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WATER RESTRICTIONS & AWARD-WINNING LANDSCAPES

- **Thursday, April 27, 5-7 p.m.**
- **Landscape Warehouse-North Hollywood**
- **FREE event includes dinner**
- **All local chapters invited**
- **See flyer on page 2**

COVER PHOTO:

*2022 Colorscape Award winning Martindale Residence
by Oliver Holt Landscape*



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California Landscape Contractors Association
San Fernando Valley Chapter
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CHECK OUT THE VIDEO!

"How to prepare an award-winning project."

The San Fernando Valley chapter is once again inviting members to enter their awards competition. All local chapters are invited to participate. **Last day to enter is April 20.** Beautification Awards dinner is June 10. Entry forms are available online at www.clcasfv.org. While there, check out a video by multi award-winning contractor Richard Cohen Landscape & Construction on how to prepare your entry to be an award winner.



CLCA San Fernando Valley Chapter presents

WATER RESTRICTIONS & AWARD-WINNING LANDSCAPES

We're excited to have representatives from Valley Soil and the Metropolitan Water District of Southern California speaking at this event! Get updates on the most recent water restrictions and learn innovative ways to meet reduction goals, while maintaining beautiful landscapes.

THURSDAY, APRIL 27, AT 5 P.M.

LANDSCAPE WAREHOUSE

11311 Hartland St., North Hollywood, CA 91605

FREE TO ATTEND WITH RSVP

You don't need to be a CLCA member to attend!

**FREE to attend
and includes
dinner thanks to:**



RSVP TO JAN VEIS AT (818) 772-7233 OR SFVCLCA@GMAIL.COM





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STATE AND LOCAL EVENTS

Don't miss any of these very important events!

Subject to Change – Check with Chapter Office First

WATCH FOR LAST-MINUTE CHANGES DUE TO COVID-19

- April 6 Board Meeting 9 a.m. via Zoom
- 27 “Water Restrictions & Award-Winning Landscapes.” 5-7 p.m. Valley Soil rep Eric Anderson and LADWP rep to speak at Landscape Warehouse-North Hollywood, 11311 Hartland St. Free event, includes dinner. All area chapters invited.
- May 4-6 Landscape Awards Judging
- June 10 Beautification Awards Banquet, Monterey Concessions at Encino Golf Course. Details TBD
- July Estate Planning, Wills TBD
- Aug Money Management TBD
- Sept Golf Tournament TBD
CI Fishing Trip TBD
- Oct Auxiliary Auction TBD
- Nov CLCA Convention, Monterey, CA TBD
- Dec Holiday Party TBD



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FRANCISCO SALAZAR
SFV Chapter
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Staying Dry – Major Events Ahead

Hello fellow San Fernando Valley CLCA Chapter members! First of all, thank you to our current board, they have all been doing a great job working and showing up at meetings. Let's not forget that it is all volunteer work, and it is all appreciated to help out our fellow members.

It has been a cold and wet few weeks, and for most of us very busy ones fixing what all the storms have left behind at our clients' homes.

In the next two months CLCA will be working hard to bring you an important educational event dealing with "Water Restrictions & Award-Winning Landscapes." The event will take place at Landscape Warehouse – North

