

WENATCHEE BUSINESS JOURNAL

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Wenatchee Powersports sold to Brandon Montgomery



Brandon Montgomery on one of his many "toys".

Story and photos
by Gary Bégin

Brandon Montgomery took over the Wenatchee Powersports dealership operations last November. To say he has the looks of a youngster on Christmas morning would be an understatement. Just enter the showroom and see his ear-to-ear grin for yourself.

"We have a dedicated and loyal crew here at the store. Our products are top of the line," he said.

"I have been around dirt bikes, four wheelers, and snowmobiles all my life. Growing up on 100 acres in Cle Elum we always had our dirt bikes, but also had equipment for the farm," said Montgomery.

"I raced motor cross for years and I found a community that is

unrivaled to any I have been a part of. I am married and I have two young boys and the thought of being able to support them racing and also for their future of being able to take over Dad's business someday," he mused.

"I have two partners, they include my father and my step-mother. We have had plans on either establishing a business or purchasing the construction company I was employed at for seven years. When there was an accident at my last job that hit very close to home I decided it was time for a change. I was traveling the United States erecting tower cranes. I was never home and when I was in Washington I was working on our six acre property and home. I suddenly

realized I was missing the most important years of both my young sons lives," decided Montgomery.

"One day, when my partner was looking for a place to service his Harley Davidson, he realized he had no dealer in Wenatchee. This started the ball rolling to where we are now. After a quick search we were directed

to Powersports Listings, a national broker for powersports dealers. That is when we found Wenatchee Powersports for sale. After inquiring and due diligence we began the arduous process of purchasing the dealership," stated Montgomery.

Montgomery states, "We are proud to carry Polaris a company

born in Minnesota: they are still made in America."

"I have owned and ridden Yamaha and KTM dirt bikes, so the OEMS that this business carried already had my full support. I couldn't be happier to endorse them. We have had Polaris quads on the farm for

SEE POWERSPORTS, PAGE 10



Washington Dept. of Labor & Industries news release

TUMWATER – For the third year in a row, the price of workers' compensation insurance is dropping in Washington.

The Department of Labor & Industries (L&I) announced a 0.8% decrease in the average amount employers will pay for the coverage in 2020. L&I cut rates by 5% in 2019 and 2.5% in 2018.

"Our workers' compensation system is

in good shape. Every year we help tens of thousands of people recover from on-the-job injuries and go back to work," said L&I Director Joel Sacks. "Our programs to help injured workers are making a real difference, and workplace injury rates in Washington are declining. That's great for workers and their families and is helping us keep costs down."

Under the lower 2020 rate, employers will pay an average of about \$15 less per em-

Workers' comp insurance prices drop for the third straight year

ployee for a year of workers' compensation coverage. As a result of the reduction, as a group, employers will pay \$21 million less in premiums next year.

Workers will see a very small increase in what they pay for workers' comp insurance because the average wage for workers in Washington has gone up. The new rates take effect the first of the year.

L&I made the final decision on rates after taking public input, including hosting three public hearings around the state.

Improving workers' comp and helping workers heal and return to work

L&I workers' compensation insurance covers about 3 million workers and nearly 180,000 employers in Washington. The department accepts more than 95,000 injured worker claims each year.

In the past six years, the projected long-term costs for the workers' compensation system have fallen more than \$2.9 billion thanks to a variety of department efforts. L&I programs to help injured workers heal and return to work, educate employers on how to keep their rates low, and provide vo-

cal support earlier in injury claims are all helping workers while reducing costs.

Determining workers' compensation premium rates

L&I determines the proposed rate for the following year by looking closely at expected workers' compensation payouts, the size of the contingency reserve, wage inflation and other financial indicators.

Rate decreases in the last two years, along with some small increases in premiums since 2014, have kept rates steady and predictable, making it easier for employers to budget for workers' compensation costs while keeping the system healthy and stable.

The 0.8% rate decrease is an average. An individual employer's actual rate change may be more or less depending on that employer's industry and claims history.

More information about 2020 workers' compensation rates is available at Lni.wa.gov/rates.

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East Wenatchee Mayor and Police Chief retire
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\$2

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NEWSSTAND LOCATIONS

Wenatchee

Plaza Super Jet
106 Okanogan Ave.
Safeway, 501 N. Miller St.

