a prospective Chamber member call us at (760) 931-8400.



Yard House offers 130 taps of local, American and import draft beers, handcrafted cocktails and a globally-inspired menu featuring 100+ made-from-scratch favorites.

### **Creating a culture of accountability**

Join us Friday, March 1 for our monthly First Friday Breakfast from 7-9 a.m. at the Westin **Carlsbad Resort** and Spa.

This signature facilitated networking opportunity, is one of the most popular and well attended Carlsbad Chamber events. Each attendee is assigned to a table of eight business professionals from all different industries. A trained facilitator guides the networking conversation which allows for more intimate relationship building and optimal efficiency.



FEATURED SPEAKER

FRID

MARCH 1

RST

you wonder: "What **DON SANDO** did I accomplish

today?" It's a challenge to stay focused on what's really important, and what drives results. This is true not only for the solopreneur and small business owner, but in large organizations as well. A study of Fortune 1000

companies found there was only a 50% correlation between what employees thought their priorities were, and what their managers thought they were working on! Results and productivity suffer.



on leading teams to increase market share, revenue and profit growth. Results include growing domestic and international sales, pursuing and closing strategic acquisitions, and outsourcing to China. Don has taught at the college level, is a guest speaker in MBA programs, and has an M.S. degree from the University of Southern California. He now works with small and mid-size companies on developing, articulating and delivering on a sustainable competitive advantage.

Don will present and walk you through "The 8 Steps to Alignment and Accountability", a process he initially used when he was a manager at Hewlett Packard, which he has refined over the years, and now uses with his small and mid-sized organizational clients to create a culture of accountability. You will learn a process that you can use for yourself and your entire team to create an organization that delivers on expectations.

The cost is \$34 for Chamber members who register before Friday, February 22. Afterward, the cost is \$55 for preregistration and \$60 at the door. To register, visit carlsbad. org. Prospective members must contact the Chamber at (760) 931-8400.

### The Westin

RESORT & SPA 5480 Grand Pacific Drive Carlsbad, CA 92008

### **NEW MEMBERS**

**Automobile Body & Paint** 

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#### Mortgage Lenders **Caliber Home Loans**

Julie Vincent 12760 High Bluff Dr. Ste. 150 San Diego, CA 92130 (760)845-6091 Caliberhomeloans.com/jvincent Our mission is to provide our borrowers with innovative lending options that make home ownership truly affordable. Caliber is also home to a Military Lending division that provides VA loans and support to the men and women of the United States Military.

#### **Party Equipment Rentals SD Party Rentals**

Mark Evenchik 620 Venture St. Ste D Escondido, CA 92029 (858) 776-2345 sdpartyrentals.com Party and event rentals. Tables, chairs, linens, lighting, bbq's, heaters, canopies, etc.

### **Business Consultants** & Services

**Rentschar Consulting, LLC** Sabine Rentschar Carlsbad, CA 92010 (804) 536-9959 rentscharconsulting.com We offer performance improvement solutions and training for manufacturing, administrative and services processes, tailored to your business needs and goals

### Web Site Design & Services

**Pop X Graphics** Courtney Lawver Carlsbad, CA 92009 (760)803-0742

### **MEMBER RENEWALS**

Aging Purposefully (Geriatric Counseling Services)

Allie's Party Equipment Rental, Inc.

Ariniello & Associates

Atlantic Aviation

AVON (Katherine Thompson)

Beissel & Cobb Insurance Services, Inc.

Boar Cross'n

Burkey Cox Evans & Bradford Accountancy

Corporation

**Carlsbad Food Tours** 

Carlsbad Unified School District

Certified Folder Display Service, Inc.

Comprehensive Advisor (Brett Gottlieb)

Easy Life Management, Inc.

**Edward Jones** (Alessi Vincent, Financial Advisor)

**Edward Jones** (Matt Leonard, Financial Advisor)

**Executive Compass** 

Foundation Chiropractic

Gelson's Market

Guardian / Park Ave Securities

Hampton Inn Carlsbad/ North San Diego County

Holiday Inn, Carlsbad

HomeSmart Realty West/ Dawn & Jeff Van Siclen

Indigo Post

La Costa Limousine

McDonald's of Palomar Airport Road

Melanie Robertson Photography

Rancho Carlsbad Golf Course

Rancho Carlsbad Owners' Association

RelationEdge

**Republic Services** 

San Diego Gas & Electric

Sherlock Heating & Air Conditioning

St. Tropez Bistro & Beyond

State of California Department of Rehabilitation

Staybridge Suites, Carlsbad

Stratus Restaurant & Bar

#### **CHRISTINE DAVIS** NAMED EXECUTIVE **DIRECTOR OF CARLSBAD VILLAGE ASSOCIATION**

The Carlsbad Village Association (CVA) Board of Directors is excited to announce the appointment of Christine Davis as the organization's full-time Executive Director effective January 1, 2019. As CVA's part-time Program Manager since May 2015, Christine

the

of



Carlsbad Village and Christine its business Davis

community. "The Board has complete confidence that Christine's years of hands-on experience working with and supporting the businesses in the Village, coordinating events for locals, residents, and visitors, and collaboration with other organizations and city offices, will continue to further CVA's mission and positively benefit Carlsbad Village," said CVA's Chairman, Zac Markham. "Her 10 years experience as a retail business owner in Carlsbad. seven of which have been downtown, make Christine ideally suited to understand the unique needs of those

who work, live, and play in Carlsbad Village."