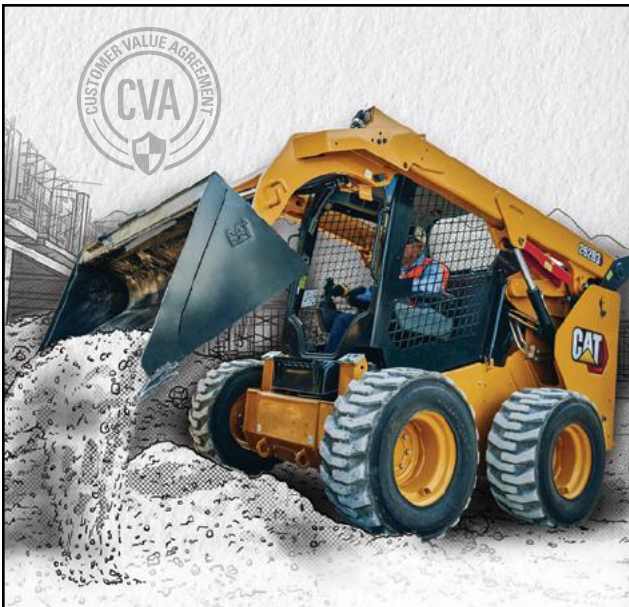
Hollywood, 11311 Hartland Street, April 27 from 5 to 7 p.m. This is a **FREE EVENT** and includes dinner. Although we have had all this rain it does not mean we are out of the drought so thinking of the future we are bringing you this event.

In the next two months CLCA will be working hard to bring you an important educational event dealing with "Water Restrictions & Award-Winning Landscapes." The event will take place at Landscape Warehouse – North Hollywood, 11311 Hartland Street, April 27 from 5 to 7 p.m.

Regarding the Beautification Awards, make sure you keep working hard on preparing the sites you are entering, and keep in mind that you need to submit your projects by April 20. Judging will be May 4–6. As a reminder save the date for the Beautification Awards ceremony in Encino on June 10...*don't forget!*

As always if you are interested in volunteering for any of our events or joining any of our committees, please feel free to contact any our board members. We would be happy to have you join us. – *Francisco*

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The Human Elements of Slips, Trips and Falls

From an article by Adrienne Jones, safety manager at ACRT and ACRT Services

As a safety professional, one of the most disturbing things I've seen is a video of an employee who was looking down at their phone while walking, slipped off a curb and ended up being hit by a vehicle. Thankfully, that employee fully recovered and returned to work, but this incident was a stark reminder of the ongoing pattern of distracted walking that needs attention. Slip, trip and fall occurrences have much to do with the human elements of distraction, complacency and stress, just to name a few.

Distractions are anything that draws a person's attention away from the task at hand; and in the modern world, our devices top the list. These devices can make us vulnerable to hazards around us, especially when engaged in activities such as texting, talking on the phone or listening to music through headphones.

It can be easy to forget how much our senses have to do with slips, trips and fall occurrences. When it comes to walking, auditory cues can often be more important than visual cues; something as simple as hearing our footsteps can significantly contribute to our balance and walking safety.

Other factors such as distractions, stress, fatigue and rushing, play important roles in the slip, trip and fall incidents in our industries. The role of inattention is huge. According to the National Institute for Occupational Safety and Health (NIOSH), 18% of the 1,176,340 nonfatal work injuries resulting in days away from work in 2020 were related to slips, trips and falls.

Our organization promotes proper footwear, addresses physical hazards, highlights weather conditions, and so on, but it's important to look at the human element – the emotions and mental state we're in that also contribute to distracted walking.

A study on non-fatal occupation falls conducted by Yeoh, Lockhart, and Wu looked at the relationship between employees' length of service and the rate of accidents. The results showed employees with more than a year of employment "experienced more than 70% of fall accidents," while employees with less than a year of employment experienced "considerably less (~28.8%)."

The takeaway? Human factors such as complacency can be combated by implementing annual training programs that reinforce fall-safety awareness.

Going Back to the Start

When looking beyond physical hazards, the mental state of employees is in direct correlation with slip, trip and fall incidents. In just

seconds, a person can become hyper-focused on a task – whether they're looking up for conductors and trees, searching for meters, or trying to locate an address.

It's easy to mentally "check out" during the task of walking. "Highway hypnosis" isn't limited to just driving. It can take place just as often when we're walking. Think about it; most individuals in the green industry walk more than they drive each day.



When a person's attention is focused elsewhere, they are less likely to participate in active safe walking – an awareness focusing on where you are walking, every step you take. Taking the time to scan your surroundings for hazards, focusing on the immediate terrain, and being conscious of potential risks in your path can prevent costly incidents.