East Wenatchee

Safeway, 510 Grant Road

Cashmere

Martin's Market Place
130 Titchenal Way
Cashmere Valley Record,
201 Cottage Ave., Suite 4

Leavenworth

Dan's Food Market
1329 U.S. Highway 2
The Leavenworth Echo,
215 14th St.

Chelan

Safeway, 106 W. Manson Rd.
The Lake Chelan Mirror,
310 E. Johnson Ave.
The Vogue – A Liquid Lounge,
117 E. Woodin Ave.

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THE BOTTOM LINE

Americans vote every day of the week

Now that the formal elections are over, American consumers and B2B companies ought to start another form of election: Voting with your wallets, but with a purpose.

If a product is made in a country you might despise for whatever reason, don't buy it. If a business is contracted to one or more nefarious organizations, don't use that business.

You have the right to discriminate. Doing that as a business is illegal, but you as an individual with inalienable rights per our Constitution have the power to shop where you want. There is no legal obligation to shop where the government tells you to shop.

As a caveat to that, I must advise caution. You may be shunned for not towing the line. You might become estranged because of the actions of friends and relatives.

You may become indignant when it becomes understood that all of life is political and free speech is only free to those that delight in what is being said. The speaker of



Gary Bégin
Managing Editor

these platitudes, however, isn't necessarily a mere lapdog of those that feed him.

Occasionally the bringer of the future, audio/visual version, reveals and revels in his own funk, the background that sent him to the podium in the first place. Praise God we still have a few Americans who speak without the filter of status quo acceptable terminology.

Having blurred any clarity I might have created, let me explain the easiest way to tell a liberal from a conservative.

The former laud and applaud Jane Fonda, she of

the Vietnam War protest. (See photo)

A small percent of the latter have rubber urinal filters with her image on it. I have seen these mostly at military clubs like the American Legion and the Disabled American Veterans, etc. They (American Veterans) have never forgotten nor forgiven her.

Last month she was a guest star on the CNN Van Jones Show. As soon as I heard that and the audience applauding loudly, I changed the station.

I voted with my choice of "entertainment."

Although I'm not afraid to watch many different points of view on television, it is hard for me to forgive Hanoi Jane when I or my loved ones are subjected to a mockery of their impending death, not just physically, but also as an idea of who we were and what we stood for and why our legacy shouldn't be ignored or laughed at by those who never gave themselves unselfishly to their country as have Veterans.

To heck with CNN. The Wenatchee Business Journal has a dedicated Veterans Page every month, but you will never see Jane Fonda on it.

Let Hanoi Jane book a flight to Vietnam and reserve a seat in that same anti-aircraft gun she sat in those many years ago.

I'm sure CNN would broadcast that event just as surely as the major networks broadcast the original episode of betrayal in the late 1960s.



Wenatchee Network Group donates to Eagles/Wellness Place



Photo by Gary Bégin

Pictured from left: Wenatchee Network Group Treasurer (WNG) Sandra Dee Morger, Numerica; Dean Miller, Secretary, Fraternal Order of Eagles (Wenatchee Aerie), WNG Secretary Sherry Gustin, Ameriprise Financial; and WNG President Doug Morger (GECU).

▶▶▶ See the article at Page 21.

Finding Focus in Shared Science
2020 VISION

Register now for 'Columbia Science' seminar

Our Upper Columbia Science Conference is fast approaching! The conference will take place on January 22-23, 2020 at the Wenatchee Convention Center. The full program and all conference information is available online at www.uc2020.org. Check out the stellar line-up of speakers from across the West.

Link Transit Rolls Out New Suite Of Online Rider Tools

Submitted by Eric West
Marketing and Communications Coordinator

Link Transit is launching a suite of online tools that will give riders much more information about where their bus is, let them subscribe to notifications of delays and reroutes, and give them a way to provide feedback on service issues, all on their smartphone.

This is the culmination of a nearly two-year long project to equip all Link buses with GPS hardware that allows the bus to be tracked by riders as well as Link Transit dispatchers and schedulers.

Additionally, buses are equipped with automatic passen-

ger counters that record where people get on the bus, and at what time. No personal information is collected through these passenger counters.

Riders can download the free mySTOP Mobile app from the App Store or Google Play.

Once they have selected Link Transit from the list of transit systems, they can select their route or their stop to find out where the bus is, and how long it will take to get to their stop.

