



CBAD AWARD WINNER
CommonGrounds Workplace
hosting June Happy Hour 2.0.

7

VOL. 36, NO. 5

www.carlsbad.org

CARLSBAD



BUSINESS

JOURNAL™

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

MAY-JUNE 2019

2019
Stay & Play
IN CARLSBAD

SPECIAL INSERT



Sexual harassment prevention training, a must in 2019

CAROLINA ALBAN-STOUGHTON
Communications Manager
CARLSBAD CHAMBER OF COMMERCE

In California, it is now mandatory for employers with five or more employees, located anywhere, to provide sexual harassment prevention training to ALL of them.

A previous law had only required supervisors to go through training, but new legislation (Senate Bill No. 1343) published last year, requires that all employees complete the training by Jan. 1, 2020. This includes those who trained in 2018 or before.

The new training guidelines establish two hours of training for supervisors and one hour for nonsupervisory employees.

It also mandates that training should happen within six months of hire or promotion and every two years thereafter.

With all these requirements, how can all California companies, especially small businesses, comply?

The **Carlsbad Chamber of Commerce** is offering a great opportunity for businesses by providing discounted trainings

SEE **TRAINING**, Page 5



"Nobody 'goes it alone' here at LEGOLAND, especially me!," says LEGOLAND® California Resort President & General Manager, Peter Ronchetti - pictured here with his team and Immediate Past Chair of the Carlsbad Chamber of Commerce, Deb Beddoe, while holding his company's CBAD Award.

A winning staycation

CAROLINA ALBAN-STOUGHTON
Communications Manager
CARLSBAD CHAMBER OF COMMERCE

Throughout the rest of the year, the Carlsbad Business Journal will be featuring the winners of the Carlsbad Business Achievement and Distinction Awards - CBAD Awards. This event recognized the best companies in North County on April 4 at **The Westin Carlsbad Resort & Spa**.

When **LEGOLAND® California Resort** President & General Manager, Peter Ronchetti, heard his company's name as a winner of the Community Footprint CBAD Award, back in early April, he couldn't hide his excitement as he walked up to the stage with his team. "I was really happy for the recognition for a big group of people here at

“With so many top-notch businesses in the running we would never take a ‘win’ for granted!”

Peter Ronchetti

LEGOLAND who give so much of their time and energy to all of the programs we showcased, especially our global charity: 'Merlin's Magic Wand' which really makes a difference to young kids' lives in times of difficulty." Ronchetti

SEE **AWARDS**, Page 12



Omni La Costa Resort & Spa Managing Director, Brian Hughes accepts the Best Place to Work (Large Business) CBAD Award from the Carlsbad Chamber of Commerce Chairman of the Board, Ahmed Haque.

BUSINESS SPOTLIGHT

Providing comfort and convenience

The Tradition takes pride in offering both two and three-bedroom apartment homes. Each stunning home is a corner unit for optimal sunlight. Inside these homes are sweeping nine-foot ceilings, beautiful plank flooring, plush carpeting, and each floorplan offers over 1,100 square feet of spacious living.

Relax in the soaking tub, enjoy the canyon sunset out on the patio or retreat indoors to lounge underneath a cooling ceiling fan and take advantage of the central air on those warm summer days.

Each space within these apartment homes has been thoughtfully designed to provide comfort and convenience to modern life. Kitchens boast gas cooking to inspire the most



Among resort style amenities of the clubhouse is a heated pool, spa and a fitness center.

dedicated chefs and a breakfast bar provides the perfect area for an audience of family and friends to observe and enjoy culinary delights.

Additional amenities within each home include large pantries, walk-in closets, full-size washer and dryer, and double vanity sinks.

The TRADITION
APARTMENT HOMES

1901 Cassia Rd.
Carlsbad, CA 92011
(760) 918-9400
traditionapartmenthomes.com

This property encourages leisurely walks through the grounds. Next to the colorful arches and slides of the playground, walking paths outline colorful beds of flowers and trees overlooking the canyon. These paths lead to a restful area complete with seating

SEE **SPOTLIGHT**, Page 15

PRESORT STD
U.S. Postage
PAID
Carlsbad, CA
Permit #67

CARLSBAD
CHAMBER OF COMMERCE
5934 Priestly Drive
Carlsbad, CA 92008

AudeoII
Charter School

This
SUMMER



NORTH CARLSBAD | WESTMINSTER | SOUTH CARLSBAD – COMING SOON!

FREE Public School for Students in Grades K-12

ENROLL TODAY!

To learn more about our school and how to enroll visit,

www.Audeo2.com

or call (858) 678-2050



OFFICERS

- CHAIRMAN OF THE BOARD
Ahmed Haque Clearway Energy Group
- IMMEDIATE PAST CHAIR
Deb Beddoe Your Ops Manager
- CHAIRMAN ELECT
Michael Schroder Cal State San Marcos
- TREASURER
Rich Clark Fuzion Payments, LLC
- VICE CHAIR OF MEMBER SERVICES
Lupe Hairston Freedom Window Cleaning
- VICE CHAIR OF BUSINESS & COMMUNITY DEVELOPMENT
Paula Anderson First Citizens Bank
- VICE CHAIR OF PUBLIC POLICY
Catherine Magaña Savvy Women Wealth Management
- VICE CHAIR OF ECONOMIC DEVELOPMENT
Matt Leonard AAMS® Edward Jones
- VICE CHAIR OF STRATEGIC PLANNING
Josh Mazur Upstream Consulting

DIRECTORS

- Trent Andrews Procopio, Cory, Hargreaves & Savitch, LLP
Aaron Byzak Tri-City Medical Center
Dave Geier San Diego Gas & Electric
Carolyn Grant Museum of Making Music
Michael Howes, AICP Howes, Weiler and Associates
Brian Hughes Omni La Coast Resort & Spa
Frank Idris LEGOLAND California Resort
Adam Jacobs Fortis Fitness and Strength Training & YOGALUX
Jessica Jones Poseidon Water LLC
John Lek Green Dragon Tavern & Museum, Inc.
Sue Loftin The Loftin Firm, P.C.
Joseph Mishriki Wells Fargo Bank
Ramon Oseguera The Shoppes at Carlsbad
JR Phillips The JR Phillips Group Inc.
Don Sando Strategic Results Group
Liz Sheahan Jacobs & Cushman San Diego Food Bank/
North County Food Bank
Amber Ter-Vrugt Scripps Health
Mike Weseloh Weseloh Chevrolet Kia
Scott White New Village Arts Theatre

DIRECTORS EMERITUS

- John R. Osborne AT&T
Don Schempp Torrey Pines Bank Carlsbad
Lou Storrow Storrow Law, APC
Tim Stripe Grand Pacific Resorts, Inc.

ADVISORY COUNCIL

- Scott Chadwick City Manager
Dr. Benjamin Churchill Carlsbad Unified School District
Dr. Sunita Cooke MiraCosta College
Ofie Escobedo Lola's 7-Up Mexican Market & Deli
Mayor Matt Hall City of Carlsbad Council Liaison
Sam Ross Visit Carlsbad
Sandy Wilson Camp Pendleton

STAFF

- Bret Schanzenbach President & CEO
- Carolina Alban-Stoughton Communications Manager
Margery Benkaci Membership Sales
Gwen Bryson Information Specialist
Kathleen McNary Dir. of Corporate and Member Relations
Kevin Monson Executive Coordinator
Carolyn Reinmiller Public Relations & Events
Darryl Reitmeyer Director of Sales & Marketing
Chad Spinks Graphic Designer

ASSOCIATES

- Carlsbad Business Journal Printing
Advanced Web Offset

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

5934 Priestly Drive • Carlsbad, CA 92008
Ph. (760) 931-8400 • Fx. (760) 931-9153
frontdesk@carlsbad.org
www.carlsbad.org

Published 10 months out of the year by the Carlsbad Chamber of Commerce. Subscription price is deducted from dues of Chamber members.

INDEX

- SCHOOL NEWS.....4
- VILLAGE BEAT..... 5
- CITY NEWS 6
- MEMBER DIGEST7
- TO YOUR HEALTH 14
- MEMBER MARKETPLACE..... 14

Taking a risk to beat the odds

Last month the Chamber hosted the first annual CBAD Awards in front of a packed house at **The Westin Carlsbad Resort and Spa**. These awards recognize excellence among businesses of all sizes, whether it is the product of a team of hundreds or the spirit of one individual.