These daily tips for safe walking practices can improve our overall awareness and create safe, consistent habits:

- Walk at appropriate speeds.
- Take your time. Practice mindfulness and focus on the present.
- Test footing before committing weight.
- Use your arms to keep you balanced.
- Eliminate distractions such as mobile devices.
- Avoid carrying large objects.
- Avoid wearing headphones.
- Avoid wearing sunglasses in low-light areas.
- Use railings on stairs and mirrors at corners.
- Reduce over-striding when walking.
- Always choose the safest route over the shortest.

Safety Versus Convenience

It's always best to take the safest route over the shortest. That can be a difficult thing to balance when there's work to be done within a set number of hours. Employees are frequently inclined to take that short route.

As individuals, we must hold ourselves accountable by being aware of our surroundings and avoiding unnecessary distractions. Active safe walking sharply reduces the chances of being involved in a painful and costly incident. By increasing our awareness and improving our daily habits, we can prevent the occurrence of slips, trips and falls.

This article originally appeared on Landscape-Business.com, sister property to SportsField Management magazine.



JOSÉ ROBLES
Owner
Landscape Warehouse

RAIN = Good News for Landscapers

I believe that because of all this rain, the next couple of years should be easier for landscapers and those that supply them. Let's hope there will be a reduction and loosening of water-related restrictions, which should result in more work being available for our industry. Sod growers and other suppliers hurt by the restrictions will begin enjoying life again, as will the landscapers and gardeners who install their products.

Oh, we're not out of the woods yet – because of inflation and rising interest rates – but I still can see things turning in our favor as long as our politicians will get out of the way of what can be a moderate business comeback. And it will have all started because of the recent rainstorms greening our clients' homes and partially filling California water reservoirs. And don't forget the snowpack that will help serve our future water needs.

This also means that Landscape Warehouse will see an increase in the sales of sprinklers and rotors, along with plants of all kinds. Unfortunately, the rains have not exactly been a win-win for everyone...just ask someone whose home got damaged or washed away. But for most of us...the rain means good news, and we all can use some of that.

To make sure gardeners and landscapers are sufficiently educated in the everchanging field of landscaping, and that they can handle the increased workload properly, Landscape Warehouse will soon be announcing a schedule of classes about various aspects of irrigation and other important areas of our industry. You don't want to miss them!

Speaking of rain and snow – of which our local area has recently had both...my sons and I, along with a couple of friends, went up to my property near Wrightwood a couple of weekends ago to "relax" and enjoy the winter weather. Soon after we arrived, we were hit with a major snowstorm that brought several feet of snow! As awesome as it was enjoying the beauty of it, we had to come to the realization that...we were snowed in!



LANDSCAPE WAREHOUSE SNOWMEN
dig their way out of a tough spot.



What "relaxing?" We spent much of the weekend shoveling snow so we could get our vehicles out and down the mountains from our 5,000 ft. level. It was a challenge but with teamwork, some muscle, and a little tequila, we overcame it. It's a great feeling when you can work your way out of a tough spot and then laugh about it.

Water Restrictions Educational Night April 27 at Landscape Warehouse- North Hollywood

Back to business...we are putting the finishing touches on our Water Restrictions Educational Night April 27 at Landscape Warehouse – North Hollywood. "Water Restrictions & Award-Winning Landscapes" will bring you up to date on the latest water conservation measures and restrictions, and how these apply to that award-winning landscape you want for yourself or your clients.

Sponsored by Landscape Warehouse and hosted by the San Fernando Valley Chapter of CLCA, this FREE EVENT is set for Thursday, April 27 from 5-7 p.m. and will include dinner. Landscape Warehouse-North Hollywood is located at 11311 Hartland Street – (818) 287-8866. This educational event is open to CLCA members and friends

from the San Fernando Valley, Los Angeles/San Gabriel Valley and Chanel Islands Chapters, plus other interested gardeners, landscapers, and community members.