"This is really the future of passenger information. With the constantly increasing number of people with a smartphone in their pocket, we can now provide real-time information to our riders so they don't have to be left wonder-

ing where their bus is.

Reading a bus schedule is one of the biggest barriers to getting folks to make the switch to transit, and with this technology, it largely removes those issues. These new tools will be of great use to our existing riders, and make it easier for new people to begin using our services.

Aside from the benefits to Link riders from this system, there is a host of information provided through the system that will assist Link in making route and scheduling decisions in the future.

Additionally, this technology allows operations staff to monitor route performance in real-time, and make on-the-fly adjustments

to routes and schedules in case of an accident or other event that will impact the route.

More information about the mySTOP app and the process for setting up notifications can be found at www.linktransit.com/mystopapp or by calling 509-662-1155.

Link Transit has partnered with Avail Technologies, located in State College, PA on this project.

Avail Technologies provides intelligent transportation services (ITS) to small and medium sized transit properties throughout the United States.

More information is available at www.availtec.com.

Legislators to fix chaotic double-taxation situation

State senators: Delay of tax 'guidance' appropriate after causing confusion

**Washington State Senate
Republican Caucus
news release**

OLYMPIA – In response to concerns raised by a bipartisan group of lawmakers, the Washington Department of Revenue (DOR) has suspended the implementation of new administrative guidance concerning the sales tax on concrete pumping. The delay will allow lawmakers to weigh in during their 2020 session, which runs from mid-January through mid-March.

“It was a huge problem for the concrete pumpers, and that impacted everyone else,” said Sen. Mike Padden, R-Spokane Valley. “For example, it would have added 50,000 dollars to the cost of the Amazon project in Spokane for the cost of the concrete alone.”

Other lawmakers joined Padden in praising the decision.

“I am pleased that DOR has decided to suspend implementa-



Cement truck at job site.

tion of its concrete pumping guidance until April. Washingtonians depend on an open transparent process that engages those affected by decisions agencies make,” said Sen. Shelly Short, R-Addy. “It was very clear that DOR did not seek external input, resulting in unfair treatment and burdensome costs on the construction industry. It is my hope that the Legislature can work with DOR and stakeholders during the 2020 legislative

session to find a permanent solution in place of the guidance.”

The controversial interim guidance, issued in October by DOR without legislative or stakeholder input, resulted in concrete pumpers essentially being double-taxed – meaning they were subject to both the B&O tax on retail and the retail sales tax. The guidance (on Rule 211) required those hiring concrete pumpers to pay sales tax on the contract, and again on the

concrete when it is sold as part of a finished construction.

Short, Padden and Sen. Mark Schoesler, R-Ritzville, along with Representatives Tom Dent, R-Moses Lake, Brian Blake, D-Abberdeen and Mike Chapman, D-Port Angeles, worked with the building industry to voice opposition to both the guidance change and the process used to make the change.

In a letter to DOR Director Vikki Smith, the lawmakers wrote,

“With the stroke of a pen, DOR has managed to create chaos, disadvantage hard-working, small businesses who provide needed services in the construction industry and sanction double-taxation. ...It is incredibly troublesome that DOR chose to change long-standing policy in such a secretive, non-inclusive manner.”

On Friday, Smith responded to the lawmakers, announcing the delay in implementation. She wrote, “We want to be transparent on our reading of the law and delaying the interim guidance’s effective date accomplishes this objective while affording the Legislature time to make changes and for stakeholders to provide additional feedback.”

While Padden was glad to see DOR walk its initial decision back, he said the process highlights an ongoing problem with government bureaucrats.

“It’s troubling that government agencies seem tone deaf to who they are serving,” said Padden. “They don’t serve themselves; they are supposed to serve the people. If you are going to serve the people, you must follow a proper process, and not just pull policy changes out of thin air.”



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Tsillan Cellars wins Double Gold in 'Frisco wine battle

Tsillan Cellars news release

Tsillan Cellars, the pioneering award-winning estate winery on the South Shore of Lake Chelan, again established its reputation as one of Washington State's premier estate wineries.

Tsillan Cellars wines were again awarded multiple Double Gold and Gold medals competing with thousands of wines from around the world.

Results have just been received from the San Francisco International Wine Competition; one of the largest, oldest and most respected international wine competitions where wines from around the world are judged by international standards.

