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Brass + Oak

We are excited to announce our doors have re-opened for normal business hours. We are doing everything we can to keep a safe + clean environment for our customers. If you would like a more personal shopping experience feel free to shoot us an email to schedule an appointment.

Feel free to also shop online and

pickup curbside! We are SO excited to be able to share a handful of our favorite items with you, and will continuously add new inventory each week so be sure to follow along on Instagram and Facebook.

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Barbara Crawford

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CALENDAR OF EVENTS

Community Observatory
 Folsom Lake College-El Dorado Center, Campus Dr. \$2 parking fee.
 (530) 642-5621 or communityobservatory.com

Mar 7 & 21 El Dorado Western Railroad
 Boarding at El Dorado Station, 4650 Oriental St., El Dorado. 10 a.m. – 1 p.m. Rides leave on the hour: 10 a.m., 11 a.m., 12 p.m. and 1 p.m. Tickets sold first come, first serve, starting at 9:30 a.m. \$8 ages 9 and up, \$3 ages 8 and under. Masks required. (530) 663-3581, museum.edc.gov.us/el-dorado-western-railroad

Mar 6 Swap Meet in the Barns at EDC Fair
 9 a.m. – 2 p.m. Rain or Shine. Call (530) 621-5860 to rent your space today. In the Plaza. In case of inclement weather, Pavilion A, B and D. Please email application to the fair office if purchased thru PayPal to fair@eldoradocountyfair.org

Mar 6 Pizza, Pods and Wine
 10 a.m. – 5 p.m. at Sierra Vista Vineyard & Winery. Reservations for the Pods are \$20 to hold your spot, but that goes toward your purchase when you are here. Pod Reservations will be in 1.5 hr blocks and space is limited so make your reservation today on our website www.sierravistawinery.com/reserve-a-pod or call the tasting room. Contact: Philip 530-622-7221 for additional information.

Mar 6 Empty Bowls
 2 p.m. - 5 p.m. pick up at the Marshall Building at the El Dorado County Fairgrounds. Three course meal for \$35. Our supper includes a choice of Beef and Barley Soup, Minestrone Soup (Veg), or White Clam Chowder. Plus 2 rolls/bread and 2 desserts. A commemorative student bowl. Go to www.eldoradocountyfair.org to preorder now.

Mar 20 Sierra Vista Book Drive
 10 a.m. – 5 p.m. We are accepting books starting today! Please provide books in the reading age range of 5-13. Every day leading up and including the fundraiser, bring in 5 or more books to receive a glass of our Elevation 2800 or Viognier for only \$1! On March 20th, we will be having our official fundraising day!! Call our tasting room for more details or to book your spot today 530-622-7221. More information at www.sierravistawinery.com/event/sierra-vista-book-drive/

Mar 24 "Victorie" Blending Event at Crystal Basin Cellars
 6 p.m. - 7 p.m. Who couldn't use a little Victorie in their life? Enjoy a special night in blending your own bottle of our award-winning Victorie wine. This blend features the yummy Grenache, Mourvedre, and Syrah varieties. Ready for your next virtual wine testing? Go to crystalbasin.com/virtual-vino-blending-events/ to learn more.

You Can Submit Your Event Online!

Did you know that the Chamber keeps a community calendar of events? El Dorado County events can be submitted to <http://visiteldorado.mssoftware.com/EditItem.html>. Once approved, your event will appear on the online calendar at www.visiteldorado.com and also printed in the Voice of Business newsletter as space allows.

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Best Sellers to Help You Do Business

2021 California and Federal Employment Poster

You must post a compliant Employment Poster in a conspicuous place in the workplace where all employees and applicants can see it. The poster also must include information about your workers' compensation benefits, payday schedule and emergency contacts. You may need to order several to ensure that your business, branches and satellite offices are displaying the poster accord-

ing to the law. 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.

2021 HR Quick Guide for California Employers (HR Handbook)

Includes color-coded easy reference sections. Required and recommended forms for California businesses available to download using a special URL

provided in the book.

Required Pamphlets Kit

Contains 20 copies of each of six pamphlets that employers must distribute to employees.

California Labor Law Digest 2020 Edition

This comprehensive, California-specific Digest puts answers to labor law questions right at your fingertips, updated with new case law and regulations.

Order Today and SAVE!

Business Name _____

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These products are produced by the California Chamber of Commerce, a publisher of top-quality human resource products and services with more than 125 years of experience helping California business do business.

Substantial discount when you purchase through your local chamber of commerce.