One final thought...on the slim chance that this wacky weather changes and brings snow to our local area that night as it did a couple of weeks ago, don't worry...Landscape Warehouse has an excellent supply of shovels just in case. – José

12 Unlicensed Contractors Cited in Undercover Sting in Central Valley

During a two-day undercover sting operation in Tulare, the Contractors State License Board (CSLB) cited a dozen individuals for charging thousands of dollars on home improvement projects. Suspects could face serious fines and/or jail time as a result.

In January, CSLB's Statewide Investigative Fraud Team (SWIFT), in partnership with the California Department of Insurance, went undercover and asked the alleged unlicensed contractors to bid on jobs at a single-family home. Of those invited, 12 were found to be contracting illegally. Eleven individuals were issued a Notice to Appear in criminal court at the sting site while one individual was referred to the Tulare County District Attorney for misdemeanor prosecution for placing a construction bid after leaving the property.

The bids ranged from \$790 for flooring to as much as \$5,600 for landscaping – all above the legal \$500 threshold for contracting without a license. In California, contracting without a license is a misdemeanor and punishable by a fine of up to \$15,000.

Eleven of the suspects could face additional charges for their illegal advertisements. Licensed contractors are required to include their license number on all business-related materials (such as advertisements, vehicles, and business cards). The civil penalty for not complying with his requirement could lead to a \$1,000 fine for a first-time offense.

“California consumers are going to reach out to contractors for weather-related construction projects, and we want unlicensed individuals to know that they can work legitimately by obtaining a license

if they meet minimum license qualifications,” said David Fogt, CSLB Registrar. “Learn how to get licensed by attending CSLB’s free, online Get Licensed to Build workshop and speak directly with our licensing staff who can answer questions you might have; it pays to get licensed.”

Seven of the cited individuals expressed they would have employees complete the work, but they did not carry the proper workers’ compensation insurance. Penalties for not carrying workers’ compensation insurance can be severe. For a first-time offense, suspects could be sentenced to one year in county jail and/or pay a fine of up to \$10,000. They may also be fined \$1,000 per employee on the payroll at that time – up to \$100,000 – and a stop order can be issued on work projects. There are additional penalties if an injured worker files a workers’ compensation claim and the employer doesn’t have the proper insurance. That employee can also file a civil action against the employer.

Two individuals also asked for an excessive down payment ahead of starting the work. Contractors can only ask for 10% or \$1,000, whichever is less. This is a misdemeanor that could result in charges of up to \$5,000, or up to a one-year county jail sentence, or both the fine and imprisonment.

For more information, visit CSLB’s website, or connect with us on Facebook, Twitter, Instagram, and YouTube.

About CSLB: CSLB operates under the umbrella of the Department of Consumer Affairs and licenses and regulates about 285,000 contractors in California.

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Productivity Secrets of Highly Successful Entrepreneurs

From an article by Brad Hodgson in *allBusiness*

Here is some of the best real-world advice from successful entrepreneurs, which can help you make better decisions, increase your productivity, and keep you from procrastinating at work.

1. Surround yourself with people smarter than yourself – Jack Ma, Founder of Alibaba

“I knew nothing about technology. I knew nothing about management. But the thing is, you don’t have to know a lot of things. You have to find people who are smarter than you. For many years, I’ve been finding people smarter than me and my job is to get these smart people to work together. And if smart people can work together, it’s easier.”

2. Focus on what you love – Jay-Z, Hip-hop mogul

“It just got to a point where it was, like, ‘Make this decision, because this is something you really love and you love to do. It’s

time to really focus on and then get serious about it, give it your all. And once I did that, it was no looking back from there.”

3. Plan your day – Tim Ferriss, author of “The 4-Hour Work Week”

“Just a few minutes each morning can save you hours of wasting time or scattering your effort each day. Isolate the one or two most important things you need to accomplish today.”