Tsillan Cellars 2017 ESTATE RESERVE MALBEC was awarded DOUBLE GOLD and rated 94 POINTS in the 2019 San Francisco judging.

Tsillan Cellars 2010 Malbec also won DOUBLE

GOLD and BEST MALBEC in this same competition six years ago.

Tsillan Cellars Estate Malbec has won 15 Best of Class, Double Gold and Gold medals in other major international competitions in recent years.

Tsillan Cellar's south shore estate vineyards again established their reputation as one of the most outstanding and consistent producers of highly acclaimed Syrah.

The 2017 ESTATE SYRAH was awarded GOLD and 92 POINTS. The 2017 ESTATE RESERVE SYRAH was also awarded GOLD and 91 POINTS.

Tsillan Cellars Estate Syrah wines have been awarded over forty Gold medals, including many Best of Class, in international competitions in the past eight years.

The Italian designed Tsillan Cellars is also well known for its popular Sangiovese, the famous

wine of the Italian Tuscany region.

The 2017 ESTATE SANGIOVESE also garnered a GOLD MEDAL and 90 POINTS in the 2019 San Francisco International Competition.

Dr. Bob Jankelson, owner of Tsillan Cellars, credits the continuing success of Tsillan Cellars in International wine competitions to the unique growing conditions of the South Shore of Lake Chelan, the dedication of long-time vineyard foreman Bal Flores and the winemaking skills of veteran winemaker Ray Sandidge.

The success at the San Francisco International Competition followed the unprecedented winning of nine DOUBLE GOLD and four GOLD MEDALS in the 2019 Seattle Wine Awards.

Tsillan Cellars continues to showcase the Lake Chelan AVA in national and international wine competitions.



Wine Foundation opens 2020 scholarship application season



Wine Foundation press release

Scholarships are being offered by the Washington Wine Industry Foundation for undergraduate and post-graduate students studying viticulture, enology, or related disciplines. All applications are due by Tuesday, March 31. Scholarships include:

Walter J. Clore Scholarship

Walter J. Clore Scholarship was estab-

lished by the Washington Winegrowers Association, in honor of Dr. Walter Clore's grape research and lifetime achievements in viticulture and enology.

These scholarships start at \$1,000 and are granted to students pursuing viticulture and enology related careers in Washington.

The number of award recipients is determined annually.

Foundation Fund Scholarship

The Foundation Fund was established as an endowment by the Washington Wine Industry Foundation's Board of Directors.

