

Truckee Tracks

Supporting the Business Community of the Greater Truckee Area

Change Is Coming to Downtown Parking

Significant changes in downtown Truckee's parking district will launch November 14.

The changes reflect the work of a 22-member volunteer committee of Truckee community members who were commissioned by the Town of Truckee to analyze downtown parking.

“These changes will go hand-in-hand with a comprehensive branding, marketing and public outreach campaign to inform residents and visitors of the changes, and to present Truckee's parking program as ‘easy as 1-2-3’, friendly, welcoming, and supportive of the downtown's economic vitality,” said Lynn Saunders, President/CEO of the Truckee Donner Chamber of Commerce.

The Town, Chamber and Truckee Downtown Merchants Association (TDMA) worked with SmallPond Marketing & Design in

the development of a brand, simplified meter instructions, and brochure. “It helps put a friendlier, more welcoming face on the paid parking program,” said Vice-Mayor Joan Jones.

The Truckee Downtown Merchants Association is working with businesses to help in getting the word out to customers, and to develop creative ways to integrate the parking brand into marketing efforts. “We

have a lot of fun ideas and several businesses that have volunteered to work on a committee to further develop those ideas,” said Alyssa Westenburg, president of the TDMA. Ideas could include promotions printed on the backside of receipts, tokens for merchants to distribute, or even “parking angel” campaigns that would pay parking tickets for motorists.



park!
TRUCKEE

Parking Information

- Daily 10am-6pm
- Simplified meter instructions
- FREE parking with 2-hour limit 10am-6pm at the Beacon lot
- FREE overnight parking 6pm-10am at the Beacon lot
- No more \$2.00 credit card minimum—purchase as little as 15 minutes when using credit card
- Flat rate of 25¢ per 10 minutes (\$1.50 per hour) in downtown core areas
- Flat rate of 25¢ per 15 minutes (\$1.00 per hour) on Jibboom and West River Streets
- FREE all-day employee parking at the Beacon lot (with employee permit)

Parking FAQs

Where does the money from the meters go?

The money pays for:

- **Parking lot leases**
40% of downtown parking district spaces are on Union Pacific Railroad-owned land, which costs \$125,000 per year
- **Snow removal**
Average snowfall in Truckee is over 200" per year, and we've received received over 600" in a record-breaking year. Snow is hauled out of downtown daily during snow events.
- **Parking management**
The Town of Truckee works to provide safe, convenient, well-maintained downtown parking.
- **Enforcement**
The Town of Truckee parking department is committed to providing customer service and assistance.

inside this issue...

- Interested in participating in Truckee Business Coffee Connection Meetings? See Page 4 to read more about it!
- Downtown Truckee to Become More Pedestrian Friendly
- Truckee Providers of Outstanding Customer Service Recognized

Vol. 27-No. 11/12
November/December 2011



Our mission is to promote and develop local business and tourism, while improving the community's quality of life.

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Truckee Tracks

is the bi-monthly publication of the Truckee Donner Chamber of Commerce. The Chamber reserves the right to edit submissions as necessary for space requirements. Send comments or submissions to info@truckee.com.

Truckee Donner Chamber of Commerce
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Meet New Members

These businesses have recently made a commitment to our community and an investment in their future by joining the Truckee Donner Chamber of Commerce. We encourage all our readers to do business with these new member businesses.

Dr. Barry M. Triestman, D.C., D.A.C.B.N.

A pain in the back or anywhere else is distracting. For 20 years Dr. Barry M. Triestman treats pain and dysfunction in the whole body not just the back including muscles, ligaments, joints, nerves, tendons and joint capsules — the soft tissues of the body. Dr. Triestman spends an hour on your first visit and one half hour of hands-on, and follows up with educating you using information from his website.

Dr. Triestman uses the Active Release Techniques® a patented and copyrighted system known as the "Gold Standard in Soft Tissue Treatment", as well as the traditional chiropractic methods, and low force adjustments to align the spine. He incorporates a Pilates based rehabilitation to ensure the treatments hold. Dr. Triestman is available at (530) 550-1688.

North Tahoe Commercial

North Tahoe Commercial represents the best of both worlds — experience to back your commercial real estate investment, and the network to provide a seamless transaction. Located in the Porter Simon Building at 40200 Truckee Airport Road, Suite 2, North Tahoe Commercial offers sales and leasing for a variety of commercial real estate deals including office, retail, industrial, land and multi-family.

In addition to the professional brokerage services at North Tahoe Commercial, their network of trusted title, lending, zoning and property management companies offers comprehensive contacts for every step of the transaction process. North Tahoe Commercial is ready to assist with all of your investment, leasing and tenant representation needs.

See New Members, back page

Chamber Calendar

Good Morning Truckee – Tuesday, November 8, 7:00-8:30 a.m., Truckee Town Hall

Annual Awards Dinner – Wednesday, November 9, 5:30 p.m., Resort at Squaw Creek

Board Meeting – Tuesday, November 15, 3:30 p.m., Northwoods Clubhouse

Mixer – Tuesday, November 29, 5:00-7:00 p.m., North Tahoe Commercial at The Rock

Board Meeting – Tuesday, December 20, 3:30 p.m., Tahoe Truckee Community Foundation



Happy Holidays

From Truckee Donner Chamber of Commerce

Board Meetings

As a member of the Chamber of Commerce, you are encouraged to attend board meetings. Get involved in the leadership of your organization, offer your input, and let your directors know of your concerns, opinions, and ideas. Any business you wish to present to the board must be placed on the agenda by notifying the President / CEO ten (10) days prior to the meeting. Board meetings are held as noted in the Chamber Calendar. Agendas are available one week prior to the meeting and can be sent to you upon request.

Mixer

*Good Food, Good People, Great Raffle Gifts !
Bring your business cards. See you there .*

Tuesday, November 29 • 5:00-7:00 p.m.

Hosted by: North Tahoe Commercial at The Rock

Where: The Rock—11253 Brockway Rd., Suite 103B

Anniversaries

Congratulations to the following members for renewing their commitment to the local economy and business community with their investment in the Chamber.

30+ Years

McCarthy Sign Company
TIP Inc. Printing and Graphics

25+ Years

Bank of the West
Mountain Hardware & Sports
Northstar-At-Tahoe Resort
Sierra Sun
Smith + Jones
Teichert Aggregates
The Schaller Real Estate Team
Truckee River Associates
Truckee Variety
Truckee-Tahoe Lumber Co.