MEMBERS ON THE MOVE

#### **PETTIT KOHN ANNOUNCES TWO NEW SHAREHOLDER PROMOTIONS FOR 2019**

Pettit Kohn Ingrassia Lutz & Dolin PC, a leading civil litigation law firm, is pleased to announce that Andrew I. Chung and Ryan H. Nell have been promoted to shareholders. Both Andrew and Ryan continue the tradition of

Andrew I. Chung Los Angeles, Califor-



nia office

represents a diverse client base in the areas of premises liability, catastrophic injury, employment litigation, wage and hour class actions, products liability,

2006.

legal professionalism

is a share-

premier client service and

that are a hallmark of Pettit Kohn. Andrew holder in the firm's

and joined Ryan H. Nell Pettit Kohn in 2013. He the California and Ninth Circuit Courts of Appeal. He earned a Bachelor of Arts degree from the University of California, Berkeley and obtained his Juris Doctor degree at Loyola Law School in Ryan is a shareholder in the firm's San Diego,

tion, Andrew has appel-

late experience in both

California office and joined Pettit Kohn in 2012. He is a leader in the Employment and Labor Law group and represents large and small California employers in the defense of claims involving issues of workplace discrimination, harassment, retaliation, wrongful termination matters, as well as large-scale wage and hour violations. He has secured successful outcomes for clients at mediation, and through dispositive motions. He was honored with his selection to the San Diego Super Lawyers<sup>®</sup> Rising Stars List in 2018. Ryan received his Bachelor of Arts degree with honors from the University of Southern California in 2009. He received his Juris Doctor degree from the University of Illinois College of Law in 2012.

### 5 point Auto Spa Adam Cote mediations, and his law 1948 Kellogg Ave. and motion work. In addi-

and transportation. He has extensive litigation experience and has obtained successful results for his clients through jury trials,

popxgraphics.com Pop X Graphics specializes in branding, website design, and SEO. We want your website and graphic design to get the results you want and get you more business.

chamber plestes provides an opportunity for 8 chamber members to meet for breakfast or lunch and learn more about each other's businesses. A Carlsbad Chamber member plans and facilitates chamberpl(3)tes at a local chamber member restaurant.

For more info call: (760) 931-8400 or visit carlsbad.org

This program is open exclusively to Carlsbad Chamber members; and the only cost is the price of your meal. RSVP's are required by contacting the person listed next to the date. THURSDAY, FEBRUARY 7 11:30 am -1 pm Megan Schenck, (858) 776-0427

**TUESDAY, FEBRUARY 19** 

11:30 am -1 pm

Jani Jackson, (760) 652-5060

WEDNESDAY, FEBRUARY 20 11:30 am -1 pm

Kevin Sharrar, (760) 274-4710

FRIDAY, FEBRUARY 22 11:30 am -1 pm Paula Anderson, (760) 696-9733

TUESDAY, **FEBRUARY 26** 11:30 am -1 pm Craig McKim, (702) 767-8203 The San Diego Union-Tribune

The Sweet Stop

**Urbach Roofing** 

Wells Fargo Home Mortgage

West Inn and Suites

WWM Financial

### Incentives and rebates help businesses go green

In 2019, a major component of the City of Carlsbad's Climate Action Plan will go into effect, requiring new and some existing developments to meet sustainability thresholds. These new thresholds will help the city meet state goals for reducing greenhouse gases and the community's goal of promoting a sustainable environment.

Commercial and industrial properties account for about one-third of Carlsbad's greenhouse gas emissions, and the Climate Action Plan seeks to focus first on helping those properties cut their energy consumption.

The Climate Action Plan was adopted as part of the city's General Plan Update in 2015 and is a long-range strategy to reduce emissions of greenhouse gases.

The City Council is expected to adopt new ordinances in early 2019 to achieve the goals of the Climate Action Plan. In drafting the ordinances, city staff have kept a close watch on how the new measures will affect businesses' bottom lines, with an eye on long-term social,



Economic Development Manager CITY OF CARLSBAD

environmental and economic benefits. The city conducted cost-effectiveness studies to ensure that the ordinances would not only save energy, but save money as well.

Here is a brief description of the ordinances under consideration.

### The Energy Conservation, and Photovoltaic and Water Heating Ordinances

The purpose of the Energy Conservation and Photovoltaic and Water Heating Ordinances is to reduce greenhouse emissions to meet the State of California goals.