Recipients of this fund are awarded

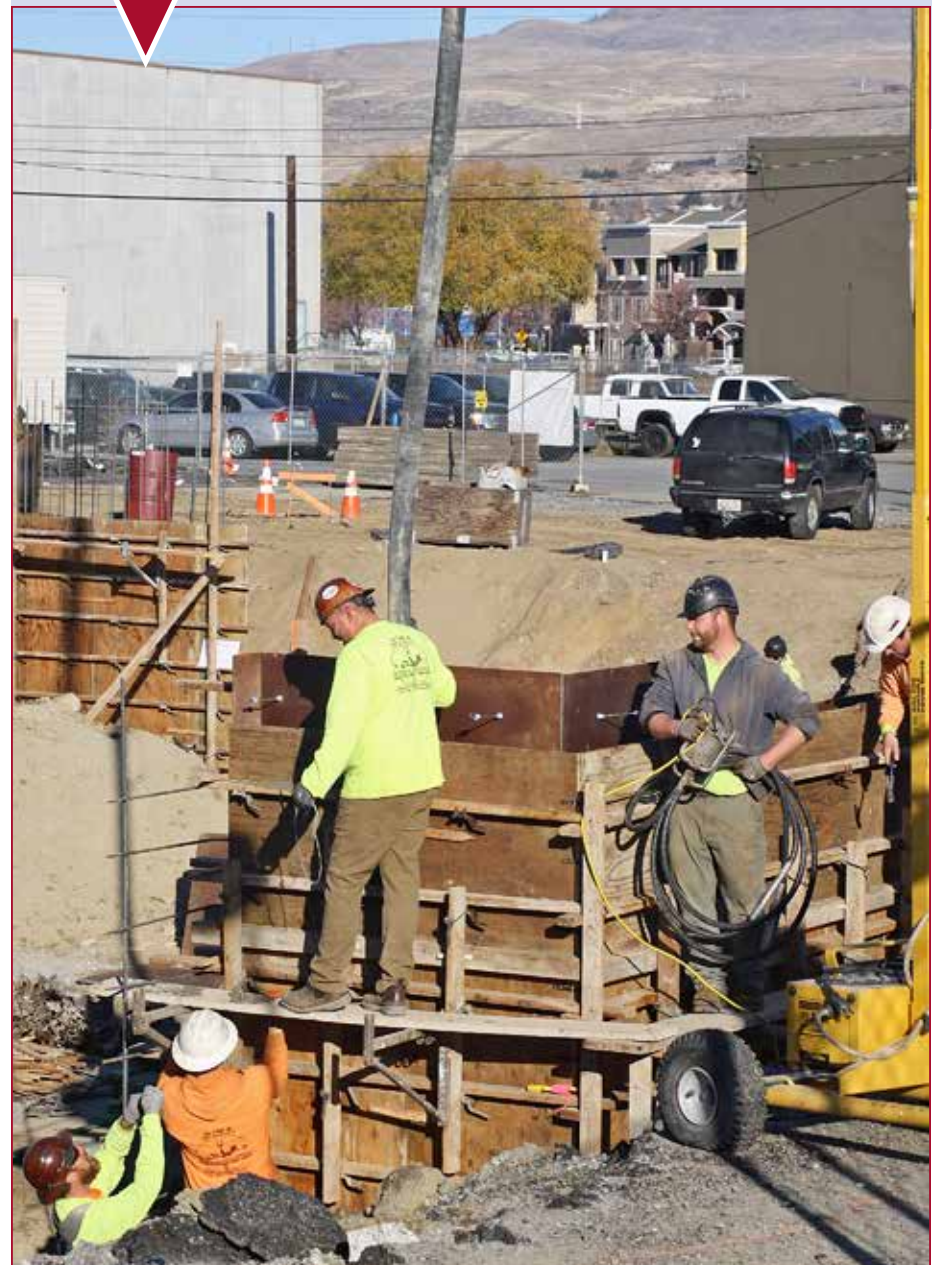


Photos by Gary Bégin

A huge cement hose extends from the cement mixer to the pour site on Wenatchee Avenue.

New Wenatchee Fire house takes shape

Workers make sure the wet cement goes where it belongs. The building should be done by summer.



\$2,000-\$10,000 scholarships and the number of award recipients is determined annually.

George and Susan Carter Scholarship

The George and Susan Carter Scholarship was established in 2017 as an endowed fund in honor of Washington State University researcher and winemaker George Carter and his wife, Susan.

The scholarship was established to assist students of limited means to attain associates, bachelors, and graduate level degrees in viticulture and enology.

One auto-renewing scholarship in the

amount of \$1,000 is determined annually.

The Foundation manages scholarships, funds and grants, while developing resources in support of a mission to craft sustainable solutions to our industry's challenges by bringing together partners and facilitating funding.

Since 2002, the Foundation has awarded over \$300,000 to over 200 students in the grape and wine industry.

The Foundation is a place where families can create tax-deductible funds in support of the Washington wine industry.

For more information: washingtonwinefoundation.org.

NCWEDD launches ‘Supernova’ to grow small businesses



PHOTOS BY GARY BÉGIN

Interim Executive Director Paul Moore

NCWEDD news release

The mission of the Supernova Business Launch Competition is to grow small businesses in North Central Washington that will create needed jobs for underemployed residents while strategically addressing social determinants of health.

North Central Washington has a four-season lifestyle and a strong commitment to supporting local and regional businesses. Many of our communities are served by fiber internet, inexpensive hydropower, and benefit from proximity to short line and BNSF rail service.

Additionally, the largest city in our primary rural region, Wenatchee, was recently ranked 12th in the United States for job growth. Although all of these benefits exist in abundance, they appear unevenly distributed across our region.

Some of our charming small towns struggle with dwindling populations due to the closure of businesses.

Many residents struggle to find



quality jobs, housing demands outpace both housing availability and housing stock diversity, and many businesses have struggled with connecting with local markets or finding partners and locations for growth.

The Supernova Business Launch Competition seeks to address these regional challenges by identifying and supporting new and growing businesses that can flourish in our region.

The engagement regarding the Supernova Business Launch Competition throughout the North Central Washington Region has been incredible! Did you know?