One such person of distinction is the winner of The Risk Taker Award, Dawn Lesicko, President of **Caring Transitions of Carlsbad and La Jolla**. Her business helps older individuals and their families through relocations, whether into a smaller home or assisted living. Lesicko and her team recognize such a process can be overwhelming, both logistically and emotionally. Caring Transitions offers a comprehensive service that includes management of estate sales or online auctions.

A stay-at-home mother for decades, Lesicko reentered the workforce after a divorce and soon learned that she needed more than a paycheck. As Lesicko explains "We're not here in this world to just exist. Money itself isn't fulfilling."

In late 2014 she risked her retirement savings to purchase the Carlsbad franchise of Caring Transitions. Lesicko notes that business was slow at first - "I made no money the first three years, yet I was never happier".

In less than five years she has become the largest franchisee



Chairman of the Board
CARLSBAD CHAMBER OF COMMERCE

of Caring Transitions in the country, regional trainer for the company, and employs a team of twelve. However, what brings her the greatest pride is the admiration of her children and the gratitude of her clients, some of whom call Lesicko their "angel". Her advice on those exploring careers or businesses to "search your soul, pick something that will bring you joy and a purpose in what you do."

Beat the Odds Award winner **CommonGrounds Workplace** has had an equally stellar trajectory. In three years, the coworking provider has tripled their footprint in Carlsbad, grown to five locations across three states and will soon open seven more. CommonGrounds recently finalized a \$100M series A funding, the largest such investment ever in the industry.

Having previously managed the real estate needs of large companies like Nike and Cigna, CEO Jacob Bates is a keen observer of trends in workspace demand. Not only has technology and

tight demand for space in urban cores increased the number of remote workers, but large companies are increasingly looking for flexible workspace in part due to recently revised accounting treatment of long-term leases. "Even though real estate is a significant cost to a company, it pales in comparison to the cost of talent. Culture is more important to some employees than pay. Companies seek flexible workspace that acts as an extension of their own environment and culture."

One such company leased CommonGrounds entire facility in Denver because it was such a perfect match.

CommonGrounds still leases shared desks, private desks and offices to more traditional entrepreneur customers but regarding scalability and amenities Bates believes "you can build for a Nike and still rent to Joe Smith, but not the reverse."

Bates plans to take the company international and sees a tremendous market for the "workplace as a service" noting "flexible workspace still comprises less than 1% of office capacity".

We hope that these two CBAD Award winners will inspire you to pursue your passion and shatter your own growth expectations. It's never too early to imagine yourself as a future CBAD Award finalist or winner.



President & CEO
CARLSBAD CHAMBER OF COMMERCE

Creating your culture

Many of us think of our place of employment as our "home away from home." We all spend a significant amount of time at our jobs, and hopefully, we mostly enjoy what we do. But we all know from experience that work environments are not created equal. The difference between a great place to work and toxic work environment can make a huge impact on a company's success in business. This fact has spawned an entire industry that focuses on corporate culture.

Simon Sinek

One of the more popular thought leaders of our current generation is Simon Sinek who rose to popularity after a Ted Talk he gave in 2009 went viral. He has since published a best-selling book titled, *Start with Why*. Simon says (sorry, couldn't resist), *customers will never love a company until the employees love it first*. I think he is correct. Creating a successful business starts with creating a place where people love to show up, suit up, and get engaged day after day.

Calsense

One of the companies that has done a great job of doing this locally is **Calsense**. Calsense was our 2019 CBAD Award winner for the Best Place to Work in Carlsbad for Small Businesses. Calsense started here back in 1986 developing custom irrigation solutions that go beyond simple automation. They help customers save water, save labor and save money. Currently Calsense has 41 employees. Their employee benefit program goes way beyond what many would consider typical.

In addition to offering flexible schedules and aggressive 401k matching programs, they also offer personal and professional growth opportunities for their team. Utilizing the DISC assessment, they help staff members identify both internal and external opportunities for career advancement.

Then Calsense puts its money where its mouth is by reimbursing employees for tuition and certification programs as they work to advance themselves. All of this is done in a fun environment where personal goals are turned into fun competitions for things like losing weight and getting healthy.

Marissa Musgrave, a Calsense Marketing Associate, described her experience this way: "Working at Calsense allows me to apply my sustainability background in ways that make a positive impact for our environment and society, which makes coming to work a meaningful part of my life."

I have wonderful mentors who give me constant opportunities to learn and network, both locally and beyond. Plus, having a diverse mix of peers assures that I am given the best chances to grow, experience new things, and form lasting relationships."

Congratulations to Calsense. The best is yet to come!

CHAIRMAN'S CIRCLE

THANKS FOR YOUR CONTINUED SUPPORT



The Chairman's Circle was created to give prominent recognition to the companies whose steadfast support has helped the Chamber remain a proven collaborative force that brings business and community together, energized by a shared vision and passion to transform our future.

BENEFITS

In addition to visibility in the Carlsbad Business Journal, marketing materials and event programs, Chairman's Circle members enjoy a range of benefits tailored to their specific needs. Chairman's Circle members also receive priority seating at chamber events and invitations to special Chairman's Circle Members-Only receptions. We invite all chamber member companies who are committed to the success, growth and prominence of the Carlsbad Chamber of Commerce and the region as a whole to arrange for a visit to discuss the benefits and privileges of The Chairman's Circle.

To learn how you can join Chairman's Circle please contact Bret Schanzenbach at **760-931-8400**.



Security and solar projects, Measure HH updates

On November 6, 2018, our Carlsbad community voted to pass Measure HH, Carlsbad Unified's \$265M school bond measure for facility projects needed to support instructional programs across the District over the next 15 years.

The next day our Facilities and Construction Department went to work with our architects, general contractors, schools, and community to get these projects off the ground.

The District's 2018 Long Range Facility Master Plan (FMP) is divided into five phases of work, each taking about three years from design to completion. In each phase, "instruction will drive construction." Our criteria, from the FMP, are to address: older school facilities and aging portables and infrastructure; safety and security; energy efficiency and sustainability; and the need for STEAM (Science, Technology, Engineering, Art, and Math) Labs.

Our ambitious Phase 1 projects, addressing elements of all of these criteria, have been launched. Over the winter we held informational meetings and invited online and written comments to encourage community input on the proposed projects. The suggestions and input will be considered, integrated into final plans as appropriate,



and brought back to the board for final approval.

Safety and security

Our schools work closely with local law enforcement and the community to make sure that our schools are as safe and secure as possible. In Phase 1 we will install security cameras at all elementary and middle schools.

At elementary schools, security cameras will be installed on the school perimeters. The middle schools will have both perimeter and line-of-sight camera coverage, including at the entryways of high traffic buildings and bathrooms—mirroring the camera set-up at the high schools.

As part of Phase 1 construction, we will also be installing improved eight-foot fencing and gates at Calavera Hills, Hope, Pacific Rim, and Poinsettia Elementary Schools; Calavera Hills and Valley Middle Schools; and Carlsbad High School.

The Board has approved



Proposed designs for parking lot solar shade structures at CUSD schools.

the scope of these Phase 1 safety and security measures, with a price tag of approximately \$3,200,000 from Prop P and Measure HH bond funds. We anticipate beginning the first of these projects in August 2019.

Energy efficiency and sustainability

Our district is committed to reducing energy costs

and investing in sustainable energy systems. We have undertaken a district-wide solar and battery storage feasibility study, looking at rooftop and parking lot solar systems, and we are reviewing current energy demand, costs, and potential savings. We also conducted an energy analysis to determine where we might decrease energy consumption—for

instance by installing LED lighting—with the goal of right-sizing new solar and battery storage systems on our campuses. With a combination of decreased energy usage and solar installation we hope to see a 46% reduction in energy requirements.

The solar panel feasibility study determined that parking lot solar installations—which are easier to access for maintenance and do not interfere with the integrity of building

rooftops—are the most cost-effective approach to adding solar capacity to a campus. Our architects are working to design site-specific plans for increased energy efficiency and solar/battery installations.

The Board is expected to approve these systems this summer, and construction is planned to begin in early 2020. Measure HH bond funds account for \$6,500,000 of the budgeted amount.

Other funding sources—such as state matching funds, possible rebates, grants, and available incentives—will be used to maximize the potential benefits from this investment.

We are committed to running an effective and efficient bond program, and to reporting to the community on a regular basis.

Over the next few months the Board will be finalizing plans for our other Phase 1 projects: full campus renovations at Magnolia, Kelly, and Hope Elementary Schools and the science building at Carlsbad High School; and new STEAM Labs at Pacific Rim, Poinsettia, and Buena Vista Elementary Schools.

To follow our progress, go to cUSD-ca.schoolloop.com/bondmeasures

We will keep you posted on these exciting modernization projects.



