

# BUSINESS VOICE

ISSUE 170 | MARCH 2023



A PUBLICATION OF THE  
RIDGECREST CHAMBER OF COMMERCE

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Business Voice is a publication of the Ridgecrest Chamber of Commerce  
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Issue 170 March 2023

## BOARD CHAIR MESSAGE

### Chairman Message – March 2023

Chris Hill



Spring is here! After some wild end of winter weather, I'm excited to welcome in the change. Spring is easily my favorite season in the IWV. Slightly warmer temps (but still bearable), somewhat greener views, and our wonderfully longer sunny days!

March also brings with it somewhat of a sigh of relief at the Chamber, as we've just successfully navigated a busy month of EOC prep! The 36<sup>th</sup> Annual Economic Outlook Conference was a success, and we thank all who attended. A special thank you goes out to our sponsors, speakers, emcee Travis Reed, EOC committee, and those behind the scenes who worked so hard to make it happen. This event is months in the making and no small feat to pull off. We hope you found value in what was presented and are willing to share your thoughts. At the Chamber, we strive to present information and host events that are of worth to our members. If you have input regarding that, we need to hear it! Please click on the following link to complete a short survey on your EOC experience: <https://www.ridgecrestchamber.com/eoc-survey>

One event down just means that there's more to plan coming up. Don't miss an opportunity to attend Chamber and community events - be sure to check out RidgecrestEvents.com! You'll find info on our monthly luncheon, ribbon cuttings, networking opportunities, as well as various activities and events around the area. Don't see your event on there? Submit it! The events calendar requires communication to work, so your assistance is key.

As always, thank you for your partnership in helping to make this place as close to paradise as we can. If you know me, you know I truly do love my hometown. I hope you share that sentiment and will join me in doing all we can to support Ridgecrest and its surrounding areas. Volunteer, attend events, shop local, show pride, and spread positivity. Our influence is often greater than we think!

With appreciation and hope,  
Chris Hill, Chairman

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## March 14, 2023— City of Ridgecrest Community Pool

Join the Ridgecrest Chamber at the Historic USO for our monthly luncheon at 12 noon on March 14, 2023 and hear a presentation from the City of Ridgecrest Mayor, Eric Bruen, regarding the recent community pool efforts. Learn more about what was learned at the first Community Pool Town Hall (to be held Tuesday, March 7 at 5:30pm).



Your Chamber  
is dedicated to:

Building community

Strengthening the economy

Providing networking  
opportunities

Representing the interest of  
business to the government

Political action

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## NEW MEMBER

At Frontier Real Estate Services, Inc. we take pride in providing you with the personal touches, a friendly smile, a welcome and a thank you. Most importantly, you can rely on our years of experience and knowledge to ensure your investments are protected and cared for.

Sherrie Alley, Property Manager/Office Manager, with Amary Youso, Property Manager/Bookkeeper, have years of experience and extensive knowledge of the industry. Alley moved to Ridgecrest 22 years ago. "I love doing property management. I do. It's just been a passion for me, I guess you'd say dealing with people, both owners, and tenants. I get to get joy out of dealing with people. I love talking to people, making friends making acquaintances."

Youso was born and raised in Ridgecrest and has been in the real estate industry since 2008. Initially, she considered selling real estate but then she learned about property management. "I just loved it. It was challenging. I loved learning new things and there was always something to learn with property management." She gravitated toward problem-solving. "I really enjoyed that part of it and then fell in love with the legal aspects of it, and that really sparked my fire. So, I've loved doing it ever since."

Alley and Youso were excited when the opportunity to work for Frontier Real Estate Services, Inc. was available. Alley shares, "I have more personal time. I have time to build a friendship and a relationship with our customers. Our customers are part of our community and I want to have that personal connection with each one of them." Youso also appreciates the opportunity to build relationships with customers.

It is important to know property managers are required to be licensed by the Department of Real Estate (DRE). California laws are constantly changing, this is why it is so important. Frontier Real Estate Services, Inc. is committed to continuous education for all employees. The founder David Knoeb Broker/Owner has dedicated his entire career to the code of ethics, currently serving as the Ombudsman for the Bakersfield Association of REALTORS® and providing new agents in our industry the tools and resources to succeed.