Sponsors and Partners will receive tickets to the Main Event happening on June 11, 2020, at the B.P.O.E.

Ballroom.

Our Community Partners and Chambers will receive a list of vetted applicants to prospect and identify potential new businesses for their community.

By supporting the Supernova Business Launch Competition, you are also supporting the efforts being made in our region to overcome barriers to employment.

All of our applicants will go through a serious of workshops and a vetting process to build a robust and successful business plan.

Supernova is more than just a competition. It is a regional community event that will seek input from the public to help identify the winner of the competition.

Our mission is to grow small businesses in North Central Washington.

So the question remains – who will be our next partner?

Want to learn more about how to sponsor Supernova? Contact us at marketing@ncwedd.com.

WSU Conference Brings Women in Agriculture Together to Network and Learn



Brenda Mack



Reitmeier-Shauna



Sue Schneider

Submitted by
Margaret Viebrock
*Washington State
University Extension*

On Saturday, January 25, the 2020 Women in Agriculture Conference will offer women in Washington, Idaho, Oregon, Montana, Alaska and Hawaii a unique opportunity to gather in 34 different locations for a one-day event featuring knowledgeable speakers, inspiring stories, networking with other producers and practical advice for learning new skills.

This year’s event, “Healthy Farms” covers the topic of cultivating personal resiliency to handle all the “ups and downs” as a woman farmer.

It is no secret that things can be tough for farmers, whether it is things that can be controlled or issues farmers try to control when they can’t, according to WSU Douglas & Chelan County Extension Director and chair of the conference, Margaret Viebrock.

The stress in farming has always existed, but the levels soar during times of high costs and low returns.

Locally, the conference will be held at Confluence Technology Center in Wenatchee, Colville Reservation WSU Extension Learning center in Nespalem and 3 Bears Quilt Shop in Winthrop.

Visit the website at www.womeninag.wsu.edu for details about the conference and registration.

This interactive and engaging conference will motivate women in agriculture to develop a self-care plan and realize the connection between a healthy person and a healthy farm.

The format of this conference enables us to offer our headline speakers at all locations, while still tailoring the conference content for each region, Viebrock added.

“Last year, nearly 500 women attended,” said Viebrock.

“Many attendees reported
SEE **WSU CONFERENCE**, PAGE 18



Margaret Viebrock

Healthy Farms
Strength • Hope • Resilience • Joy

January 25, 2020
women in agriculture Conference
WomenInAg.wsu.edu

women in agriculture Conference

SATURDAY
January 25, 2020
8:00 a.m.

Cultivate your self-care and mindful decision making tools during stressful times.

This conference is for women farmers and anyone who works with women farmers. If you have been farming for years, are a new and aspiring farmer, a banker, lender or in the agricultural industry, **this conference is for you!**

Enjoy a day of inspiration, learning and networking with other women farmers. Our one-day gathering takes place simultaneously throughout Washington, Idaho, Montana, Alaska and Hawaii!

Registration is \$30 and includes a light breakfast, lunch and conference materials!

Three locations in North Central Washington
Wenatchee, Nespalem and Winthrop
Call 509-745-8531 for more information

Register on our website at
WomenInAg.wsu.edu

WASHINGTON STATE UNIVERSITY
EXTENSION

WEDDINGS

North Central
Washington
Style

Spring's a popular time of year for weddings

Spring is a popular time of year for weddings for a number of reasons. The weather gives you options not available during the potentially hot summer months or unpredictable winter and fall.

For the most part, you can count on spring's mild temperatures and its steady weather patterns — especially in late spring. The spring also gives you flexibility when it comes to planning a bridal shower. Friends of the bride have long put their heads together to pull off a memorable shower experience that all involved parties remember for years to come.

Here are some of the

most important things to remember when throwing a shower:

- Decide on a date that is ideal for all attendees usually a weekend day when getting off of work isn't an issue.

- Choose your venue and make sure you book it months ahead of time.

There's nothing worse than having to go to your backup plan just because you didn't plan ahead.

- Plan (and stick

to) your budget. Set a budget for the entire event and make sure you follow it during both the planning and execution phases. Your fellow bridesmaids will likely pitch in to help you avoid over-spending on this special event.