4. Surround yourself with motivational reminders – Blake Mycoskie, Founder of TOMS

“I surround myself with inspirational quotations. This easy-to-follow piece of advice has played a huge role in my being able to get past my own fears and insecurities throughout my entrepreneurial career.”

5. Make decisions quickly – Jeff Bezos, Founder of Amazon

“Most decisions should probably be made with somewhere around 70% of the information you wish you had. If you wait for 90%, in most cases, you’re probably being slow. Plus, either way, you need to be good at quickly recognizing and correcting bad decisions. If you’re good at course correcting, being wrong may be less costly than you think, whereas being slow is going to be expensive for sure.”

6. Hold less meetings – Elon Musk, Founder of Tesla

“Excessive meetings are the blight of companies and almost always get worse over time. Please get [out] of all large meetings, unless you’re certain they are providing value to the whole audience, in which case keep them very short.”

7. Don’t multitask – Oprah Winfrey, Entrepreneur and celebrity

“I have learned that your full-on attention for any activity you choose to experience comes with a level of intensity and truth. It’s about living a present life, moment to moment – not worrying about what’s going to happen at 3 o’clock and what’s going to happen at 7 o’clock.... That whole thing about multitasking? That’s a joke for me. When I try to do that, I don’t do anything well.”

8. Treat people well – Larry Page, Founder of Google

“It’s important that the company be a family, that people feel that they’re part of the company, and that the company is like a family to them.... You treat people with respect, they tend to return the favor to the company.”



Dear California Landscape Contractors Association member,

In an effort to encourage more association membership while creating value to our existing members, the CLCA has partnered with California fuel distributor Flyers Energy (www.4flyers.com) to offer a full service commercial fuel discount program to association members!

- 5-cent fuel discount per gallon when purchased with a Flyers CFN (Commercial Fueling Network) card
- 5-cent fuel discount per gallon when purchased with a Flyers Pacific Pride card

Here’s how to get started:

Contact Niki Warden at (530) 863-4560 or nicholw@4flyers.com for more information. Flyers Energy will also provide a FREE cost analysis of your most recent fuel invoice to determine whether a CLCA-endorsed fuel program will benefit your business.

We encourage you to start saving money and support CLCA by taking advantage of this special program.

Sincerely,

Niki Warden
Account Manager
(530) 863-4560 Office
(530) 863-4020 Fax
www.flyersenergy.com

HERE'S ONE FOR US "SEASONED CITIZENS"

When I Am Old *By Mark Matteson, Sparking for Success*

The days go by so fast now, as I turn the calendar pages,
 Another year behind me, as my face slowly ages.
 Getting old is not for sissies, I heard my father say,
 Yet I'm as old as he once was, that time is today.
 But when I'm old, much older than this day,
 I'll keep my griping to myself, complaining doesn't pay.
 When I'm old I'll tell my tales, with all the gratitude I can muster,
 And in keeping with Teddy Roosevelt, that famous Trust Buster.
 When I'm old I'll seek to inspire and lead by example,
 And share the hard-won lessons of my past, perhaps just a sample.
 When I'm old I'll laugh at myself and follow Rule Sixty-Two,
 Because I always feel better, every time that I do.
 When I'm old I'll practice kindness, of the Radical Variety,
 Then like Mr. Fred Rogers, I can positively impact Society.
 When I'm old I'll listen more, to everyone I meet,
 From the Butcher, Baker, and Candlestick Maker and the CEO on
 Wall Street.
 When I'm old I'll exercise my right to walk away,
 From the cynics and the whiners, before they wreck my day.
 When I'm old I'll make people laugh and tickle their funny bone,
 So that their heart's made lighter and they will never feel alone.
 When I'm old I'll write that letter, to the teacher who believed in me,
 So that they'll know they made a difference in all I do and see.