"Mary Lundstrom encouraged our company to join the Ridgecrest Chamber of Commerce. She has been a member for quite a while," Youso said, "We're very fortunate to have her and her knowledge as part of our team, especially with her insight into the community." Lundstrom is proud to be a member of the Chamber and it shows; just listen to her talk about all the amazing things happen through the Chamber while sharing with others.

Sherrie, Amary, Mary and Frontier Real Estate Services, Inc. are connected to the Ridgecrest community. We are joining the Ridgecrest Chamber of Commerce because we want to help grow a stronger community through fellowship!

Frontier Real Estate Services Inc., 760-371-1100  
Sherrie Alley, Property Manager  
Amary Youso, Property Manager/Bookkeeper  
Mary Lundstrom, Real Estate Professional



*Information contributed by Laura Quezada*

## NEW MEMBERS



**Synectic Solutions, Inc.** (SSI), is a service-disabled veteran owned company (SDVOSB) with 25 years of experience supporting Navy weapons and combat systems. With core competencies in Engineering, Logistics, Program Management and Digital Engineering, SSI has the expertise to respond to a broad range of mission requirements. They take the time to listen and understand their clients current and future needs, then tailor their services and solutions to help execute the mission on time and on budget.

They have strategically placed offices adjacent to major Navy Centers of Excellence, including China Lake. They provide a certified, mature infrastructure that ensures quality and timely deliverables earning SSI Very Good and Exceptional CPAR ratings on all current prime contracts.

The SSI Advantage is touted as proven performance in high priority logistics and engineering service areas, cost conscious readiness, solution provider or alternatives to OEM, demonstrated experience and exceptional CPARs, committed executive management focused on quality technical and customer service, working relationships with local vendors possessing capabilities like First Article Testing, 3D Printing, etc., and an employee-focused culture with an average 95% retention rate.

They can be reached at their local field office at 730 N Norma St, Suite D, Ridgecrest, CA 93555, Phone: (760) 375-4700, or online at [www.syneccsolu.com](http://www.syneccsolu.com)



## CLASSIC GYROS

**Classic Gyros** is bringing the taste of the Mediterranean home serving traditional food with a creative, modern spin. Owner Abdul Hugais redefines the cuisine with healthy, fun, and delicious options. Classic Gyros works to deliver the real, delectable taste of Mediterranean food, every single time. Located at 1140 N. China Lake Blvd, Abdul, owner of Classic Burger in Inyokern, is rebranding the restaurant formerly known at Pita Fresh. They custom build every order to the customer's preferences. Catering is available for events of all sizes. Their site states "Giving you delicious food is only half of our specialty. Making sure it looks appetizing – is the other 50%. With aesthetic presentation skills, we serve in crisp, clean plates, and beautifully organized portions, so your guests get a wholesome, fulfilling experience. In short, from ambiance to the intricacies of the menu, we've got you covered."

To view the menu and order online visit <https://www.classicgyros.net/> or call (855) 477-7803 or visit them at their location at 1140 N. China Lake Blvd.

## NEW MEMBER

**Meith Operational Solutions** utilizes the high-level Human Resources knowledge and Operations Management experience of its founder, to bring affordable, custom resources and solutions to businesses.



Our mission is to provide tools, resources and information to companies and business owners that will help them achieve their business goals. Help break down regulations into actionable processes and easy to follow written procedures. Help craft applicable Safety Programs and guide companies through OSHA requirements and reporting functions to ensure compliance. Help define a company's culture and create clear and concise company policies. Help tackle project management of needed process or technology changes to increase business efficiency and profitability.

Meith Operational Solutions was founded to help businesses streamline procedures, maintain compliance with Federal, State and Local laws and regulations, create comprehensive Safety Programs and Workers' Compensation processes, and craft concise, customized company policies.

A few of the projects that Meith Operational Solutions completed recently:

- Complete Revision of Company Handbooks with Newly Created and Updated Policies
- Project Manager for ATS (Applicant Tracking Software) Implementation
- Creation of Job Descriptions with Essential Function Task List
- Creation of New Hire and Training Checklists
- Creation of Bloodborne Pathogen Exposure Control Program
- Creation of Hazard Communication Program
- Company Property Tracking Form and Checklist
- Creation of Power Point Training Presentations
- Development of Written Procedures

Meith Operational Solutions knows that there are many businesses out there who are intimidated by how to write useful policies, confused on how procedures should be written, are anxious about legalities around Workers' Compensation, are struggling to write job descriptions. They may be overwhelmed on where and how to even get started.

