



## Open Hearts: A willingness to grow is at the core of great patient care

Submitted by  
**Adam MacDonald,**  
Corporate Communications  
Program Manager

Process improvement work in most jobs can be a dry affair: efforts at small adjustments to aid a bottom line, tweaks to be more efficient, or streamlining some steps deliver a widget to market faster. But when your business is open-heart surgery, process improvements take on a whole new level of importance and seriousness.

“One of the most important moments in the care of someone who has just had major surgery is in the handoff from the anesthesiologist and surgical team to the Intensive Care Unit (ICU) nursing care staff,” reflected Connie Barnes, interim director of the ICU at Confluence Health.

“When I came onboard, I was so incredibly impressed by the procedure our team had put in place. To put it simply, it saves lives and leads to the best healthcare outcomes for patients.”

The handoff procedure is a vital

moment in a patient’s care for any surgery, but especially so in a procedure as complex as open-heart surgery.

This exchange is where communication needs to be clear and well understood to ensure that patient care continues uninterrupted from the operating room to the intensive care room.

“Back in 2018, our department was challenged to work on bettering this handoff protocol as part of a process improvement effort since we knew this was an area where we could do even better,” commented Toni Holder, nursing manager of the ICU.

“To really ensure this process was done right, we involved everyone who played a part – cardiothoracic surgeons, anesthesiologists, respiratory therapists, bedside nurses, and more – and participated in the Washington State COAP (Clinical Outcomes Assessment Program), an initiative which encourages collaboration and shared strategies among hospitals to better patient outcomes. This wasn’t something that was



Submitted Photo

Mitchell Corbet, ICU RN, and Yaelenine Schnell, ICU Charge RN.

top-down, but it was a team effort; we all had a stake in this and were involved which helped make it so successful.”

One of the major changes that occurred was to have all of those involved in the room when the handoff happens to avoid communication errors.

When the patient moves to the ICU, the anesthesiologist dis-

cusses the patient’s condition and information needed to maintain care.

To improve this transfer, the process improvement effort amended the protocol by having the anesthesiologist additionally provide a written document regarding the care given in the operating room to the bedside nurse along with the discussion.

While a seemingly simple change, providing a written paper in addition to the discussion allowed nurses to focus on listening rather than trying to take notes, helping discussions to be more fruitful and clearer to all.

To further ensure the best possible coordinated care for the

SEE OPEN HEARTS, PAGE 2

## State Board Awards Nearly \$76 Million in Grants to Recover Salmon

Submitted by Susan Zemek

OLYMPIA – The Washington State Salmon Recovery Funding Board announced the award of nearly \$76 million in grants across the state to help ensure the survival of salmon in Washington.

The board also approved an additional \$58 million in grant requests for 55 projects through the Puget Sound Acquisition and Restoration program once funding is approved by the Legislature in 2023. If approved, the combined funding would be the largest amount of money directed at salmon recovery in a single year since the board was created 23 years ago.

The grants that were funded today went to 138 projects in 30 of the state’s 39 counties. The grants will pay for work to restore salmon habitat, including repairing degraded habitat in rivers, removing barriers blocking salmon migration and conserving pristine habitat.

“This is incredibly important work,” said Gov. Jay Inslee. “The projects will help restore salmon across the state. That means more salmon for our endangered orcas, more jobs for people



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and industries that rely on salmon and improved habitat that can better protect us from floods and the effects of climate change.”

### Descriptions of Grants

The following Grant amounts were awarded in the counties below.

**Chelan County: \$2,389,987**

**Okanogan County: \$552,254**

“These grants are a driving force for salmon recovery in Washington,” said Jeff Breckel, chair of the Salmon Recovery

Funding Board. “Without this funding, we likely would lose our salmon. And that’s a Washington I wouldn’t want to live in.”

Funding for the grants comes from the sale of state bonds, a federal grant from the Pacific Coastal Salmon Recovery Fund, and funding from the federal Infrastructure Investment and Jobs Act.

The grant recipients also invest in salmon recovery and will be contributing more than nearly \$59 million in matching resources, such as materials, staff labor, and donations.

### Helping Orcas

Nearly \$8.6 million of the grants awarded today will be spent on two projects that target increasing Chinook salmon populations, the food preferred by endangered orcas. In the first project, the Stillaguamish Tribe of Indians will receive \$4.9 million to move a dike and excavate river channels to allow water to flow more freely in 230 acres of the Zis a Ba estuary in Snohomish County.

The estuary is used by Chinook salmon to grow before they head out to the ocean. For the second project, the Yakima County Flood Control Zone District will receive \$3.6 million to expand the floodplain of the Yakima River.

The project will set back levees to reestablish side channels, reconnect wetlands, and restore the floodplain along 5 miles of the Yakima River near Yakima Sportsman State Park.

The work will give Chinook salmon access to places where the water is calmer for spawning and rearing.

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# Newhouse Announces \$10 Million Grant to Pangborn Memorial for Airport Safety Improvements

Submitted by  
Amanda Fitzmorris

WASHINGTON – Rep. Dan Newhouse (R-WA) announced that Chelan Douglas Regional Port Authority received a \$10,090,532 grant from the U.S. Department of Transportation's Federal Aviation Administration for necessary airport safety improvements. This funding was secured by Rep. Newhouse during Fiscal Year 2021 and 2022 Appropriations Processes. "I am pleased to announce this major investment in our Douglas County communities," said Rep. Newhouse.

"Not only will this federal funding improve an important local airport, it will also facilitate the movement of goods and provide a steady source of income for our communities. This will also create more good-paying jobs, and I am proud to have helped secure this important grant funding."

The U.S. Department of Transportation awarded the following grant:

**\$10,090,532** to Chelan Douglas Regional Port Authority to reconstruct airfield guidance signs, reconstruct taxiway, and reconstruct taxiway lighting at Pangborn Memorial Airport.



Courtesy photo



## Kreidler extends emergency orders on coronavirus testing and surprise billing

Submitted by WA. OIC

OLYMPIA – Insurance Commissioner Mike Kreidler has extended three emergency orders.

His order requiring health insurers to waive copays and deductibles for any consumer requiring testing for the coronavirus (COVID-19) and his order protecting consumers from receiving surprise bills for lab fees related to medically necessary diagnostic testing for COVID-19 are both extended until October 25.

Both orders will be extended one more time through the end of October.

They will not be renewed after Oct. 31 when the Washington's emergency declaration is expected to end.

Kreidler also extended his order requiring health insurers to cover coronavirus vaccine counseling for the final time. It will also

end on October 31.

Kreidler's order waiving cost-sharing applies to all state-regulated health insurance plans and short-term, limited-duration medical plans.

The order on surprise billing applies to both in-state and out-of-state laboratories when a provider orders diagnostic testing for COVID-19. Also, insurers must continue:

- ◆ Allowing a one-time early refill for prescription drugs.
- ◆ Suspending any prior authorization requirement for treatment or testing of COVID-19.

In addition, if an insurer does not have enough medical providers in its network to provide testing or treatment for COVID-19, it must allow enrollees to be treated by another provider within a reasonable distance at no additional cost.

"Consumers are rightly concerned about prevention, testing and possible treatment," Kreidler said.

"My emergency orders provide guidance to health insurers and should help reassure the public that we will take all necessary steps to protect them."

Kreidler is using powers granted to him following the statewide emergency that Gov. Jay Inslee declared to protect Washington residents against the spread of the coronavirus.

When the governor issues an emergency proclamation, the commissioner can issue an emergency order related to health care coverage to ensure access to care.

The order can be extended by the commissioner for 30 days at a time as long as the governor's emergency proclamation remains in effect.

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## Open Hearts: A willingness to grow is at the core of great patient care

specific patient's needs and circumstances, the bedside nurse then continues to discuss what care will be most appropriate with the respiratory therapist on another checklist.

And these changes have brought dividends to the ICU team, and patients.

The "safe patient handoff procedure," as it sometimes is termed, helps the nursing staff to understand the process deeply and to know about the patient care needs to give the most effective treatment.

This has led to a reduction in the time patients stay intubated, lowered the number of patients needing ventilation, and also, due to the statewide collaborative nature of the COAP initiative, has helped to improve the standards across the state for extubation, which is the removal of artificial ventilation tubes used on patients when undergoing surgeries.

This improvement is vital because the faster patients can safely get off ventilation and intubation, the better, which boosts patient outcomes.

"Even though we have been using this protocol for

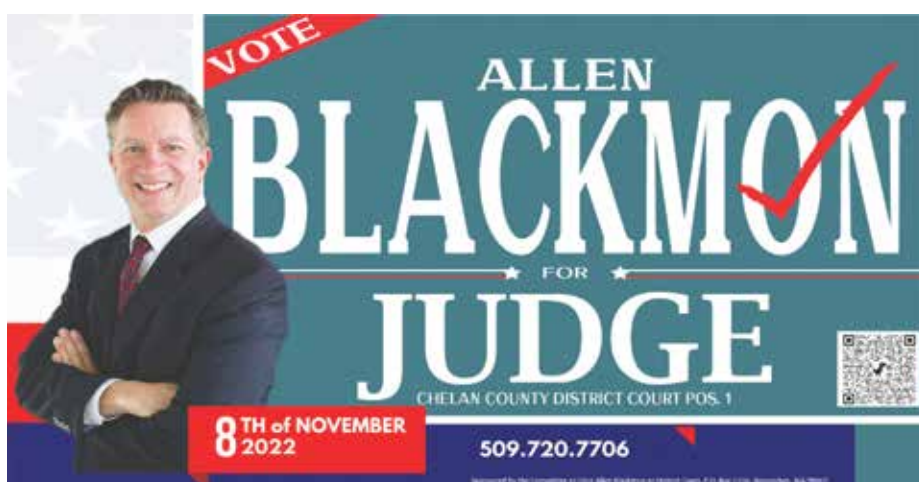
a while now, we continue to update and improve on the goals of the department.

These improvements, in turn, roll out to other departments as well. It was a big process change that we continue to work with," continued Holder.

"Our leaders identified this was an area that could be better and then gave us the tools to make it better. And I think that's just a great example of our commitment to continuous improvement of care."

**About Confluence Health:**

Confluence Health serves the largest geographic region of any healthcare system in Washington State, covering over 12,000 square miles of Okanogan, Grant, Douglas, and Chelan counties. Confluence is one of only two locally-lead healthcare systems in the state with the purpose of maintaining availability and access to high-quality, cost-effective healthcare services for North Central Washington. The Confluence Health Board of Directors provides governance for Confluence Health, the Clinic, Central Washington Hospital, and Wenatchee Valley Hospital, and includes nine community board members and six physician board members.



# NCW Tech Alliance Recognizes CHS Senior Quentin Farrell and Other Local Technology Leaders

By Marlene Farrell  
Correspondent

On September 21, NCW Tech Alliance held its annual Innovator Awards luncheon at the Wenatchee Convention Center, bringing together over 250 people to celebrate local individuals and companies that have demonstrated innovation, vision, and leadership in the use of technology.

This was the 21st annual Innovator Awards luncheon, and over the years they've honored over 100 individuals and organizations.

NCW Tech Alliance is a nonprofit with a mission, "to bring people and technology resources together to create a thriving community."

The five categories included Newcomer in Technology, Entrepreneur of the Year, Future Technology Leader of the Year, STEM College Student Innovator of the Year and STEM Champion of the Year.

The latter three categories are education-related, recognizing a K-12 student, a college student, and an educator, respectively, and all three of these category winners receive scholarships to be applied to educational pursuits.

Quentin Farrell, a Cascade High School senior, was nominated and announced as a Future Technology Leader of the Year finalist.

Farrell is the first ever student from the Cascade School District (CSD) to be recognized. He attended the luncheon accompanied by his family. From CSD, Superintendent Tracey Beckendorf-Edou, CHS Principal Rudy Joya, CSD School

Board member, Cyndi Garza and CHS math and science teacher Dayle Massey also attended in support of Farrell.

The other finalists included Abrielle Harris from Pinnacle Prep who was designing a musical glove for children with cerebral palsy and Christian Keller, who made short videos with messages about mental health.

Farrell's passion for technology centers around computer coding. He has combined a love for the popular computer game Minecraft with self-taught coding skills to develop his own Modpack, which adds new features to the game. In the process, he's become a contributor and mentor to 5000 Modpack developers via an online forum.

Farrell talked about how he developed his coding capabilities. "Being a member of the forum is really helpful because the projects are open source," he said. "Anyone can look at the code, and anyone can become a developer. The top users provide a lot of support to those of us trying new things with our coding. I can ask a question and experts explain the logic behind the code. Then I can pass my knowledge on to others."

Representatives from business sponsor Equilus introduced the three finalists in Farrell's category. They spoke of how all three are smart, creative and tech savvy with a bright future ahead.

Farrell was thrilled when his name was called as the

winner. On stage he received a trophy and gave a short speech thanking the NCW Tech Alliance for the opportunity and all the people, and teachers in particular, who have helped develop his love of math, science and technology. He also received a \$1500 scholarship to apply to his future college expenses.

"It was fun to meet people who are also really passionate about technology," Farrell said about the event. "When my name was called, I was really happy. I wasn't expecting it. I realized other people think Minecraft is cool as well."

When asked to further explain his passion for computer science, Farrell said, "I like coding because I can take things I know and love and make them better or create new things. It's not simply translation from English to a computer lan-



PHOTO BY KEVIN FARRELL

Quentin with CHS science teacher Dayle Massey.

guage; you have to explain every step to reach the final product.

"After you get code

that works, then it's about making it efficient, modular, and readable. The first idea might not be right one, and

you keep brainstorming. It's satisfying when you're done and have made something that started as an idea."

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Photo courtesy of Gary Gadwa

## Sugarloaf Lookout a Historic Site Deserving Preservation

By Marlene Farrell  
Correspondent

Sugarloaf Peak is prominent in the skyline northeast of Leavenworth, and it's the site of a fire lookout that is over a hundred years old. Gary Gadwa, who serves as the paid lookout at Sugarloaf, and works alongside his wife and lookout

were the first to report the two fires as a spot fire and then Irvine as spreading and moving up slope.

"Our Reports go directly to the Wenatchee Dispatch Center. We also call in with important weather or lightning storm information. We are always monitoring the existing fires. We monitor the Wenatchee USFES and the DNR radio frequencies 24/7 and are there for communications if needed."

