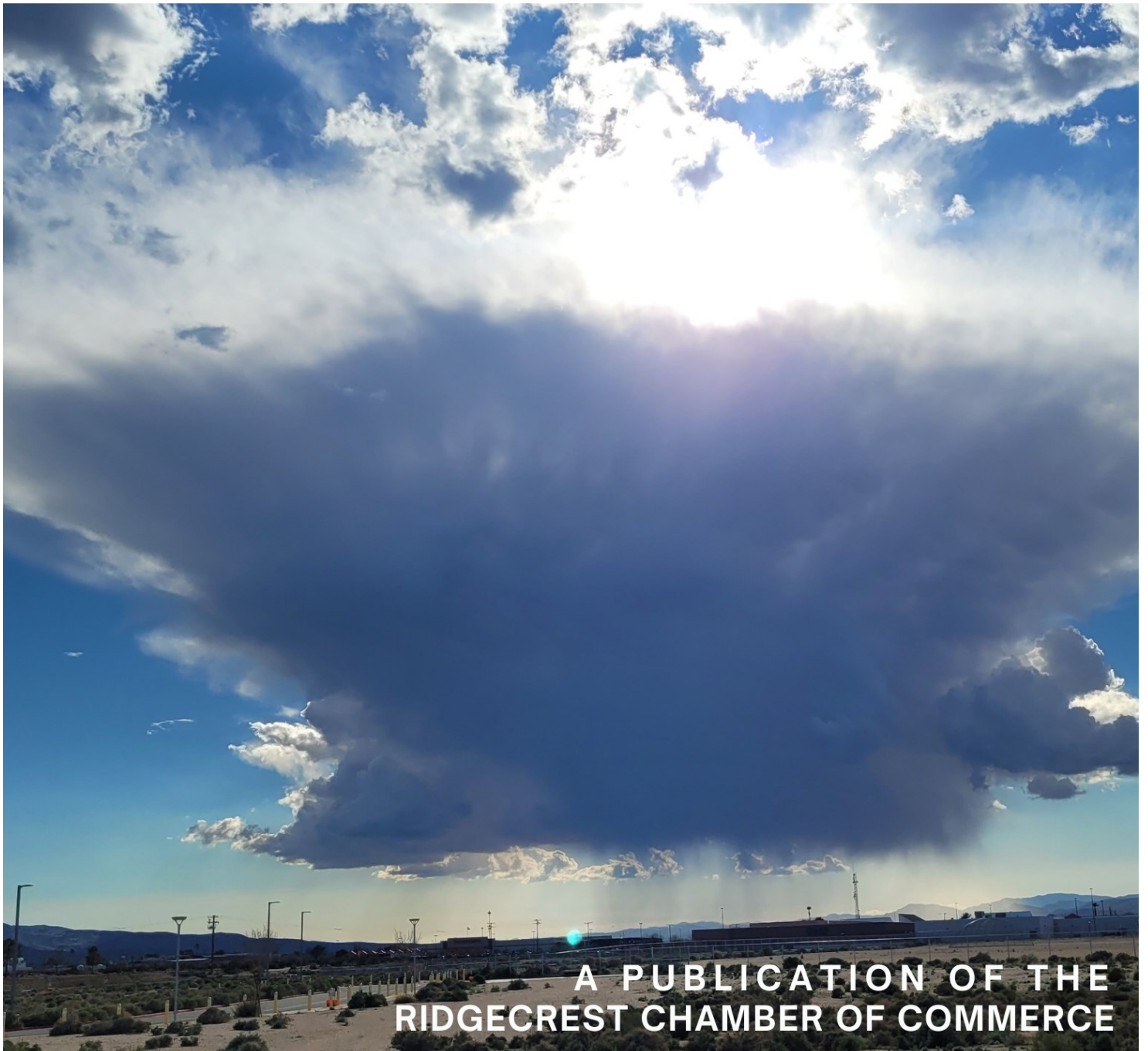




# BUSINESS VOICE

ISSUE 183 | APRIL 2024



A PUBLICATION OF THE  
RIDGECREST CHAMBER OF COMMERCE

# BOARD CHAIR MESSAGE

## 2023-2024 Chamber OFFICERS & DIRECTORS

**Kristina Cross**

*Board Chair*  
Grocery Outlet

**Debbie Benson**

*Chair Elect*  
Maturango Museum

**Eric Le Barbé**

*Board Treasurer*  
Oasis Family Resource Center

**Chris Hill**

*Past Chair*  
State Farm Insurance

**Janis Bottorff**

S.A.S.S.