**MARK
 MATTESON**
Sparking Success

When I'm old I'll read the Bible and the
 100 Greatest Books,
 Alone on my deck with a cup of tea, ignoring
 the dirty looks.
 When I'm old I'll say I love you, to every friend
 and foe,
 Because life is so short, it must be said before
 I go.
 When I'm old I'll assist the less fortunate and offer a helping hand,
 And I'll keep my good works a secret, now won't that be just grand?
 And when I'm old I'll say goodbye, it's been one hell of a ride,
 With all of you dear readers, ever at my side.
 But wait just one hot minute, I'm just not that young anymore,
 I guess that means I'M OLD RIGHT NOW, as I tally up the score!
 So, I won't wait to do all these noble deeds, creating love from hate,
 I'll do them all from this day forward, before it's all too late.
When I'm old... Mark Matteson - 1.2.23 (65 years young)
*Mark Matteson is an inspiring speaker and the author of the interna-
 tional bestseller, Freedom from Fear. His company, Sparking Success, is
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RICH ANGELO
Founder
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Innocence is Priceless

One Sunday morning, the pastor noticed little Alex standing in the foyer of the church staring up at a large plaque. It was covered with names and small American flags mounted on either side of it. The six-year old had been staring at the plaque for some time, so the pastor walked up, stood beside the little boy, and said quietly, 'Good morning Alex.' 'Good morning Pastor,' he replied, still focused on the plaque. 'Pastor, what is this?' The pastor said, 'Well son, it's a memorial to all the young men and women who died in the service.'

Soberly, they just stood together, staring at the large plaque. Finally, little Alex's voice, barely audible and trembling with fear asked, "Which service, the 8:15 or the 10:30?"

"To get the full value of a joy, you must have somebody to divide it with."
— Mark Twain, Writer



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Radio Advertising Pros and Cons *From an article in allBusiness*

Radio is probably not the first thing that comes to mind when you are thinking of ways to advertise your business. Especially in these days of social media and Facebook fan pages, radio might seem old-school. But radio can be an important part of your marketing strategy.

Three pros of radio advertising

- You can target your advertising to a specific audience. Different radio stations have different formats, from news/talk to oldies to rock. Decide who you are trying to reach and then choose the radio format that reaches your audience.
- A 30-second ad on radio is often less expensive than a 30-second TV ad and easier to produce.
- Radio ads can be produced very quickly, unlike television ads. And unlike magazine print ads, you do not have to wait for the next issue to come out.



Three cons of radio advertising

- While a reader can cut out your print ad and save it for later use, a radio ad is very ephemeral, playing over the radio for a minute or less.

- Morning and evening commutes are key times when many businesses want their ads to run, and there are only so many spots to go around. This can drive up the cost for those choice time slots.
- Radio can often be background noise. You will need to run your ad more than a few times in order for it to make an impact.

Tips if deciding on radio ads

- Radio ads engage listeners by constructing a 30- or 60-second story, keeping the product or service being sold at the forefront throughout, covering all the key points in an efficient and entertaining way and finishing with a call-to-action such as a phone number or web address.
- If you will be writing the ad yourself, make sure to use informal language and write the way you talk. Proper pacing is also important.
- Remember that people listening to your ad are probably doing something else at the same time, like driving in their cars. For this reason, repeat key information such as your company name and the name of the product or service you're selling.
- Let them know the call-to-action is coming ("Have a pen or pencil handy?"), and then repeat your phone number or web address at least three times.

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Alleged Unlicensed Contractors Give High Bids in San Diego County Sting

The Contractors State License Board (CSLB) cited unlicensed individuals in San Diego County who placed bids as high as \$20,000 for residential contracting work. Consumers should use this as a warning and not mistake a high price tag for quality work.

In February, CSLB's Statewide Investigative Fraud Team (SWIFT) partnered with the California Department of Insurance and the San Diego County Sheriff's Department and went undercover to catch unlicensed contractors in Ramona. Of those invited, 11 came to the site and placed high bids without having the proper license to back up their workmanship.