Affordable Homeownership Program In Carlsbad

Walkable to The Square at Bressi Ranch, close to shopping, dining venues and more, Kensington at The Square presents brand new homes for affordable buyers. Through the Affordable Homeownership Program*, Shea Homes will be offering a select number of homes that are reserved for affordable homeownership. Learn how to apply for Kensington at The Square's affordable homes by contacting KC Clifford, our Affordable Housing Specialist at 619.866.5304.

Feel like a local away from home

It's no wonder visitors flock from all over the world to Carlsbad year-round. With one of the most temperate climates in the country, seven miles of pristine beaches, champion golf courses, award-winning accommodations, and a vibrant downtown, Carlsbad has a built-in recipe for success.

Carlsbad Village, also known as the Village by the Sea by its locals, has a heartbeat of its own. This walkable and bike friendly coastal enclave enjoys a relaxed, casual atmosphere, natural for a beach town, but is chic and contemporary at the same time. And, the great news is that it is all ours to enjoy every day and is the perfect destination to Stay & Play!

For incredible lodging options, look no further than the coast. **Carlsbad Inn**, **Beach View Lodge**, **Beach Terrace Inn**, **Pelican Cove Inn**, and **Tamarack**



CHRISTINE DAVIS
Executive Director
CARLSBAD VILLAGE ASSOCIATION

Beach Resort offer beach views, beach access and the beach lifestyle. Just a few hours on one of these properties and you will be glad you stayed!

Staycations can build a hearty appetite. Thankfully, the Village has every possible menu covered and then some. In the Village you can look forward to fresh pressed coffee from **Steady State Roasting**, eggs benedict at the **Daily News Café**, the locally famous Turkado sandwich at Board & Brew, oysters on the half shell at **Bluewater Grill**, or pasta Bolognese at **264 Fresco**. When it comes

to dining, the Village will not disappoint.

Looking for a little family fun? **Pedego Carlsbad Electric Bikes** specializes in making memories with their exciting coastal tours and excursions. In addition to gliding through town under electric power, you can also visit the Oceanside Pier, explore the lagoon and skim the coastline in a helicopter before riding back to the Village.

For shoppers, the village offers trendy, upscale boutiques with one-of-a-kind finds as well as major brands. A day shopping will never disappoint with businesses like **Aranelle**, **CoCo Rose**, **Dancin' Soul Boutique**, **Trove Marketplace**, and **Humble Olive Oils** all offering exceptional, personal customer service. **The Village Faire Shopping Center**, in the center of the Village, offers nearly 40 unique stores and restaurants in one convenient location.

And if a day at the spa is what you have in mind, pamper your worries away at the **Jayden Presleigh Salon & Spa**. They can have you looking great in time for a night at the **New Village Arts** theatre for its latest stage production or a visit to the Foundry Artist Studios, adjacent to the theater, where you can take in the works of 16 resident artists before the show.

From its sandy beaches, to its 99-seat theatre, to its trendy coffee houses and stylish wineries, Carlsbad Village is the perfect combination of home and escape, and an ideal place to Stay & Play.



Carlsbad Village, also known as the Village by the Sea by its locals, has a heartbeat of its own and it's a great place for an staycation.

Something for *Everyone*

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.

County Airports

- * Agua Caliente * Borrego Valley * Gillespie Field
- * Fallbrook Airpark * Jacumba * McClellan-Palomar
- * Ocotillo * Ramona



For More Information, Please Visit Us Online: www.sdcountyairports.com

The County of San Diego - Department of Public Works - Airports

» TRAINING

Continued from Page 1

through the California Chamber of Commerce, "CalChamber makes it easy to effectively train employees and meet your California compliance obligations. Since harassment is a major source of litigation in California, CalChamber recommends that employers with fewer than five employees also train every employee."

Follow these simple steps to sign up your employees for training:


- 1. Go to this link:**
www.anrdoezrs.net/click-9069211-13570128
- 2. Add to the cart the number of trainings your business needs.** Remember, you need to buy trainings for all your employees. You can't just buy one training and have several employees go through it.
- 3. Click "Check Out"**
- 4. Create an account**
- 5. Use Coupon Code LCH8 to get 20% off!**

DRE# 01394870



Celebrating more than 37 Years!

THE LUND TEAM, INC.
A Family Real Estate Company Since 1982
760.438.0800 | www.LUNDTEAM.com



Your banker should say what they'll do and do what they say.

TORREY PINES BANK

Not one time, but every time.

It's not about making promises, it's about keeping them. That's the kind of accountability you'll get from Torrey Pines Bank.

Bank on Accountability

Meet Your Local Banking Expert:
Carlsbad
2760 Gateway Road
Carlsbad, CA 92009
(760) 444-8400

torreypinesbank.com
WAL Top 10 - Forbes Best Banks

 Torrey Pines Bank is a division of Western Alliance Bank, Member FDIC. Western Alliance ranks top ten on Forbes' Best Banks in America list, four years in a row.

Connecting with the tech community digitally and personally

If you’ve noticed a lot of development around the business parks recently, it may not come as a surprise that in 2018 the Carlsbad market leased nearly 1 million net square feet of commercial and industrial space. That’s a lot of positive growth for our community.

With that physical growth, we watched tech companies like Walmart Labs, Airspace Technologies, GoDaddy, XY Labs, Metawave, and Blast Motion make news with activity at their Carlsbad locations. As part of our city’s business retention and expansion program, I have the exciting job of meeting and working with established companies and startups.

Connecting with firms in our tech community is a multifaceted task, and by working with them I have learned not only about their business needs, but also about new ways for my own team to collaborate.

The recent growth in creative office space in Carlsbad has been substantial. If you drive along Avenida Encinas or El Fuerte Street, or visit Carlsbad Oaks North, or even travel Palomar Airport Road, you’ll see a lot of new development that caters to tech companies.

These firms seek out spaces where they can provide amenities for their talented workforce, whether that’s a fully stocked kitchen for those late night pushes, or showers and workout areas to enable their employees to take advantage of our extraordinary climate and weather.

We also see new types of eating establishments popping up, such as food trucks along Faraday



Christie Marcella
Economic Development Manager
CITY OF CARLSBAD

“The Carlsbad Tech Talks meetup is going to be taken over by the San Diego Tech Hub, a grassroots organization of hundreds of tech professionals that has a strong North County representation.”

Avenue, or Southern California chains like Copa Vida coffee or Eureka! burgers, which are locating inside some of the more industrial buildings.

Tech companies are expanding and clustering here in Carlsbad, and their employees meet

up at lunchtime at places like The Island at Carlsbad or Bressi Ranch.

Here in Carlsbad we are also seeing meetup opportunities expand after hours to support tech collaboration. Carlsbad Tech Talks was started by the CTO of Airspace Technologies, Ryan Rusnak, when he saw that other tech meetups were stopping.

The monthly event promises TED-style talks with interesting twists, like eating progressively hotter chicken wings with a tech guru, or playing Carlsbad Jeopardy with yours truly. The Carlsbad Tech Talks meetup is going to be taken over by the San Diego Tech Hub, a grassroots organization of hundreds of tech professionals that has a strong North County representation.

The group, which started in late 2018, focuses on elevating San Diego’s presence as a tech hub, and provides tech support and collaboration in the areas of community, innovation, talent, education and inclusion.

There are hundreds of people working to apply their tech skills to improving the San Diego region’s accessibility and success as a global tech hub. These groups are accessible through in-person meetings and through Slack, where a lot of San Diego Tech Hub work happens.

If you aren’t familiar with Slack, it is a free online platform for teams to collaborate digitally. Many tech companies buy access to this software so that their internal teams, often dispersed throughout the globe, can interact with one another. Slack is increasingly being used by organizations to widen their



Carlsbad Tech Talks founder and Airspace Technologies CTO, Ryan Rusnak, gives an introduction at Carlsbad Tech Talks.

reach and shorten physical distances through technology. San Diego Tech Hub has a Slack site, as does the startup community, San Diego Startups and Open San Diego, to name just a few.

Tech executives I have spoken with belong to more than a dozen Slack sites. If you are familiar with Microsoft Teams, Slack is similar to that program. Coincidentally, after attending a smart cities conference with about a dozen city

colleagues of mine, our IT director invited me to join a Microsoft Team focused on furthering what we learned.

Carlsbad is lucky to have a vibrant tech community dedicated to helping one another expand their knowledge and improve their skills, because the tools being developed by the industry change the way we work practically every day.