**Chip Holloway**

Desert Empire Fairgrounds

**Bernie Mondragon**

Bernie's Landscaping

**Nancy Pace**

Bake My Day

**Daryl Silberberg Jr.**

IWV Insurance

**Nick Wakley**

RAW Media Productions

**Rebecca McCourt**

Chamber Executive Director

Business Voice is a publication of the  
Ridgecrest Chamber of Commerce

128 E. California Ave. Ste. B,

Ridgecrest, CA 93555

(760) 375-8331

[www.ridgecrestchamber.com](http://www.ridgecrestchamber.com)

[chamber@ridgecrestchamber.com](mailto:chamber@ridgecrestchamber.com)

Issue 183 April 2024

April 2024

*Kristina Cross*



Greetings, Chamber Members!

As the winds of change sweep through our valley, I am delighted to welcome the arrival of spring. Despite the recent unpredictable weather patterns, the promise of new beginnings and vibrant blooms fills me with optimism for the days ahead.

Looking ahead, April is a bustling month for us. Currently, voting is underway for the Chamber board of directors. If you serve as the primary representative for your business, ensure your voice is heard by casting your vote before this Friday, April 5! If you haven't received your ballot, please reach out to the Chamber office today. Additionally, we are accepting nominations for the Community Awards. Submit your choices on our website at [ridgecrestchamber.com/awards](http://ridgecrestchamber.com/awards). Save the date for our 78th Annual Community Awards and Installation Dinner, scheduled for Friday, June 7. More details will be available soon.

Also happening this month is the highly anticipated 30th Annual Star Follies! Don't miss your chance to witness community leaders lip-syncing and dancing their hearts out for your entertainment. This year's performances will take place on April 26th and 27th. Contact the Ridgecrest Chamber office today to secure your tickets!

Our community is buzzing with activity this month, and we are thrilled to introduce the newly launched Yodel Community Calendar. This invaluable resource serves as your guide to local events, whether you're interested in attending the next Night on Balsam (April 19th), enjoying country music at the Desert Empire Fairgrounds (April 20th), or discovering a new hobby. Visit [events.yodel.today/ridgecrest](http://events.yodel.today/ridgecrest) or download the Yodel Community Connections app to your phone. If your organization hosts events that aren't listed yet, reach out to the Ridgecrest Chamber office to learn more.

In the past month, we've welcomed numerous new members to the Ridgecrest Chamber community. Take a moment to introduce yourself to them as a fellow Chamber member, either at their places of business or during one of our many upcoming events. Remember, the Chamber is dedicated to advocating for and serving our members, fostering a robust local economy, and promoting community engagement and collaboration. We are committed to providing opportunities for our local businesses to thrive.

Thank you for your ongoing commitment to our wonderful community. Your dedication and support are the driving force behind our collective success. We look forward to seeing you at our events this month. - Kristina

**ARROWHEAD**  
**Mobile Home Park**

**(760) 446-2796**

**1600 N. Norma, No. 4, Ridgecrest CA 93555**



# CHAMBER LUNCHEON

RSVP today!



CHAMBER@RIDGECRESTCHAMBER.COM

**April 9 — The Daily Independent, Rodney Preul and Christina Stout**

Join the Ridgecrest Chamber at the Historic USO Building on



**Tuesday, April 9 at 12pm.** This month we will hear from representatives of local publication, The Daily Independent about the importance of a local news source and how you can keep up to date on what is happening locally.

**Please RSVP by Friday, April 5, 2024** to the Chamber office 760-375-8331 or [chamber@ridgecrestchamber.com](mailto:chamber@ridgecrestchamber.com)

**Lunch will be provided by Catering Thyme.**

\$25 w/RSVP, \$30 for non-members or without an RSVP.