The bids ranged from \$4,500 for tree removal to as much as \$20,000 for concrete – all above the legal \$500 threshold for contracting without a license. In California, contracting without a license is a misdemeanor and punishable by a fine of up to \$15,000.

A Notice to Appear in criminal court was issued to these individuals at the sting site while one individual was referred to the San Diego County District Attorney for misdemeanor prosecution for placing a construction bid after leaving the property.



All 11 suspects could face additional administrative or criminal charges for placing illegal advertisements for construction services without having the required license. As a reminder, licensed contractors are required to include their license number on all business-related materials (such as advertisements, vehicles, and business cards).

“Our primary goal in conducting sting operations is to keep consumers safe from illegal contracting scams, which is why we are encouraging them to always check a license and get at least three bids on any home improvement project,” said David Fogt, CSLB Registrar. “Another reason is to educate people on how to get a contractor license so they don't face these charges a second time and can move forward with making an

honest living. Those who want to learn more about getting licensed should attend one of our virtual licensing workshops offered in both English and Spanish.”

Three individuals also asked for an excessive down payment ahead of starting the work. Contractors can only ask for 10% or \$1,000, whichever is less. This is a misdemeanor that could result in charges

Continued on page 15

Five Entrepreneurship Lessons Learned from Raising Kids

From an article by Nellie Akalp Founder and CEO of CorpNet.com

You might be surprised what lessons you can learn about running a business if you're a parent. Here are five valuable entrepreneurship lessons raising kids helps you learn pretty quickly.

1. You don't have to be popular to be an effective leader

At least a dozen times a day, one of my children is mad at me. Whatever wrong I've done, I acknowledge that sometimes my kids don't agree with my decisions. It's the same with employees. And that's okay. You don't have to be your kids' – or your staff's – best friend to get the job done. It's enough to simply make decisions based on the greater good of the team.

2. A sympathetic ear can go a long way

Simply being there for your kid or your staff member and being sympathetic when their hurting helps build trust. I'm not trying to solve the problem but by simply listening, I show them I care.

3. Be available, but have limits

My kids know I'd do anything for them. But they also know it's not a good idea to wake me up in the middle of the night and

ask me for a favor without good reason. Likewise, I let my clients know I'd go to the moon and back for them... within limits. I don't answer my emails or work phone after hours, on the weekends, or on vacation, and I hope my clients respect me for that.

4. Enabling your team is a win-win

At home, I teach my kids how to problem solve. They have their own responsibilities, and my husband and I encourage them to figure out how to manage things without running to us for help every time. At work, I enable my staff to make decisions that are best for both the customers and the company; I don't want them to feel like they have to come to me every time they need to make a decision.

5. Sometimes you need your space

My husband and I have regular date nights to have a little breathing room from both the kids and our business (which we run together). Being an entrepreneur, as well as a parent, is about balance. You can't do one thing well if that's all you focus on. Taking time for yourself – re-exploring old hobbies, maybe – can make you more well-rounded in every aspect of your life.

CI Kick Off in Carpinteria Discusses CORE Program

Hosting CLCA members from throughout the region, the Channel Islands Kick Off event took place February 28 at All Around Landscape, a SiteOne company, in Carpinteria. Hosted by SiteOne, the free event included dinner and featured information about the California CORE program that provides rebates and discounts toward the purchase of certain electric and battery-powered landscape equipment. State CLCA President Evan Moffitt – who happens to be a regional rep for SiteOne – was there to ensure the program ran smoothly and delivered as promised... which it did. Members from surrounding chapters were in attendance.

Makita rep Rico Segura, Milwaukee Tool rep Josh Bishop, and individuals from SiteOne offered details regarding CORE, and answered attendees' questions that included which tools and equipment qualify for the program, how long it takes to receive the rebate, and how long the CORE funds are expected to last, among others. The consensus was to get you applications in as soon as possible.