The specific history of Sugarloaf Fire Lookout began with establishment in 1914. The initial cabin required materials hauled up by muleback, as a road wasn't established until the 1930's. The current cabin was built in 1932 by the Civilian Conservation Corps.

"The fact that this is one of the earliest staffed lookouts in the state and such an important location for early forest fire detection in the Wenatchee/Okanagan National Forest means it should be protected and preserved," said Gadwa.

"We are very respectful of lookouts and want to see them all maintained for fire detection and not turned into rentals. We have been doing preservation work on the lookout all summer."

The Sugarloaf Lookout suffered a big blow early in the summer due to two incidents of vandalism.

"Sadly, vandals ravaged the site by stripping off the copper cable grounding system, which is very important for lightning protection for the structure and for the safety of the staff," explained Gadwa. "The vandals also stole the Solar Panels, so important to keep communications equipment charged and at the ready. The lock system securing the shutters during winter was also shot up [in a prior vandalism incident]."

"The vandals probably got a couple hundred dollars for the copper cables that they stole. The estimate for repairs is \$5000 for materials and \$20,000 for labor and travel." Due to potential expense and worker shortage, this repair will likely not happen until sometime in the summer of 2023.

For folk who appreciate the historic and fire safety significance of fire lookouts, Gadwa has an idea – start a "Friends of Sugarloaf Lookout" group. A nearby example is the nonprofit, Snoqualmie Fire Lookouts ([www.snoqualmiefirelookouts.org](http://www.snoqualmiefirelookouts.org)), which is dedicated to the preservation and upkeep of three lookouts in the Snoqualmie Ranger District. Gadwa mentioned that the public information officers for the Okanogan-Wenatchee District would have more information about how to form a local group.

volunteer, Laurii, is a strong advocate for the lookout's usage, maintenance, and preservation.

Gadwa described the lookout's vantage in a Forest Service Facebook blog, saying, "At an elevation of 5814 feet, Sugarloaf Peak offers panoramic views of the Wenatchee River Valley, the Stuart Range, and Glacier Peak to the northwest, and the Entiat Valley and the wheat fields of eastern Washington to the east."

In the first half of the 20th century, fire lookouts were a common sight. The Snoqualmie Fire Lookout Association website explained that there were about 8800 lookouts nationwide and, in Washington alone, there were 656.

Over time, the vast majority have been decommissioned and dismantled, leaving 93 in Washington, while only 31 of those are staffed full or parttime for fire detection.

Current fire detection is aided by computer systems that determine the location of lightning strikes and give predictions about probability and location of wildfires, air patrols, and a robust public reporting system. However, lookouts, with their extensive visibility, can often provide critical early detection of fire location and continued monitoring of fire behavior and weather conditions.

"I regularly work five days a week, but it can be seven days a week if requested due to Red Flag Fire conditions," said Gadwa. "We don't leave the Lookout as we prefer to keep it staffed and safe from potential vandalism. We search or scan the Lookout Seen Area at approximately fifteen-minute intervals. Two sets of eyes on the forest are much better than just one person. We plot and scan the areas of lightning."

On August 11, Gary and Laurii Gadwa were first to spot the current fires north of Lake Wenatchee. "The night of the lightning storm that started the Irvine Fire and the White River Fires, we plotted and observed the strikes that caused those two fires at 2:30 a.m. We

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### Meet Shon Smith



Shon Smith (51) was raised in Cashmere with conservative values, and has become an integral part of the Wenatchee River Valley with businesses in Wenatchee and Leavenworth. Shon, his wife Janeen, and their four children worship at Mid-Valley Baptist Church, and are actively involved with the Cashmere schools.

Shon has a great concern for the ongoing health of the Valley, its resources, its people, and our private property rights. He also has a passion for the success of small businesses because of their great impact on Chelan County.

He graduated from Cashmere High School in 1989, and in 1993 from Northwest Nazarene University with a degree in Business Administration with an emphasis on finance. After college, Shon worked at Idaho Timber in Boise for two years. In 1995, missing the Valley, Shon returned with Janeen and worked for two years at Dovex Fruit Company in Wenatchee. Both work experiences gave Shon a feel for the timber and fruit industries and the impacts they have on our region. Shon then put his personal business plan into action by opening the Wok-About-Grill in Wenatchee (1997) and another in Leavenworth (2014).

Generations of Shon's family have farmed Eastern Washington, hunted and fished the lands and waters of Chelan County, and have treated the land and the environment with respect. So great is their appreciation for our rivers and lakes that Shon hopes these natural resources will be preserved as gifts to be esteemed by all. Some changes are inevitable, but solutions to issues need to ensure that we make an effort to maintain our identity for the future, especially for our families!

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# New class of 4<sup>th</sup> graders eligible for Every Kid Outdoor



Submitted by  
Rodney Foushee

Back-to-school season means a new class of fourth graders will soon be eligible to enroll in Every Kid Outdoors, a federal program which provides up to a year of free access to National Forests, National Parks, and other public lands for fourth-grade students and their families.

Beginning September 1, fourth graders, parents, and educators can visit the Every Kid Outdoors website at [www.everykidoutdoors.gov](http://www.everykidoutdoors.gov) and learn more about how to obtain free entry to all federal lands, for fourth graders and their accompanying family members.

Students can obtain passes individually by completing a brief online activity.

Educators who work with fourth graders can visit the site to download an educational activity guide, after which they'll be able to obtain vouchers for their students.

Once printed, students and their families can also redeem the paper voucher for a durable, plastic pass at any Forest Service office where passes are sold. Passes and vouchers are valid for the entire school year, through August 31, 2023.

"Every Kid Outdoors is designed to get kids and their families to explore the outdoors and explore the

incredible experiences that are available to them on public lands," said Krystal Fleeger, recreation fee specialist for the U.S. Forest Service's Pacific Northwest Region.

"These passes are intentionally designed to belong to the fourth graders and can only be used when they are present. We want people to get out there and explore these places as a family."

The federal program is designed for fourth-grade students because research shows children ages 9 to 11 are beginning to learn about the world around them, open to new ideas, and likely to form lasting connections to nature and our history when introduced to public lands and historic sites.

"Public lands serve an important role. They're living classrooms, and portals to lifelong learning about the natural and cultural history of forests, grasslands and other treasured places," said Thea Garrett, interim conservation education program manager for the U.S. Forest Service's Pacific Northwest Region.

"Our hope is this program will help inspire the next generation to care for public lands, and to continue to steward these special places for the benefit of future generations."

For more information about Every Kid Outdoors, visit [www.everykidoutdoors.gov](http://www.everykidoutdoors.gov).

**About Every Kid Outdoors:** Marvel at the Gateway Arch in St. Louis, the Florida Keys, and the Frederick Douglass house. Listen to wolves' howl. Walk in



PHOTO COURTESY NPS.GOV

Mount Rainier National Park entrance

dinosaur tracks. Look up into the stars. These sites belong to all Outdoors was created so fourth discover our wildlife, resources, and inky night sky and reach for the of us - including you. Every Kid graders and their families could history for free.

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# BREAST CANCER AWARENESS MONTH

## BREAST CANCER FACTS 2022

Compiled by  
**Carol L. Forhan,**  
32 year survivor

The two main risk factors for breast cancer are: Being female and aging.

### Statistics

Breast cancer is the second most common cause of cancer for American women except skin cancer, and the overall cause of cancer death in women between the ages of 20 and 39.

In the United States, one in 8 women will develop breast cancer in her lifetime.

An estimated 276,480 new cases of invasive breast cancer are expected to occur in women in 2020, with an estimated 48,530 additional cases of in-situ (non-invasive) breast cancer.

64% of breast cancer cases are diagnosed at a localized stage for which the 5-year survival is 99%.

There are more than 2.4 million women in the United States with a history of breast cancer. 42,170 or 1 in 39 women (3%) will die. But there are 3.8 million survivors in the USA.

In the United States, breast cancer is expected to be newly diagnosed every three minutes, and a woman will die from breast cancer every 13 minutes.

### Breast cancer in men

Though rare, 2,620 new cases of invasive breast cancer are expected to be diagnosed, in men in 2020. 520 will die. Black men have the highest breast cancer incidence over all, Hispanic men have the lowest. Median age of diagnosis for men in the U.S. is 68 years old.

### Breast cancer in ethnic groups

African American women have a higher breast cancer death rate than women of any other racial or ethnic population.

American Indian/Alaska Native females have the lowest breast cancer incidence rates.

### Breast cancer and age

The risk of breast cancer increases with age: About 18 percent of diagnoses are among women in their 40's and 77 percent of women with breast cancer are older than 50 when they are diagnosed.

White women have a higher incidence of breast cancer than African American women after age 40, while African American women have a slightly higher incidence rate before age 40.

### Risk and recurrence of breast cancer

Postmenopausal women with early breast cancer are at their greatest risk of disease recurrence during the first five years after diagnosis.

The absolute number and percentage of recurrences in the first

five years after surgery is much higher than the following five to 10 years.

Treatment received during these first five years is paramount in combating the disease.

### Early Detection

One of the earliest signs of breast cancer can be an abnormality that shows up on a mammogram before it can be felt. The most common signs of breast cancer are a lump in the breast, abnormal thickening of the breast, or a change in the shape or color of the breast. Finding a lump or change in your breast does not necessarily mean you have breast cancer.

### Additional changes that may also be signs of breast cancer include:

- Any new, hard lump or thickening in any part of the breast and armpit.

- Change in size or shape.
- Dimpling or puckering of the skin.
- Swelling, redness or warmth that does not go away.
- Pain in one spot that does not vary with your monthly cycle.
- Pulling in of the nipple, nipple discharge that starts suddenly and appears only in one breast.
- An itchy, sore or scaling area on one nipple.

It is important for women to practice the elements of good breast health. It is suggested women obtain regular mammography screening starting at the age of 45, or earlier if you have a family history.

Obtain annual clinical breast exams, perform monthly breast-self exams and obtain a risk assessment from a physician.

*This information was acquired from the American Cancer Society, 1-800-ACS-2345. Or www.cancer.org.*

## Wellness Place Breast Cancer Awareness Month events

Submitted by Julie Lindholm,  
Executive Director at Wellness Place

October is Breast Cancer Awareness Month, an annual campaign to raise awareness about the impact of breast cancer. To kick off this important month, Wellness Place has four events the first week of October to bring awareness and support their mission of providing free support to cancer patients in North Central Washington.

### München Haus Benevolent Night

Tuesday, October 4, 4 p.m. - close.

If you like cold brews and hot brats, then join us at München Haus in Leavenworth for the Wellness Place benevolent night from 4:00 p.m. - close they will donate 25% of all dine-in and takeout sales to Wellness Place.

### Taproom at Hellbent Brewery

Wednesday, October 5

It's "Warrior Wednesday with Wellness Place" at The Taproom by Hellbent Brewing at Pybus Public Market in honor of Breast Cancer Awareness month. All day long, they will donate \$1 for every Hellbent Pint and \$2 for every "Pint to Go" to Wellness Place (glassware included, availability limited). Also, you can write notes of encouragement to be given to our NCW cancer warriors! Do Good. Drink Beer.

### Pybus Farmers Market

Saturday, October 8, 9 a.m. - 11 a.m.

Visit us at the Wellness Place table during the Pybus

Farmers Market to learn about our nonprofit, and the free cancer services and support we provide.

We will have breast cancer awareness handouts, and kids can draw "Happy Letters" to provide a smile and encouragement for our NCW cancer warriors during their cancer journey.

### Wellness Place FREE education afternoon

Saturday, October 8, 1 p.m. - 4 p.m.

Join us for "A Mindset of Meaning". Designed for, and free, for all cancer patients, survivors, caregivers, and loved ones.

An afternoon of learning how to cultivate tools to support meaning and well-being. Registration required at [www.WellnessPlaceNCW.org](http://www.WellnessPlaceNCW.org)

Dr Chandra Villano, ND, and Kari Lyons-Price,

MSW with Meditate Wenatchee will present topics including:

- **Cultivate Connection** - Open hearted approach to harmonious and consistent optimal breathing, grounding, and mindful movement.
- **Nutrition: Wellness Mindset** - Overview of tasty Abundance Bowls & Gratitude Bowls for ease of anti-inflammatory whole foods prep, rotation, variety, and maximizing nutrition.
- **The Mindfulness** - Based Stress Reduction (MBSR) Experience- By design this course empowers participants to take an active role in the management of their health and wellness.
- **Sleep Hygiene** - High quality sleep is vital for healing and feeling and being well. Learn about an arsenal of practices for getting the invaluable sleep you need.

"At Wellness Place we are committed to helping all cancer warriors in our community, no matter the cancer diagnosis," says executive director Julie Lindholm.

"However, 1 in 8 women will be diagnosed with breast cancer during their lifetime, so for the month of October it is our mission to bring awareness and reminders to our community members to get your mammograms, and self-check your breasts regularly. The earlier breast cancer is diagnosed, the better the chance of successful treatment."



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Scan to see our October events!

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# BREAST CANCER AWARENESS MONTH

## How to Make an Impact This National Breast Cancer Awareness Month

**(StatePoint)** October is National Breast Cancer Awareness Month, an annual opportunity to spend your dollars on products and services that benefit breast cancer advocacy, research and patient care services. However, experts say that the clutter of pink products on store shelves and online can make savvy shopping a challenge.

“Determining if a given product sold during October actually benefits a breast cancer charity, is not always easy,” says Sarah Rosales, vice president of Corporate Partnerships at Susan G. Komen, the world’s leading breast cancer organization.

One way to ensure that your purchases are making the impact you think they will is by shopping with Komen’s Annual Live Pink program. This year, Komen has partnered with more than

25 companies, and the lineup of products and services available includes everything from specially designed clothing and skin care products, to bagels and bikes. By shopping with the brands in the Live Pink portfolio during October, you can help fund research and care services that support people through their breast cancer diagnosis, treatment and beyond. Program details are transparent on the Live Pink site. To learn more and to shop, visit, [komen.org/livepink](http://komen.org/livepink).

For other purchases you make this National Breast Cancer Awareness Month that make charitable claims, Susan G. Komen recommends asking the following questions:

**1. What charity is the program supporting?** Do promotional materials about the product or service clearly and conspicuously state this information?