Meith is here to help.

We can assist in organizing a path to compliance. Mentor employees through project management effectiveness. Make a plan of action employees can follow to complete needed tasks.

We can coach employees on how to write policies and procedures. Be available to review and provide edit notes on drafts. Schedule a training session on a policy topic with your team.

We are available to talk through HR issues to help identify solutions. Review Workers' Compensation claims to provide guidance. Discuss Operational issues to create process improvement. Help define positions to aid in writing comprehensive job descriptions.

Meith Operational Services is here to be a partner for your company's success. Like our mission states, we 'provide tools, resources and information to companies to help them achieve their business goals.' We are not trying to sell anything other than open access to our in depth, high-level business skills and demonstrated Human Resources and Operational knowledge to help your company succeed.

Amy Alden  
<https://www.meithsolutions.info/>

# NEW MEMBERS



**The California Rock Art Foundation** (CRAF) is a scientific and educational organization dedicated to researching, understanding, and conserving the rock art resources created by the Native peoples of California (both Alta and Baja California). The term "rock art" refers to human made markings on natural rock surfaces. This includes pictographs that are painted or drawn on the rock surface and petroglyphs that are pecked or carved into the rock, while figures such as intaglios and geoglyphs may be placed on the ground surface. Pictographs and petroglyphs are typically found on rock art panels, which are the fracture or weathering planes of a natural rock outcrop. Panels may exhibit one or several rock art elements. Individual elements and images are often difficult to identify due to overlap; therefore, rock art sites are often described by the number of panels rather than elements or images.

Rock paintings and drawings in California date from about 10,000 B.C. to the historic era. California has one of the largest and most diverse collections of rock paintings, drawings, portable rock art and ground figures than anywhere in the Western Hemisphere. The Foundation is a statewide, privately developed, voluntarily run, non-profit organization 501(c)(3) Membership is open to all individuals, families, and businesses who have an interest in helping to conserve rock art treasures, the heritage of Native Americans and the historic settlers in Alta and Baja California.

Learn more at <https://www.carockart.org/>

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**Dosen Real Estate** is a dynamic team of real estate professionals in Ridgecrest, CA with sales associates Christine Dosen and Sarah Dosen and broker Joey Dosen. Keeping relationships as the foundation of their careers, Dosen Real Estate has been able to maintain numerous respected connections throughout the community which helps aid in bringing each transaction to a satisfying close.

Dosen Real Estate aims to cultivate that same strong relationship with each individual client & is determined to advocate on your behalf throughout your transaction without fail. Being leaders in real estate and leaders throughout town, Christine, Joey & Sarah have the knowledge and background to not only assist you & help you reach your real estate goals, but also transform your transaction expectations. Their commitment is to represent you and your transaction with the utmost care & expertise.

As a top producing agent in California, Christine has grown Dosen Real Estate to include two other licensed agents - each uniquely bringing their own background and market specialties together for the benefit of their clients. Dosen Real Estate is a dynamic team of real estate professionals that also includes licensed agents, Joseph & Sarah Dosen. Joey's experience & ability to facilitate successful transactions has allowed him to develop the premier real estate transaction management company in Kern County, Dosen & Associates. His innate attention to detail and desire to help provide knowledge to others has allowed Joey to earn great respect & admiration throughout the community. Sarah works as the head of marketing & is committed to continually adapting to the ever-changing market conditions in order to provide excellence and ensure that every listing exceeds ordinary.