The CI board and membership wish to thank the companies and individuals that made this informative program possible and look forward to other educational programs of this type in the future.



SITEONE'S Eric McGinnis (second from left) gives the technical side of the CORE discussion as State President Evan Moffitt (left), Milwaukee's Josh Bishop and CI Past President Kyle Hillendahl look on.



SFV PRESIDENT Francisco Salazar (second from left) and Past State and CI President Pete Dufau (third from left) soak in the information from Eric McGinnis as they finish their tasty dinner.



MILWAUKEE TOOL rep Joshua Bishop greets attendees to his info booth at All Around Landscape – A SiteOne Company in Carpinteria. Josh and fellow Milwaukee reps are carrying the CORE message throughout the state.



O'CONNOR SALES rep Jim Bowers chats with CI V.P. Legislation Pete Dufau at the CI Chapter Kick Off event February 24.



LEARNING AND APPLYING the information being presented at events like this keeps CI and fellow CLCA members operating head and shoulders above the rest.



LASTING FRIENDSHIPS, renewed or made, is the greatest side benefit of attending state and chapter events and programs. Pete Dufau and Francisco Salazar (shown at right) can attest to that.

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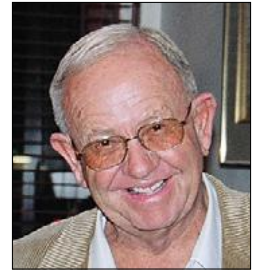
Avoiding the Scars of Stinking Thinking

In the awareness of our oneness with our Creator, we all live in the conscious of infinite potential. It is a blessing that we can open our minds to new vistas of opportunities and experiences in our daily life. The challenge is to align our thoughts, feelings, and creativity with the expanded possibilities and opportunities surrounding each of us.

How we think results in how and what we experience. The thinking of the creative, higher and best thoughts equates to a positive consciousness leading to happiness, joy and prosperity. It also leads to achieving our heart's desires. One can only imagine what might result in thinking otherwise. Actually, you probably don't have to imagine it. If you're anything like me, you still carry the scars of "stinking thinking" from times past. Been there, done that.

We have been given a life of unlimited potential. Each of us has the ability to release any limiting ideas and embrace our limitless

co-creator abilities, and their wonderful effects in all areas of our life. This is all an inside job, personal and only individually achieved. The answers and desires are within.



DAVID JUNOD
Sheridan Landscaping, Inc.

If you're anything like me, you still carry the scars of "stinking thinking" from times past. Been there, done that.

I believe we exude gratitude to God for the gifts of wisdom and the ability to understand higher correct thinking to achieve our desires. Isn't it wonderful to love life so!

Love does, always. – *Namasté, Dave*

"There is no need to run outside for better seeing. Nor to peer from a window. Rather, abide at the center of your being. For the more you leave it, the less you learn. – *Lautae*

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CSLB San Diego Sting, from Page 12

of up to \$5,000, or up to a one-year county jail sentence, or both the fine and imprisonment.

Three individuals were issued an order to cease all work requiring employees until a workers' compensation insurance policy is obtained. CSLB investigators can halt jobsite activity when any person, with or without a contractor license, does not have workers' compensation insurance coverage for employees. Failure to comply with a stop order can result in misdemeanor charges and penalties, including 60 days in jail and/or up to \$10,000 in fines.

Penalties for not carrying workers' compensation insurance can be severe. For a first-time offense, suspects could be sentenced to one year in county jail and/or pay a fine of up to \$10,000. They may also be fined \$1,000 per employee on the payroll at that time – up to \$100,000. There are additional penalties if an injured worker files a workers' compensation claim, and the employer doesn't have the proper insurance. That employee can also file a civil action against the employer.

For more information, visit CSLB's website, or connect with us on Facebook, Twitter, Instagram, and YouTube.

About CSLB: CSLB operates under the umbrella of the Department of Consumer Affairs and licenses and regulates about 285,000 contractors in California.

~KURAPIA~

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