20+ Years

California Land Management
California Security Alarms Inc.
Cottonwood
Flyers Energy LLC
Genesis Builders, Inc.
Tahoe School of Music

15+ Years

AC Electric
Advanced Asphalt
Alpine Meadows Ski Resort
JoAnne's Stained Glass & Gallery
La Galleria
Lahontan Community Association
Leslie Joseph DDS
Michael D. Arata CPA
North Tahoe Cruises
Robert E. Sutton Company Inc.
Tahoe Forest Physical Therapy
Tahoe Truckee Sierra Disposal
The Office BOSS, Inc
Truckee Donner Historical Society
Truckee Lutheran Presbyterian Church
Wholesale Resort Accessories
Wong's Garden Restaurant

10+ Years

Audio On-hold
Bassett Flooring
Clair Tappaan Lodge
Coyote Moon Golf Course
Eagle Ridge Snowmobile Tours
East West Partners
Hazardous Disposal Specialists Inc.
Humane Society of Truckee-Tahoe
Just Imagine Marketing and Design
Keller Williams Realty -
JK Real Estate

PIA Sierra Insurance Associates
Plumas Bank
River Street Inn
Sierra College Tahoe-Truckee
Campus
SnowTech
Switchback Public Relations +
Marketing
Tahoe Guide
Tahoe SAFE Alliance
Tahoe Telephone Directories
The Treehouse Children's
Clothing and Gifts
Village Green Mobilehome Park

5+ Years

Alpine Quality Drywall, Inc.
Coldwell Banker - Christy Curtis
FiftyFifty Brewing Co.
Keller Williams Realty -
Jody Scowcroft
Kiski Design & Construction Inc.
Law Office of Alison Bermant
Monitor Premiums
Resort at Squaw Creek
Royal Gorge LLC
Sierra Heritage
Sierra State Parks Foundation
Squaw Valley Institute
Suddenlink Communications

Tahoe Mountain Resorts Lodging
Tahoe Rim Trail Association
Wallace Promotions
Wells Fargo Advisors, LLC
Zano's Family Italian & Pizzeria

2+ Years

Family Resource Center of Truckee
Full Belly Deli & FBD Catering
Girls on the Run - Sierras
Gray Construction
Greenhorn Creek Guest Ranch
Hey Chef!
Home Concepts
Hudson Design
JMA Ventures, LLC
K. B. Foster Civil Engineering, Inc.
Laura Niesley Appraisal Service
Lawson-Hawks Insurance
Associates
Mark Tanner Construction, Inc
Mogul Self Storage
Nor-Cal Floor Design, Inc
North Tahoe Catering Co.
North Tahoe Commercial
Sierra Nevada College
Sleigh Rides at Squaw Creek
Tahoe Mountain Resorts
Foundation
Truckee Donner Maintenance &
Spa Repair
Truckee Pediatric Dentistry
Truckee Tahoe Community Chorus
Wells Fargo Insurance Services
West Orthodontics

1 Year

High Fives Non-Profit Foundation
Lake of the Sky Garden Club
Mo Jo & Zoe
Tahoe Blooms Floral Designs
The Richardson House
Tourist Club

Member Benefit

Did you know...

Business Directory Ranks High as Valuable Resource

In the recent 2011 Chamber Membership Survey, the Business Directory ranked in the top five benefits members find most valuable. With a complete listing of all members, it is an essential marketing tool to promote your business, product or service.

The guide directs people where they should do business – with our members. Members of the Chamber are our number one priority. Members are the first referrals to the thousands of requests received each year from visitors, businesses, and residents seeking products and services.

All chamber members are listed both alphabetically and by category making it an easy reference piece. In addition to the comprehensive listing of member businesses, the guide contains a wealth of information about doing business in Truckee and the community. Place the directory next to your phone and use it as your primary business reference source for Truckee year-round. It is the business-to-business yellow pages for Truckee.

16,000 copies of the guide are printed. Every Truckee home and business is mailed a copy, with additional copies being distributed throughout the year as relocation guides and to start-up businesses.

Monthly Business Retention Meetings Offer Opportunity for Businesses to Express Needs

As part of the Truckee Tomorrow collaborative economic development initiative, on a monthly basis, the Truckee Donner Chamber of Commerce, the Town of Truckee, and the Truckee Downtown Merchants Association are inviting a few businesses for a small, informal gathering to help us understand how Truckee can create a better environment for local businesses to succeed. The monthly gatherings have been named **Truckee Business Coffee Connection**.

“This program is all about hearing about individual challenges and suggestions. It’s understanding our businesses more, what problems there may be, and what we can do as a business community to make it better,” said Lynn Saunders, President/CEO of the Truckee Donner Chamber of Commerce.

“It’s not just meeting and listening to what people need, but being able to

respond to that,” said Saunders. “We want to listen, we want to hear how businesses are doing, we want to know what keeps them in Truckee, and if you’re looking to expand or relocate, how we can make that easier.”

“It’s about expanding the dialogue between the business community and the Town with a focus on the needs of business in these tough economic times,” said Tony Lashbrook, Truckee Town Manager.

Truckee Business Coffee Connection Monthly Meetings

If you would like to be invited to a **Coffee Connection** meeting, please contact Lynn Saunders for more information at Lynn@truckee.com or call (530) 587-8808.

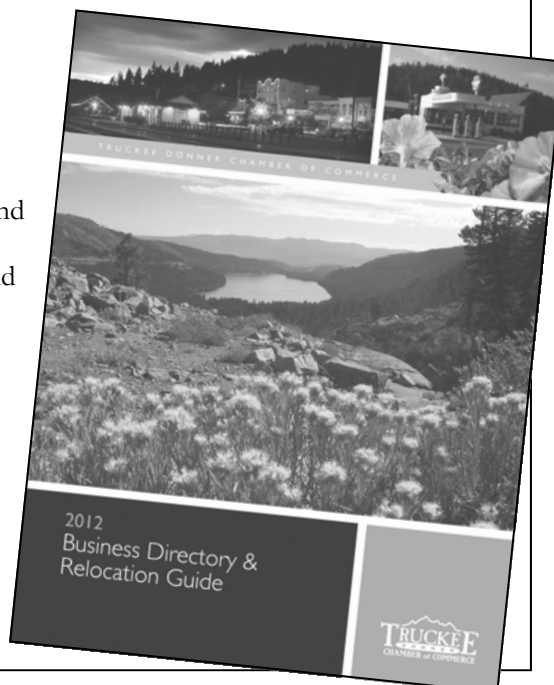
Truckee Donner Chamber of Commerce 2012 Business Directory & Relocation Guide

DEADLINE NEAR!
Advertising and Artwork
deadline: December 2, 2011
Distribution: 16,000 copies

This useful guide puts your business in front of over 550 Chamber members and their staff, is mailed to every home and business in the greater Truckee area, and is distributed throughout the year to potential new residents.

*Don't miss this
once a year opportunity!*

For more information,
Contact **Kathy Hess**,
Just Imagine Marketing & Design
(530) 386-4112
kathy@justimaginemktg.com



Chamber Statistics	
The Chamber is Working For You	
PHONE CALLS	
October 2010	1,313
November 2010	1,472
December 2010	1,373
January 2011	1,243
February 2011	941
March 2011	865
April 2011	1177
May 2011	1082
June 2011	1,371
July 2011	1,547
August 2011	1,138
September 2011	1,105
WRITTEN REQUESTS	
October 2010	629
November 2010	1,228
December 2010	449
January 2011	936
February 2011	668
March 2011	821
April 2011	587
May 2011	801
June 2011	1,560
July 2011	2,499
August 2011	1,112
September 2011	936
www.truckee.com VISITS	
October 2010	5,775
November 2010	5,755
December 2010	7,417
January 2011	7,006
February 2011	6,085
March 2011	6,021
April 2011	4,946
May 2011	6,092
June 2011	7,856
July 2011	9,475
August 2011	7,593
September 2011	6,894
VISITORS TO CHAMBER	
October 2010	4,611
November 2010	4,640
December 2010	6,834
January 2011	6,322
February 2011	5,863
March 2011	5,185
April 2011	6,070
May 2011	6,066
June 2011	8,730
July 2011	10,019
August 2011	9,440
September 2011	6,310

Hania’s Bed And Breakfast *Hania Davidson, Owner*



Hania Davidson

Hania, how long have you been in business, and who are your clientele?