 New commercial construction will be required to install solar water heaters, heat pumps or other forms of electric water heating systems.

• New commercial and industrial developments and major renovations to existing developments will be required to include additional energy efficiency measures (to meet the energy standards of the California Energy Code, Voluntary Tier 1) and install photovoltaic systems that will reduce commercial and industrial usage.

### Electric Vehicle Ordinance

Nearly 40 percent of the city's greenhouse gas emissions come from cars and trucks, and the goal of the Electric Vehicle Ordinance will be to increase the amount of zero-emission vehicle miles driven. The ordinance's major points are:

- New commercial and industrial buildings will be required to set aside 10 percent of parking spaces, or at least one, for electric vehicles.
- Half of those spaces, and at least one, of the electric vehicle spaces



The Electric Vehicle Ordinance will require new commercial and industrial buildings to have at least one parking space destined to electric vehicles and at least one charging station.

must be equipped with charging stations.

#### Transportation Demand Management Ordinance

The objective of the Transportation Demand Ordinance is to reduce greenhouse gas emissions by cutting the number of Carlsbad employees who drive to work alone. The key components of the ordinance are:

 New businesses whose employees generate a minimum of 110 trips per day on average will be required to submit a Transportation Demand Management Plan to the city.

- The plan will outline facility improvements, programs, incentives, education, and marketing and outreach efforts designed to reduce solo vehicle trips.
- The city has prepared a handbook that includes tips and tools to help businesses develop their Transportation Demand Management plans.

These measures represent a challenge for businesses, and the city, state and federal governments have introduced incentives to ease the pain through tax credits, rebates and low financing.

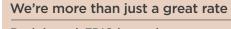
- The federal government offers a 30 percent tax credit for solar electricity, solar water heating and other active solar systems.
- The federal government offers tax credits ranging from \$2,500 to \$7,500 for electric

vehicles.

- The California Clean Vehicle Rebate Project offers rebates up to \$5,000 for qualifying electric, plug-in hybrid and fuel cell vehicles, which can be combined with the federal tax credit for substantial savings.
- **SDG&E** offers rebates to business customers for energy-saving products ranging from LED lighting to kitchen equipment. You can find details at www.sdge. com
- SDG&E can help qualifying commercial and government-funded customers pay for energyefficient improvements through their SDG&E bill with zero-percent financing.

The new measures in the Climate Action Plan can seem overwhelming to navigate, but the goal is to reduce our reliance on greenhouse gas-emitting vehicles and equipment, which provide long-term energy cost savings to businesses while enhancing city residents' quality of life.

### MEMBER MARKETPLACE





\* Annual Percentage Yield (APY) effective 12/03/2018. CDs offered by Edward Jones are bank-issued and FDIC-insured up to \$250,000 (principal and interest accrued but not yet paid) per depositor, per insured depository institution, for each account ownership category. Please visit www.fdic.gov or contact your financial advisor for additional information. Subject to availability and price change. CD values are subject to interest rate risk such that when interest rates rise, the prices of CDs can decrease. If CDs are sold prior to maturity, the investor can lose principal value. FDIC insurance does not cover losses in market value. Early withdrawal may not be permitted. Yields quoted are net of all commissions. CDs require the distribution of interest and do not allow interest to compound. CDs offered through Edward Jones are issued by banks and thrifts nationwide. All CDs sold by Edward Jones are registered with the Depository Trust Corp. (DTC).

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Matt Leonard, AAMS\* Financial Advisor www.edwardiones.com



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### MEMBER MARKETPLACE

**ADVERTISE HERE** 

Contact: Darryl Reitmeyer | Director of Sales & Marketing 760.931.8400 | darrylr@carlsbad.org



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# GREEN & BUSINESS DOB DOB S

greenbusiness

**Open to the PUDIC** Suggested \$5 donation to benefit The Flower Fields Foundation

> Showcasing the area's businesses that make Carlsbad one of the most sustainable cities in the world<sup>†</sup>

# WEDNESDAY APRIL 17 3-7 PM

EXHIBITOR REGISTRATION ONLINE AT CARLSBAD.ORG

Taking place at the

**PROMOTE YOUR BUSINESS** 

THE FLOWER FIELD

This event is being hosted in conjuction with our popular networking event

CARLSBAD

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Early Bird Registration price \$99 - **Before Feb 22** Registration price \$129 - **After Feb 22** 

### **Deadline March 7**

Registration includes a 10'x 10' space (Exhibitors must supply their own canopy, tables, and chairs)

\*Exhibitor registration is only open to Carlsbad Chamber of Commerce members. †Ranked 5th by the 2017 Sustainable Development Solutions Network report of U.S. cities

FOR MORE INFO, CALL THE CHAMBER AT (760) 931-8400 OR VISIT WWW.CARLSBAD.ORG/GREENBUSINESS



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IN HONOR OF FEBRUARY HEART HEALTH MONTH

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