*The Historic USO Building is located at 230 W. Ridgecrest Blvd.*

Your Chamber is dedicated to:

Building community

Strengthening the economy

Providing networking opportunities

Representing the interest of business to the government

Political action

## Inside the **BUSINESS** **VOICE**

Board Chair's Message	2
Luncheon	3
New Members	4-6
Labor Law Corner	8-9
This Month @	13
Renewing Members	15
Chairman's Circle	16

Home Office **SOLUTIONS**

Create a workspace that works for you.



# NEW MEMBERS

## Adam Weissmuller—Keller Williams Realty

Adam Weissmuller recently moved to Ridgecrest with his wife Jennifer, who is from here. Adam is from Santa Cruz, California. His family has been involved in Real Estate there for generations. He has been a Realtor for 3 years, before that he was a Chef, before that Adam was a Scuba Instructor since 1988. He has owned multiple businesses including Wine Country Olives an olive oil producer in SLO County. It's considered a pioneer in the local EVOO movement.

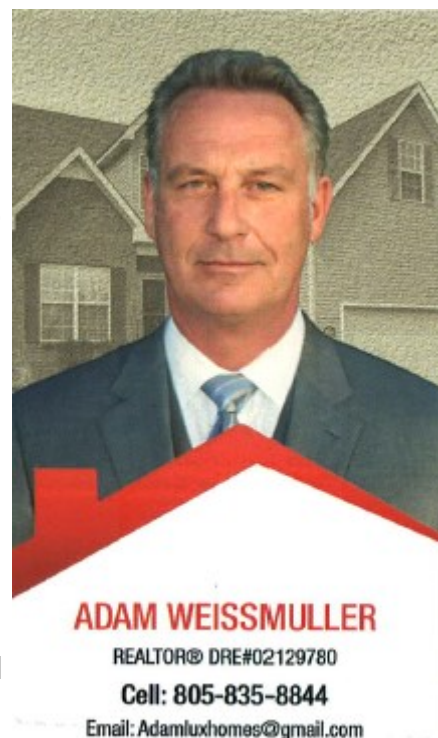
Adam's grandfather is Johnny Weissmuller, a multiple Olympic Gold Medal winning swimmer of the 1920's who also gained fame as Tarzan in the movies of the 1930s and 1940's.

He is a detail oriented, savvy Realtor who works hard for his clients and will go the extra mile to make sure everything goes smooth.

Adam and Jennifer bought a ranch on the west side of Ridgecrest and brought their horses, chickens and two dogs, Ruby and Little Dude.

Don't hesitate to reach out to Adam for any Real Estate needs, whether selling, buying or just advice on your next move.

He can be reached by calling 805-835-8844 or by email: [Adamluxhomes@gmail.com](mailto:Adamluxhomes@gmail.com)



*information provided by member*

## Adelman Broadcasting

Welcome to Adelman Broadcasting - Your Premier radio Entertainment Destination! Home to 9 Diverse Radio Stations, Adelman Broadcasting prides itself on offering a rich tapestry of musical genres catering to every listener's preference.



Choose from a diverse selection of platforms with the soothing tones of Adult Contemporary Q-Lite 92.7 KZIQ, Country 98.5 FM KGIL, Country Gold 1360 AM KWDJ, or CBS Sports Radio 12.40 AM KLOA. Extend your reach beyond Ridgecrest to encompass the Antelope Valley, utilizing platforms such as BOB FM 94.3 and 103.9 Adult Hits, or immerse your brand in the vibrant beats of The Heat Throwbacks and Today's Rhythm 100.9 KRAJ, or connect with the local Spanish-speaking community through 104.9 KEPD. From the latest hits to classic tunes, our stations are meticulously curated to ensure there is music for everyone to love.

Customized Campaigns Just for You: Give us your budget, and our team will craft an exceptional on-air branding strategy for your company. With Adelman Broadcasting, your brand is not just advertised; it's celebrated.

Get in Touch: Ready to amplify your brand? Contact our Sales Team today 760-371-1700, and let's create magic together on the airwaves! Adelman Broadcasting - Where Music Makes Magic. Join us on this incredible auditory journey and discover why we are more than just a radio station; we are a community.