I’ve been in business in Truckee for 15 years. After graduating from the university in Poznan, Poland with a master’s degree in psychology I ran several different businesses, and I renovated an old palace that evolved into a four-star sport hotel and restaurant. After this fascinating experience I fell in love with the Sierra and opened Hania’s Bed &

Breakfast in 1997.

With my husband, Ron, we renovated and expanded the old house on High Street.

We serve a gourmet breakfast and complimentary wine and refreshments in the evening.

Most of our guests are outdoor enthusiasts and appreciate the beauty of the Truckee area, and the restaurants, and shopping. Some are searching for a vacation home, coming to visit friends and family, or to celebrate birthdays, wedding anniversaries or getting engaged and married in my B&B.

In what ways does locating in Truckee particularly suit your needs?

Located in the downtown area and being within walking distance to downtown makes my B&B convenient. My guests arrive on Amtrak, fly into our airport, and can walk to their meals and go to the Visitor Center for helpful information.

What has been the most rewarding aspect of your business and the most challenging?

Satisfied clients are my achievement, as about 50 percent are returning — it’s like seeing old friends, as well as making new ones.

However, it is a little challenging to maintain the same level of business during this recession, but I am fortunate to have a solid base of clients.

The best business decision I made was joining the Chamber 15 years ago. I am a part of this wonderful community and the Chamber gives my business credibility. I appreciate the referrals — but above all, appreciate the friendship and cooperation.

Boreal Mountain Resort *Jon Slaughter, Marketing Director*



Jon Slaughter

Jon, lets start with square one and ask what your business is and who are your clientele?

Sure, Boreal is a ski resort that is located atop beautiful Donner Summit. Our clientele include a wide range of people. The main customer base comes from Sacramento and the Tahoe area, but we get business from San Francisco to Reno, and everywhere in between.

In what ways does locating in Truckee particularly suit your needs?

You know what they say — location, location, location, and having I-80 right at our doorstep provides perfect access for our guests.

What has been the most rewarding project undertaken since beginning business in Truckee?

It’s going on right now. We are in the middle of building Woodward Tahoe. It will change the whole dynamic of our business, plus provide another great option for the destination visitor to come to Truckee.

I checked out your website at www.woodwardtahoe.com and it looks like it will be great fun. So speaking about relying on snow, what is your greatest challenge?

It’s that darn weatherman. As a ski resort, we live and die by the weather. Too much snow and the Interstate closes, too little snow and people think the conditions are not good. Everything relies on snow. My business goal is to increase the participation in snow sports overall, not just at Boreal.

What has been the most beneficial overall for your business?

Local support — the community has embraced our business and we rely on the community to spread good word-of-mouth about our ski resort based on their first-hand knowledge. The most valuable benefit of our Chamber membership is the support of the business community. Whenever in need I know I can rely on the Chamber to provide help.

Woodward Tahoe

Boreal is diving deeper into the world of youth action sports with the opening of Woodward Tahoe, a youth action sports freeride and freeski instructional center and camp program. Woodward, long recognized as a leader in the progression of action sports will bring “The Woodward Experience” to Tahoe with a new facility that will attract riders and skiers of all abilities. The 33,000 square foot facility at the base of the resort will be the largest of its kind in the United States. Woodward Tahoe is scheduled to open in the summer of 2012, and will operate as a year-round facility for instruction, training, special events and camp programs. For more info, visit www.woodwardtahoe.com.

Tourism Event Grant Applications Available Through the Chamber

Applications to apply for tourism event grant funding for the year 2012 will be available December 1st through the Truckee Donner Chamber of Commerce. If your organization is having a tourism-producing event, here is a way to receive funds for promotional coverage.

A total of \$10,000 is available for allocation this year. Both non-profit and for-profit event producers are eligible to apply for funding. Events must be held in or around Truckee, and applications must include a description of the event, a budgetary breakdown of the event, local economic impact of the event, a media and advertising plan, and other specifics. In order to receive funding, each applicant must show proof of insurance and prepare an accounting of all money allocated. Criteria for the events include tourism draw, overnight accommodations attributed to the event, time of the year the event is held, and out-of-area promotional and media campaigns.

Once applications are received, the Chamber's Tourism Committee will rate them on a variety of criteria to decide on the recipients.

Applications are available and can be picked up at the Chamber office at 10065 Donner Pass Road in the Depot, Monday through Friday from 9:00 a.m. to 5:00 p.m. Completed applications must be returned to the Chamber office by Friday, January 6, 2012, no later than 5:00 p.m. Grants will be awarded in February 2011. For more information, call the Chamber office at (530) 587-8808.



Recruitment for 2012 North Lake Tahoe-Truckee Leadership Program Begins



The North Lake Tahoe-Truckee Leadership Program, embarking on its ninth year, is accepting applications for the 2012 program. This program creates an opportunity for potential leaders to broaden their understanding of the region and its issues, challenges and opportunities, while developing and honing their leadership skills. Since 2004, the program has graduated more than 175 individuals. These alumni are now challenging themselves, serving their employers and our community in active community-building efforts.

The workshops are led by Shannon Beets, vice president for Institutional Effectiveness and Compliance and Associate Provost at Sierra Nevada College in Incline Village. Each workshop is integrated with one-half of the time spent on regional issues such as special districts, planning, and non-profit advocacy; and one-half on leadership skill development such as collaboration, team basics, and negotiation.

The program begins in January and ends in May and consists of five sessions, with additional optional days where participants will be "out in the field".

"The quality of leadership in any community is not to be taken for granted. New leaders must be trained, educated and informed," says Lynn Saunders, President/CEO of the Truckee Donner Chamber.

"The organizers of this program have made a commitment to the future and the leadership that is needed to meet the demands of our region," added Cheri Sprenger, coordinator of the program for the North Tahoe Business Association.

Business Sponsorships

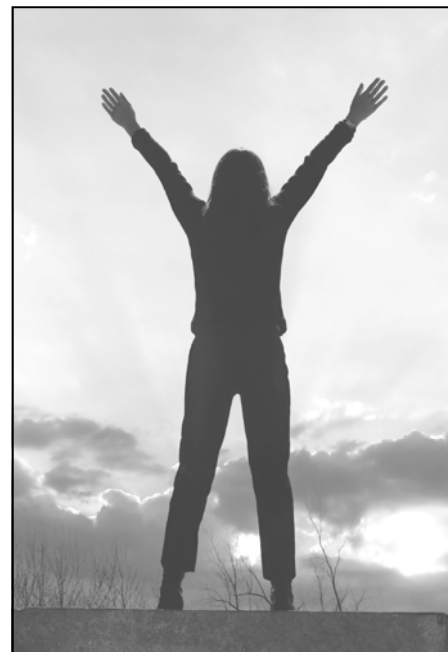
Businesses may support the program by sending an employee to participate in the program. "Businesses benefit from their involvement by developing well rounded and newly energized employees and ensuring a continuity of leaders eager and able to improve and sustain our region," said Kym Fabel from the North

Lake Tahoe Chamber of Commerce. Businesses can also help support the program with a one-day sponsorship for \$500.