**2. How will the benefitting charity use the donation?** You should be made aware where your money is going and what charitable programs your purchase will support. Funds raised to benefit Komen, for example, go to support the organization’s advocacy for breast cancer patients, investments in research and a number of direct patient care services.

**3. How is the program structured?** What percentage or exact amount of the proceeds will go to the charity? Will the company be making a minimum or maximum donation to the charity? Shop only with companies that offer transparency with regards to program details and how donations are structured.

By shopping savvy this October, you can support the fight against breast cancer and ensure your purchases are making the biggest impact possible.

## Breast Cancer Glossary

Compiled by Carol Forhan

**Educate yourself on these terms when your doctor talks to you about breast cancer**

**Adjuvant therapy:** Treatment such as chemotherapy, hormonal therapy, or radiation used following surgery to cure, reduce, or control cancer.

**Aspiration:** The use of a hollow needle and syringe to suction out fluid or cells from a cyst or tumor.

**Atypical lobular hyperplasia:** Abnormally shaped cells multiplying excessively in the normal tissue of a breast lobe.

**Axillary:** In the armpit.

**Benign:** Not cancerous.

**Biopsy:** Tissue or cells removed from the body and examined microscopically to determine whether cancer is present.

**Calcifications:** Small calcium deposits in breast tissue that can be seen by mammography.

**Chemo-prevention:** The use of drugs or chemicals to prevent cancer.

**Chemotherapy:** Treatment of cancer with powerful drugs that destroy cancer cells.

**Core needle biopsy:** Use of a hollow needle to extract a sample of a lump or other suspicious tissue for examination.

**Cyst:** A lump or swelling filled with fluid or semifluid material.

**Duct:** A channel in the breast that carries milk from the lobule to the nipple during lactation.

**Estrogen:** A female sex hormone produced chiefly by the ovaries.

**Estrogen receptor:** A site on the surface of some cells to which estrogen molecules attach.

**False negative:** Test results that incorrectly indicate that the tested disease

or substance is not present.

**Fibroadenoma:** A benign, fibrous tumor commonly found in the breast.

**Free radicals:** Toxic atoms produced by chemical reactions within a cell.

**Hematoma:** A swelling formed of blood. Infrequently occurs at the site of surgery, such as in a biopsy cavity after a lumpectomy.

**Hyperplasia:** Excessive cell growth.

**Infiltrating cancer:** A cancer that has spread from its site of origin into surrounding tissue.

**In situ:** Latin for “in place.” As part of the term “ductal carcinoma in situ,” it means that cancer cells exist and are still contained within the ducts of the milk-producing gland.

**Lobules:** Milk-producing glands of the breast.

**Lymphedema:** An accumulation of lymph fluid in the arm, hand, or breast that may develop when lymphat-

ic vessels or nodes have been removed or blocked by surgery, or after radiation therapy. It can appear immediately after treatment or many years later.

**Lymph nodes:** Small, bean-shaped organs linked by lymphatic vessels. As part of the immune system, they filter out germs and foreign matter. Also called lymph glands.

**Malignant:** Cancerous.

**Metastasis:** The spread of cancer cells from the site of origin to another part of the body.

**Metastases:** Secondary cancers that form after cancer cells spread to other parts of the body.

**Neoadjuvant therapy:** Therapy with anticancer drugs or radiation given before surgery in order to shrink a tumor.

**Palpable:** Able to be felt.

**Progesterone:** A hormone produced by the ovaries and adrenal glands;

essential for healthy functioning of the female reproductive system.

**Radiation therapy:** The use of x-rays at very high doses to treat or control disease.

**Seroma:** An accumulation of lymphatic fluid under an incision.

Content provided by MammoSite Breast Cancer Information. [www.mammosite.com](http://www.mammosite.com)

**Screening saves lives by helping find breast cancer early.** Finding cancer early may give you more treatment options, including Breast Conserving Therapy instead of a mastectomy.

**Get your mammogram. Tell your friends, mothers, sisters, aunts and daughters to do the same. Be a Friend. Tell a Friend. Get Your Mammogram.**

Information from American Cancer Society

## Breast Cancer Resource Guide

### LOCAL SUPPORT

- \* Cancer Care of NCW, Inc. Our House, Wenatchee: 509-663-6964 or Email: [cancare@nwi.net](mailto:cancare@nwi.net)
- \* Wellness Place, Wenatchee, 509-888-9933. Support groups, and other resources.
- \* Cascade Medical, Leavenworth, 509-548-5815.
- \* Confluence Health/Wenatchee Valley Medical, 509-663-8711.
- \* Confluence Health, Breast, Cervical and Colon Cancer Health Program, 509-664-3415.
- \* EASE Cancer Foundation, Cashmere: 509-860-1322 or [www.easecancer.org](http://www.easecancer.org)
- \* Lake Chelan Community Hospital, Chelan, 509-682-3300
- \* Columbia Valley Community Health, Chelan, 509-682-6000
- \* Lake Chelan Clinic, Chelan, 509-682-2511
- \* Three Rivers Hospital, Brewster, 509-689-2517
- \* Family Health Center, Brewster, 509-689-3455
- \* Seattle Cancer Alliance, 800-804-8824, [www.seattlecca.org](http://www.seattlecca.org)

Facebook and blog OfficialBirthdayBlog.com or [Cancer.org/circleofsharing](http://Cancer.org/circleofsharing).

\* American Society for Therapeutic Radiology and Oncology, 1-800-962-7876, [www.astro.org](http://www.astro.org).

\* American Society of Plastic Surgeons, 888-475-2784, [www.plasticsurgery.org](http://www.plasticsurgery.org).

\* AVON Foundation [www.avonfoundation.org](http://www.avonfoundation.org)

\* Blood & Marrow Transplant Information Network 1-888-597-7674, [www.bmtinfonet.org](http://www.bmtinfonet.org)

\* Become a member of Love/Avon [www.armyofwomen.org](http://www.armyofwomen.org) or 866-569-0388

\* Living Beyond Breast Cancer, 888-753-5222, [www.lbbc.org](http://www.lbbc.org).

\* National Breast Cancer Coalition, 1-800-622-2838, [www.stopbreastcancer.org](http://www.stopbreastcancer.org) or [www.canceradvocacy.org](http://www.canceradvocacy.org)

\* National Coalition for Cancer Survivorship. Online community [Cancersurvivorship.org](http://Cancersurvivorship.org) use to create your own Web pages

\* Susan G. Komen For the Cure, 1-877-GO-KOMEN, [www.komen.org](http://www.komen.org)

\* The Breast Cancer Alliance, 203-861-0014, [www.breastcanceralliance.org](http://www.breastcanceralliance.org)

### NATIONAL SUPPORT

- \* American Cancer Society, (ACS) 800-ACS-2345, [www.cancer.org](http://www.cancer.org). Programs include: *I Can Cope, Look Good, Feel Better, LookGoodFeelBetter.org, 800-395-LOOK*
- Reach to Recovery, a one to one survivors' help program. New Birthday Campaign: Less Cancer, More Birthdays. MoreBirthdays.com,*

\* National Lymphedema Network, 1-800-541-3259, [www.lymphet.org](http://www.lymphet.org).

\* SHARE (Breast Cancer Hotline), 1-866-891-2392, [www.sharecancersupport.org](http://www.sharecancersupport.org)

\* Vital Options International, 1-800-477-7666, [www.vitaloptions.org](http://www.vitaloptions.org)

\* Zero Breast Cancer: [www.zerobreastcancer.org](http://www.zerobreastcancer.org)



Naziya Samreen, MD

Adrienne Hansen, MD

Brandon Stott, MD



# BREAST CANCER

[confluencehealth.org](http://confluencehealth.org)



## Chelan County PUD's Larry Peterson receives Washington PUD Association Water/Wastewater Outstanding Employee of the Year Award

Submitted by Rachel Hansen SCS, Chelan County PUD

The Washington Public Utility Districts Association presented the Association's annual Water/Wastewater Outstanding Employee of the Year Award during the organization's Water Workshop conference in Spokane, Washington.

This year, Chelan County PUD wastewater treatment plant operator Larry Peterson earned the top honor.

The award recognizes an outstanding field operator or staff person who has excelled in the successful operation and maintenance of a PUD water or wastewater system.

Peterson began his career in 1997 with a heavy con-



PHOTO COURTESY

Larry Peterson

functionality and reliability and ensure operational effectiveness. His accomplishments include:

- Development of pro-

cedures that enabled him to work independently and safely in potentially hazardous areas such as confined spaces, open water, and electrical equipment.

- Revising the existing collection system to improve functionality and reliability of the O&M program.

- Implementation of operational changes to the disinfection system to improve performance and reduce chlorine usage.

- Working with support personnel from the Department of Ecology to implement process changes for improved pH control of the aerated lagoon system.

- Audited the onsite accredited laboratory and updated standard procedures.

- Maintains Level 3 Water Distribution Manager and Level 3 Wastewater Treatment Plan operator certifications. The Lake Wenatchee plan and PUD water systems require only level 2 certifications.

"Larry is a person that continuously and consistently does his best, not because he has anyone to impress, but because it is the right thing to do," said Water & Wastewater Manager Ron Slabaugh.

"He definitely believes and promotes that and job worth doing is worth doing well."

Peterson is known to demonstrate Chelan PUD's core values of safety, stewardship, trustworthiness, and operational excellence.



The Washington Public Utility Districts Association advocates for 27 not-for-profit, public utility districts across the State of Washington and one joint operating agency, Energy Northwest.



## Linda Dezellem, named Career, Technical Specialist at North Central Educational Service District

Submitted by North Central Educational Service District

The North Central Educational Service District (NCESD) has announced the hire of Linda Dezellem as the agency's Career and Technical Education Specialist.

The North Central ES supports districts with developing and implementing Career and Technical Education (CTE) programs, which are an essential part of the Career Connect Washington initiative in the region.

CTE programs ensure every young person has access to real world, relevant career development opportunities while in school, explained Dr. Sue Kane, who leads the Career Connected Learning team at NCESD.

"We are thrilled to bring Linda's experience and expertise to schools across the region," Dr. Kane added.

"Career and Technical education offer 6-12th grade students some of their first opportunities to explore future careers, build skills, and gain professional credentials and experiences that can be immediately applied after



COURTESY NCESD

Linda Dezellem

high school on any path that a student chooses."

As the CTE Specialist, Dezellem will serve as a regional leader and engage with educators and industry and community stakeholders to expand career and technical education programs, improve alignment of career pathways, and increase the number of young people graduating from high school with the skills needed to secure a job or credential.

Dezellem's role will support all 29 school districts in the North Central Wash-

ington region to meet the diverse needs of students.

Dezellem comes to the NCESD from Brewster School District. Since 2008, she served the district as Brewster High School Principal and CTE Director.

During her time there, the district increased graduation rates to nearly 100% consistently over the last several years. This accomplishment earned the High School recognition as a School of Distinction by The Center of Educational Effectiveness five years in a row.

In this role, Dezellem hopes to directly support district CTE Directors, many of whom serve in leadership and instructional capacities in addition to their CTE responsibilities.

"Career and Technical Education has always been my life's passion and I am beyond excited to have the opportunity to assist the school districts in our ES region as they expand CTE options and certifications for students," said Dezellem.

Dezellem began her new role with the NCESD in July 2022.

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## The P.E.O. Chapter JF-WA is pleased to announce the recipients of the 2022-23 Local Scholarship



Wendi Mingo



Luz Maria Hernandez



Flora Fernandez

Submitted by Mimi Keller, Scholarships Chair

P.E.O. is an organization of woman who provide support to other women as they continue their educational journey.

The Local Chapter JF-WA is grateful for the continued support from Leavenworth and surrounding communities in helping us reach our goals. This year's recipients are:

**Wendi Mingo, Cashmere**

Wendi is currently working at Confluence Health as a Registered Nurse. She will continue her studies to earn her Bachelor of Science in Nursing Degree at Wenatchee Valley College.

**Luz Maria Hernandez, Wenatchee**

Maria is currently attending Wenatchee

Valley College to achieve an Associate in Applied Science-Transfer Degree in criminal justice and criminology with a minor in psychology at Wenatchee Valley College.

**Flora Fernandez, Wenatchee**

Flora works at Columbia Valley Community Health in Wenatchee as a medical assistant and is enrolled in the Nursing program at Wenatchee Valley College. Her goal is to become a Licensed Practical Nurse (LPN), then a Registered Nurse (RN), and finally a Bachelor of Science in Nursing.

For more information or to learn how to donate, please contact:  
peoleavenworth@mwi.net



# Building! MEMBER MESSENGER

North Central Washington "Driven to Promote and Protect Small Business"

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## BNCW Chairman's Corner

Wow, what an event the Home Tour turned out to be this year. There were a number of challenges and some new twists to this year's event that kept our amazing staff on their toes, leading up to and during the event.

This year's BNCW Home Tour had more homes than our fellow home builders association local tours in Yakima and the Tri-Cities. I believe this is the first time this has occurred and is a great indicator of the upward direction our organization is headed in under our new leadership and staff.

As we move forward and plan next years tour, with some twists on top of what we added this year, the tour is really shaping up. Next years tour will feature the return of the "Remodeling Expo" that we hope will be an event within the event. Plans are already under way for the 2023 Tour and Expo. As always we're looking for volunteers with bright ideas and energy. If your interested in taking part on the committee I can be reached a edyconstruction@frontier.com. You can always check us out at buildingncw.org too.




**Ed Gardner**  
EDY Construction Corp.  
BNCW 2022 Chairman

## BNCW ENDORSED

### 2022 GENERAL ELECTION

The WSBC/BNCW endorsed candidates for the 2022 General Election are:

12th District State Representative Position 2	Douglas Co. PUD Commissioner, District 3
<b>Mike Steele</b>	<b>Randy Agnew</b>
Chelan Co. Commissioner, Dist. #2	Chelan County Sheriff
<b>Shon Smith</b>	<b>Brian Burnett</b>
Chelan Co. District Court Judge, Position 1	Douglas Co. Commissioner, Position 3
<b>Allen Blackmon</b>	<b>Marc Straub</b>
Chelan Co. PUD Commissioner, Position 3	
<b>Carnan Bergren</b>	

\*The Washington Small Business Council (WSBC) serves as Building North Central Washington's Political Action Committee (PAC). As such, one of the WSBC's more important purposes is to evaluate and understand the philosophies and records of elected office holders and candidates for such office, for the purposes of advancing endorsements of those candidates and initiatives believed to best promote the beliefs, ideals and interests of not only the building industry, but small business in general—including a commitment to the free enterprise system; the protection of private property rights and a strong belief in government regulatory accountability.