*information provided by member*

# NEW MEMBERS

## Friday Night Market

My name is Hollyanne Simon and I am the owner of Simon Shapez as well as the Friday Night Market (FNM) Coordinator! I moved to Ridgecrest in April 2023, and at that point Simon Shapez was already a success online, but I had a goal to share my art at local markets. I figured becoming a vendor at the FNM would be a great way to get my business out there locally, connect with other vendors, and meet others in Ridgecrest. It has been amazing connecting with other small businesses in our community, while sharing my art with locals.



Since February of 2024, I have had the privilege of stepping into the role of FNM Coordinator. I have been able to apply my knowledge and experience with my own business, to the FNM, in the hopes of taking things to the next level. It is important to me to grow our social media presence, as well as local knowledge of our market, to ensure our vendors have the best opportunity to showcase their incredible businesses. I am passionate about shopping local and shopping small, and having the FNM be a place where the city wants to be. I am so proud of the vendors and their consistent hard work in their business while many juggle family life, working, and more. I am thankful to our shoppers that come out every Flex Friday to support not only my business, but over 60 Ridgecrest businesses, with 25 or more in attendance each market. The FNM is truly the place to be for shoppers, those looking to connect with others in the community, and for artisans and small businesses. My hope is that each person that walks into the FNM feels the passion, enthusiasm, and welcoming vibes that I felt my first market!

Shop the Friday Night Market every Flex Friday out at the Desert Empire Fairgrounds.  
Contact Hollyanne at [fridaynightmarketridgecrest@gmail.com](mailto:fridaynightmarketridgecrest@gmail.com) with any questions or visit FNM on Facebook at [facebook.com/rcfridaynightmarket](https://www.facebook.com/rcfridaynightmarket)

*information provided by member*

## Gold Mine Group

Buying or selling a home can be a complex process. Having a real estate agent is paramount to helping work through the process. As a top real estate firm, we take the time to listen to the needs and desires of each person looking to purchase or sell a home. For those who are buying, we strive to make sure they get a home that meets their needs and matches their lifestyle. For those selling a home, we feel we must help navigate the complicated paperwork and process so that the transition goes as smoothly as possible. In a nutshell, we're here to help.



It's important to keep up with the current market trends. We bring real estate experience and expertise to the table with every client. put personalized research behind every deal to ensure each of the clients we work with gets a fair deal for everyone. As an experienced real estate professional, we are committed to offering you the insight and guidance you need when selling or buying a home. committed to ensuring you have a stress-free, hassle-free home buying or selling experience.

Gold Mine Group  
DRE# 01112602

Aileen Herrarte  
DRE# 01704592

*information provided by member*

# NEW MEMBERS

## JD Williams Locksmith Service

Your local locksmith is your local door expert! Everyone thinks of a locksmith picking locks, opening cars, and making keys. JD Williams Locksmith Service does all this, and so much more. As the IWW area's only licensed locksmith and contractor, JD has spent years specializing in the "total opening". This includes the door and all hardware: from commercial grade panic bars and access control, to duplicate copies of your house key, and nearly everything in between. Locksmiths are professional problem solvers. These are some common issues that folks don't often realize a locksmith resolves:

- Lost or stolen keys.
- Forgot your access code or combination.
- Car door mechanical lock isn't working.
- Keys stuck in lock or car ignition.
- Door is not shutting completely or not latching reliably.
- Door slamming shut too hard.
- Fire Department or Code Enforcement issued a violation for my door!

These problems carry on for months, and won't go away on their own! JD Williams Locksmith Service is local, licensed, and experienced. You can call or text (760) 446-9243 to schedule services, request cost estimates, and discuss any odd problems you might have. We'll find a resolution together.

Locksmith License LCO7783  
Lock and Security Equipment Contractor C28 1115344



*information provided by member*

## Schu-Fu Martial Arts Dojo #119

Schu-Fu emphasizes a practical, realistic approach to martial arts training. We believe that martial arts training can be for anyone who wants it. You don't have to be fast and limber to defend yourself. In fact, you might need to defend yourself when you are sick or injured. Thus, our training emphasizes controlling the balance points of an attacker. In other words, we teach you how to use your opponent's energy against them.



Schu-Fu is a sports medicine-based art with a scientific foundation. The focus is on self-defense, self-improvement, stress relief, and fitness. It is known as an eclectic style, which means that Schu-Fu includes the theory and technique of many styles of martial arts. You do not need athletic ability, strength, or size to learn.