2021 California and Federal Employment Poster	\$ _____
All required notices on one non-laminated poster @ \$28.49	_____ English _____ Spanish
All required notices on one laminated poster @ \$40.49	_____ English _____ Spanish
2021 HR Quick Guide for California Employers	@ \$64.99 \$ _____
2021 California Labor Law Digest @ \$174.99	\$ _____
2021 Required Pamphlets Kit @ 92.49	\$ _____
	_____ English _____ Spanish
Subtotal	\$ _____
8.25% Tax	\$ _____
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Another business solution brought to you by the California Chamber of Commerce & the El Dorado County Chamber of Commerce



At Cornerstone Financial Group, we have 39 years of experience with El Dorado County residents, as they have embarked on their individual journeys to financial independence. We specialize in navigating through each stage, each Questpoint, as it becomes relevant within your unique journey.

- Some Points of Specialty:**
- How and when to take Social Security?
 - How to coordinate your assets for tax efficient distribution in retirement?
 - How to navigate your Medicare options?
 - Retirement or Work Optional Lifestyle? How and when?
- How do we accomplish this? Through our

proprietary process, The Questpoint FORMula. If you set sail for Hawaii from California and are off course by just 1 degree, you are going to miss the islands by over 500 miles! We know from experience the same thing can happen on your journey to retirement. Job changes, social and political events, market storms and more importantly, "life events" in general can change your direction or even take you off your course completely. The simplest of changes in life can make the best laid financial plans obsolete.

To this end, we developed and refined the Questpoint FORMula. Our proprietary process monitors your critical life and financial events, staying fluid and dynamic, to help you make mid-course corrections as needed and reach your destination.

With Cornerstone guiding your retirement journey, you are now free to focus on the things that matter most in life, your Family,

Occupation, and Recreation.

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Please view our website for more information and to schedule your complimentary meeting today, www.cfgstrategies.com

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Julia Walthrop & Stephanie Fong

Shingle Springs Tribal TANF Program

The Shingle Springs Band of Miwok Indians' Tribal TANF program serves eligible Native American families in Sacramento, El Dorado, Yolo and Placer counties. Our program provides important tools and teaches skills to empower Native families to achieve self-sufficiency.

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www.shinglespringsrancheria.com/tribal-tanf
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FILM CLIPS

Stay tuned for these TV shows that have filmed in El Dorado County in the last few months:

- Keeping Up with the Kardashians
- Real Housewives of Beverly Hills
- The Hills, New Beginnings

People.com has even called a "Hotspot Alert!" on Lake Tahoe

because of celebrities being seen in Lake Tahoe's South Shore. Film Crews working on location in our county have been helping to boost our economy during this challenging time. They are considered essential workers, and follow very strict protocol and safety procedures for their entire team.



Photo courtesy of Kim Kardashian/Instagram

Employee Relocation on the Rise

With an accelerated boost from the pandemic, employees are taking advantage of modern technology and moving to locations far from their physical workplaces. And they are doing so for a variety of reasons — from escaping high costs of living to just wanting a change in scenery.

Several organizations — Capital One, Salesforce, Zillow and Twitter, to name a few — have already indicated that they'll continue to allow employees to permanently work remotely post-COVID-19. Even after the pandemic, tech giant Microsoft plans to apply a "hybrid workplace" model, which will allow employees to telecommute up to 50 percent of the time, with managers having the discretion to approve employee requests to work remotely full time.

And with the opportunity to permanently work remotely, the door opens to relocating entirely. Nearly four in 10 companies now allow their workers to relocate away from the office permanently, according to a recent survey from global staffing firm Robert Half. Fifty-one percent

of professionals "would consider" a move to a different city, if their employer offered them a permanent remote work arrangement, and 4 percent have already moved.

One benefit to companies with remote employees across the country (instead of just near their offices) is expanding their recruiting and hiring talent pool. Now companies can find the right person for the job from anywhere in the country.

Many employers, however, are hesitant to allow permanent employee relocation because it may lead to more administrative complications. For example, if one employee moves to another state, different wage and hour laws may apply. Even within California, different localities have different local ordinances that can affect your workforce. Managing benefits can also create headaches. What does HR do if the company's health plan isn't available in your employee's new state? There are no easy answers.

One of the biggest issues between companies and permanent remote workers is determining

employee pay. If an employee moves to a place with a lower cost of living, would their pay decrease? Conversely, if they move to a state with a higher cost of living, would their pay increase? Seventy-four percent of HR managers say that their home office location will determine an employee's salary, and 23 percent say that an employee's new location will determine what they're paid. A decision hadn't been made in the final 3 percent.

Notably, when employees were asked if they were willing to take a pay cut in order to relocate, 75 percent said they would not. Allowing employees to continue working remotely while relocating, sometimes thousands of miles across the country, may not work for every company. Still, companies can potentially gain a strong advantage in gaining and keeping their talent, if employees know they have the flexibility to live anywhere they choose while working for the company.

—Mike McCluskey, Senior Technical Editor, CalChamber

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