For information about the program, sponsorships, and applications visit www.TahoeTruckeeLeadership.com. Tuition fee for the Leadership Program is \$750; \$500 for nonprofit agencies, and covers all expenses of the program including meals and supplies. Partial scholarships are available. Deadline for applications is December 16 and space is limited.

For more information, contact Lynn Saunders at the Truckee Donner Chamber of Commerce at (530) 587-8808 or e-mail lynn@truckee.com; or Cheri Sprenger at the North Tahoe Business Association at (530) 546-9000 or e-mail cheri.sprenger@gmail.com; or Kym Fabel at the North Lake Tahoe Chamber of Commerce at (530) 581-8764 or e-mail kym@puretahoenorth.com.

The North Lake Tahoe-Truckee Leadership Program is a collaborative project of the Truckee Donner Chamber of Commerce, North Lake Tahoe Chamber of Commerce and the North Tahoe Business Association, in conjunction with Sierra Nevada College, a private four year educational institution with campuses in Incline Village and Las Vegas.



Become inspired and motivated to take a leadership role in the community

Downtown Truckee to Become More Pedestrian Friendly

Over \$2.5 million in improvements will be making historic downtown Truckee a more pedestrian friendly and visually appealing destination.

The Truckee Depot Streetscape Improvement project is slated for completion mid-November. Improvements include new sidewalks, landscaping and street furniture, as well as a new pedestrian crossing to create a safer connection from the Depot to the shopping and dining across the street. "This project will create a more welcoming entrance into

this historically significant building centrally located in the middle of town," said Lynn Saunders, President/CEO of the Truckee Donner Chamber of Commerce. "It also will be more inviting to the over 76,000 visitors each year that are drawn to the California Welcome Center."

Earlier this summer, a similar pedestrian-friendly project was completed in front of the Bar of America-Pacific Crest Grill Restaurant (creating an outside dining venue), and the Truckee Hotel-Moody's Bistro and Lounge. This con-

nects to a recently created sidewalk with planters in front of Carmel Gallery.

All projects have been created to honor the historic integrity of downtown Truckee. Also slated for completion mid-November is a pedestrian and bicycle connection from downtown Donner Pass Road to the east Gateway area.

The Town of Truckee is committed to investing in the downtown to create a more enjoyable environment for residents and visitors by enhancing the pedestrian connections and public spaces.



Good Morning Truckee

Winter Ski Resort Update to be Featured at November 8th Good Morning Truckee

As Truckee-ites enjoy the gorgeous amber colors, the crisp, cool weather of fall, and make preparations for winter, many are wondering "what's new at all the resorts and where are the deals gonna be?" The November 8th Good Morning Truckee is sure to get all skiers and boarders excited about what is sure to be an epic ski season. The morning will start with Bob Roberts, president of the California Ski Industry Association (CSIA), with an overall update of the industry. The balance of the program will be an energizing, fast-paced line-up of reports

on what's new at ten of our resorts.

Good Morning Truckee is a community forum presented by the Truckee Donner Chamber of Commerce to provide timely and relevant information on a variety of topics and create a networking opportunity.

Good Morning Truckee is open to the public – everyone is invited. It is held the second Tuesday of every month at Truckee Town Hall from 7:00-8:30am. Price at the door for general public is \$10; Truckee Donner Chamber members \$8 and includes a continental breakfast.

Good Morning Truckee is presented by the Truckee Donner Chamber of Commerce in partnership with sponsors Tri Counties Bank, The Office BOSS, the Sierra Sun, 101.5FM Truckee Tahoe Radio, North Tahoe Catering, and the Town of Truckee. Additional sponsorships opportunities are available.

For more information, contact the Truckee Donner Chamber of Commerce at (530) 587-8808 or e-mail info@truckee.com.

2012 Labor Law Products Now For Sale

The Truckee Donner Chamber of Commerce is once again offering California labor law products for sale at a 20% discount to its members. These products are produced by CalBizCentral presented by the California Chamber of Commerce, a publisher of top-quality human resource products and services with more than 100 years of experience helping California businesses do business.

Items include:

- **2012 California and Federal Employment Poster**

You must post a compliant Employment Poster in a conspicuous place in the workplace where all employees can see it. Failure to comply can result in severe penalties and fines by the state of California. *If any of your company's workers are Spanish-speaking, you will need to order the Spanish version.*

- **2012 HR Handbook for California Employers**

- **Employee Handbook Software for California Employers**

You could put in weeks of legal research to write and update your handbook each year. Or you could put in this disc. Employee Handbook Software guides you through the process of creating or updating a handbook for 2012 that is consistent with the latest California and federal HR laws.

- **California Labor Law Digest 2012 Edition**

- **Take Charge: Protecting Your Customers' Credit Card Data**

- **Exporting Guide for California Businesses**

What are you waiting for?

Whether you are simply looking for an updated employer poster, or something more such as help in putting together an Employee Handbook, we have the solutions.

For more information, contact Linda Pendleton, Membership Manager at (530) 587-8808 or e-mail Linda@truckee.com.



Labor Law Corner

By Richard C. Rybicki

Sweeping Employment Law Changes Require New Employee Notices

A New Administration Approves New Laws

Some people believe that elections result in little real-world change. That may be true in some areas but – when it comes to employment – political change can result in dramatically different law. This has proven true at the federal level, with significant new regulation and enforcement programs by agencies such as the National Labor Relations Board and the United States Department of Labor. As of this month, it became true for California as well.

Early in October, Governor Brown signed more than a dozen new employment laws affecting specific industries (such as health care and farm labor contractors), public employment (such as benefits and labor-management bargaining procedures), and private employer-employee relations. While certain changes will affect only some employers, others will have an immediate impact on virtually every workplace. Employers should familiarize themselves now with two of the coming changes: wage disclosure and commission agreements.

New for 2012: Wage Notices to Employees

California's "Wage Theft Prevention Act of 2011" adds new sections to the state Labor Code requiring employers to provide written notice to all new employees of: regular and overtime wage rates; any allowances (such as meal credits) claimed toward minimum wages; the regular payday; the legal and any "doing business as" names used by the employer; the physical address of the employer's main office and its mailing address, if different; the employer's telephone number; the name, address and telephone number of the employer's workers compensation carrier; and "any other information" the Labor Commis-

sioner designates. The Labor Commissioner is required to provide a "template" for employer use (though this is not yet available).

Changes to any of this information must be provided to employees within seven days, unless shown on the employees' paystubs or some other written notice. The notice is not required for exempt or public employees, or most employees covered by a collective bargaining agreement.

Coming in 2013: Mandatory Bonus and Commission Agreements

In January of 2013, Labor Code section 2751 will require written employment contracts with any commission-eligible employee describing how commissions are calculated and paid. "Commission" is defined the same way as for automobile sales: any pay relating to sale of the employer's "property or services" and "based proportionately" on the value of such sales. Commission will exclude "short-term productivity bonuses such as are paid to retail clerks" as well as "bonus and profit-sharing plans, unless there has been an offer by the employer to pay a fixed percentage of sales or profits as compensation for work to be performed." In other words, where there is *any* bonus paid to employees based on sales or profits, the bonus system may qualify as a "commission" plan as well. This dramatically expands the concept of "commission" and may cover virtually all employees with productivity-based incentive programs.