Schu-Fu because the art teaches you how to use your opponent's energy against them. Thus, everyone who attends class is treated as an individual and encouraged to advance at their own pace. At Schu-Fu, we strive to help people develop their warrior spirit with a curriculum that offers traditional methods of training mixed with simulations of real-world self-defense situations.

Group, Family, & Private Lessons Available | Public and Homeschool Vendor | Adult/Teen/Children  
Find them at 145 Panamint, Ridgecrest, CA 93555, by calling 760-915-0028,  
or visiting [www.Schu-Fu.com](http://www.Schu-Fu.com)  
Ms. Fawn Martinez, Owner/Head Instructor

*information provided by member*





**IWV Television Booster**



**JD Williams Locksmith**



**Adam Weissmuller - KW Realty**



**Schu-Fu Martial Arts Dojo 119**

**FULL SERVICE LAW OFFICE**

**LAW OFFICE OF  
DENNIS M. SCHUSTER**

123 GRANDE WAY STE E

760-371-1126 SCHUSTERLAWGROUP.COM

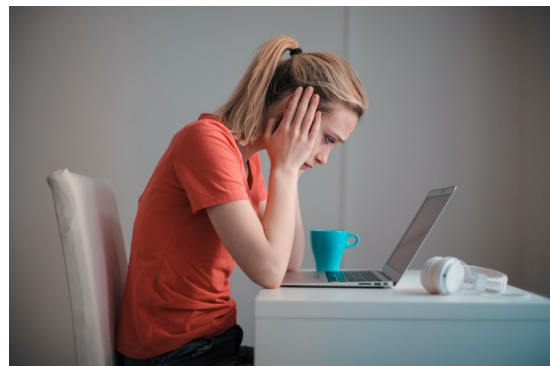
## LABOR LAW CORNER

# Doctor's Note Not Always Automatic Excuse for Absences

By Ellen Savage - March 15, 2024

*My employee has used up all her protected sick leave, but still calls out sick regularly and always returns with a doctor's note. Can we discipline her for missing too much work, or does the fact that she brings in a doctor's note mean we can't do anything?*

Despite what many employees believe, a doctor's note is not automatically a "Get Out of Jail Free" card when it comes to their job.



When an employee presents you with a doctor's note after an absence, you will need to determine whether the absence should be legally protected, such as under the disability accommodation or family leave laws, or whether the absences simply are unprotected sick days, such as for a cold or a medical appointment for a minor ailment.

## Consider Reason for Absence

When determining whether discipline is appropriate, the employer must first consider whether the employee's absence qualifies as either:

- a "serious health condition" protected under the federal Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA); or
- a "disability" protected under the Americans with Disabilities Act (ADA) and/or California's Fair Employment and Housing Act (FEHA).

In making that determination, the employer should not only look to the information provided in the doctor's note, but also other information the employee may have provided to their supervisor, manager or human resources.

For example, an employee's note may simply say something like "Suzy was seen in our office on March 15, 2024," but Suzy told her supervisor she went to the doctor to seek treatment for her seizure disorder.

Because a seizure disorder can be both a disability and a serious health condition protected under all four laws mentioned above, the employer is now on notice that it should consider which of these legal protections might apply.

## Employer Responsibility

It's important to remember that an employee does not specifically have to ask for "family leave" or walk into the human resources office saying, "I need a reasonable accommodation for my disability."



The law essentially presumes that employees are not experts in these laws and focuses instead on whether the employer knew or should have known that the employee had a disability or serious health condition entitling them to legal protections.

If the employer knows (or should have known), then the responsibility falls to the employer to:

- engage in an interactive process to determine whether a disability can be reasonably accommodated, such as by excusing the absences related to the disability; or
- advise the employee that the time off may be designated as protected FMLA/CFRA.

## Medical Certification

Under either circumstance, the employer will be entitled to further medical certification beyond a simple note that the employee was seen by the doctor on a particular date.

The certification will need to substantiate that the employee has a disability or serious health condition, and provide certain additional information depending on which law applies. Sample certifications are available on [HRCalifornia.com](http://HRCalifornia.com).