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



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# LABOR LAW CORNER

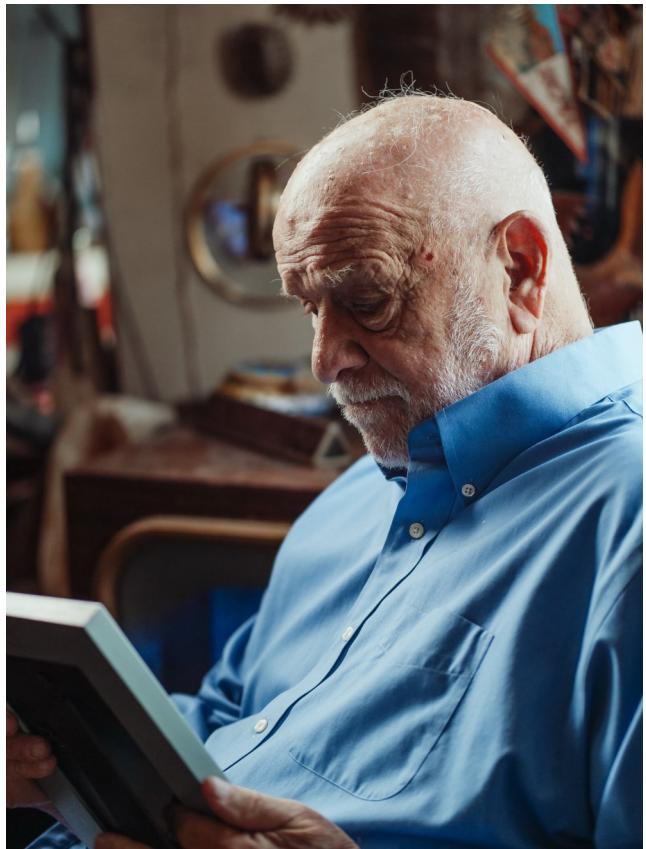
This article is reprinted from CalChamber  
(02/17/2023) By Lisa Guzman

## *What are the requirements of California's new bereavement leave law?*

With 2023 in full swing, many employers are reviewing and updating employee handbooks and policies. The new year should include adopting or updating an existing bereavement leave policy to comply with California's new bereavement leave law.

Effective January 1, 2023, California requires employers to provide eligible employees with up to five days of leave upon the death of family member. The law applies to all private employers with five or more employees and all public employers. (*Government Code Section 12945.7*).

## Eligibility/Qualifying Family Members



An employee is eligible for bereavement leave if they have been employed for at least 30 days prior to the beginning of the leave. A qualifying family member is a spouse, child, parent, sibling, grandparent, grandchild, domestic partner or parent-in-law as defined in the California Family Rights Act. (*Government Code Section 12945.7 (a)(1)(3)*).

An employee can use bereavement leave for each qualifying occurrence. This means that an employee can take up to five days of bereavement leave for each death of a family member.

## Timing of Leave

The five days of bereavement leave do not have to be taken consecutively; leave can be intermittent. However, the employee must complete the bereavement leave within three months of the date of the family member's death. (*Government Code Section 12945.7 (c) (d)*).

## Documentation Required

An employer can request that an employee seeking bereavement leave provide documentation to support the leave. Documentation may include: death certificate, published obituary, or written verification of death, burial or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or government agency.

If documentation is requested, an employee must provide it to their employer within 30 days of the first day of leave. Any documentation provided by an employee must be kept confidential and cannot be disclosed, except to internal personnel, legal counsel or as required by law. (*Government Code Section 12945.7 (f) (i)*).

## Payment for Leave

Whether leave is paid or unpaid depends on an employer's existing bereavement leave policy.

If an employer does not have an existing leave policy, all five days may be unpaid. While on leave, however, an employee is entitled to use vacation, personal leave, accrued and available sick leave or compensatory time off that is otherwise available to the employee.

If a company has an existing bereavement leave policy, the law requires employers to provide leave according to their policy. If the employer policy provides less than five days of leave, the employer must provide additional bereavement leave so that an employee has no less than five days of bereavement leave.

For example, if an employer's existing bereavement leave policy provides for three days of paid leave, an employee is entitled to take two additional days of unpaid bereavement leave and may use accrued paid leave for the unpaid days. (Government Code Section 12945.7 (e)).

## Collective Bargaining Agreement Exception

The bereavement leave law does not apply to employees who are covered by a valid collective bargaining agreement if the collective bargaining agreement expressly provides for all the following (Government Code Section 12945.7 (k)):

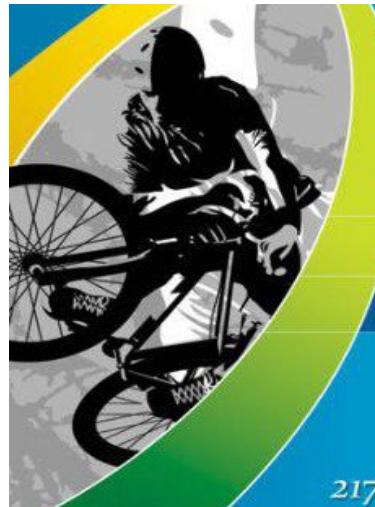
- Bereavement leave equivalent to that provided by this law;
- Wages, hours of work and working conditions of employees;
- Premium wage rates for all overtime worked;
- A regular hourly rate of pay at least 30% above the state minimum wage.