It Pays to Stay Informed!

There are no express penalties for noncompliance with these new laws. But because each is added to the Labor Code, violation probably will allow en-

See **Labor Law**, back page

Members in the News

Toastmasters International: Rebranded to Include Leadership



same organization wears a new face: the face of leadership.

From different walks of life, people all over the globe have flocked to Toastmasters to learn how to communicate more effectively and conquer their public speaking fears. Leadership was the “invisible” benefit gained from being a Toastmasters club member. This past August, Toastmasters International went through an organizational rebranding and discovered just how vital this “invisible benefit” was.

Leadership and communication. Communication and leadership. The new rebranding not only brings a recognizable identity to Toastmasters clubs around the world, the organization is also driven by a new vision statement that holds promise for anyone looking to improve their life. Toastmasters International empowers people to achieve their full potential and realize their dreams.

Toastmasters International has been recognized for the past 87 years as the leading organization in developing oral

communication and leadership skills. The organization’s success is reflected in the 13,000 plus clubs and more than 270,000 members in over 113 countries.

Toastmasters members learn to tell their stories; they listen and answer; they plan and lead; they give feedback and accept it. Toastmasters International. Where leaders are made. Are you ready to become a leader?

Toastmasters International, the worldwide organization that was born in 1924, has been growing and maturing ever since the first official meeting held in Santa Ana. What started as a local group dedicated to “training young men in the art of public speaking and in presiding over meetings” created a series of clubs that spread from the local community through the states and around the world. In 1997, the organization added a second track, leadership, to its communication education program. And now that

Truckee Toastmaster Meetings:

Jibboom Street Toastmasters
7:30am Wednesday
Truckee Tahoe Airport Board Room
10356 Truckee Airport Road
(530) 832-1410

Truckee Toastmasters
Noon Tuesday
Truckee Donner PUD
11570 Donner Pass Road
(530) 550-5192

LegalShield Provides Low-Cost Legal Services

Have you ever . . . signed a contract or document? Been overcharged or treated unfairly? Received a traffic ticket? Known a victim of identity theft? Been in a situation where you thought the advice of an attorney might be useful?

With a commitment of 1.4 million members, LegalShield is able to negotiate comprehensive legal services with their dedicated law firms nationwide at a fraction of what they traditionally cost. LegalShield’s attorneys are prepaid, and they’re motivated to treat all of their members and their needs equally.

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For more information, contact Independent Associate/Manager Lloyd Carlson at (415) 939-4454 or visit www.MyLegalShield.com. Or to register online, visit www.prepaidlegal.com/hub/lcarlson.

North Tahoe Business Association Announces New Executive Director

The North Tahoe Business Association (NTBA) has hired Joy M. Doyle as the new executive director of the organization. Most recently, Doyle was advertising manager for Northstar and Sierra-at-Tahoe Resorts. Doyle was an integral part of the marketing team efforts resulting in the resorts’ increases in market share, revenue and skier visits since 2004.

From 1990-2000, Doyle served as the assistant director at Snowfest Winter Carnival, where she gained event planning and production knowledge, a strong nonprofit skill set, and a solid understanding of North Lake Tahoe’s key stakeholders, opportunities and challenges.

Doyle replaces Cheri Sprenger, who resigned from the executive director position, but will continue to work with the association on a contract basis, most specifically to oversee the maintenance district formation for the Kings Beach Commercial Core Improvement Project and will continue to coordinate the North Lake Tahoe-Truckee Leadership Program for 2012.

HeyChef! Offers Trio of Holiday Entertaining and Gift Solutions

Spend more time entertaining friends and family and less time shopping for the perfect gift this holiday season.

Private kitchen staffing service HeyChef! provides a solution to overbooked and uninspired hosts during the holidays — with a selection of chefs and a full line of kitchen and wait staff clients choose the level of service and assistance they need to entertain guests in the privacy of clients' homes. A full-service culinary concierge, HeyChef! creates premier in-home dining experiences with personalized menus, and chefs and servers who handle all of the preparation, set up, serving and clean up of party meals.

Beginning this Thanksgiving, the company also offers a cost-conscious solution for home parties. "Our goal is to offer carefree holiday entertaining for clients who want to cook but don't want all the work, so we now provide kitchen helpers who set up, serve, wash dishes and take out the trash so hostesses can be a guest, not a bus boy, at their party" said Holly Verbeck, owner of HeyChef!. "Our range of services from private chef to dishwasher allows hosts to enjoy their party and their guests at a price they can afford."

Also this holiday season HeyChef! offers private chef cooking lessons and parties with chef Jon Howard. "No cookbook or show can help you build on your existing skills and add to your family's meal-time repertoire as well as a private lesson in your own kitchen. A private lesson is always better because you can't ask a TV show questions" said Jon, chef at PlumpJack's since 2001.

For more information on HeyChef!, call toll-free at (877) 4-HeyChef or visit www.heychef.com.

Your Business Sales Team Just Got Bigger

Are you a business owner? What if you had a sales team of 200 to 400 people that you didn't have to pay? Now take that fantasy to the next level: what if you multiplied that sales team by 40?

Mountain High BNI in Truckee, one chapter of a global network called BNI International, is a business and professional networking organization that acts as your expanded sales team through an effective referral system. Currently nearly 40 members strong, this group of upbeat and driven business owners meet weekly for structured networking. Members share business tools, ideas, learn how to better present their services, and develop friendships. Through the concept of "Giver's Gain" (the idea that "if I help you, you'll help me") members establish personal relationships with other business professionals dedicated to supporting each other's businesses.

Mountain High BNI referred \$352,956 in closed business in the last 12

months. Because one's own reputation is on the line when giving a referral, members are guided by high levels of professional standards of integrity, goodwill, and responsibility. BNI members, on average, increase their sales 20% in the first year.

Membership is limited to only one person from each profession per chapter and the great news is that Mountain High BNI has open categories for individuals who will bring enthusiasm and integrity to their meetings.

Interested business owners are encouraged to visit a meeting to learn how BNI could increase their business. Meetings are held every Tuesday morning at The Savvy Dog at 11448 Deerfield Dr. C-1. Meetings start at 7:00 a.m. sharp and last 90 minutes.

Find out more on the Facebook page and website at <http://bnicv.com/ca-sacramento-mountain-high-bni/>, or call Cesar Lopez at (530) 563-6787.

Northern California Construction Craft Laborers Apprenticeship Program Expands in the Truckee/Tahoe Region

What does it mean to be an apprentice?

Apprentices are people new to the industry, who are learning what it takes to become a skilled and knowledgeable Laborer. Apprentices learn the trade through a combination of on-the-job training and classroom instruction. Apprentices can perform all the same types of work as a "journey-level Laborer" such as site preparation, trenching, traffic control, paving roads, highways, pouring concrete, etc.

How much does an apprentice Laborer earn?

Apprentices generally start out earning \$16.83 per hour and get increases for each 600 hours they work. Once an apprentice has worked 3,600 hours, the apprentice graduates from the program and earns \$25.89 per hour. Along with

great pay come benefits such as health insurance and retirement.

Will I be in a union?