Note that there are different employer size thresholds that must be met for these laws to apply to a business, and that the FMLA and CFRA require that the employee have one year of service and have worked at least 1,250 hours in the past year to be eligible for protected time off.

Keep in mind that there are a few other situations where a doctor's note may provide legal protection from discipline, such as pregnancy disability leave, organ or bone marrow donation leave, or time off for medical treatment related to a crime or domestic abuse.

*Column based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred members and above. 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).*



Register Today at [www.CerroCoso.edu](http://www.CerroCoso.edu)

The sky is the limit at  
Cerro Coso.

**CERRO COSO**  
COMMUNITY COLLEGE  
**TAKE flight**

# The China Lake Museum Foundation



*-Honoring the Past  
- Educating Today  
- Building for the Future*

## 22nd Annual Dinner & Auction

Saturday, May 18, 2024 at 3:30 pm  
Kerr McGee Center

\$65 Per Person - \$110 Per Couple

**Early Bird Special: Purchase Tickets on or before April 20th**

**\$ 60.00 Per Person - \$90.00 Per Couple**

**\$300 Sponsor Seating for 2**

**\$1,200 Family/Small Business Table for 8**

**\$2,500 Corporate Table for 8**

*If unable to attend a tax deductible donation is appreciated*

*Send Donations to or Purchase Tickets at  
China Lake Museum*

*130 E. Las Flores Ave., Ridgecrest, CA 93555  
or phone (760) 677-2866*

**Come One, Come All – Community Invited**

*(CLMF Membership Not Required)*

### Program Ad Sponsors

\$600 Full Page

\$350 1/2 Page

\$200 1/4 Page

\$75 Business Card

**Live Auction  
Silent Auction  
Raffles**

*(Winners must be present)*



**Auction and Raffle  
Donations Needed**

The China Lake Museum Foundation is incorporated in the State of California as a non-profit foundation for educational purposes. The Foundation is recognized by the Internal Revenue Service as a charitable organization as described in Section 501(c)(3). Tax ID #77-0340083. [www.chinalakemuseum.org](http://www.chinalakemuseum.org)



# March Member Visits



**The Royal Womb**



**Law Office of Wayne Silva**



**Friday Night Market**





**Schu-Fu Martial Arts Dojo #119 Ribbon Cutting**



**Business After Hours  
at China Lake Museum**





# Join us

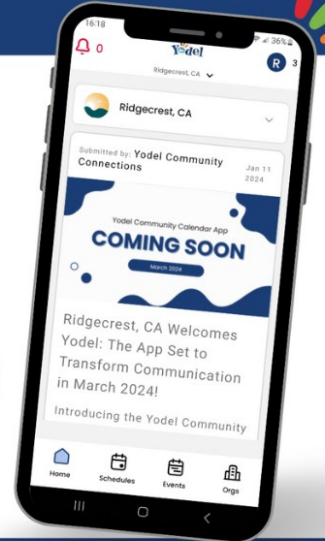
7:30-9:00am  
April 4

 CHAMBER Coffee Club

Coffee & Conversation @  
the Chamber Office

## Discover Ridgecrest with Yodel: Your Local Event Hub!

- Explore Ridgecrest Like Never Before
- Discover Local Events, Absolutely FREE!
- Stay Connected with Local Favorites
- Never Miss a Beat with Easy Calendar Integration



### Download Yodel Today!

[events.yodel.today/ridgecrest](https://events.yodel.today/ridgecrest)

Sponsored By



# 30<sup>th</sup> Annual Ridgecrest Star Follies

April 26 at 7:30pm  
April 27 at 5:30pm & 8:30pm  
Desert Empire Fairgrounds

No Outside Alcohol  
Tickets available at Ridgecrest Chamber,  
Red Rock Books, S.A.S and cast members  
Call for Info 760-375-8331

## RIDGECREST CHAMBER

### THE HR ADVANTAGE: Tools for Thriving Organizations

Presented by the Ridgecrest Chamber in partnership with Meith Operational Solutions President, Amy Alden, SPHR, SHRM-SCP

Register for classes individually or for the 6 class series and receive a discount