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Building North Central Washington is a nonprofit trade association dedicated to promoting and protecting the North Central Washington building industry for the preservation and growth of the local economy, small business and quality of life.

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**2022 Home Tour BUILDER AWARDS**

Sept. 16<sup>th</sup> Sept 17<sup>th</sup> Sept. 18<sup>th</sup>



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## What's New From Our CEO

Members,

Thank You to our Sponsors Banner Bank and E.D.Y. Construction, the Home Tour and Chef's on Tour respectively were both a resounding SUCCESS!

AND THE WINNERS ARE, drum roll please..... GANN CONSTRUCTION and CLEARWATER CATERING for People's Choice Award (New Build) and People's Choice (Chef / Restaurant).

As we move into next month, we will

be planning for the Home Show, 2-4 of February 2023, and the greatly anticipated BNCW Directory! If you are interested in advertising in the next Directory, please reach out and we can provide the details.

The all NEW BNCW webpage (BuildingNCW.org) is fully operational and will be a work in progress for the next couple months.

As we move forward, most communication and transactions will be centered around our webpage.

This will allow our small yet dedicated staff to focus on Member priorities.

Finally, we believe it is very important as citizens of the United States of American and residents of Wenatchee Valley that we all VOTE in this November's General Election. If you have any questions about whom BNCW has endorsed, please feel free to reach out to me.

Thank you for your time. Lawrence "Lee" Shepherd CEO, BNCW



Lawrence "Lee" Shepherd CEO, BNCW



It's all for nothing if you don't have Freedom.

— William Wallace



# MEMBER MESSENGER

**“Driven to Promote and Protect Small Business”**

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The Right Choice for  
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Our members say one of their largest expenses is Health Insurance.  
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One of the goals of Building North Central Washington is to help our members save money. That is why we are announcing our preferred provider, **Mitchell, Reed & Schmitten Insurance.**

**Mitchell, Reed & Schmitten Insurance** will provide the BNCW members with the lowest health insurance quotes available from health insurance carriers all over the state such as Regence Blue Shield, Premera Blue Cross, Asuris NW Health, LifeWise, United Healthcare, Cigna, Aetna, HealthNet, Kaiser, Assurant Health, Ambetter, UNUM, Aflac, and more.

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## BNCW EVENTS

### BNCW's October Board of Directors Meeting

■ **Wednesday, October 19, 2022**

7:00am to 9:00am

at Building North Central Washington  
2201 N. Wenatchee Ave, Wenatchee

**Chairman: Ed Gardner**

The Board of Directors is the policy-making body of the Association and is responsible for the business affairs of the Corporation according to BNCW's bylaws.

Our Directors meet the third Wednesday of each Month in the boardroom of the BNCW offices.

**These meetings begin at 7:00am and are open to any BNCW member to attend.** If you wish to contact any of the officers or directors, please visit the BNCW website for their contact information.



## ADVERTISE YOUR BNCW MEMBERSHIP WITH PRIDE!

The BNCW logo is synonymous with an organization that promotes high standards and professionalism among its membership throughout North Central Washington. Our Association is a trusted source for industry professionals in the communities we serve.

As a member of Building North Central Washington, you are encouraged to display the Proud Member logo in all of your marketing efforts: business cards; stationery; media advertisements; online and website marketing; telephone directory advertisements and etc.

In addition to stickers for your vehicles and office windows, we have camera-ready art available to you by simply calling the BNCW office at 509-293-5840, or logging into the members-only area of the BNCW website at [www.BuildingNCW.org](http://www.BuildingNCW.org).

Let's demonstrate our unity and pride in being a part of this premier organization!

## Need a Meeting Room?

As a valued BNCW member company, you're welcome to utilize the BNCW conference room if you require a place to meet with clients or prospective clients. The room will seat up to 16 people comfortably.

*Please contact Danielle Martin at (509) 421-0276 to make the necessary arrangements.*



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# Cascade Medical Earns Pediatric Immunization Award



By Clint Strand,  
Cascade Medical

The Health Plan Partnership, a cooperative alliance of the WA Department of Health, Health Care Authority, and all the major health care plans in Washington, announced the 2022 Immunize Washington Provider Recognition Awards, and Cascade Medical was included.

The Health Plan Partnership

awarded Cascade Medical with a Bronze Award in their Immunize Washington Awards for ensuring that 95% of 24-35-month-old babies that were empaneled patients with CM were successfully immunized for the following: Measles/Mumps/Rubella (MMR), hepatitis B, chicken pox, pneumococcal, and Hib disease.

“This was a yearlong effort that included so many here at Cascade Medical. It was absolutely a team effort,” said MAC & Immunization Management Coordinator Selma Diaz Del Angel. “Since the pandemic began, there has been an overall decrease in immunizations not just in our community, but statewide.

I wanted to make sure we were able to turn that around.”

How did Selma and her co-workers achieve that? Partnership, hard work, and baby steps. “I want to thank our Clinic Director Whitney Lak, who made sure I could set aside some time to talk to the state Department of Health and do some research on how to increase our immunization rate. That led me to some subject matter experts in the state who could really go deep on specific things we could do to make sure all who could get immunized, did.”

After initial work started last winter, clinic staff met for a “progress report” to see



Selma Diaz Del Angel

what changes in workflow were working, and what needed more fine-tuning. Clinic Director Whitney Lak said she was impressed with Selma and her teammates’ consistent effort:

“It’s one thing to get excited about making a change initially, but it’s another when you see a group committed to consistent improvement over a period of months. These efforts are going to have a direct impact on the health of the youngest folks we serve, and I know they’re not done yet. I’m so proud of their hard work.”

Diaz Del Angel agrees: “A 95 percent immunization rate is something for us to be proud of for sure, but there is more to be done. All our staff is going to meet this month to go over additional strategies and improvements so we can get even closer to 100% immunization.”

*Donors have chance at VIP racing experience and more as new season begins*

## Turn over a new leaf – give blood or platelets this fall

Submitted by Betsy Robertson

On the first day of fall, the American Red Cross is asking the public to start the season off with a lifesaving blood or platelet donation. While the leaves turn, the need for blood never changes. Those who give this fall play an important role in keeping the blood supply high enough to help patients counting on blood products for care – especially ahead of the busy holiday season. Book a time to give blood or platelets by using the Red Cross Blood Donor App, visiting [RedCrossBlood.org](http://RedCrossBlood.org) or by calling 1-800-RED CROSS (1-800-733-2767).

As a thank-you, the Red Cross is offering these exciting opportunities for donors:

- All who come to give Oct. 1-31, 2022, will receive a \$5 e-Gift Card by email to a merchant of choice.

### Upcoming blood donation opportunities:

◆ Oct. 4 at 12:30 - 5:30 p.m., Cashmere United Methodist Church, 213 S. Division St.

◆ Oct. 5 at 9 - 2 p.m., Cashmere High School, 329 Tigner Road in Cashmere

◆ Oct. 6 at 10 - 3 p.m., Pybus Market, 7 N. Worthen St., Wenatchee

### How to donate blood

Simply download the American Red Cross Blood Donor App, visit [RedCrossBlood.org](http://RedCrossBlood.org), call 1-800-RED CROSS (1-800-733-2767) or enable the Blood Donor Skill on any Alexa Echo device to make an appointment or for more information.

All blood types are needed to ensure a reliable supply for patients. A blood donor card or driver’s license or two other forms of identification are required at check-in.

Individuals who are 17 years of age in most states (16 with parental consent where allowed by state law), weigh at least 110 pounds and are in generally good health may be eligible to donate blood. High school students and other donors 18 years of age and younger also have to meet certain height and weight requirements.

Blood and platelet donors can save time at their next donation by using RapidPass® to complete their pre-donation reading and health history questionnaire online, on the



day of their donation, before arriving at the blood drive.

To get started, follow the instructions at [RedCrossBlood.org/RapidPass](http://RedCrossBlood.org/RapidPass) or use the Blood Donor App.

**About the American Red Cross:** The American Red Cross shelters, feeds and provides comfort to victims of disasters; supplies about

40% of the nation’s blood; teaches skills that save lives; distributes international humanitarian aid; and supports veterans, military members, and their families. The Red Cross is a nonprofit organization that depends on volunteers and the generosity of the American public to deliver its mission. For more information, please visit [redcross.org](http://redcross.org) or [CruzRojAmericana.org](http://CruzRojAmericana.org), or visit us on Twitter at @RedCross.

## New Confluence Health PACU designed for patients, alongside staff, with an eye for the future

Submitted by  
Adam MacDonald,  
Corporate Communications  
Program Manager

WENATCHEE – Persistence and vision pay off and, for the new Confluence Health PACU, the third time was the charm.

Confluence Health recently opened its newly expanded PACU which doubles its available beds to 20 to allow for better care of patients while supporting 12 operating rooms.

However, it was a long process that faced a variety of hurdles before coming to fruition at the end of August 2022.

The PACU (Post Anesthesia Care Unit) or Recovery Area is a department that closely monitors and cares for patients after surgeries and procedures.

It is an extension of the operating room and is supported by surgeons, anesthesiologists, and nurses. Patients are kept there until fully recovered from anesthesia.

“An investment in the PACU is an investment in better patient

outcomes,” commented Tracey Kasnic, chief nursing officer for Confluence Health.

“This unit is uniquely trained to understand the needs of patients who have just come out of surgery with anesthesia, and our staff of medical professionals are able to provide the specialized care needed to allow for the best possible outcomes.”

A new PACU had been a dream for many years but had faced challenges as other projects took precedence and funding over the years. One area that had to be overcome was the design of the new facility.

Staff and managers knew that they wanted this to be someplace special and to reflect the needs of those providing the care in how it was put together.

“We knew the best way to make the new PACU the most efficient and effective was to design it alongside those who knew the needs: our staff,” remarked Liz Dittbender, perioperative service director at Confluence Health and one of those directly involved with the project.

“We asked our staff to imagine how things could be done better, done in a way that reflected the reality of their work. For example, the original design would have had twice as many supply areas as we ended up making. But our nurses pointed out that a supply area that reflected our 2:1 care ratio would make things more efficient. We listened, and they were right.”

The entire project was built towards efficiency and a utilization of space in the best way possible, including the construction of procedural rooms.

A major improvement over the previous PACU, these new rooms can serve as a location for minor procedures that in the past would have tied up an operating room, despite being procedures that didn’t really need a full operating room.

“This flexibility and forethought will allow us to free up that real estate for the more complex procedures, benefiting patients, providers, and the whole community,” continued Kasnic.

This forward-thinking also led to the installation of an economizer during the PACU remodel.

A component of a building’s HVAC system, an economizer helps conserve energy by constantly checking humidity, temperature, and more to be as efficient as possible, such as not running as many air exchanges when an area is not in use.

While often used to keep utility bills low, these systems also help keep a building green.

In an area with low utility costs, the inclusion of the econo-

mizer demonstrated Confluence Health’s commitment to the environment and keeping an eye to the future.

“I think it is an incredible thing that speaks to the vision for the future and a heart for sustainability,” said Dittbender.

“Being green mattered enough to us that we followed it through despite already low utility costs because it was the right thing for our community and patients and will serve us well far into the future.”