Yes. Upon acceptance into the program you will become a member of Laborers Local 185.

What does it take to qualify for acceptance?

In order to join the apprenticeship program, you must:

- Be at least 18 years old
- Pass a drug test
- Have the ability to perform the duties of the craft
- Have a valid California driver's license

For more information contact David Darling at (925) 580-8196 or Local 185 at (916) 928-8300.

Members in the News

National Customer Service Week

Truckee Providers of Outstanding Customer Service Recognized

Two tourists visiting Truckee left their lights on and realized they had a dead battery and were stuck on Main Street at the end of the day. One walked to Jeff's Car Care Center/76 Station and immediately met Ben Medina. She explained the situation, and without hesitation, Ben left the station in an employee's hands, grabbed a small machine and headed toward the stranded vehicle. Two minutes later, it was running and ready to go. During their conversation, Ben had nothing but great things to say about Truckee and why he enjoys living there. This was great customer service caught in the act.

As part of National Customer Service week, eleven customer service super stars, including Medina, were recently presented awards and Certificates of Excellence by the One Stop Business & Career Center.

The awards were presented as part of the Refresh, Recharge, Reconnect Customer Service Training held at the

Larkspur Hotel by The One-Stop Business & Career Center.

The fast-paced, one-hour session included customer service training by instructor Amanda Wigno. The awards were part of the Expect the Best Customer Service Celebration which joins National Customer Service Week, always held in October. The One Stop Business & Career Center is a champion of great customer service skills, whether with the job seekers they work with or the small businesses. The award recipients were nominated by a team of secret shoppers throughout the Nevada County who were on the lookout for exceptional service.

"The service had to be memorable and above and beyond to be considered," said Wigno. "Every industry has customers and relies on service to retain those customers."

Award recipients included:

- Julie Beford, Mountain Hardware & Sports

- Jesse Hunter, Sales Manager, Bank of the West
- Chris Otto, Scheduler, Tahoe Forest Cancer Center
- Ben Medina, Jeff's Car Care Center at the 76 Station
- California Welcome Center Concierge Staff (Cassie Gonzalez, Pat Northrop, Helyn North, Kristin McAfee, Marilyn Colquhoun, Nancy Palmer and Esther Walters)

The One Stop Business & Career Center partnered with the Truckee Donner Chamber of Commerce on the Refresh, Recharge, Reconnect Customer Service Training and awards presentation.

The One Stop Business & Career Center and their sister organization, the Job Training Center, has a one-hour customer service boot camps available at your business site year round. Cost is \$35 per group. For more information, call (530) 265-7088.



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3 Think of three local businesses you'd really miss most if all of a sudden you found they were gone. Stop in and say hello. Pick up a little something. Your contribution is what keeps those businesses around.

50 Spend \$50 — it doesn't have to be all in that one store. The idea is to commit \$50 each month to local businesses, total.

I The number of people it takes to start the trend.... you.

Together, small incremental changes in our spending habits CAN and WILL make a difference.

.....

The350project.net

Resort at Squaw Creek Kicks Off Holidays with Thanksgiving Buffet and Magical Memories Holiday Celebration

Resort at Squaw Creek's popular Thanksgiving buffet returns on Thursday, November 24, from 3:00 to 8:00 p.m., in the Grand Sierra Ballroom with culinary offerings to suit every taste. Children 12-and-under can dine for half-price during the 3:00 to 3:30 p.m. seating. Reservations are required and space is limited.

The holiday buffet is complete start to finish with freshly-made salads, traditional Thanksgiving turkey carving stations and spectacular gourmet entrees, several decadent desserts, and everything in between. Live music will entertain guests throughout the evening. Adults are \$46; children ages 4 to 12 are \$26; children 3-and-under are free. Prices are plus tax and gratuity. For reservations, call (530) 581-6615.

Resort at Squaw Creek's Magical Memories holiday celebration kicks into high gear on November 25 with the Gingerbread Village Unveiling and Grand Tree Lighting Ceremony taking place in the evening. This year, Olympic gold medalist Jonny Moseley makes an appearance during the Grand Tree Lighting Ceremony. Winter Wonderland Locals' Nights take place on Wednesday, November 30, December 7 and 14 with free musical performances, bonfires, a snow play zone and complimentary hot cocoa.



Sierra Mountain Soccer Club Fire in the Sky Tournament Provides Significant Economic Impact

Sierra Mountain Soccer Club (SMSC) hosted its 3rd annual Fire in the Sky Soccer Tournament at Riverview Park over Labor Day weekend. This year's tournament brought over 3,000 individuals to the area. "Squaw Valley Lodge had its best Labor Day weekend ever this year. I attribute this directly to the Fire in the Sky Tournament, whose participants accounted for a majority of our reservations over the weekend. Anecdotally, just walking through the Village I saw soccer players and their families eating and enjoying the shops and amenities. All in all, a sig-

nificant economic impact for the community," said Dan Tester, General Manager for Squaw Valley Lodge.

SMSC, which uses the proceeds of this tournament to fund its youth soccer scholarship program for over 29% of club players, is seeing exponential growth in this regional tournament.

A non-profit soccer club, SMSC prides itself in delivering a competitive youth soccer program to the local community, providing scholarships for the needy and funneling soccer talent into local high school programs.

Tahoe Forest Hospital Named a Top 100 Critical Care Access Hospital Nationwide

Tahoe Forest Hospital was recently named one of the top 100 critical access hospitals in the United States from the National Rural Health Association. Only four California hospitals made the Top 100.

"Our commitment has been to offer the highest quality medical care to our patients and to be the best rural community health system in the nation. We are very proud to be recognized for these efforts that benefit our local community," said Bob Schapper, chief executive officer, Tahoe Forest Health System (TFHS).

Over the last ten years, TFHS has been reinvesting in its technology, services and people. Changes have led to it being recognized as both a leader in rural healthcare and a benchmark for setting national standards in healthcare delivery.

Recent TFHS acknowledgments and milestones include the breaking ground for the Measure C project – new state-of-the-art Tahoe Forest Cancer Center; earning the California (Gold-Level) Award for Performance Excellence recognizing organizations that demonstrate world-class performance in their industry; having the first Children's Center in Eastern Nevada County to receive a Quality 5-Star Rating

Certification; being selected as the first clerkship training site beyond Sacramento for UC Davis Rural-PRIME medical education program, and having UC Davis officially naming Tahoe Forest as its first-ever Rural Center of Excellence.

Adding to TFHS's extensive list of recognitions and accomplishments, Tahoe Forest Hospital outperformed 97 percent of all hospitals for patient satisfaction scores.

Tahoe Forest Health System also earned the prestigious Pathways to Excellence status for rural hospitals awarded by the American Nurses Credentialing Center.

Tahoe Forest Hospital Women and Family Center was also designated the 96th hospital in the United States as a center offering optimal levels of infant feeding care.

"All of these accomplishments were earned by the collaborative efforts of our numerous people and organizations. I want to give a special thanks to the clinical, non clinical and support staff; community volunteers, community councils and physicians who help us deliver this exceptional level of health care," added Schapper.

Promoting the Community

Truckee Mountain Biking Featured in *Westways* Magazine



dar House Sport Hotel and The Richardson House.