Apple Pancake

Strawberry Waffle

Summer Raspberry Crepes

Santa Fe Omelette

CARLSBAD
2565 Gateway Road

DOWNTOWN
520 Front Street

LA JOLLA
909 Prospect Street

Richard's Favorites

AIR-MERICAN Eggspress
THICK SLICED BACON & EGGS
Four pieces of Richard Walker's special recipe thick sliced bacon

MORE Egg-cellent CHOICES
DICED HAM & EGGS
Smoked ham is diced and sautéed into three scrambled eggs; served with pancakes, toast or hashbrowns
Add one of our fresh cheeses or substitute other Traditional Pancakes

FROM THE Creperie
FRESH FRENCH STRAWBERRY CREPES
Crepes are wrapped around fresh juicy strawberries, topped with tropical sauce, more strawberries and powdered sugar

Baked PANCAKE SPECIALTIES
GERMAN PANCAKE
A gargantuan plate-filling baked pancake; served with butter, lemon and powdered sugar to make your own lemony syrup

OVEN Baked OMELETTES
WESTERN WITH CHEESE
Ham, onions and bell peppers

EVERY DAY Favorites
SAN DIEGO FRENCH TOAST
Grilled until golden brown and garnished with sliced bananas, strawberries and blueberries; real whipped cream on the side

Traditional PANCAKES
BLUEBERRY PANCAKES
The finest blueberries are selected for these pancakes; sprinkled with powdered sugar, whipped butter and side of blueberry compote

Gourmet GRIDDLE CAKES
49ers FLAP JACKS
Three big, chewy pancakes from the gold rush days

BELGIAN Waffles
BACON WAFFLE
Crisp bacon cooked inside a golden brown waffle

"Breakfast 5 Best"
-USA Today

"The Pinnacle of Pancakes"
-San Diego Magazine

"Best Breakfast Gold Medallion Award"
-California Restaurant Association

richardwalkers.com

Follow us and post your photos!

MEMBER DIGEST

INSIDE

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

Through page 11

VOL. 36, NO. 5

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

MAY-JUNE 2019

5 Reasons to Join Carlsbad's North County Young Professionals

We are proud to share that the Carlsbad Chamber's recently resurrected North County Young Professionals (NCYP) group is rapidly expanding! Just this year we have held three events with plans for six more this year (including in May and June)!

NCYP is a special opportunity that fills a need in the community for young professionals to build new connections, get active, give back and have fun with fellow up-and-coming young professionals.

The events are unlike any other in the Chamber and meant for those ages 21-39 who are looking to connect and get out of the office! Here are just a few of the benefits of participating in this group:

1. Grow your social capital.

Physically disconnecting from the computer and office to get out and meet in person with others provides a unique opportunity to share ideas, build your



KATHLEEN MCNARY
Director of Corporate and Member Relations
CARLSBAD CHAMBER OF COMMERCE

network and become part of a professional community. Whether you are new in the community or in a new point in your professional life, the group can expand your network, and connect you with a whole new group of friends.

2. Develop your leadership and other skills.

NCYP has a steering committee which meets to plan and execute the events and goals for the group.

The opportunities to lead are plentiful such as helping outreach efforts, offering creative ideas for events, marketing and more! Plus, you can bring this experience and new leadership



NCYP members from left to right: Ricky McCabe (Movetic), Trenton Wonsley, Haley Wonsley (Intesa Communications Group), Jake Rubendall (Lee & Associates Commercial Real Estate Services, Inc.), Jay Hovis, Chris Pearson, at the Buckets and Brews event at The Crossings.

skills back to your workplace, demonstrating your leadership potential.

3. Learn from your peers.

Maybe you're an attorney, who loves event planning. Or maybe you are interested

in learning more about physical fitness, or the environment. Joining this professional group gives you the opportunity to learn from your peers in a wide variety of careers, and utilize your skills/passions you may not get to in the office.

4. Volunteer your time.

As young professionals, we have a shared desire to give back to our community. Many of us have been fortunate and are looking for ways we can contribute to the betterment of others. NCYP established

an annual volunteer event each December, and is open to finding more opportunities throughout the year.

5. Stay inspired & motivated.

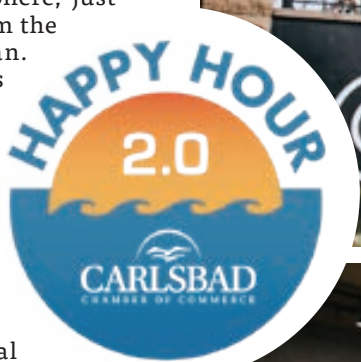
Regardless of your industry, staying inspired to grow and innovate can be difficult when you are in an office all week. Meeting with like-minded young professionals gives you the opportunity to trade ideas, solve problems and get motivated which can help you reach your personal, professional and community-related aspirations.

Oh yah, not to mention that NCYP events are a BLAST! Get out of that office and try something new with us. You will end up bonding instantly with new friends and colleagues in your own community.

For more information, visit Carlsbad.org/about/committees/ncyp

Fun collaborative office workplace

CBAD Award winner **CommonGrounds Workplace** will be hosting our June Happy Hour 2.0. CommonGrounds is a collaborative office workspace that serves as an accelerating platform for small businesses to grow. We are creating an environment that stimulates creativity and productivity in a fun atmosphere, just one block from the Pacific Ocean. Enjoy hors d'oeuvres, a cash bar, opportunity drawings and a fantastic opportunity to CONNECT with over 100 local professionals!



CommonGrounds Workplace won the Beat The Odds CBAD Award back in April.



Wednesday, June 19
5-7 p.m.

6790 Embarcadero Ln.,
Ste. 100,
Carlsbad, CA 92011

"Breakthrough your business barriers"

Cappi Pidwell is a sought-after personal and professional development speaker. Known by her clients as a master of mindset changes, she has given her audiences and clients the mindset makeovers needed to achieve the change and results they want for over 23 years. Cappi is a Master of NLP and Hypnotherapy and is a certified Master Results Coach. She has spoken at many organizations including Mary Kay, Century 21, RE/MAX and NBC.



JUNE 7
7 A.M. - 9 A.M.



CAPPI PIDWELL

From Cappi's talk entitled "BREAKTHROUGH YOUR BUSINESS BARRIERS," attendees will learn to identify sales blocks, to increase performance and results, to master one's mindset for more sales and increased income and to go from procrastination to motivation.



President & CEO of the Carlsbad Chamber of Commerce, Bret Schanzenbach, presents the Lifetime CBAD Award to Founder & CEO of Jazzercise, Inc. Judi Sheppard Missett.



A team from CommonGrounds Workplace accepts the Beat The Odds Award from Richard Domagalski (Wells Fargo).



The Carlsbad Chamber of Commerce 2019 Board of Directors.



John van Cleef, Executive Director of the Community Resource Center, accepts the Community Footprint (Nonprofit) Award from Aaron Byzak (Tri-City Medical Center).



Joseph Stockuna Vice President, AT Electronic Systems and Sara Vaz, Community Relations Manager at Nordson Corporation accept the Community Footprint (For-profit) Award from our Immediate Past Chair, Deb Beddoe.



Jackie Mazur, President of Guide My Finances, accepts the Women Championing Women Award from Amber Ter-Vrugt (Scripps Health).



Dawn Lesicko, President of Caring Transitions of Carlsbad & La Jolla, accepts The Risk Taker Award from Frank Idris (LEGOLAND® California Resort).



Brian Hughes, Managing Director Omni La Costa Resort & Spa, accepts the Best Place To Work - Large Business Award.



Recognizing the best in North County

The best companies in North County San Diego and inspiring business leaders from the region gathered at the Carlsbad Business Achievement & Distinction (CBAD) Awards Luncheon: A New Horizon, organized by the Carlsbad Chamber of Commerce.

Hosted at The Westin Carlsbad Resort & Spa on April 4, 2019, the #CBADAwards recognized outstanding businesses, large and small, in six categories: The Risk-Taker, Beat the Odds, Women Championing Women, Community Footprint (Nonprofit), Community Footprint (For-profit), Best Place to Work (Small Business) and Best Place to Work (Large Business).

The highlight of the afternoon was the Carlsbad Chamber of Commerce's presentation of the Lifetime CBAD Award to Founder & CEO of Jazzercise, Inc. and event keynote speaker, Judi Sheppard Missett, on the 50-year anniversary of the company she started.

KUSI News Anchor and North County local, Lauren Phinney, acted as master of ceremonies while La Costa Canyon High School student, Gabriela Beltran performed the National Anthem. The event also marked the installation of the 2019 Carlsbad Chamber of Commerce Board of Directors led by City of Carlsbad Mayor Matt Hall.