## Anti-Discrimination Requirements

The bereavement leave law prohibits discrimination, interference or retaliation relating to an individual's exercise of rights to bereavement leave. (Government Code Section 12945.7 (g)(h)).

Employers should review their employee handbooks and policies to ensure that any existing bereavement policies are updated to comply with the new bereavement leave law. If your company does not have a bereavement leave policy, now is a good time to add one to your employee handbook.

*Column based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at [www.hrcalifornia.com](http://www.hrcalifornia.com).*



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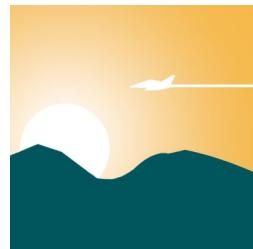
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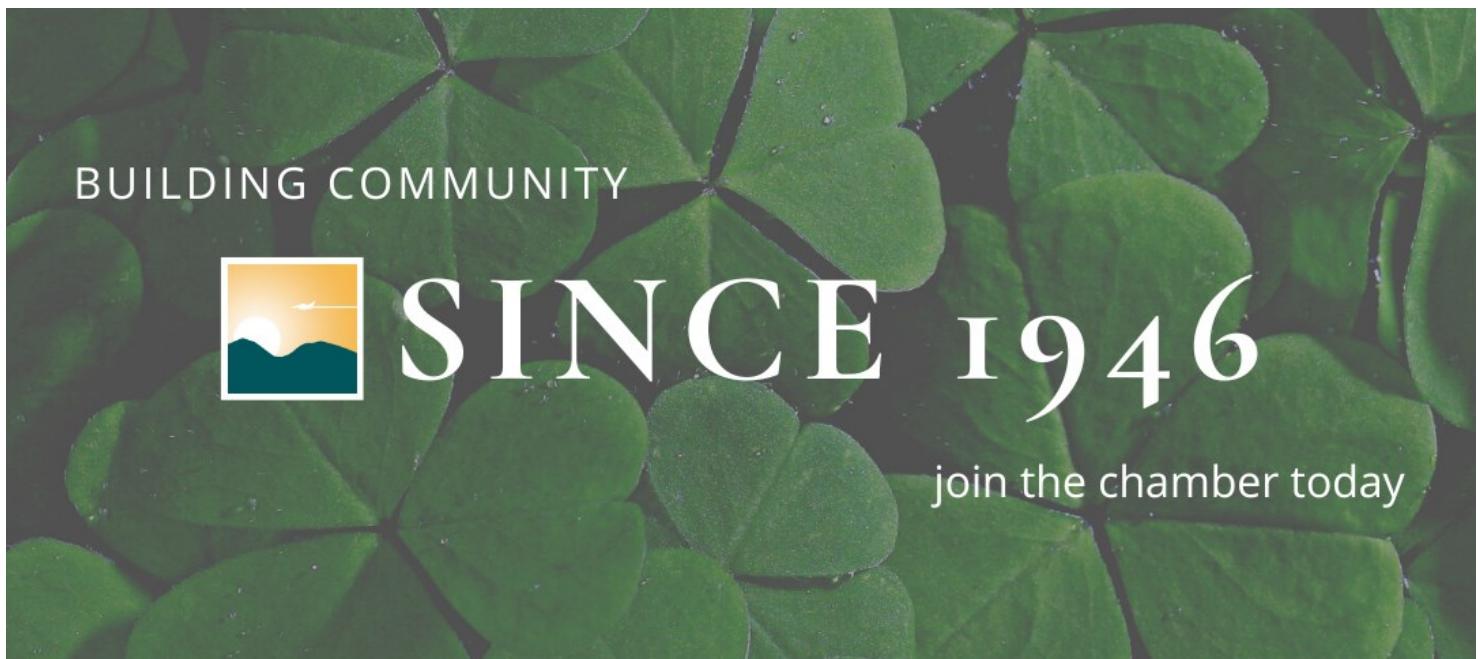
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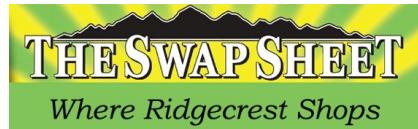
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