Ken Long, co-owner of Tahoe Mountain Guides, took journalist Deanne Musolf on a guided mountain bike ride during her visit to Truckee last

Truckee's trails stand out for their alpine lakes, waterfalls, and meadows of wildflowers.

summer. Long has ridden Truckee-area trails for more than 20 years. He worked closely with the U.S. Forest Service on clearing existing local trails to help Truckee compete with mountain-biking hub Moab, Utah.

Westways magazine has a circulation of approximately over 3.7 million. The well-known consumer publication is the Automobile Club of Southern California (AAA) insurance magazine for members. The article ran in three different editions of *Westways* with an advertising equivalency of almost \$320,000.

The Truckee Donner Chamber of Commerce works to promote and develop local business and tourism. Those efforts can include paid media such as an ad, or "free" press such as stories or articles. The Chamber retains Switchback Public Relations + Marketing, Inc. to assist in generating regional and national media exposure for Truckee.

Marketing efforts such as this, and also the management and operation of the California Welcome Center in the Depot in historic downtown Truckee, are funded through a partnership with the Town of Truckee.

Downtown Truckee's Passport to Savings Provides Holiday Shopping Discounts

There's nothing like holiday shopping in a charming little town like Truckee where shoppers can find one-of-a-kind gifts and support your local community all at the same time. The Truckee Downtown Merchants Association (TDMA) is producing the Passport to

Savings booklet that will help you with ideas and savings for your holiday shopping.

The booklet will be inserted into the *Sierra Sun* and *Bonanza* November 17 and 18, and also distributed at participating shops, restaurants, hotels, and vacation

rentals. You can also pick up a copy at the Truckee California Welcome Center in the historic train depot.

Shop in the relaxed, friendly environment of Downtown Truckee and have fun shopping again!



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North Tahoe Catering Delivers Holiday Meals to Your House

North Tahoe Catering Co. is offering their sumptuous 2011 Thanksgiving and Christmas meals again this year, delivered to your house ready to heat and dine. This menu scenario has been very popular the last few years providing a great way to have great holiday meals, without distracting you from visiting family and holiday activities.

They will deliver the day before, you just reheat on Thanksgiving and Christmas Day. Your family will think you worked very hard on the meal without the fuss!

North Tahoe Catering also has a large selection of appetizers available. They can ensure gluten free and other allergies are tended to if necessary on certain items. As always, they can offer their dine-in services with a personal chef for a great epicurean experience at your leisure.

For more information call Chris Banovich at (530) 386-1788 or e-mail northtahoecatering@sbcglobal.net.

Western Energetix is Now Flyers Energy LLC

The long time Truckee Fuel and Lubricants Company, Western Energetix, has recently changed their name to Flyers Energy LLC.

The Truckee based Flyers location, will retain the same long time friendly staff, street address, phone number, product offerings and high levels of guest service.

If there are any questions regarding this name change, a Flyers team member can be reached at 10250 W. River Street, Truckee, CA 96161, (530) 582-4078.

Half-Priced Menus and Guest Chef at Dragonfly

The ever-popular half priced menu returns to Dragonfly Restaurant & Sushi Bar and runs through the month of November.

“Dragonfly enjoys rolling out our semi-annual half priced menu special as a way of thanking our customers who dine here regularly,” explains owner and chef, Billy McCullough. “It’s my way of giving back and saying thanks for your business.”

Nick Sensley Guest Chef at Dragonfly

From running the town police department to advocating for global causes, the affable Town of Truckee Chief of Police Nick Sensley will connect with his New Orleans roots while whipping up Mardi-Gras style culinary creations when he takes to the Dragonfly kitchen as guest chef on Friday, November 11. This event coincides with Sensley’s very last day serving the town in his official role as Chief of Police. Sensley has resigned his position to work as a consultant with Humanity United, a global peace building organization based in Washington, D.C.

Feast on the full Sensley prix fixe menu for \$48 which includes an appetizer, salad, entrée and dessert. All Sensley guest chef menu items will be offered a la carte. Additionally, the full Dragonfly menu will also be available. Part of the evening’s proceeds will be donated to the worthy Sierra Senior Services organization.

Reservations for guest chef evenings are strongly recommended. Call (530) 587-0557 now to reserve a table for this farewell event.

The Aroma of Chocolate is in the Air at Dorinda’s Chocolate Cafe



Truckee's downtown neighborhood located at 10009 West River Street (in the former Book & Bean location).

Dorinda’s Chocolate Café breakfast and lunch fall menu includes pumpkin spice-chai lattes, fresh baked croissants, gluten-free muffins and cafe-box lunches. Box lunches include daily soups served in a bread bowl or croissant sandwich, with chips and a chocolate truffle on the side. “We’re adding to our menu all the time”, said Dorinda.

Dorinda’s is pleased to have participated in so many events these past few months including Reno’s March of

Dimes, Northstar and Truckee’s wine walk events, and First Tee at the Atlantis. Look for them at this year’s Wine & Roses Festival November 5th where their Sea Salt Caramels won outstanding original taste at last year’s event.

Holiday season is fast approaching, but there’s still time to book your office party. Holiday parties may include light appetizers, chocolates, desserts, coffee bar and wine, serving from 5-50+ people. Holiday gift boxes are also available and can be shipped internationally.

For more information, visit www.DorindasChocolates.com.

Calendar of Events November

4 First Friday Downtown Truckee, 5 to 8 pm. Taste of Truckee. Start your first Friday at Riverside Studios Art opening and food tasting, pick up a grab bag, collect recipe cards and hear live music from Emily Tessmer, Ben Jammin, and Brian Hess. info@historictruckee.com

4 Day of the Dead Celebration, Truckee Community Arts Center. 5 to 9 pm. Food, entertainment, artistic displays, arts and crafts for kids and raffle. All money raised during this event benefits the Family Resource Center of Truckee. www.truckeeffc.com 530-587-2513

4 Truckee Trails Foundation Fundraising Dinner, River Ranch. 6 to 9 pm. 30% of the proceeds to benefit Truckee Trails Foundation. www.truckeetrails.org 530-587-8214

5 Truckee Ski Swap, Truckee Community Recreation Center, Donner Pass Rd. 11 am to 4 pm. \$2. Great deals on downhill, cross country and snowboarding equipment. www.tdrpd.com 530-582-7720

5 Chocolate, Wine & Roses Festival, The Chateau at Incline Village. 7 to 10 pm. Seven of Tahoe's best culinary artists, wine tasting from 10 wineries, live and silent auction. All proceeds will benefit Tahoe SAFE Alliance and Project MANA. Cocktail attire suggested. www.projectmana.org 775-298-0008

5 Community Sugar Pine Planting, Waddle Ranch, Meet at Truckee Airport. 11 am to 1 pm. Receive seedlings, tools, instruction and snacks. www.sugarpinefoundation.org 650-814-9565

5 Tahoe Rim Trail 30th Anniversary Celebration, North Tahoe Events Center. 5 to 8 pm. \$35. Register online. Cocktails, buffet-style dinner, awards and historical presentation. www.tahoerimtrail.org 775-298-0012

6 Sierra Senior Services Pancake Breakfast, Truckee Donner Senior Apartments. 8 to 11 am. \$7 adults; \$3 children. Sponsored by Truckee Host Lions Club. www.ttseniorscouncil.org 530-550-7600