Submitted Photo

# REAL ESTATE

## TOP PROPERTIES CHELAN COUNTY – August 2022

Buyer	Seller	Sale Price	Street	City	Legal acreage	Living area	Year Built	Bed-rooms	Bath-rooms	Pool	Fire-place
BEVEGNI BROTHERS PROPERTIES LLC	JOHNSON CAROLYN LEE	\$3,750,000	47 KALIAN LN	MANSON	0.3100	1356	1982	3	2.75	N	Y
DEACONESS DEVELOPMENT LLC	CRUZ RENTAL LLC	\$3,150,000	300 OKANOGAN AVE	WENATCHEE	1.7500	21246	1961			N	N
PACIFIC RV WESTPORT LLC	319 IDAHO LLC	\$2,265,000	319 IDAHO ST	WENATCHEE	0.2800	8880	1923			N	N
DOLAN CHRISTOPHER & ALDREY ADRIANELA	HWANG INKU & MICHELE L SANDBERG	\$2,250,000	18000 S LAKESHORE RD	CHELAN	0.7100	2186	1999	3	3	N	Y
PITSTICK STUART W & LEIGH PITSTICK EMILY M	KAHLON KARAMJIT S & PARMJIT K	\$2,000,000	70 SNOW CREEK LN	LEAVENWORTH	1.3600	5668	2018	4	3.5	N	Y
HNW PROPERTIES LLC	MOLL MARTIN & LOIS	\$1,463,000	335 PORCUPINE LN	CHELAN	0.1100	1156	2017	3	3.5	N	Y
CROLLARD RYAN B & LEAH M ETAL	BLACK RICHARD A & MARY K	\$1,450,000	13880 S LAKESHORE RD	CHELAN	0.1300	1296	1968		2	N	Y
CASCADE PROPERTY HOLDINGS LLC	CRUZ RENTAL LLC	\$1,400,000	UNASSIGNED	WENATCHEE	0.0000	29059	0			N	N
HOWELL FAMILY REVOCABLE LIVING TRUST	FLODIN KERRY & KATHY	\$1,390,000	12270 EMIG DR	LEAVENWORTH	1.0300	1987	2003	3	2.75	N	Y
DUBLIN SASCHA & KVART MIKAEL	DUNLOP PEGGY	\$1,180,000	21110 LARIAT RD	PLAIN	0.2900	2004	2002	1	1	N	Y
BELTON HILLARY & ANDREW	SHELTON MARK ETAL	\$1,075,000	80 PURRTEMAN GULCH RD	CHELAN	29.0000	2644	1996	3	3	Y	N
BENN BRYAN F & BENN MARIE A	HUNTIN CAMP LLC	\$1,050,000	1413 COTTAGE LN	CHELAN	0.0400	1056	2020	2	3	N	N
AMJ WENATCHEE LLC	MC NEILL CAM & SUSAN	\$1,000,000	1604 N WENATCHEE AVE	WENATCHEE	0.5000	3453	0			N	N
HAMILTON JENNIFER & RYAN	DEAN ALLAN YOUNG TRUST	\$1,000,000	360 SR 150	CHELAN	0.4200	1320	1990	2	1	N	Y
GALBRAITH ELLEN M & MADDEN ALEXANDER E	VINJE ROBERT & RENATE	\$975,000	7898 ICICLE RD	LEAVENWORTH	1.0000	2028	1997	3	2	N	N
PETERSON ANDREW D & HALEY J	HOBBS ERNEST C & VICKI M	\$960,000	5237 MAJESKA LN	CASHMERE	1.1100	3416	2002	3	3	N	Y
BERRY JEFFREY L & SARA B	GREENE KENNETH S & SARI K	\$950,000	400 AUSTIN AVE	WENATCHEE	1.9300	1586	1973	4	2.75	N	Y
FELDMAN KATHLEEN E & ALEXANDER D	OGLIORE JOHN C	\$950,000	15261 CEDAR BRAE RD	LAKE WENATCHEE	0.4700	1593	2009	2	3	N	Y
SOLSTICE SUITES LLC	EVERGREEN INN LLC	\$900,000	1204 FRONT ST	LEAVENWORTH	0.3600	1044	1892	2	1.5	N	N
ROBINSON CHARLES C & ANNETTE B	GRIFFITH KAREN	\$875,000	210 OUTLAW LN	CASHMERE	15.8600	2034	2013	2	2	N	N
HAISCH KARLENE A	GUNSAULUS DAVID R	\$870,000	117 STORYMY MOUNTAIN WAY	CHELAN	0.2600	2284	2001	2	2.5	N	Y
COVEY JON & TAMI	BELTON ANDRE J E & HILLARY B	\$846,000	139 SUMMER BREEZE RD	MANSON	0.4100	2287	2018			N	N
SIMMONS MICHAEL D & CINDY F	HANSON LINDA D	\$815,000	351 ALLISON ST	WENATCHEE	0.3100	2280	2013	3	2	N	Y
ANTONETTY TATYANA & WILFREDO JR	GEDDINGS BEATRICE	\$810,000	9409 E LEAVENWORTH RD	LEAVENWORTH	0.8600	1756	1990	2	2.75	N	N
HAZIM SONDR A & LUIS	BRASCH JOHN & DARLENE L	\$810,000	174 MCFADDEN DR	MANSON	0.1400	2753	2018	3	2.5	N	N
FLORES BENJAMIN H & CONNIE	FRYHOVER CLAIRE & COOK TYLER	\$799,000	690 MATTHEWS RD	WENATCHEE	5.1100	2496	1988	3	2	N	Y
O NEILL JEREMY J	DECKER ANNA L & BRIAN D	\$775,000	408 ASH ST	LEAVENWORTH	0.1700	1815	1946			N	Y
RAFF SARAH A & MICHAEL D	ROBERTS CONSTRUCTION LLC	\$774,900	998 RACINE SPRINGS DR	WENATCHEE	0.1700	0	0			N	N
GHIONI CHRISTOPHER & JESSICA	YOUNG BEVERLY J	\$765,000	671 LAKESHORE DR	MANSON	1.0000	2130	1985	4	3	N	N
WYATT SCOTT & JENNIFER	PFLUGRATH MARY C	\$740,000	9898 SAUNDERS RD	PESHASTIN	1.2600	960	1973	3	2	N	Y
SHIMP RYAN	8253 PINE LLC	\$739,000	274 SCHOLZE ST	LEAVENWORTH	0.2600	1053	1957	3	2.5	N	N
ROOK CHRISTINE & RICKS PAUL	WALLACE CHARLES L & CAROLYN B TRUSTEES	\$735,000	735 WHEELER HILL RD	WENATCHEE	2.5200	1962	2016	3	2.5	N	Y
LOSEKE TYLER L	SMITH KESHA C	\$715,000	8340 WILLIAMS CANYON RD	DRYDEN	3.0100	2882	1979	5	3	Y	N
VENTURA JOCELYNN SETTLEMENT TRUST	SIENNA 41 LLC	\$712,999	223 SIENNA RD	WENATCHEE	0.1300	2634	2021	3	2.5	N	Y
DICKINSON JAMES D & DARCI M	SPARKS JUSTIN & NATALIE	\$705,000	1666 PITCHER CANYON RD	WENATCHEE	1.1100	2800	1985	4	2	N	Y
ALLEY LEE & ROBERTA	SIENNA 41 LLC	\$687,500	203 SIENNA RD	WENATCHEE	0.1500	2217	2022	3	2.5	N	Y
MEYERS SCOTT & STACY	EASTERN WA CONSTRUCTION INC	\$675,000	1131 SUNNY BROOKE LN	CHELAN	0.2000	1984	2022		2.5	N	Y
THOMAS STEPHEN B & TARA R ETAL	BLOMQUIST LEE R	\$663,000	5903 TIGNER RD	CASHMERE	0.5700	1760	1916	5	3	N	N
JOHNSON ROBERT & ERDMANN HEATHER REVOCABLE LIVING TRUST	BECKER MARGOT L	\$660,000	UNASSIGNED	LEAVENWORTH	40.0000	0	0			N	N
COURTNEY STEWART C ETAL	COOKE ROBIN J	\$660,000	427 S LAKE ST	CHELAN	0.2500	1785	1948	2	2	N	Y
MARTINEZ VELA EMILIO JR & VELA QUINA	HALL CLAUDIA PERSONAL REP EST MATILDA WEMMER	\$654,000	51 SUN VALLEY DR	WENATCHEE	0.2900	2168	2012	3	2.5	N	Y
DGG INC	DILLY SCOTT J & LISA L	\$650,000	702 PIONEER AVE	CASHMERE	0.2800	2842	1947			N	N
WINANS DARRELL D & JULIA	GILLIN KELLY D & PATRICIA L	\$650,000	1420 WALNUT ST	WENATCHEE	0.7000	1216	1950	4	1.75	N	Y
LUTZ CRAIG & CYNTHIA	DICK AND ED LLC	\$649,093	760 CASTLE HEIGHTS DR	WENATCHEE	0.3600	1756	2022	4	2	N	Y
COFSKY MICHAEL A & ROBERSTON JULIE A	STIVERS CARL & MAUREEN	\$640,000	5252 SQUILCHUCH RD	WENATCHEE	1.2500	1244	1988	3	2.5	N	Y
VINJE ROBERT & RENATE	WAGNER JOHN S	\$639,000	601 EISENHOWER LN	WENATCHEE	0.2900	1874	2002	3	2	N	N
FIX BRANDON & TARRIN	BCS VENTURES LLC	\$625,000	151 GALLAGHER RD	CHELAN	1.7400	0	0			N	N
HEIGERT BRYAN & SANG SOTHARY	BLUNDEN ABBY B	\$620,000	125 W WHITMAN ST	LEAVENWORTH	0.1400	1996	1988	2	3	N	N
O BRIEN COLTON & KASSIDY	MAZUR GEORGE D	\$614,900	1705 TOAIMNIC DR	WENATCHEE	0.1600	2033	2011	4	2.5	N	Y
JENSEN SHELLEY	LARSEN ALLEN & JENNIFER	\$610,000	1408 WESTWOOD AVE	WENATCHEE	0.2000	2016	1916	4	3	Y	Y
RICH BRAD A	RICH GEORGIA R	\$609,000	9098 FOSTER RD	DRYDEN	7.8100	1798	1905	3	1.5	N	Y
CALKINS BRETT JR & BURGHARDT BROCK	FINN ALICIA S	\$605,000	30 RYAN LN	WENATCHEE	0.3500	2468	1980	5	3	N	N
WILSON ALMA & DADE	CABINS LLC	\$605,000	22641 CHIWAHA RIVER	LAKE WENATCHEE	0.6700	1096	1969	2	1	N	Y
FULLER W DAVID	HANSEN THOMAS H & JUDY A	\$600,000	619 KENASTON DR	WENATCHEE	0.2000	1728	2006	3	2	N	N
TAKACS CHAD A & SARA I	ENGLISH KAREN F TESTAMENTARY TRUST ETAL	\$600,000	1420 PERSHING ST	WENATCHEE	0.6900	2456	1971	4	2.5	N	N
SHAE CARTER & LARISSA	BODVIN LEO H & FRANCINE E	\$600,000	UNASSIGNED	LEAVENWORTH	9.8000	0	0			N	N
GRAHAM JOSIAH R & TARAH L	ROBERTS CONSTRUCTION LLC	\$599,900	901 RACINE SPRINGS	WENATCHEE	0.1500	1709	2022	3	2	N	Y
TEPPER ROSE M & PARKER SEAN	SEIBEL JOEL C	\$590,000	545 SADDLE ROCK	WENATCHEE	0.1700	1400	2009	4	2	N	N