Each class is 1.5 hours followed by a Q&A session  
10:00 AM - 12:00 PM

**100% IN PERSON** Live at the Ridgecrest Chamber office



Register now at :

[www.ridgecrestchamber.com](http://www.ridgecrestchamber.com)

## Meith

OPERATIONAL SOLUTIONS



CLASS 1  
**Types of Leave**

Wednesday, January 17  
10:00 am



CLASS 2  
**Hiring Process**

Wednesday, March 20  
10:00 am



CLASS 3  
**Supervisory Skills and Disciplinary Processes**

Wednesday, May 15  
10:00 am



CLASS 4  
**Team Building/ Company Culture**

Wednesday, July 17  
10:00 am



CLASS 5  
**Policies and Procedures**

Wednesday, September 18  
10:00 am



CLASS 6  
**Year End/Changing Employment Laws**

Wednesday, November 20  
10:00 am



# Explore Fascinating **Portugal**

with Ridgecrest Chamber of Commerce

**9 DAY TOUR**  
**OCTOBER 30, 2024**

**LOS ANGELES | LISBON | OBIDOS | NAZARÉ**  
**BATALHA | FATIMA | AVEIRO | PORTO**  
**COIMBRA | LISBON | LOS ANGELES**

*Discover breathtaking cityscapes, world-famous cuisine, beautiful beaches, and legendary attractions with this small-group tour of Portugal!*

Price per person on  
double occupancy:

**\$ 2849**

Single Supplement

**\$ 799**



Please join us for  
this exciting trip  
**Rebecca McCourt**  
Executive Director



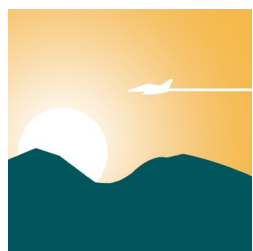
**RIDGECREST**  
CHAMBER OF COMMERCE

To inquire or book please contact:  
Rebecca McCourt  
T: 760.375.8331  
E: rebecca@ridgecrestchamber.com

Book online through  
link on  
Chamber website  
Also you can scan the  
QR Code:







do business with

**M E M B E R S**

## RENEWING MEMBERS in February 2024

Ana's Alterations

Conveying Awareness

Cosner-Neipp Security Systems, Inc.

Electronic Warfare Associates, Inc.

Grace Lutheran Church

Greg Perry Safecracker

High Desert Air Ductor

High Desert Home Center

Immanuel Baptist Church

Immanuel Christian School

Knights of Columbus Council 3199

Law Office of Dennis M. Schuster

Mc2 McCoy and McEntee Sound &  
Lighting

Pacific Development Group, Inc.

Ridgecrest Area Convention &  
Visitor's Bureau

Ridgecrest Chamber Music Society

Saalex Solutions Inc

Southern California Edison

Synectic Solutions, Inc.

Teya Development, LLC

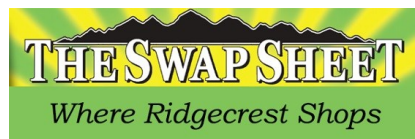
**Tj. Frisbee**  
**BICYCLES**

*Serving Toddlers to Champions  
Since 1972*

*Phone: 760-375-4202  
217 N. Balsam, Ridgecrest CA 93555*



# CHAIRMAN'S CIRCLE MEMBERS



## PLATINUM & GOLD MEMBERS

RIDGECREST REGIONAL HOSPITAL FOUNDATION

SIENNA PODIATRY - DR. HOLLY SPOHN GROSS, DPM.

SYNECTIC SOLUTIONS, INC.

TEYA DEVELOPMENT, LLC

Bowman Asphalt, Inc.

Burkey, Cox, Evans & Bradford

Cerro Coso Community College

Desert Empire Fairgrounds

Electrified Solutions Electric, LLC

Electronic Payments, Inc.

Holiday Inn Express

IWV Water District

JT4, LLC

Liberty Ambulance

MWR (Morale Welfare & Rec.)

Oliver Law

Opportunities For Learning

PG&E

Power Market

Primerica

RBD California Restaurants / KFC

Saalex Solutions

Sienna Wellness Institute

Sierra Sands Unified School District

Southern California Edison

Southern Inyo Healthcare District

T-Mobile

Toyota of Ridgecrest