8 Good Morning Truckee- Winter Resort Update, Town Hall. 7 am to 8:30 am. Bob Roberts of the California Ski Industry Assoc. on industry trends, and our local ski resorts report on what's new for the upcoming season. \$8 for Chamber Members; \$10 for general public. A community forum designed to provide timely and relevant information on a variety of topics. Great raffle prizes. 530-587-8808

11 Veterans Day Dance & Social, Truckee Community Arts Center, Church Street. 1 to 4 pm. Music by Vibratones. www.ttseniorscouncil.org 530-550-7600

12 Saturday Mornings- Discussion and Lecture with Katie Zanto, Sierra Nevada College, Prim Library, In-

cline Village. 10 am to 12 pm. Free. Katie Zanto has been nominated as one of L.L. Bean's top ten Outdoor Heroes based on her work founding the Adventure Risk Challenge Program—a program that integrates wilderness challenges with a rigorous literacy and leadership curriculum. www.sierranevada.edu 775-831-1314

13 Donner Lake Turkey Trot, West End Beach, Donner Lake. 10:30 am. 7-mile run around Donner Lake. Win a turkey or a pie. www.truckeefunrun.com 530-426-3313

18-19 Ultimate Ski and Snowboard Show, Sacramento, Cal Expo Center. 11 am. \$15. Presented by SnowBomb, and Ski Dazzle. www.skidazzlesacramento.com

19 Open House, Tahoe Maritime Museum, 5205 West Lake Blvd., Homewood. 10 am to 5 pm. Free for all Tahoe/Truckee/Reno area locals, bring your ID or other proof of residency. \$5 admission for non-locals (Children 12 and under free). Main Exhibit *Gar Wood's Tahoe Legacy* along with fun and educational children activities. info@tahoemaritime.org

25 Gingerbread Village Unveiling and Grand Tree Lighting Ceremony, Resort at Squaw Creek. www.squawcreek.com 530-583-6300

Calendar of Events December

2 Christmas Tree Decorating, Historic Downtown Truckee from Carmel Gallery to Burger Me. Truckee elementary school students decorate trees downtown.

2 Bud Fish Tree Lighting Festivities, Historic Train Depot. Cider and cookies, carolers singing traditional holiday songs. Co-sponsored by Rotary Club of Truckee and American Cancer Society. 530-587-8808

2 First Friday Downtown Truckee, 5 to 8 pm. Music, shopping, arts. info@historictruckee.com

4 Sierra Senior Services Pancake Breakfast, Truckee Donner Senior Apartments. 8 to 11 am. \$7 adults; \$3 children. Sponsor: Contractors Association of Truckee Tahoe. www.ttseniorscouncil.org 530-550-7600

8 Squaw Valley Lunafest, Olympic Village Inn. 6 to 9 pm. \$35. Film festival featuring award-winning short films by, for and about women. Appetizers, wine, live and silent auctions and film viewings. All proceeds benefit Girls on the Run Sierras and the Breast Cancer Fund. www.girlsontherunsierras.org/lunafest 530-567-2144

10-11 Sing Christmas - Truckee Tahoe Community Chorus Concert, Resort at Squaw Creek. 7 pm. And Noon \$15. A holiday favorite of celebratory seasonal music including gospel, Latino, baroque and contemporary arrangements. Audience sing-along. www.singtcc.org

17 Snow God's Ball, Olympic House. \$20 at the door/ \$15 in advance. 21 & older only. A benefit for the Squaw Valley Avalanche Awareness Education Fund. Live music, door prizes, raffle prizes and silent auction items. www.squaw.com 530-583-6955

17-31 Holidays at Squaw, Squaw Valley USA. Family events, Santa, holiday torchlight parade. Squaw decorates the mountain with mini stockings filled with presents, Christmas carolers and lights. www.squaw.com 530-583-6955

31 New Year's Eve at Northstar, Village at Northstar. DJ and live music, fireworks, drink specials, shopping, dining and ice skating. www.northstartatahoo.com 800-466-6784

Truckee Community Christmas Helps Local Families in Need

The Truckee Community Christmas program asks locals to open up their hearts to help several hundred less fortunate local families and individuals, this coming holiday season. All program recipients are well screened and truly deserving of a box of food staples, a toy for each child, and warm winter outerwear.

Serving our community in its 18th year as an all-volunteer umbrella organization coordinating the efforts of several groups that rally to assist our neighbors

in need, the Truckee Community Christmas program oversees the collection and distribution of food, toys and warm coats. Donors can also help provide necessities according to wish lists that residents of the Truckee Senior Center complete.

Sorting, packing and wrapping take place December 15-16 at the Sierra Mountain Community Education Center on Donner Pass Road.

For those who prefer to help by

writing a check, contributions can be mailed to Truckee Community Christmas, P.O. Box 2955, Truckee, CA 96160. Monies contributed will be primarily used to purchase food gift cards. All donations are tax deductible.

For complete information about Truckee Community Christmas, call the Truckee Donner Chamber of Commerce at (530) 587-2757. For up-to-the minute news, "Like" us on Facebook.



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New Members, continued from page 2

Please contact John Jones, President, or Annemarie Huisman, CCIM, for more information at (530) 582-4623.

Truckee Development Associates

Truckee Development Associates is a real estate development company that has its roots in Truckee. Rick and Nancy Holliday's office is located at 10152 Church Street where many plans by their team are underway, not the least of which, after 15 years of planning for Truckee, is The Railyard.

Holliday Development has been innovatively developing housing for a variety of residents, entrepreneurs, artists, and businesses using vibrant mixes of sustainable products that are designed on

the cutting edge. Holliday Development has more than 20 years of experience that now includes Truckee. The Hollidays enjoy working with a focus on community development and building partnerships as well as structures that will include adding many more downtown residents and movie theaters.

For more information call (530) 547-2122.

Wren Elizabeth Gifts

A gift that will be cherished now and passed down through generations is available at Wren Elizabeth Gifts. Melinda Holley specializes in treasures to decorate your home for life's celebrations

and holidays, and create family memories.

Wren Elizabeth Gifts is your local online gift store at www.wrenelizabethgifts.com so you can shop regardless of the weather. Use the local code (pick-up order) to avoid shipping charges, and they are a nationwide store, making themselves available to everyone. Wren Elizabeth Gifts offers a gift registry so you can request a few of your favorite things, and your friends and family will not have to guess at what you would like to get, they can find it online at the registry.

Call Melinda at (530) 318-0648.

Labor Law, continued from page 8

forcement through California's Labor Code Private Attorney General Act – which provides penalties up to \$200 per employee, per pay period (up to \$78,000 per year, for example, for an employer with fifteen employees paid every other week).

These "wage disclosure" rules will have an immediate impact on most em-

ployers, but other new laws (such as contractor misclassification penalties and labor commissioner procedures) will change the legal landscape over the coming year. Businesses should carefully follow these developments and review updates sent by industry and human-resources groups. Faced with substantial penalties for innocent noncompliance

with new Labor Code sections, it pays for any business to keep its eyes open.

Richard Rybicki is an attorney with Rybicki & Associates, P.C., a firm representing management in labor and employment matters throughout California. He can be contacted at (707) 222-6361 or rrybicki@rybickiassociates.com.