## TOP PROPERTIES CHELAN COUNTY – August 2022 – continued from page 14

Buyer	Seller	Sale Price	Street	City	Legal acreage	Living area	Year Built	Bed-rooms	Bath-rooms	Pool	Fire-place
KIENEKER HENRY L & LISETTE A	DAY MELISSA F & NORRIS MINDY L	\$584,500	18774 FIR LOOP	PLAIN	0.3400	1598	2001	3	2	N	N
BURBACH MATTHEW S	HEATH NELLIE E TRTEE	\$575,000	423 BURKE AVE	LEAVENWORTH	0.1500	1200	1916	3	2	N	Y
BLP CHELAN LLC	REGAN JOYCE ETAL	\$574,000	301 S 3RD ST	CHELAN	0.0600	1100	1966			N	N
NELSON SUSAN T SURVIVORS TRUST	BURGETT ROBERT & PAMELA	\$570,000	203 VILLAGE DR	MANSON	0.1200	1422	2016	3	2	N	N
HOFF GARY A & BECKY J	JOHNSON DAVID W & LOREEN B	\$550,000	105 VINEYARD LN	CHELAN	0.0000	1622	0			N	N
NAU SAMANTHA & SAMUEL	MILES STEVEN & ALICIA W	\$549,900	4 S GARFIELD AVE	WENATCHEE	0.1700	2263	1956	4	3.5	N	Y
MC BROOM MEGAN ETAL	DAVIS KAROL	\$529,000	312 S DIVISION ST	CASHMERE	0.1600	2590	1906	4	2	N	Y
LAMMERT GARY & AMY	GOODFELLOW DANIEL A & ELIZABETH D	\$525,000	2511 NUMBER 1 CANYON RD	WENATCHEE	0.2500	1742	2006	3	2	N	N
BURNS JOHNNY & HOLLY	HARRINGTON BRIAN M & JENNIFER L	\$520,000	915 PIONEER AVE	CASHMERE	0.5200	2174	1991	3	2.5	N	N
PATTON LAURA M & BUCKLEY BRIAN D	DUONG THO X	\$518,000	4071 US HWY 97	PESHASTIN	3.5800	1462	1910	3	2	N	Y
GILLIN KELLY D & PATRICIA L	GILLIN MARIAN J	\$514,000	1559 ELMWOOD ST	WENATCHEE	0.3000	2363	1986	4	2.5	N	Y
ROY BRIAN D & MELISSA R	NORMAN ROBERT S	\$500,000	124 STAFFORD ST	LEAVENWORTH	0.1400	1048	1978	1	1	N	N
COLLETT SCHUYLER B & MACHEMY MARLENE	BARTHOLOMEW MARY JO D	\$500,000	9349 E LEAVENWORTH RD	LEAVENWORTH	0.5500	1568	1981			N	N
DAVIES THOMAS & NEELY CYNTHIA H	BECKER MARGOT L	\$500,000	UNASSIGNED	LEAVENWORTH	22.4500	0	0			N	N
PEYER JEREMY & COOK GENNEVIVE	THAMES WILLIAM J & RENEE D	\$498,000	922 WENATCHEE AVE	WENATCHEE	0.1800	1320	1985	4	3	N	N
NELSON GREG R & DIANE T	WALKER ERICK J & KATE C	\$495,000	3 N FRANKLIN AVE	WENATCHEE	0.1300	896	1930	4	2	N	Y
CHAGNON REMI A & WILHELMI TRACEY L	CHURCH LORRAINE A	\$495,000	117 VIEW RIDGE CIRCLE	WENATCHEE	1.0600	798	1976	3	1.75	N	Y
TORRES BAHENA AVILENE & VARGAS JOSE A	GANGLE DAWN M	\$485,500	2020 E CHELAN AVE	ENTIAT	0.2200	1575	2018	3	2.5	N	N
JOHNSON ROBERT & ERDMANN HEATHER REVOCABLE LIVING TRUST	BECKER MARGOT L	\$485,000	UNASSIGNED	LEAVENWORTH	23.8600	0	0			N	N
SAGE PACIFIC LLC	LAKE CHELAN CLINIC PROPERTIES LLC	\$475,000	220 E CHELAN AVE	CHELAN	0.1900	1604	1941	2	1.5	N	N
RV ALPHA LLC	HENNINGS JACOB M & KAYCEE L	\$472,000	9978 SASKA WAY	ENTIAT	0.2400	1663	2020	3	2	N	Y
DAVIS CRAIG & REAVA	EDLUND STEVEN P	\$465,000	8213 LYNN ST	PESHASTIN	0.6800	0	0			N	N
TRAVERS REVOCABLE LIVING TRUST	JPH-NB LLC	\$465,000	808 W MANSON RD	CHELAN	0.0000	1045	0			N	N
ROY NICHOLAS D & BALLARD MARA D ETAL	BEAN MARY E	\$465,000	1216 CRAWFORD AVE	WENATCHEE	0.3200	1080	1955	4	1.75	N	Y
SJOLSETH BRENT M & JESSICA R	HACKSMA KARON A	\$460,000	330 N ELLIOTT AVE	WENATCHEE	0.2800	1120	1975	6	2	N	N
ARMINGTON MATTHEW P & LANDRY DIANE E	HOEY GLENN R	\$460,000	519 KING ST	WENATCHEE	0.2100	1610	1915	5	2	N	N
ZAVALA MARY & RODOLFO P ETAL	HOLMES DANIEL E & AMY J	\$456,000	1214 AMERICAN FRUIT	WENATCHEE	0.4100	1192	1920	4	1.5	N	Y
HELLER CHRISTINE & SULLIVAN JONES KYLE	FORCE DAVID	\$448,455	511 HIGHLAND DR	WENATCHEE	0.1500	1842	1928	4	2	N	Y
PEVEN BENJAMIN & KAHLER REBECCA	EGTVEDT CURTIS L	\$440,000	1500 OKANOGAN AVE	WENATCHEE	0.1600	1510	2004	3	2	N	Y
HIGHTOWER LAURA	BARKER ALEXIS	\$437,000	321 COTTAGE AVE	CASHMERE	0.1100	960	1910	3	1	N	N
HIRES BRAYSON H & TONYIA	SAGE HOMES LLC	\$436,000	183 EMMA DR	WENATCHEE	0.1400	1780	2022	3	2	N	Y
GLORIA LAURA	MURRAY JAMES M	\$429,950	1011 IDAHO ST	WENATCHEE	0.1900	1490	1965	3	1.75	N	Y
ROSARIO TARCY & CLOSE DAVID	UMBARGER DEBORAH D	\$425,000	8707 SCHOOL ST	DRYDEN	0.3600	886	1930	3	1	N	N
DUNCAN SYDNEY P & CAMPBELL RYAN	BABST TOMMYE A & PAUL S LUPER	\$421,000	104 SCHAFFER ST	WENATCHEE	0.1500	1418	1954	3	1.5	N	Y
ROGALINSKI CHARLES E	SPRINGER JOHN K & MEGAN T	\$414,900	708 CHERRY CT	WENATCHEE	0.1300	1026	1980	3	1.5	N	N
411 OKANOGAN LLC	COOL HELEN	\$413,000	411 E OKANOGAN AVE	CHELAN	0.1900	2128	1928	3	2	N	Y
OLSON TIFFANY	WHITE MELISSA M	\$408,000	435 S WILSON ST	WENATCHEE	0.1600	792	1947	2	1	N	Y
BESSLER MICHELLE & KEVIN	SAGE HOMES LLC	\$402,900	130 EMMA DR	WENATCHEE	0.1600	1760	2022	3	2	N	Y
BURBANK WILLIAM D & PATRICIA J	MC CORD TIMOTHY D & ROBERTA M	\$401,000	15000US HWY 2	ENTIAT	0.3400	2376	2007			N	N
EMPIRE ESTATE HOLDINGS LLC	G&S MATHEWS LLC	\$400,000	212 N CHELAN AVE	WENATCHEE	0.1300	2564	1910			N	N
GLACE WILLIAM & BREANN	GRACE CITY CHURCH	\$400,000	329 MELODY LN	WENATCHEE	0.6100	1564	1958	3	1.5	N	Y
WHITFORD JAYCEE M ETAL	DAVIS JOHN O	\$400,000	6863 STINE HILL RD	CASHMERE	1.8200	1502	1954	3	1.5	N	Y
ANAYA PASTOR & OLGA	SMITH ROD L & BECKY R	\$399,900	8402 LAKE ST	PESHASTIN	0.2700	1436	1994			N	N
TURNER BEVERLY J & SOMERS KYLE	VASQUEZ RAMJUA E & MELISSA A	\$397,000	1015 MONROE ST	WENATCHEE	0.1600	1110	1939	3	2.5	N	Y
SCOTT TIMOTHY M & BECKY K	SAGE HOMES LLC	\$396,900	182 EMMA DR	WENATCHEE	0.1400	1737	2022	3	2	N	Y
GUTIERREZ ELIAS & LUZMARIA	VICKERY DIXIE D	\$395,000	306 W PETERS ST	WENATCHEE	0.5100	1704	1910	3	1	N	N
SHEPHERD ITALIA & AUSTIN	SZEIER TAMAS	\$385,000	322 W WOODIN AVE	CHELAN	0	515	2010			N	N
JENNINGS MOLLY R & LOCKWOOD ETHAN J	HARRISON LAURIBEL	\$379,000	806 ORONDO AVE	WENATCHEE	0.1400	1392	1928	4	1.5	N	Y
CALDWELL MICHAEL & SARAH ETAL	VEGA EFRAIN & RACHEL E	\$375,000	1013 HARVARD AVE	WENATCHEE	0.1300	1060	1952	3	2	Y	Y
ROBBINS DONALD J & STACIE L	BUCKLEY BRIAN D ETAL	\$375,000	174 COWBOY LN	LAKE WENATCHEE	2.2100	225	2013			N	N
CASHMERE HOMES LLC	SWANY MARY JANE	\$371,000	3910 W EAGLE ROCK	WENATCHEE	1.3500	1732	1991	3	3	N	Y
ORPET ROBERT & ANGELA	SHANDA DAVID W ETAL	\$357,900	602 MARJO ST	WENATCHEE	0.2000	1148	1960	3	1.5	N	Y
BOTTS JENNIFER & ANDREW	WITTMAN BRADLEY G & TINA S	\$355,000	21306 STETSON RD	PLAIN	0.3100	288	2014			N	N
WOLFE LINDA A REVOCABLE LIVING TRUST	YEARTY BARBARA J	\$352,000	1819 HERITAGE DR	WENATCHEE	0.1300	1344	1996			N	N
NEAL HAL & XIAO SU	MATTHEW LYLE & DE ARMENT MARIA T	\$351,000	627 ORONDO AVE	WENATCHEE	0.1400	2043	1910	5	4	N	N
NEAL HAL & XIAO SU	MATTHEW LYLE & DE ARMENT MARIA T	\$351,000	627 ORONDO	WENATCHEE	0.1400	2043	1910	5	4	N	N
PORTER MEGAN S & HUGHES AUSTIN R	JONES ANITA	\$350,000	405 PIONEER AVE	CASHMERE	0.1300	1132	1979	4	2	N	N
CAZARES IVAN M & ALBORADA MATA CAZARES	MANAS JEFFREY & DEBBIE	\$350,000	2131 ROPER LN	WENATCHEE	0.0500	1014	2013	2	1.5	N	N
RAMOS OREA HUGO & RAMOS ARELI	VON GREY KATHERINE	\$349,900	5439 WOHLERS RD	CASHMERE	0.6200	1296	1996			N	N
BROWN RYAN & AMY	ST ONGE MICHAEL & JAMIE L	\$340,000	UNASSIGNED	CASHMERE	40.0000	0	0			N	N
KISS RENEE E	FRANKLIN PATRICIA K	\$340,000	3061 RIVIERA	MALAGA	0.2100	1040	1981	3	1	N	N

# Washington Retail Association Report

Submitted by Robert Haase,  
Director of Communications,  
Washington Retail Association



WASHINGTON RETAIL  
ASSOCIATION

## Revised permanent outdoor heat exposure rules outlined by L&I

In June, the Department of Labor and Industries (L&I) issued emergency rules to protect workers from outdoor heat exposure when temperatures are elevated. L&I first adopted emergency rules in 2021, but due to pandemic-related scheduling challenges, L&I had not initiated permanent rulemaking. The 2022 emergency rule outlines many features contained in the 2021 emergency rule, including requirements for training and education, ensuring employers provide adequate water and shade at the worksite, and required 10-minute rest breaks every two hours when temperatures exceed a specific “trigger” temperature. In 2021, the emergency rule requirements were triggered when temperatures reached 100 degrees F but the 2022 emergency rules lowered the trigger temperature to 89 degrees F.

WR expressed concern to L&I with continuing to use emergency rulemaking processes rather than permanent rulemaking. Unlike emergency rules, the permanent rulemaking process requires stakeholder and public input, an economic impact analysis, and an analysis of impacts on small businesses.

In response, L&I moved forward and initiated permanent rulemaking by hosting a webinar on August 4, 2022. In the webinar, L&I outlined its initial proposal for permanent rules to protect workers from outdoor heat exposure. The proposal would lower the trigger temperature to 80 degrees F, increase required rest periods to 25 minutes/hour when temperatures exceed 100 degrees F, and add new requirements to monitor employees for acclimatization to current conditions.

The rules would also be in effect year-round instead of limited to the June-September period. WR submitted comments on the proposed rules, which detailed how retail businesses protect their workers from heat-related illness. WR also outlined concerns on lowering the trigger temperatures and how the proposed rules would impact retail employers and employees across the state, particularly in Central and Eastern Washington.

## Grocers anticipate inflation

The U.S. Department of Agriculture (USDA) predicts grocery prices to increase

10-11% this year, due to inflation. July grocery prices were 1.4% higher month-over-month, and 13.1% higher than a year ago. Restaurant prices exhibited smaller increases than food purchased at grocery stores, however at approximately half the rate of grocery stores, increasing .7% in July, and 7.6% year over year.

The forecast also expects restaurant food inflation to be as high as 7.5% during the year with all food prices increasing between 8.5% and 9.5%.

## Economic indicators clash on pending recession

The National Bureau of Economic Research defines a traditional recession as “a significant decline in economic activity that is spread across the economy and that lasts more than a few months.” The committee looks at the three criteria – epth, diffusion, and duration – which must be met individually to some extent. Extreme conditions in one measure can partially offset weaker indications from another.

According to the federal Bureau of Economic Analysis, gross domestic product dropped by 1.6 percent year over year in the first quarter of 2022 and another 0.6 percent in the second quarter, according to the federal Bureau of Economic Analysis.

Two consecutive quarterly declines in GDP would typically define a recession. That said, gross domestic income grew 1.8 percent in the first quarter and 1.4 percent in the second quarter, which puts a confident announcement that our economy is in a recession to be a precarious statement.

“All eyes remain on the consumer, and what is happening in retail is very important,” National Retail Federation Chief Economist Jack Kleinhenz said.

“While consumers have become more cautious and cooled their spending in the first half of 2022, households continue to spend and are contending with inflation by using credit cards more, saving less, and drawing on savings built up during the pandemic. Consumer stamina will be the big question going forward.”

## Significant discounts coming for the holiday

In the wake of supply chain issues over the past year, many retailers are sitting on excessive inventories, and they hope to move as much of it as possible for the holiday shopping season.

In recent weeks, executives at Best Buy, Ulta, Macy’s, and other top chains have said they expect a holiday shopping season packed with discounts. Recently, Walmart released its annual top toy list and confirmed it was

offering more “rollbacks” – temporary price reductions on items – than they have in previous years, including a wider variety of toys for less than \$50 and \$25.

Shoppers will also find discounts on clothing, televisions, beauty products, sporting goods, and other items. The glut of stockpiled inventory sitting in warehouses is driving prices down, which will likely serve to support strong retail sales numbers in the months ahead.

## Making fire safety a workplace priority

When management and those who oversee safety build a reliable and progressive safety accountability structure, even if it is one piece at a time, the business is one step closer to having a safety management system in place. One of those pieces is fire safety.

Workplace fires are always possible, but businesses can prepare and reduce the opportunities of them occurring in the first place. Set time aside to train employees to identify fire hazards and practice correcting potential problems. Training should also include policies on what steps to take in an emergency.

Plan for fire safety readiness by:

- Inspecting fire alarm and smoke detec-



tor functionality

- Visually check the condition of fire extinguishers monthly and sign the tag
- Ensure the quantity and location of extinguishers are adequate for the building size and use type
- Verify emergency exit doors are not blocked and operate correctly
- Periodically perform fire drill exercises, including all staff members and management
- Have heating systems and electrical equipment regularly inspected for proper functionality

**WR diversity statement:** WR is committed to the principles of justice, equity, diversity, and inclusion. We strive to create a safe, welcoming environment in which these principles can thrive. We value all people regardless of race, ethnicity, gender, religion, age, identity, sexual orientation, nationality, or disability, and that is the foundation of our commitment to those we serve.

## TOP PROPERTIES DOUGLAS August 2022

### RESIDENTIAL

Sale Price	Address	Total Acres	Style	Residential Area	Basement Area	Year Built	Bedr.	Bathr.
1,650,000	581 TURTLE ROCK RD	0.76	1 1/2 STORY FINISHED	3601	2110	2008	3	3
1,635,000	2000 NW CASCADE AVE	1.64	TWO STORY	3521	1040	1999	3	3
1,414,336	1816 BRIARWOOD PL	7.38	ONE STORY	2942		2021	3	3.5
1,078,000	401 S LYLE AVE	1.5	ONE STORY	2412	2412	1992	5	4.5
998,500	837 BRIARWOOD DR	0.53	ONE STORY	3068		2004	3	3
850,000	475 BEACH DR	0.17	ONE STORY	1720	1720	2005	4	3
750,000	300 W ENTIAT DR	0.16	TWO STORY	1998	1514	2008	3	2
750,000	2597 CATALINA AVE	0.27	1 1/2 STORY FINISHED	2866		2014	4	2.5
747,500	2755 ROCK ISLAND RD	1.96	ONE STORY	2997		2016	4	2.5
729,900	2224 FANCHER HEIGHTS BLVD	0.46	TWO STORY	3288		1995	4	3.5
690,000	2455 GRAND AVE	0.5	TWO STORY	2528		1993	3	2.5
690,000	1944 VALLEY VIEW BLVD	0.3	ONE STORY	1860	1710	1993	4	2.75
675,000	1992 STONERIDGE DR	0.22	ONE STORY	2346		2007	3	2
650,000	462 S MASON AVE	0.18	ONE STORY	2185		2017	3	2
620,000	3537 NE REID CT	0.89	ONE STORY	1517	1404	1992	3	3
605,000	701 SKI VIEW DR	0.32	ONE STORY	1868	1514	1967	4	3
567,600	877 N NEWPORT LOOP	0.26	ONE STORY	1725		2021	3	2
560,000	2164 MILLWOOD LN SE	0.23	ONE STORY	1903		2021	3	2
560,000	137 IRONWOOD PL	0.11	1 1/2 STORY FINISHED	1812		1999	3	2
554,500	336 S NEVADA AVE	0.18	1 1/2 STORY FINISHED	2129		2018	4	2.5
551,500	1291 THEO WAY	0.37	ONE STORY	1496		2021	3	2
550,000	62 ROCKY RD	20.02	1 1/2 STORY FINISHED	5526		1998	4	2.5
550,000	2710 ROCK ISLAND RD	3.38	1 1/2 STORY FINISHED	1805	1277	1923	4	1
547,950	2227 S MYSTICAL LOOP	0.18	TWO STORY	1712		2020	3	2.5
515,000	841 N KENTUCKY AVE	0.23	ONE STORY	1344	1300	1976	4	2.5
500,000	1225 S UNION AVE	2.67	ONE STORY	1888	916	1920	4	2
489,900	7 PEACEFUL PINE LN	5	ONE STORY	1544			1	1
485,000	517 N LARCH AVE	0.23	ONE STORY	1138	1100	1974	4	2
480,000	207 SOLOMON LOOP NW	0.06	1 1/2 STORY FINISHED	1535		2020	2	2.5
465,000	116 S HOUSTON AVE	0.25	ONE STORY	1755		1968	3	3
450,000	2274 2ND ST SE	0.17	ONE STORY	1836		2019	3	2
449,900	1718 8TH ST NE	0.23	ONE STORY	1196	1150	1974	4	2.5
430,000	1009 12TH ST NE	0.19	ONE STORY	1686		1987	3	1.5
427,000	549 N MONTCLAIR AVE	0.16	ONE STORY	1153		2014	3	2
425,000	119 RED HAWK DR	0	ONE STORY	1382		2006	2	2
420,000	520 11TH ST NE #19	0	ONE STORY	1629		1982	2	2
419,000	1558 GRANT RD	0.28	ONE STORY	1832		1954	3	2
415,000	2316 1ST ST NE	1		2625			2	1
415,000	524 N MONTCLAIR AVE	0.16	ONE STORY	1227		2015	3	2
400,000	415 S KANSAS LOOP	0.09	ONE STORY	1200		2020	3	2
390,000	1520 5TH ST NE	0.19	ONE STORY	996		1959	3	1
379,000	519 NEWPORT PLZ	0.19	DOUBLEWIDE	1782		2005	4	2
369,900	2286 SE SAGE BROOKE RD	0.11	ONE STORY	1382		2021	3	2
359,900	2219 SE MARLETTE RD	0.12	ONE STORY	1407		2021	3	2
354,900	2243 SE MARLETTE RD	0.16	ONE STORY	1376		2021	3	2
354,000	525 NEWPORT PLZ	0.19		1890		2005	3	2