GRAND PACIFIC RESORTS
Time Away...Time Together...



Peter Ronchetti, President and General Manager of LEGOLAND® California Resort, and his team accept the Community Footprint (For-profit) Award from our Immediate Past Chair, Deb Beddoe.



A.J. van de Ven, President of Calsense, and his team accept the Best Place To Work - Small-Business Award from Tim Stripe (Grand Pacific Resorts).

NEW MEMBERS

Actuaries

San Diego Analytics
William Sheffler
Carlsbad, CA 92008
(858) 729-8255
sdanalytics.net
San Diego Analytics exists to solve the critical issues facing our clients. Those include expert witness services in support of pension actuarial matters, public sector pension issues, and public plan fiduciary disputes.

Apartment - Condo Rentals & Corporate Housing

Elan Park Place Carlsbad Apartment Homes
Angela Macias
2605 Jefferson Ave.
Carlsbad, CA 92008
(760) 729-8681
Elanparkplace.com
Cutting edge amenities, meticulously-groomed grounds, and a dedicated staff contributes to a higher standard of living. Convenient shopping, award-winning schools, local museums and parks are all close at hand, with sponsored activities to develop new hobbies while getting to know your neighbors.

Elan Sandcastle Shores Apartment Homes
Angela Macias
315 Walnut Ave.
Carlsbad, CA 92008
(760) 729-2155
Elansandcastleshores.com
From shopping to water sports, our community provides an abundant mix of recreational pursuits. Our residents enjoy the right mix of fun, fashion, and sun.

Art

Grace Shelley Fine Art
Grace Shelley
Carlsbad, CA 92008
(401) 622-8038
GraceShelleyArt.com
Custom art for homes and businesses.

Bakery

Get N’ Go Donuts
Renee Bexiga
6986 El Camino Real., Ste. E
Carlsbad, CA 92008
(760) 814-2882
facebook.com/GetNGoDonuts
Serving Carlsbad community for over 25 years with fabulous donuts. We are a small family owned donut shop in a little nook on El Camino Real.

Business Services

Oh Crikey Inc.
Steve McNulty
Carlsbad, CA 92011
(619) 642-6261
oh-crikey.com
SoJedi-Simple Office Jobs executed and delivered impeccably-Oh Crikey.

Cleaning & Maintenance Services

Sparkle Freshness Commercial Cleaning
Stephanie Barneburg
5858 Dryden Pl., Ste. 225
Carlsbad, CA 92009
(858) 352-9860
sparklefreshness.com
Sparkle Freshness helps promote a healthy, productive and toxic free environment by making your workplace spotless and clean through our janitorial services.

Health & Wellness

The Wellness Champions
Anna Levenson
2315 S. Melrose Dr.
Vista, CA 92081
(760) 990-3637
wellnesschampions.org
North County Wellness Doctors give complimentary lunch Health & Wellness presentations to all North County Businesses. Choose many topics: Stress, Insomnia, Nutrition, Exercise & more!

Health Care

Creative Charitable Giving
Joseph (Chip) Lyman
74-998 Country Club Dr., Ste. 220
Palm Desert, CA 92260
(760) 610-2350
Creative Charitable Giving & Educational Employee Benefits Solutions

Ice Cream & Frozen Desserts

Handel’s - Carlsbad
Shawnta Fleming
2825 State St.
Carlsbad, CA 92008
(760) 696-3519
handelsicecream.com/carlsbad/
The ice cream is homemade fresh daily with the freshest ingredients. We never skimp. We thank our local customers: You will always be greeted with a genuine smile.

Insurance

Diamond Valley Insurance Services, Inc.
Timothy C. Baker
2548 State St., Ste. A
Carlsbad, CA 92008
(951) 553-7400
diamondvalleyins.com
Diamond Valley Insurance Services is an independent insurance agency in California that strives to provide exceptional service and consistently delivers faster than any other in the industry. You can be confident you will get the right coverage for your business and personal needs at the best rates available.

Insurance - Employee Benefits

Culture Insurance Services
Wesley Norman
140 W Third Ave
Escondido, CA 92025
(800) 311-6098
cultureinsurance.com
Culture Insurance takes a holistic approach to meet the needs of our clients. We help you leverage insurance to offer great benefits programs for your employees and manage the risks your company faces.

Jewelry

Redmond Diamond Center
Noam Drori
2888 Loker Ave. E, Ste. 222
Carlsbad, CA 92010
(760) 814-2997
redmonddiamondcenter.com
A private jewelers & diamond wholesaler in Carlsbad. We offer a wide selection of diamond & jewelry, custom design & repairs.

Marketing & Consulting

Digital Marketing Doctor Agency
Judy Lin
2604-B El Camino Real, Ste. 414
Carlsbad, CA 92008
(714) 931-6865
digitalmarketingdoctor.us
Digital Marketing Doctor Agency (DMD Agency) is a digital marketing service that personalizes digital strategies and paid media to promote medical practices, doctors and any business to gain new clients and promote brand awareness.

Medical Clinics & Groups

Medicine in Motion
Jeffrey Pearson
2808 Roosevelt St., Ste. 100
Carlsbad, CA 92008
(760) 688-0411
medicine-in-motion.com
‘Funny Doctor, Serious Medicine’ describes the family & sports medicine practice of Dr. Jeffrey Pearson, located in the heart of Carlsbad Village. We provide high quality, yet affordable medical care.

Real Estate

Juncal Real Estate (Noreena Sgarbossa)
Noreena Sgarbossa
580 Grand Ave., Ste A
Carlsbad, CA 92008
(760) 994-2404
I would like to introduce myself, I’m one of your local neighbors and it would be my pleasure to assist you in any of your real estate needs! Your real estate goals, be it residential or commercial, are my priority and I will do everything I can to make them a reality! Please feel free to call me anytime with any of your real estate questions and needs!

Restaurants

Richard Walker’s Pancake House
Richard Walker Jr.
2656 Gateway Rd., Ste 140
Carlsbad, CA 92009
(760) 893-8400
richardwalkers.com
Family-owned local restaurant serving award-winning breakfast and lunch cuisine including the famous Baked Apple Pancake, souffle-like baked omelets, pancakes, crepes, waffles, egg dishes, sandwiches and desserts.

El Pollo Loco
Claudia Barbontin
7120 Avenida Encinas
Carlsbad, CA 92011
(760) 431-0770
elpolloloco.com
El Pollo Loco, EPL, fire-grilled chicken, chicken, Mexican, Mexican restaurant, tacos, burritos, tostadas, fast food, fast casual.

Tax Consulting

Business Group Resources
Bryan Cawelti
Carlsbad, CA 92009
(760) 521-9399
businessgroupresources.com
Business Group Resources is a company that specializes in helping small businesses to take advantage of rebates and incentives that were set up by the Federal, State and Local governments.

MEMBER RENEWALS

ALL MAVEN, Inc.
ASM Affiliates
Assistance League of North Coast
BKK Thai Kitchen
Body & Brain Yoga, TaiChi and Wellness Center
Caring Transitions of Carlsbad & La Jolla
Carlsbad Cookie Company
Carlsbad Hi-Noon Rotary Club
Carlsbad Magazine
Carlsbad Self Storage
Carlsbad Troop 748 Boy Scouts of America
Community Resource Center
Dave & Buster’s Carlsbad
Days Inn Carlsbad
Days Inn Oceanside
Develop Your Team
Dexter Wilson Engineering, Inc.
Dr. Bronner’s Magic Soaps
Ebb Tide Inn / Phillips Properties
Encinitas Ballet
Fairfield Inn & Suites by Marriott San Diego /Carlsbad
Fashion Time
Gaia Gelato
Glass Garden Gallery
Greenwich Biosciences
Hennessey’s
Howes, Weiler, Landy Planning & Engineering
In Motion, Inc. (Carlsbad Marathon)
Independent Actuaries
Infinitee Travel Network
Infinity from Marvin
Intelligence Driven Advisers (IDA)
Lakeshore Gardens Mobile Home Park
LEGOLAND California Resort
Merrill Lynch-Carlsbad
Milestone House
Nordson Corporation
North Coast Calvary Chapel
O’Sullivan’s Irish Pub & Restaurant
P&T Enterprises
Packard Dental Partnership
Palomar Forum Business Park
Pilgrim United Church of Christ & Children’s Center Preschool
Pollos Maria
Real Property Management (RPM)
Rotary Club of Carlsbad
San Diego County Credit Union
Señor Grubby’s
TCO Appraisals
The Bluffs at Carlsbad Apartments
The Meridian at Lake San Marcos - Pacifica Senior Living
Tough Turtle Turf
Upstream Consulting
Village Montessori School
Visit Carlsbad
Windermere Homes & Estates
WLC Architects, Inc.