SHOWER IDEAS

Below are some ideas for what kinds of spring bridal showers you can plan for your friend or family member. Don't forget to incorporate the



© FOTOLIA

Horseshoes is a time-tested lawn game perfect for all ages.

bride's likes and dislikes into the festivities. For example, if the outdoors isn't really her thing, a daylong event filled with lawn games probably isn't your best bet. Be creative, be practical and most of all be fun.

her special day? Set up a food-themed party to let your guests indulge on deli sandwiches, cheese and crackers, vegetables and fruit salads.

HORSESHOES

Horseshoes is a time-tested lawn game perfect for all ages. Minimal equipment is needed for setup, making it the perfect DIY lawn game for your reception. You can likely find a horseshoe set at your local hardware or toy store. Or you could make your own by purchasing a few steel rebar rods about 1 inch thick and getting your hands on some actual horseshoes. Check in with family members who have horses or even your local horse veterinarian to see if they have any extras lying around.

You'll have a legitimate horseshoe lawn game set up in no time.

FOR THE KIDS

Let's say you plan on having four or five lawn games set up for the adults at your reception. This is a good number that allows rotation between games and includes plenty of guests in the fun. But what about the kids? Children's lawn games

can include pin-the-tail-on-the-donkey, potato sack races or simply smaller versions of the adult games you have set up. Whatever you choose, be sure to assign someone to supervise the activity to ensure optimal safety.

PERFUME BAR

If your venue allows it, a perfume bar is a unique addition to your bridal shower. This is a great complement to the company's management if they would permit you to put together a table area full of perfumes for sampling throughout the shower.

RECEPTION ENTERTAINMENT

Lawn games let your guests wind down after your formal ceremony. They also make for great conversation and friendly competition that bring out the best in your friends and family members. Lawn games are not only fun but inexpensive, as well. You can even build them yourself. Decide which lawn games you're hoping to incorporate and head to the hardware store for lumber and other necessities. Some of the most popular lawn games include bags, Frisbee golf and lawn darts. Make your own scoring systems and rules to make things more interesting.

Here are a few more ideas:

SPA PARTY

A spa bridal shower is a great way to relax the bride during this anxious time. Consider booking your local spa or hiring a couple of professionals to come to you. A DIY spa station could include a massage table, a facial space and a mani-pedi seat. Be sure to play relaxing music and deck your place out with soothing decorations.

FOOD PARTY

What bride doesn't love food — especially healthy food to help her stay trim and fit for

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jennanoaks@yahoo.com
laurenbenleyphotography.com

Go green for your big day

According to a poll by the Clinton Global Initiative and Microsoft, 66 percent of millennials believe there is solid evidence of global warming, and about 75 percent say it is of human activity. In turn, these environmental advocates are taking action by planning weddings that rely less on disposable products and fossil fuels and more on sustainable practices that can lead to a healthier environment. Follow our suggestions below to integrate a little of this approach into your spring wedding.

CHOOSE EARTH-FRIENDLY VENDORS

One of the most meaningful steps you can take is to enlist the services of Earth-friendly vendors. These businesses are committed to following environmentally sound processes when producing and delivering their



© FOTOLIA

Companies across the country collect flowers after weddings and repurpose them for delivery to nursing homes and shelter facilities.

products, which can range from paper flower bouquets to sustainable invitations. There are card companies that print their materials on 100 percent post-consumer recycled paper or alternative non-tree fibers. Some businesses pledge to plant a tree for every order you make with them. Knowing you had a positive impact on the environment in your wedding planning will give you that extra feeling of satisfaction.

CHOOSE LOCAL VENUES

The less distance you put between your church and reception hall, the less pollution you are inviting into the atmosphere through the burning of gasoline in the vehicles of your wedding party. This seems like a small step, but consider how many cars will be traveling around town on the day of your wedding. Inviting 200 guests means you're probably also inviting 50

to 100 vehicles onto your community's roadways. That's a large carbon footprint you could lessen by keeping things confined to the same building or ones that are close in proximity.

RECYCLE YOUR FLOWERS

Many companies across the country collect flowers after weddings and repurpose them for delivery to nursing homes and shelter facilities. By choosing to participate in such an arrangement, you are passing along some of the beauty of your wedding to even more people around you. These companies also keep your flowers out of landfills by composting them into usable materials for gardens and other uses. Look around in your area for these types of services or offer to do it yourself in collaboration with your local nursing homes or shelters.



Congratulations, you're engaged. This is such an exciting time as you and your now fiancé join together and make plans to share the rest of your lives together.