## TOP PROPERTIES DOUGLAS August 2022

### FARM

Grantor	Grantee	Sale Price	Street	Total Acres
KENFIELD, DENNIS J	CAIRNS, JOSEPH	205,000		80.3
AFC RANCH 8 LLC	RED APPLE ORCHARDS LLC &	16,000	HIGGINS LOOP RD	303.85
DOVEX FRUIT CO	WALKER, JIM	400		3
WALKER, JIM	DOVEX FRUIT CO	400	US 97	0.32
SANTA CRUZ FARM LLC	CHELAN DOUGLAS REGIONAL PORT AUTHORITY	1,200,000	600 B S VAN WELL AVE	14.12
VICKERY, RYAN S & TENNILLE A	SKYLISTAD, TODD & TIFFANY	1,100,000	1300 S WEBB PL	1.93
OTT REVOCABLE LIVING TRUST	MARTIN, JAMES & GAIL	500,000	2735 4TH ST SE	4.59
SHIRLEY'S LLC	SANTA CRUZ FARM LLC	1,200,000	511 S VAN WELL AVE	15.82

### COMMERCIAL

Grantor	Grantee	Sale Price	Street	Description
PLAIN HOLDING LLP	VASQUEZ, RAMJUA ERIK	200,000	W LOCUST ST	DOG WASH & LAUNDROMAT
PARK PLACE ONE LLC	GW EAST WENATCHEE LLC	18,000,000	ROCK ISLAND RD	EAST WENATCHEE MINI STORAGE



# MARKETING 101

## Now Hiring? Q4 has many businesses scrambling to find employees

By Jennifer Bushong

Fourth quarter frenzy is here, and the holidays are right around the corner. If your business is in need of staff, like many small to medium size companies at the moment, there might be ideas you can implement to recruit and retain the right employees. The struggle to find and retain employees might be the biggest strife for businesses today.

A 90% retention rate after hiring is considered “good”, but a 2021 Bureau of Labor Statistics report found an average annual turnover rate closer to 57%. This means finding the right employee and keeping them is harder than ever before. Whether you are recruiting for short-term seasonal help or long-term executive positions, here are some tips to use in your hiring process.

### Write a clear recruitment ad and job description

Use vivid words to describe your company’s mission, vision, and values.

(If you do not have a clear mission, vision, and value statement that employees live and breathe by daily, please see my contact information below). In the description, list the job details, duties, and tasks, and showcase your company.

Job recruitment ads can be excellent public relations tools to better position your company’s products and services. After all, job seekers are not the only people reading the ad.

The ad should give a good understanding of your company culture based on the well-written posting. Lastly, it is exciting to be able to hire new employees who will become team members. Share the message with the world!

### Post and customize the ad in multiple mediums

**Print Ad** Place a professional looking print ad in the local newspaper (or national/trade publications if attracting

executive talent). The print ad should have a clear ‘call to action’ so job seekers can easily apply for the position.

**Digital Communications** Use social media to showcase your company culture and point job seekers directly to your website to apply. The digital platforms can showcase images, video and even a photo of the brick-and-mortar business.

**Radio/Word-of-Mouth** Of course, word-of-mouth advertising is cost-effective. However, it is not the most reliable. Using radio with a clear message will compliment the ‘now hiring’ job announcement.

### Be intentional about hiring and then offer training

Ask the right questions to ensure the employee is not only qualified to take on the job, but aligns with your company’s culture. Finding the right employee might mean offering training to fulfill a specific skill-set.

Hire a professional firm to fill any



Jennifer Bushong

gaps. Ask open-ended questions to determine if the candidate will meet and/or exceed the duties.

Once hired, crystalize onboarding materials so the employee can quickly adapt and get to work!

*Jennifer Bushong, MA is the owner of JBE Marketing Group, a full-service strategic marketing and public relations firm in Washington State. jennifer@jbemarketing-group.com www.jbe-marketing.com*

## HCA sends provider relief, workforce stabilization funds to behavioral health treatment agencies

Submitted by  
Washington Health Care Authority

Washington State has committed significant resources to address the workforce challenges of licensed behavioral health treatment agencies. The Washington State Health Care Authority (HCA) has begun distribution of a \$100 million workforce provider relief fund.

The funds came from the 2022 Washington State supplemental

community behavioral health budget and can be used for immediate workforce retention and recruitment, costs incurred due to COVID-19, childcare stipends, or provider recruitment efforts. In addition, in January 2023, behavioral health treatment providers will begin receiving a 7 percent increase in their Medicaid reimbursement rates.

To be eligible for the funds, licensed community behavioral

health agency treatment providers needed to be contracted and received payments through a managed care organization or behavioral health administrative service organization. Eligible agencies have already been notified.

“These funds will help to relieve the workforce pressure that has been experienced by so many of our behavioral health providers during the last two

years,” said Keri Waterland, the state authority on behavioral health and director of HCA’s Division of Behavioral Health and Recovery. “We have a deep appreciation for the behavioral health providers in our state who have continued to provide essential services throughout the pandemic, with an increase in service need and workforce challenges.”

HCA will start issuing payments on Friday, September 30.

The agency appreciates the leadership of the Governor’s Office and Legislature and their commitment to improving access

to behavioral health resources. We are hopeful these new investments will help stabilize the current workforce and increase some needed service capacity across the state.

For more information about provider relief funds, visit <https://www.hca.wa.gov/billers-providers-partners/program-information-providers/contractor-and-provider-resources>.

**About the Health Care Authority (HCA):** The Washington State Health Care Authority (HCA) is committed to whole-person care, integrating physi-

cal health and behavioral health services for better results and healthier residents. HCA purchases health care for more than 2.5 million Washington residents through Apple Health (Medicaid), the Public Employees Benefits Board (PEBB) Program, the School Employees Benefits Board (SEBB) Program, and the COFA Islander Health Care Program. As the largest health care purchaser in the state, we lead the effort to transform health care, helping ensure Washington residents have access to better health and better care at a lower cost.

## Applications sought for pageant Miss East Cascades 2023

The annual competition for Miss East Cascades 2023 will be held this December at the Numerica Performing Arts Center in Wenatchee for distinguished young ladies from Chelan, Douglas, and Okanogan counties.

The Miss East Cascades Scholarship Organization is a non-profit run entirely by dedicated volunteers.

To apply for this year’s pageant:

- All applicants must be female and at least 19 years of age but not older than 26 on December 31st of the year she competes at Miss America. She must be in good health and a United States citizen.

Entrants must be single, never have been married, nor had marriage annulled. She must not be, nor ever have been pregnant.

- All applicants, before submitting their local application, must register with the Miss America Program and submit their \$35 registration fee.

- All candidates are strongly urged to attend each rehearsal, group appearance and all dates listed in the Program Calendar.

The candidate selected for the responsibility of serving as Miss East Cascades must be available to serve as the official hostess of East Cascades until the following Miss East Cascades and Teen competition. She will also compete in the Miss Washington Scholarship Pageant competition in June/July 2023.



Courtesy photo

As the Miss East Cascades Scholarship Organization supports education, every effort will be made to accommodate her school schedule.

Candidates must meet at least one of the following criteria:

- Resides in Chelan, Douglas, Okanogan, Grant or Kittitas County.

- Resides with a parent who resides in one of the above counties but attends college elsewhere.

- Is a full-time high school or college student in one of the above counties.

- Is a part-time college student in one of the above counties.

- Works full-time or part-time in one of the above counties.

If you meet all the requirements, please submit either the paper or online application at [www.misseastcascades.com](http://www.misseastcascades.com).

We recommend that your parent or guardian join you at the introductory meeting.

You may need to provide a copy of your birth certificate, driver’s license, or official school transcript to confirm your eligibility.

CONTINUED FROM PAGE 1

## State Board Awards Nearly \$76 Million in Grants to Recover Salmon

### Why Are Salmon in Trouble?

As Washington’s population grew, the number of salmon dwindled. By 2000, the federal government had declared wild salmon and steelhead species in nearly three-fourths of the state as threatened or endangered. The Legislature created the Salmon Recovery Funding Board in 1999 to determine how best to distribute state and federal funding to recovery projects.

### Why is Recovery Important?

Salmon are a keystone species upon which many other animals rely. One report documented 138 species of wildlife, from whales to flies, that depend on salmon for their food. In addition, salmon fishing is important to Washington’s economy. Commercial and recreational fishing in Washington is estimated to support 16,000 jobs and \$540 million in personal income.

Investing in salmon recovery projects also helps local businesses. Every \$1 million spent on forest and watershed restoration generates between 15.7 and 23.8 jobs. About 80 percent of that funding stays in the county where the project is located, helping many rural communities. Finally, salmon recovery projects help Washington State uphold treaty-reserved fishing rights for Indian tribes and ensure salmon are present and available for harvest.

### How Projects are Chosen

Washington has a unique approach to



salmon recovery.

Projects are selected by lead entities, which are watershed-based groups that include tribes, local governments, non-profits, and citizens.

The projects are based on federally approved regional salmon recovery plans. Lead entities vet projects through citizen and science committees.

The projects then are reviewed by regional organizations and submitted to the Salmon Recovery Funding Board for funding.

Regional salmon recovery organizations and the board review each project for cost-effectiveness and to ensure they will benefit salmon.

“Thousands of people across the state have been working for years to put these projects together,” said Megan Duffy, director of the Washington State Recreation and Conservation Office, which supports the Salmon Recovery Funding Board.

“This is truly work that starts in our local communities.

This local process makes sure that we are funding projects important for saving salmon and important to residents in their neighborhoods.

It’s a great example of people working with local, state, and federal agencies to make a difference for salmon.”

# NRCS Washington to host Fiscal Year 2023 ACEP-ALE Kickoff Workshop

Submitted by USDA  
Natural Resources  
Conservation Service

The Natural Resources Conservation Service in Washington (NRCS-WA) is hosting an informational workshop Oct. 5, 2022, in preparation for the Fiscal Year 2023 Agricultural Conservation Easement Program – Agricultural Land Easements (ACEP-ALE) sign up.

Through ACEP-ALE, NRCS provides financial assistance to eligible partners for purchasing perpetual Agricultural Land Easements that protect the agricultural use and conservation values of eligible land. In the

case of working farms, the program helps farmers and ranchers keep their land in agricultural production.

The program also protects grazing uses and related conservation values by conserving grassland, including rangeland, pastureland and shrubland. Eligible partners include American Indian tribes, state and local governments, and non-governmental organizations that have farmland, rangeland, or grassland protection programs.

Panelists from the NRCS-WA Programs Staff will discuss ACEP-ALE basics from application to closing. NRCS staff will also



discuss program nuances for Fiscal Year 2023, including the new application sign-up deadline, an overview of the updated ALE application packets and submission procedures, and the anticipated FY23 program timeline.

Panelists from USDA's

Farm Service Agency will discuss eligibility requirements for program participants and panelists from USDA's National Agricultural Statistics Service will discuss data resources as they pertain to application requirements and ranking.

Workshop participants

will have the opportunity to engage with panelists during a facilitated optional question-and-answer session following the presentations.

**Date:** Wednesday, Oct. 5, 2022, Time: 9 to 11:30 a.m.

**Platform:** Microsoft Teams

**Workshop Agenda:** Welcome & NRCS Partnership Updates, NRCS Programming & Resources: What's New for FY23, FY23 ALE Application Process, Tips & Tricks for a Successful ALE Application with Representatives from FSA and NASS, and Q&A.

The workshop will be held via Microsoft Teams. Registration is not required.

To access the event, follow the workshop link online. The link is also available on the FY23 ACEP-ALE Kickoff Workshop Invitation and the Full Workshop Agenda.

For more information about ACEP-ALE, please refer to the NRCS ACEP-ALE National Webpage and the NRCS-WA ACEP-ALE Program Webpage. For questions about the workshop, please email Carlee Elliott, State Easement Program Manager, at [carlee.elliott@usda.gov](mailto:carlee.elliott@usda.gov). Subscribe to [Farmers.gov](http://Farmers.gov) ([govdelivery.com](http://govdelivery.com)) to receive updates on the latest USDA news and stories, including NRCS programs national funding opportunities.

## L&I proposes 4.8 percent increase in workers' comp rates for 2023

*Hearings to be held Oct. 26-27*

Submitted by Department of  
Labor and Industries

TUMWATER – The state Department of Labor & Industries (L&I) is proposing a 4.8 percent increase in the average price employers and workers pay for workers' compensation insurance next year. If adopted, the increase would mean employers and workers would jointly pay an additional \$61 a year, on average, for each full-time employee within a business.

"Even with the increase, the average hourly rate businesses will pay will be about the same as what they were paying in 2016," L&I Director Joel Sacks said.