MEMBERS ON THE MOVE



At El Camino Rental - Carlsbad, from left to right, Bill Miholich's son Cory, his wife Candi, Bill Miholich and his other son Kyle. Not in the picture, a third son, Nick Miholich, who is a firefighter.

Happy retirement

El Camino Rental President, Bill Miholich, will be retiring after 44 years of hard work. Miholich started El Camino Rental in 1975, in Carlsbad, building his company from the ground up. He then opened up two other locations. El Camino Rental supplies equipment to contractors, homeowners and any “do-it-yourselfers” throughout San Diego County area. Through his company, Miholich always gave special rates to city workers, police or fire departments, as well as donating equipment for emergencies in the area. Miholich will spend most of his retirement fishing, relaxing and enjoying his granddaughter.



chamberpl8tes

Chamberpl8tes 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 chamberpl8tes at a local chamber member restaurant.

KEVIN SHARRAR

May 16, 2019 at 11:30 AM-1 PM

760-274-4710

SCOTT MCCLATCHEY

June 19, 2019 at 11:30 AM-1 PM

760-692-5192

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

SAVE THE DATE

STATE OF THE COMMUNITY LUNCHEON

FRIDAY | AUGUST 23, 2019

The Westin Carlsbad Resort & Spa
5480 Grand Pacific Dr. Carlsbad, Ca 92008





ChamberNet10

June 11 – 11:30 - 1 p.m.
\$10/person & lunch is included | At the Chamber

“Social Media in the Workplace”

What will be covered:
How to address the many risks and benefits associated with employee use of social media and social networking in the workplace.

Current key legal issues include: Issues related to pre-employment screening, supervision and discipline, and harassment

Digital addiction
Issues related to electronic communications

Carlsbad Chamber of Commerce | 5934 Priestly Dr., Carlsbad, CA 92008 | (760) 931-8400 | www.carlsbad.org






June 11 | 5-7 PM

Trampoline Dodgeball Tournament + exclusive HOA jumps, climbs & more

\$15 includes two drink tickets & Pizza

6133 Innovation Way, Ste. 102, Carlsbad, CA 92009



ReadyCarlsbad BUSINESS ALLIANCE

Commitment to Emergency Preparedness Award

NOMINATION DUE JULY 12, 2019


Finalist/winner will possess demonstrated accomplishments & contributions to:

- Prepare employees
- Protect & continue business operations
- Contribute to community recovery

TO NOMINATE: Submit a one page essay that answers the following questions:

1. What types of emergency preparedness program(s) have you implemented?
2. How are your employees involved in the process?
3. What types of community benefits exist due to your program(s)?
4. What are the possibilities that program(s) such as yours could be models for other Carlsbad businesses?

Submit your nomination essay to kmonson@carlsbad.org



NOMINATE YOUR BUSINESS

Award presented at the 2019 State of the Community Luncheon
AUG 23



POINSETTIA FIRE: 5 YEARS LATER

WILDFIRE AWARENESS SYMPOSIUM

FRIDAY | MAY 7, 2019 | 7:30 - 10:30 A.M.

Fire Season is upon us – Don't wait until it starts to learn what to do! Come learn about being prepared for when an emergency strikes in your neighborhood; at your business!

COST:
\$15 - Breakfast included | \$20 - At the Door: (no breakfast)

LOCATION:
Carlsbad Safety Training Center
2560 Orion Way, Carlsbad, CA 92010

SPEAKERS INCLUDE REPRESENTATIVES FROM:

- Public Safety
- Public Education
- Business Sector
- Congregate Care
- Mental Health and Wellness



AWARDS

Continued from Page 1

confesses that while he felt good about his company’s submission for the award, “with so many top-notch businesses in the running we would never take a ‘win’ for granted!”

The Community Footprint award, recognizes a company for improving the lives of residents and visitors to our community, and for contributing to the overall quality of life and well-being of the community.

With so many caring companies in Carlsbad, this category had to be split up in two: nonprofit and for-profit. The **Community Resource Center** won in the nonprofit category and **Nordson Corporation** tied with **LEGOLAND®**

California Resort as for-profits.

While the anticipation built in the room, Ronchetti, who has been in this position before, still felt somewhat nervous, as the Community Footprint Award was one of the last ones to be announced. “It’s funny how even after being in external and internal awards shoot-outs for many years, it never gets easier! I’m sure we all felt a little anxious as we really wanted to bring home the award for our team!”

Omni La Costa Resort & Spa Managing Director, Brian Hughes, was in a similar situation. The Best Place to Work Award is like the Oscars’ Best Picture award - the last one, the one everyone waits for, and the one Omni La Costa was a finalist for. “It was an exciting awards ceremony

and so many wonderful companies were being recognized for the part they play in our community. I felt confident in our submission and in the ways we work each day to make our associates feel appreciated and special. Of course I wanted Omni La Costa to be called as the winner, so of course the anticipation was killing me!”

Omni La Costa was recognized as a Best Place To Work for being a business that puts employees first and provides amenities and benefits that distinguishes the organization as an industry leader. “I was elated when our name was called and was even more excited to be able to bring the award back to everyone at the resort. I felt an enormous amount of pride and satisfaction. It is always great to be recognized for what our associates do.”

Both Ronchetti and Hughes couldn’t wait to break the news with their employees, which they consider the ones that make these awards possible to begin with. “Nobody ‘goes it alone’ here at LEGOLAND, especially me! Our success is based upon relationships and teamwork, so it’s truly appropriate to share the moment with everyone involved,” says Ronchetti. For Rochetti, everyone involved meant sharing this accomplishment abroad as well. “We actually broadcast the news via our global company website to 114 attractions & head office back in the UK,

so you could say we were keen to spread the word!”

Back at Omni La Costa, people were waiting for an update. “We could not contain our excitement. I immediately texted our entire leadership team as soon as I sat back down in my seat. The entire resort is ecstatic and very proud. I sent an email to the entire resort announcing the award and then the leadership team personally visited each department throughout the week to show them the award and take team photos with it.

There is a tremendous amount of pride at Omni La Costa.” At this best place to work, parties are not uncommon, and during an all employee event, staff was recognized for exceptional customer service. “We celebrated with an OSC (Omni Service Champion) rally a few days later. This is where we bring every associate together in a party-type atmosphere and celebrate their accomplishments. This award was the highlight of the event!”

It is fitting that these two companies are places where you can Stay and Play in Carlsbad. Leading up to another beautiful Carlsbad summer, Ronchetti and Hughes believe the award gives them a boost to carry out their mission. “We shared the news and made sure the wider Merlin team knew about the award. Being a ‘Force For Good’ is at the heart of our company’s mission and it’s really gratifying to get



LEGOLAND® California Resort employees celebrate their Community Footprint CBAD Award with the park’s General Manager, Petter Ronchetti. From left to right: Michael Pastor, Matt Minkalis, Marisa Smith, Peter Ronchetti, Stephanie Colt, Ariana Van Slyke and Alexander Krikes.



Staff from the Omni La Costa Resort and Spa restaurant, VUE, celebrate with their CBAD Award. Front row: Emily Maqueda, Kambree Kramer, Dominica LaForte, McKayla Anderson. Second row: Laurie Davis, Desiree Guiterrez, Third row: Alma Martinez, Joe Scheibelhoffer, Dan Evans, Rome Comfort

the message out that we are a caring organization in a fast-moving and competitive world.

We recognize that the new workforce demand and expect us to be good stewards of the planet’s resources, to help improve peoples’ lives and be respectful of our neighbors. Awards serve as a welcome ‘pat on the back’ for everyone and we’re grateful for the consideration and platform created for us by the Chamber”, says Ronchetti. “The timing of receiving this award could

not have been better,” says Hughes. “We are in full force with recruiting for our high season and being able to publicize this on our company social media channels and through personal pages has been such an honor. Receiving this award will certainly help us retain top talent and attract more top talent to the resort.

The most important part to us is maintaining and continuing to build on our associates’ pride and love for the resort and for our guests.”

DID YOU KNOW?

Last year 376 military families at Camp Pendleton received shoes, backpacks, and back to school clothing provided by local AL Chapters



SAVE THE DATE  OCTOBER 19
AUTUMN FANTASY
WWW.ALNC.ORG

THRIFT SHOP:
Monday
10 a.m. to 6 p.m.
Tuesday-Saturday
10 a.m. to 3 p.m.



