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MONDAY, NOVEMBER 17, 2025

PART OF THE USA TODAY NETWORK



Several of the goals set out in Tesla CEO Elon Musk's pay package are written in vague language that could provide him with hefty payouts without significantly boosting profit, according to experts. ODD ANDERSEN/AFP VIA GETTY IMAGES FILE

## Musk could be paid billions without hitting Tesla goals

'Mars-shot milestones' built into CEO's historic pay package

Chris Kirkham, Rachael Levy and Abhirup Roy

LOS ANGELES – When Tesla directors offered Elon Musk the biggest executive pay package in corporate history in September, it reassured investors that he would have to achieve the equivalent of "Mars-shot milestones" to earn \$878 billion in Tesla stock over 10 years.

The board's proposal said Musk would have to "completely transform Tesla and society as we know it" in robotics and autonomous driving as well as stock value and profits. Conversely, Musk would get "zero" unless he meets those "incredibly ambitious" goals.

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Tesla's EV business, which accounts for almost all its revenue, is deteriorating, with aging models facing fierce competition. Its only newer model, the Cybertruck, has flopped. JOE RAEDLE/GETTY IMAGES FILE

### Food banks will feel fallout for months

Many Americans used up reserves during closure

Sarah D. Wire

The Missoula Food Bank & Community Center in Montana doubled its food order for the first two weeks of November to help handle a flood of requests and will spend "far and above" more than what its has budgeted this month, said Executive

Director Amy Allison.
A half-dozen other food banks across

the country have similar stories: They've carved massive holes in their budgets over the past six weeks as they've tried to keep up with demand sparked by the federal government shutdown. It hit at the same time layoffs and rising prices had already boosted the number of people seeking help.

And now they're facing the rest of the year having already pleaded with every donor on their list to give as much as possible.

"The fallout is going to be huge, and I don't think we can even really wrap our heads around that yet," Allison said.

The food banks said they expect to feel the impacts of the shutdown for months, even though the federal government reopened Nov. 13.

Soon, benefits will resume flowing to tens of millions of federal food assistance recipients and paychecks will arrive for hundreds of thousands of federal workers. But those people used up what reserves they had during the 43-day shutdown, said Linda Nageotte, president and chief operating officer of Feeding America, which provides

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Immigration raids have caused fear and uncertainty in Charlotte because similar operations in other cities resulted in people without criminal records being detained, city officials said. CARLOS BARRIA/REUTERS FILE

### ICE raids begin in Charlotte

North Carolina leaders urge legal help for migrants amid fear

**Doina Chiacu and Mike Stone**REUTERS

WASHINGTON – Federal authorities conducted raids on Nov. 15 in the banking hub of Charlotte, North Carolina, the Department of Homeland Security said, expanding its crackdown on illegal immigration to the South.

"We are surging DHS law enforcement to Charlotte to ensure Americans are safe and public safety threats are removed," DHS spokesperson Tricia McLaughlin said in a statement. "There have been too many victims of criminal illegal aliens."

DHS, which oversees U.S. Customs and Border Protection, did not provide details on the operation, including how many law enforcement officers took part or the number of people detained

But the agency blamed North Carolina officials, saying their refusal to detain suspects sought by immigration authorities led to the operation.

DHS said North Carolina has not honored almost 1,400 "detainers" – requests by immigration officials to hold suspects for up to 48 hours beyond the time they would ordinarily be released.

The North Carolina governor's office and the Charlotte-Mecklenburg Police Department did not immediately

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