"After keeping rates steady to help businesses that were struggling during the pandemic, we're now proposing a modest rate increase that's in line with our goal of stable and predictable rates for businesses to ensure the long-term health of the workers' compensation fund."

Employers and workers pay into the workers' compensation system to help cover the cost of providing wage and disability benefits for injured workers, as well as medical treatment of workplace injuries and illnesses.

Workers will continue to pay on average about a quarter of the premium, a similar percentage to that paid in 2022.

General wage inflation and increasing medical costs all make it more expensive to provide this workplace safety net. As workers' wages go up, the cost of insuring them goes up as well, since much of the benefits directly paid to workers are tied to how much they are getting paid.

### Contingency reserves cushion rate increase

In 2021 and 2022, L&I helped employers and workers struggling from the pandemic by tapping its contingency reserves to avoid a

larger increase in premium rates. L&I wants to take a similar approach to prevent a larger rate increase for 2023.

Under the current proposal, L&I will use contingency reserves to cover any gap between premiums and costs to keep rates steady and avoid a larger increase.

### How Washington's rates system compares with other states

In most states, rates are charged as a percentage of payroll, so when employee wages go up, more premiums are collected. In Washington, rates are charged as an amount per hours worked. When wages go up, the rate paid stays the same.

### Public hearings planned

Public hearings are scheduled for 10 a.m. on Oct. 26 and Oct. 27 to take input on the rate proposal before a final decision is made.



To support social distancing, the public hearings will be held virtually. Final rates will be adopted on Nov. 30 and go into effect Jan. 1, 2023. 2023 rates hearings will be held at 10 a.m., Oct. 26 and 27.

**Join Zoom Meeting at:** <https://lni-wa-gov.zoom.us/j/4283482697>, Meeting ID: 428 348 2697

**Joining by phone:** +12532158782 US (Tacoma), Meeting ID: 428 348 2697

**People are encouraged to submit comments in writing to:** Jo Anne Attwood, administrative regulations analyst, P.O. Box 41448,

Olympia, WA 98504-4148; or email [JoAnne.Attwood@lni.wa.gov](mailto:JoAnne.Attwood@lni.wa.gov). All comments must be received by 5 p.m. on Oct. 28. More information about the proposal is available at [www.lni.wa.gov/2023Rates](http://www.lni.wa.gov/2023Rates).

**Workers' comp facts:** L&I workers' compensation insurance covers about 2.6 million workers and about 187,000 employers in Washington. The proposed rate is an average. An individual employer's actual rate change may be more or less depending on that employer's industry and history of claims that result in wage replacement and/or disability benefits.

## 2022 NCW College & Career Expos - Call for Exhibitors

Submitted by  
Tami McBride, NCESD

North Central Washington – The Apple STEM Network and the North Central Educational Service District (NCESD), in partnership with Wenatchee Valley College, Big Bend Community College, Foundation for Youth Resiliency and Engagement (FYRE), Okanogan County Economic Alliance, Confederated Tribes of the Colville Reservation, WorkSource and SkillsSource, are proud to announce that the 2022 NCW College and Career Expos will be in person at three locations across the region:

■ Okanogan County Expo: Wed., Oct. 26 from 8:30 a.m. - 12:00 at Okanogan Agri-Plex

■ Chelan/Douglas County Expo: Thurs., Nov. 3 from 9 a.m. - 1 p.m. at Wenatchee Valley College

■ Grant County Expo: Tues., Nov. 8 from 9 a.m. - 2 p.m. at Big Bend Com-

munity College

The NCW College and Career Expo events are free opportunities for North Central Washington students to explore colleges and career opportunities in just a few hours at one location.

Educators and local industry professionals will introduce students to a wide variety of work experiences that engage, train and inspire future careers in high-demand fields with regional employers.

"We know that our students benefit most from early and frequent participation in high-quality career connected learning opportunities as they prepare to enter the workforce," said Tami McBride, Career Connected Specialist at NCESD.

"We are excited to be back in person this year and expand the event regionally to offer students opportunities to participate in one of three regional locations."

Businesses, educational institutions, training programs, and student support services are all encouraged to participate at the event as exhibitors.

Exhibitors are able to attend any or all events. During the expo, exhibitors will need to provide a hands-on activity such as allowing students to try on gear/uniforms, displaying tools or equipment used in the workplace and/or providing real job descriptions for review. Participating students will have the ability to explore different booths and connect with exhibitors of interest.

### About NCESD

Our mission is to provide leadership & quality service in advocating for innovative educational programs for the children and communities we serve.



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**REDUCE REUSE RECYCLE**

## Rod Cool honored by National FFA Organization

Submitted by  
Rod Cool

INDIANAPOLIS – The National FFA Organization selected Rod Cool of Chelan, WA to receive the Honorary American FFA Degree.

The award was given to those who advance agriculture education and FFA through outstanding personal commitment. The National FFA Organization works to enhance the lives of youth through agricultural education. Without the efforts of highly dedicated individuals, thousands of young people would not be able to achieve the success that in turn contributes directly to the overall well-being of the nation.

The Honorary American FFA Degree is an opportunity to recognize those who have gone beyond valuable daily contributions to make an extraordinary long-term difference in the lives of students, inspiring confidence in a new generation of agriculturalists. Members of the National FFA Organization's board of directors approved the nomination.

Cool will receive the award during the 95th National FFA Convention & Expo, in Indianapolis, Ind., on October 28, 2022. All recipients will receive a plaque and medal,



SUBMITTED PHOTO

Former Chelan FFA Advisor Rod Cool is currently the Agriculture Educator/ FFA Advisor at Quincy High School.

and their names will be permanently recorded as recipients of the highest FFA honor.

**About National FFA Organization:** The National FFA Organization is a school-based national youth leadership development organization of more than 735,000 student members as part of 8,817 local FFA chapters in all 50 states and Puerto Rico. The FFA mission is to make a positive difference in the lives of

students by developing their potential for premier leadership, personal growth and career success through agricultural education. For more, visit the National FFA Organization online at FFA.org and on Facebook and Twitter.

**About National FFA Foundation:** The National FFA Foundation builds partnerships with industry, education, government, other foundations and individuals to secure financial resources that recognize FFA member achievements, develop student leaders and support the future of agricultural education. A separately registered nonprofit organization, the foundation is governed by a board of trustees that includes the national FFA president, educators, business leaders and individual donors. For more, visit FFA.org/Give.

## Wenatchee Valley Dispute Resolution Center Program Coordinator serves as Nonprofit Association of WA Equity Ambassador Chelan & Douglas Counties

By Jennifer Talbot,  
WVDRC Executive Director

Wenatchee Valley Dispute Resolution Center is happy to share that our Program Coordinator, Eada Talal Al-Soodani, was selected to serve as a Nonprofit Association of Washington (NAWA) Equity Ambassador.

Equity Ambassadors are a network of outreach specialists who assist in connecting with people across Washington State. They are an essential part of the Nonprofit Association of Washington's community engagement efforts. They increase the visibility of the nonprofit sector, identify unmet needs, enhance program relevance, and extend the reach of programming within underserved communities.

NAWA prioritizes recruitment of individuals who have lived experience and connection to Black, Indigenous, Persons of Color, immigrant, rural, LGBTQ+, and disability communities.

Equity Ambassadors provide support for NAWA's programs by recruiting and communicating with member organizations, promoting learning events and advocacy opportunities, and encouraging participa-



Eada Talal Al-Soodani

tion in regional Nonprofit Network meetings and our Community Slack.

They also provide valuable feedback on the relevance of our programming in different communities, identify opportunities to support nonprofits using an equity lens, and bring ideas from events and meetings back to the organization to help improve our services.

Learn more at

<https://nonprofitwa.org/collaborate/equity-ambassadors/> or connect with Eada at Wenatchee Valley Dispute Resolution Center 509-888-0957.



Wenatchee Valley Dispute Resolution Center (WVDRC) is a nonprofit 501(c)(3) organization serving Chelan and Douglas counties and dedicated to changing relationships through peaceful conflict resolution. Together with a team of volunteer mediators, WVDRC provides cost effective mediation services, conflict resolution training, and community education.

## Regional Challenge Grants

Funding for innovative college & career partnerships



Now accepting letters of interest!

## A Hands-On Approach to a Promising Career

Submitted by  
Ingrid Stegemoeller  
Communications Director,  
Partnership for Learning

Students from underrepresented communities are gaining improved access to career pathways through hands-on learning opportunities at companies like Avista Utilities and Fred Hutch.

Internships and research programs in energy and biomedical sciences, respectively, provide the chance to work with professionals, learn by doing, receive

mentorship, build their networks, and more.

Research shows employers in Washington will create an estimated 373,000 net new jobs over the next 5 years, a majority of which will be filled by workers with a post-high school credential, such as a degree, apprenticeship, or certificate.

In our latest blog and video series about Avista's Energy Pathways program, learn how students are working toward their credentials and cultivating

their paths to promising careers.

**Applications Open for Regional Challenge Grants**

The Washington Student Achievement Council (WSAC) is now accepting letters of interest from applicants for regional challenge grants. The grants seek to expand the number of community and regional partnerships—and support existing partnerships—that are focused on increasing postsecondary enrollment and credential completion for students of color, students from low-income backgrounds, English language learners, students with disabilities, and foster and homeless youth.



## Become Wenatchee River Institute's next Executive Director

Submitted by Rande Zerger,  
WRI Outreach Manager

The Wenatchee River Institute (WRI) is looking for their next Executive Director following current WRI Executive Director, Carolyn Griffin-Bugert's retirement announcement.

In Carolyn's three and a half years at WRI, environmental education programs have expanded, serving more communities in a larger area. Carolyn's vision and direction has enabled WRI to reach more students in North Central Washington, doubling the number of hours worked with students each year and changing the demographics of students served. With Carolyn's help, and yours, WRI started an endowment fund which can continue to grow and provide resources into the future. She has left WRI in a strong position to seek a new leader.



SUBMITTED PHOTO

Current Executive Director  
Carolyn Griffin-Bugert

Carolyn has given several months' notice to allow adequate time to find a great candidate and provide some overlap. She says her "passion for the job has not diminished. I will continue to work with the board and staff to move the organization forward while the board prepares for a change in leadership."

WRI's mission is to connect people, communities and the natural world. WRI is looking for a leader that will maintain and expand WRI's relationships and assets so they may deepen their mission impact.

Find the full job announcement, job description, and how to apply at: <https://wenatcheeriverinstitute.org/about-us/employment.html>.



# Cashmere FFA thanks supporters



SUBMITTED PHOTOS

## Cashmere FFA takes home Fair awards

Submitted by Rusty Finch

43 Cashmere FFA students had a great fair earning several call-back ribbons and champion rosettes. Here are a few of the highlights.

- Grand Champion Market Hog - Alia Kenoyer
- Reserve Champion Market Hog - Alayna Groce
- 10 of the 12 Market Hog Call-Backs
- Grand Champion Market Lamb - Kimmy Dodson
- 5 of the 8 Market Lamb Call-Backs
- Grand Champion Market Goat - Esmeralda Martinez
- Reserve Champion Goat Showmanship - Esmeralda Martinez
- Grand Champion Ag Mechanics Project - Kayley Lopez-Parkins
- Livestock Judging - 1st

- Produce Judging - 1st & 3rd
- Tractor Driving - 2nd
- Horse Judging - 3rd

Cashmere FFA and the Cashmere Area Youth Support Fund would like to thank the following Sponsors and Purchasers of this year's animals:

### Market Hogs

- Alia Kenoyer - Grand Champion Hog - Northwest Wholesale
- Alayna Groce - Reserve Champion Hog - Cornerstone Custom Granite
- Addy Burger - Berdan Orchards
- Cameron Phillips - Wok About Grill
- Jacob Holladay - Smith Excavation
- Allie Mckenna - Doane's Valley Pharmacy
- Jayden Myers - Cashmere American Legion
- Ethan Thiess - Bob Wildfang Orchards
- Lily-Ann Geren - Harnden Orchards
- Gillian Darnell - Greg & Sharon Baker
- Korey Knoll - Berkshire Hathaway Leavenworth Properties
- Amia Mutch - Coastal Farm & Ranch
- Aleida Nolasco - Pearmont Incorporated
- Bella Potter - Cashmere Rotary
- Drake Mutch - Coastal Farm & Ranch
- Aidan Thiess - J & J Meats
- Lexie Thompson - Valley Tractor
- Matthew Smith - Valley Tractor
- Prin Fox - Wok About Grill
- Micah Guerin - Orchid Behavioral Care
- Ellie Weber - Mission Creek Community Club
- Dru Heyen - Cashmere American Legion Auxiliary
- Ella Kenoyer - Eagle Rock Fruit Stand
- Carsen Kenoyer - Wok About Grill
- Kira Potter - Berkshire Hathaway Leavenworth Properties
- Zoe Brown - Joe's Septic
- Ally Kitchel - Wok About Grill
- Liliana Ruiz - Affordable Quality Concrete
- Rylie Harnden - Wilbur-Ellis Cashmere

### Market Lambs

- Kimmy Dodson - A1 Asbestos
- Sydney Young - Joe's Septic
- Jack Carney - Les Schwab Wenatchee

- Kayley Lopez - Berkshire Hathaway Leavenworth Properties
- Ralene Wheatley - Martin's Market
- Ivette Alvarado - Berkshire Hathaway Leavenworth Properties
- Donald Flick - Wok About Grill
- Jazmin Mora - Jerry & Lucy Kenoyer
- Molly Smith - Spears Properties
- Faith Kert - Berkshire Hathaway Leavenworth Properties
- Aztlan Oropeza - Harnden Orchards
- Kylie Wheatley - Smith Excavation
- Brianna Castro - Berkshire Hathaway Leavenworth Properties

### Market Goats

- Esmeralda Martinez - Berkshire Hathaway Leavenworth Properties



Esme Martinez & Buyer Camikae Lynch of Berkshire Hathaway Leavenworth Properties



Kimmy Dodson & Buyer Jillian Smith of A1 Asbestos



Lamb Call Backs: Jack Carney, Ralene Wheatley, Kimmy Dodson, Kayley Lopez-Parkins, Sydney Young



Hog Call Backs: Lily-Ann Geren, Addy Burger, Alayna Groce, Alia Kenoyer, Cameron Phillips