1820A Oceanside Blvd., Oceanside
(760) 722-2286

ALNC is an IRS 501(c)(3) corporation.

If you are interested in becoming a member or making a donation, visit www.alnc.org

Like us on Facebook

Trust JDog® Junk Removal & Hauling

Locally owned and operated by Veterans and Military family members

- ★ Residential & Commercial
- ★ Fully Insured
- ★ Guaranteed Pricing
- ★ Environmentally Friendly
- ★ On Time & On Demand



10% OFF
Junk Removal

*exp. 6/30/2019

844-GET-JDOG jdogjunkremoval.com

AMERICAN OWNED VETERAN OPERATED
RESPECT ★ INTEGRITY ★ TRUST

Cal State San Marcos welcomes new leadership

Cal State San Marcos has identified the fourth president in the university's history, and it's someone whose educational values hew closely to those held dear by her predecessor. The California State University Board of Trustees announced in March the appointment of Dr. Ellen J. Neufeldt as the new president of CSUSM. Neufeldt, who currently serves as vice president of student engagement and



DR. PATRICIA L. PRADO-OLMOS
Vice President of Community Engagement
CALIFORNIA STATE UNIVERSITY
SAN MARCOS

enrollment services for Old Dominion University in Norfolk, Va., will start at CSUSM in July.

She's taking over for Dr. Karen Haynes, who announced last fall that she would be retiring in June. Haynes has led CSUSM since 2004, making her the longest-tenured president in the CSU system. "It's such an honor to have been selected the next president," Neufeldt said. "There is such a positive trajectory to move forward from together and so much pride in what's already happened in San Marcos. I'm

thrilled to be someone who can lead the university on the next chapter of the journey." Neufeldt said she was naturally drawn to the opening at CSUSM, mentioning that the "heart of my career" has been about student access and success as well as community engagement. Before her stint at Old Dominion, where she has worked since 2011, Neufeldt was vice president of student affairs at Salisbury University in Maryland and assistant vice chancellor for student development and dean of student life at the University of Tennessee at Chattanooga.

Like CSUSM, Old Dominion is a minority-serving institution that features a high population of first-generation and military-affiliated students. Last year, Neufeldt received the Melvne Draheim Hardee Award, which honors contributions to higher education, for leading the creation of a national center for social mobility that focuses on research in assisting low-income students with college access and degree attainment. "The students, the goals and the focus of the San Marcos campus align so closely with my passions in my career," Neufeldt said. "It was an opportunity I

"The students, the goals and the focus of the San Marcos campus align so closely with my passions in my career. It was an opportunity I couldn't pass up."
Dr. Ellen Neufeldt, CSUSM President

couldn't pass up." Haynes applauded the selection of Neufeldt as her successor. "Dr. Neufeldt is someone who I believe brings the trailblazing, community-engaged and innovative mindset that Cal State San Marcos is known for," Haynes said. "I know that she admires, respects and supports what CSUSM has accomplished, with a vision for continued growth and opportunities ahead." Neufeldt was born in Michigan, but her family moved to Tennessee when her father accepted a job as a faculty member in the College of Education at Tennessee Tech University in the town of Cookeville,

about 80 miles east of Nashville. She said she attended a preschool and elementary school connected to the campus and was greatly influenced by her father, an immigrant from Canada who was the first in his family to earn a college degree. "Because of his persistence, I had opportunity," she said. "I know firsthand the transformative power of a college education and the opportunities afforded to graduates. When I think about our first-generation college students, I know they're not just changing their lives, but the lives of their family, future generations and entire communities."



Dr. Ellen Neufeldt speaks to members of the campus community during her first visit to Cal State San Marcos as the university's incoming president. Photo by Andrew Reed

BAY EQUITY HOME LOANS PRESENTS

The Keys to Homeownership

SEMINARS FOR PROSPECTIVE HOMEBUYERS
— AND REAL ESTATE PROFESSIONALS —



REALTOR SEMINAR

THURSDAY, MAY 30TH • Noon - 4pm
Green Dragon Tavern
6115 Paseo Del Norte, Carlsbad, CA 92011

FRIDAY, MAY 31ST • Noon - 4pm
Stone Brewing at Liberty Station
2816 Historic Decatur Rd. San Diego, CA 92106

Networking & Happy Hour immediately following the seminar

Realtor Seminar Registration:
www.bit.ly/realtorseminars

HOMEBUYER SEMINAR

SATURDAY, JUNE 1ST • 9am - 1pm
Stone Brewing at Liberty Station
2816 Historic Decatur Rd. San Diego, CA 92106

Check-in & free breakfast begins at 9am
Homebuyer Seminar begins at 10am

Family Friendly event with games, face painting and more!

Homebuyer Seminar Registration:
www.bit.ly/homebuyerevent

Swag Bags for Event Attendees!

BROUGHT TO YOU BY

Freddie Mac
We make home possible®

National MI

HOME LOANS
bay equity

Brightway Insurance
The Crumbecker Agency

CRABVORY COOKIES

UNITED

Equal Housing Lender. This is not a commitment to lend or extend credit. Restrictions may apply. Rates may not be available at time of application. Information and/or data are subject to change without notice. All loans are subject to credit approval. Not all loans or products are available in all states. Bay Equity LLC, 28 Liberty Ship Way Suite 2800, Sausalito, CA 94965; NMLS ID#76988. Licensed by the Department of Business Oversight under the California Residential Mortgage Lending Act- #4150077; NMLS consumer access: www.nmlsconsumeraccess.org BEKG-190415-1.0

LEND\$PARK
BUSINESS FUNDING & ADVISORY



THE BUSINESS LENDING TEAM THAT CARES.

- ✓ Rates starting at 6%
- ✓ We can work with all types of credit
- ✓ Specialists in equipment financing, working capital loans and real estate

"LendSpark is awesome. In my 35 years of commercial truck sales Steve Overlock is as good as I've seen."

Michael Hurwitz,
K. Neal Truck and Business Center

To learn more contact us at
760-202-5670 or
info@lendspark.com
www.lendspark.com

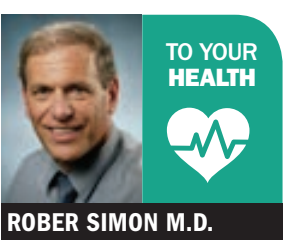
Five tips to fight back against seasonal allergies

San Diego is known for consistent sunshine and a mild climate, but our wonderful weather also means that allergy season lasts all year long. And while San Diegans who moved here from other regions are often relieved to find the seasonal allergies they suffered with back home seem to disappear, they might be surprised to learn San Diego has an allergy season too. It begins January 1 and ends December 31.

“This region is unique. Theoretically, if the wind is blowing off the ocean, we should have very little pollen in the air,” says Ronald Simon, MD, an allergist at **Scripps Clinic**. “But when we get a Santa Ana wind condition, we get hit with allergens from as far away as Nevada and Arizona. And after rains, the trees, weeds and grasses in our canyons wake up and send out pollen clouds.”

Allergies can make colds worse

Because San Diego doesn't have four distinct seasons like the East and the Midwest, allergens are in the air constantly. This can exacerbate nasal allergies, triggering chronic drainage and congestion, leaving allergy sufferers



Allergist
SCRIPPS CLINIC

vulnerable to sinus infections, bronchitis and colds. “We catch colds, not because people cough or sneeze around us, but because we touch surfaces that have the virus on them and then touch our nose, eyes and mouths,” says Dr. Simon. “People with allergies touch and rub more than other people, making it more likely they will pick up the virus. In addition, they can't clear colds and infections as easily as non-allergic people because of underlying chronic allergic inflammation in the nose and lungs.”

Indoor allergies are different here

Because Southern California never experiences hard freezes and frosts, mold spores never entirely go away here. In fact, local rain patterns and cool temperatures create optimal conditions for them to multiply.

Surprisingly, in many parts of the country house dust mites are seasonal as well, requiring humidity to reproduce. But in San Diego, they can be found in high quantities year-round. Between the humidity of the rainy season and homes that aren't completely weather-tight, the months between October and March are especially troublesome for people who are sensitive to these microscopic insects.

Keep allergy symptoms under control

During the most active allergen periods, sufferers can generally manage their own symptoms at home. Dr. Simon recommends five tools to help.

1. Avoidance and barriers

If you know you suffer from allergies to animal dander, for example, you should minimize time spent around pets and get zip-up encasements that trap dust mites inside your mattress and pillows. You can keep those kicked-up mites (as well as other particulates) out of the respiratory system by wearing an inexpensive N-95 respirator from the hardware store when you



Because San Diego doesn't have four distinct seasons like the East and the Midwest, allergens are in the air constantly.

dust or vacuum, or when there are problems with outdoor dust, smoke and other irritants.

2. Nasal and sinus rinsing

Neti pots and over-the-counter squeeze-bottle nasal rinsing systems may offer some comfort by relieving some of the irritation and washing fine allergens out of sensitive nasal passages and sinuses. But the stream or mist of water should be gentle, not forceful. For people who have had surgery on their sinuses, there

are electric irrigators, but Dr. Simon stresses these are not normally recommended for allergy symptoms alone.

3. Antihistamines

These drugs relieve itching, sneezing and watering of the eyes and nose. While the safest, most effective allergy medications used to be prescription-only and pricey, Dr. Simon says nearly all allergy medicines now have less expensive generic equivalents and are available over-the-counter. Some are even non-sedating.

4. Decongestants

For congestion that can result from constant exposure to allergens, Dr. Simon says it's important to choose a decongestant, not an antihistamine. Over-the-counter antihistamine medications with a “-D” after their name contain a decongestant as well as the primary medication. They can help reduce swelling in the nose and sinuses as well as the itching, sneezing and watering of the eyes and nose. However, they can also cause nervousness, fast heartbeats, insomnia and — in some people — increased blood pressure.

5. Nasal steroid sprays

Dr. Simon says that daily use of these sprays — most are available in over-the-counter and less expensive generic form — can eliminate nearly all allergy symptoms. “I tell people to try it for a month,” he says. “In addition to relieving their allergy symptoms, it allows them to resume normal activities without discomfort. Many people come back and say, ‘Oh, this is how I'm supposed to feel! I can sleep and taste my food again and my energy is back!’”

MEMBER MARKETPLACE

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



Print | Market | Mail

2304 Faraday Ave.
Carlsbad, CA 92008
zuzaprint.com
(760) 438-9411





For all of your bookkeeping needs, contact us today.
760.421.2556 | betsy@bottomlinemanagement.org | www.bottomlinemanagement.org

We're more than just a great rate


Bank-issued, FDIC-insured

Minimum deposit \$1000

1-year APY*

2.4%


* Annual Percentage Yield (APY) effective 3/19/2019. 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).



Matt Leonard, AAMS®
Financial Advisor

2121 Palomar Airport Rd
Suite 100
Carlsbad, CA 92011
760-438-1037

www.edwardjones.com
Member SIPC



Total Security, Without Compromise SINCE 1978

- Intrusion / Fire Detection
- Video / Audio Verification
- Alarm Response
- Patrol Services
- Guard Services
- Access Control
- CCTV



Contact us at:
(800) 303-8877
info@rsfsecurity.com
www.RSFsecurity.com

Licenses:
Contractors#427169
AlarmCo#ACO1142 Patrol#PPO9357

WWM FINANCIAL

LIVE YOUR LIFE...

Catherine M. Magaña
Managing Partner, CFP®
catherine@wwmfinancial.com

Scott McClatchey
Wealth Advisor, CFP®
scott@wwmfinancial.com

- Asset Management
- Financial Planning
- Estate Planning

760.692.5190 office
760.692.5162 fax

2131 Palomar Airport Road, Suite 330 • Carlsbad, CA 92011
www.wwmfinancial.com

Your homebuying goals deserve my attention

As a home mortgage consultant with Wells Fargo Home Mortgage, one of the nation's leading retail mortgage lenders, I can provide home financing options to meet a variety of homebuyer needs.

Whether you're looking to buy your first home, a second home or an investment property, I'm ready to give you the service and attention you deserve to help you realize your homeownership goals.

Call me today.



Karla Patino, Home Mortgage Consultant
700 Garden View Ct., Ste 208, Encinitas, CA 92024
760-271-5000
karla.patino@wellsfargo.com, www.KarlaPatino.com
NMLSR ID 448603

Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A. © 2013 Wells Fargo Bank, N.A. All rights reserved. NMLSR ID 399801 AS988617



THE JR PHILLIPS GROUP
Real Estate



“My expectations were exceeded at every turn!”
- Carla F.

JR Phillips
760.402.5321

www.thejrphillipsgroup.com
License #01433264


A business built on your trust and referrals

YOUR BOTTOM LINE IS OUR TOP PRIORITY.

- ★ Full spectrum financial services from reconciling credit card charges to payroll
- ★ Monthly maintenance to “catch up” services
- ★ We organize your finances so your business is more successful

Contact us today at 877-402-1027.

www.CoastalCPA.com | Janine@coastalepa.com





A restful area complete with seating and barbecue grills encourages residents to take advantage of the setting and views.

» SPOTLIGHT

Continued from Page 1

and barbecue grills to take advantage of the setting and views. Directly underneath this area rests the perfect place for pups to run and socialize. The expansive dog park is fully gated and equipped with a water station. The Tradition welcomes both cats and dogs under 60 pounds.

The clubhouse provides a space for gathering, working, exercising and taking in the California sunshine! Inside, residents have access to work station perfect for a small conference or to catch up on some work. This station is complete with multiple outlets located on the top of the table to ensure everyone can plug in and get to work. The space includes a fully equipped kitchen and lounging area to rival any living room with a big screen tv, crackling fireplace and elegantly appointed furniture.

Among resort style amenities of the clubhouse is a heated pool and spa plus a fitness center equipped with the latest machines and is located next to the On Demand exercise room featuring workouts on screen, weighted balls, and yoga mats.

From thoughtfully designed floorplans to custom details, The Tradition offers the very best to its residents. Located within the heart of Carlsbad, The Tradition is just minutes away from the area's top destinations including Omni La Costa Resort and Spa, Four Seasons Resort, Carlsbad Premium Outlets, LEGOLAND and more.



More than 200 guests gathered at the Flower Fields on Wednesday, April 17 to celebrate Earth Day 2019.

Thank you to all who participated in the 2019 Green Business Expo organized by the Chamber's Green Business Committee. Your donations have helped raise \$2,000 for The Flowers Fields Foundation which will enable lots of low-income children the opportunity to attend their educational programs.

PALOMAR FORUM BUSINESS PARK

BUILDING FEATURES

- Unit Sizes from 854 - 4,700 SF
- High Quality New Construction
- High Visible Identity at the Corner of Palomar Airport Road and Melrose Avenue
- Parking Ratio 3.3/1,000
- On-Site Leasing Office
- Flexible Lease Terms Available

Phase II – Now Open

3141 Tiger Run Court, Suite 104,
Carlsbad, CA 92010
Shelly Tinder (760) 599-6111



Caring for our community

Children and adults facing the challenges associated with a life-threatening illness can rely on our skilled and compassionate caregivers to provide medical, emotional and spiritual support. Our wide range of grief services are open to the community regardless of patient affiliation. We become our patients' trusted companions, customizing the care experience to meet their unique needs and restoring hope to those grieving the loss of their loved one.

Since 1978, The Elizabeth Hospice has touched the lives of more than 100,000 people in San Diego County and Southwest Riverside County.

To learn more about our hospice care, palliative care and grief support services, call 800.797.2050 or visit www.elizabethhospice.org.



The Elizabeth Hospice

The Elizabeth Hospice has earned The Joint Commission's Gold Seal of Approval.



Discover
"North County's Finest"

People • Arts • Events • Commerce • Dining
Breweries • Wineries • Regional Guide

MY SAN DIEGO
NORTH COUNTY

North County's central online connection featuring the best of the region's experiences. Enjoy more of Carlsbad and North County by following us on online.

Follow us

@MySanDiegoNC



www.MySDNC.com

NOW OPEN

SENIOR LIVING WITH

LUXURIOUS SERVICES AND AMENITIES

Choosing to move or place your loved one into this community will be the most meaningful decision you can make.



We are here to fully support you during this wonderful transition.

At Ocean Hills, we not only focus on the physical needs of our residents, but also on the psychological, social, intellectual and enjoyable aspects of life.

- Elegant Fine Dining
- Ice Cream Parlor
- Memory Care
- Barbecue Courtyard
- Game Rooms
- Bistro
- Cocktail Lounge
- Fitness Center
- Beauty Salon
- Private Patios
- Movie Theater
- Wi-Fi & Cable
- Walking Paths
- Concierge Services
- 24 Hour Staffing



CALL US TODAY!

(760) 208-9590 or (760) 208-3038
4500 Cannon Drive | Oceanside, CA 92056

WWW.OCEANHILLSSENIORLIVING.COM



Lic# 374604143