Friendly & Affordable!

www.nancyspartyrentals.com
509-664-6666

2020 Wedding Directory Shopping Guide

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Cashmere Pioneer Village & Museum

Celebrate this important day with your family and friends on the lovely grounds of the Cashmere Museum's

charming Pioneer Village. Whether you are planning a wedding ceremony, or scheduling a photo shoot, this outdoor venue offers the perfect backdrop for an unforgettable experience. Weddings may be formal or informal, large or small, and equine friends are even welcome! The space includes a park-like setting, certified kitchen, and a covered picnic pavilion. Near a number of popular reception spaces and just off Highway 2, our parking lot can accommodate shuttle buses. Please contact us at 509-782-3230 or info@cashmeremuseum.org for more information.

Clarks Jewelry

Family owned and operated since 1977, Clarks Jewelry, at 123 Palouse Street, Wenatchee, offers a vast array of wedding and engagement rings as well as watches and clocks. Although diamonds are our specialty, a variety of colored gems, including rubies, emeralds, sapphires and opals are also available to make that custom setting sparkle. Let us help you choose the gift that lasts forever. Complete jewelry services, including appraisals, watch and jewelry repairs and watch battery replacement are also available. For all jewelry needs, just give Mike or Angela a call at 509-662-8521 or stop by our showroom.

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belt, she brings knowledge, experience and professionalism to you. Playing music that you request, on professional sound equipment, will help make your upcoming event flawless. Visit DJ Shelda's portfolio for more information, including estimated prices, at djshelda.com, djshelda@gmail.com, find me on facebook, or call 509-670-0242.

Glaze Bakery

Since opening in 2012, Glaze Bakery has grown a loyal following of customers in NCW looking for fresh scratch pastries, savory breads and mouth-watering lunch counter offerings. Owners Jim and Jenifer Eakle like to try new and creative things to make your event a memorable one, providing pies, cheesecakes, cookies, donuts and specialty cakes. Order your scratch breakfast sandwiches and burritos or lunch catering for the bridal party, all at an affordable price. We can help with any celebration being planned. Call (509)888-4592 for a free consultation. Taste the Glaze difference and share your dream. Full menu at Theglazebakery.com or visit us in East Wenatchee.

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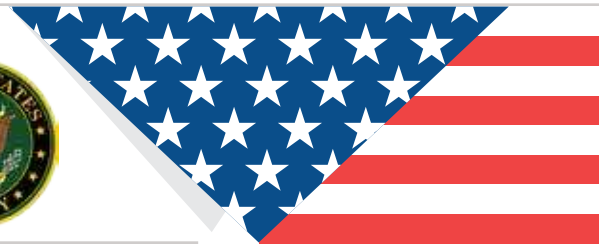
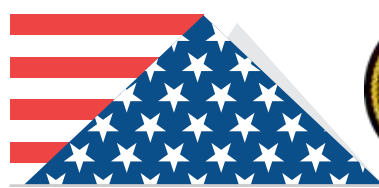
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VETERAN-OWNED & OPERATED BUSINESS



Veterans attorney cites critical questions to avoid legal landmines

3 things to never ask Veterans in workplace

By Army LtCol John Berry (retired)

According to the U.S. Department of Labor, in August 2019 the 3.4 percent veteran unemployment rate represented the 12th consecutive month this metric was lower than the non-veteran unemployment rate (at 3.6 percent) – an indication that the hiring of veterans is going strong.

Considering *NCSL.org* estimates that there are 18.8 million veterans living in America today, representing 7.6 percent of the country's population, this is a robust, trained and skilled employee pool that can make a significant impact on U.S. industry and, in turn, the global economy at large.

However, while the copious benefits of hiring military vets has been well-reported and it appears U.S. employers are taking heed, there are a number of critical considerations business owners and managers must keep top-of-mind – and impart to their staffers – relative to what's considered inappropriate dialogue with a person who has served in the military.

There are also legal landmines to avoid when interviewing a veteran for any kind of employment opportunity, whether full or part time, contract, freelance or any other.

According to retired Army Lieutenant Colonel John Berry of Berry Law Firm, you can improve your veteran hiring and retention by making small changes to your interview process.

Berry, whose law firm became the first to ever receive the Department of Labor's HIREVets Platinum Medallion, has filled his staff with veterans by following a few simple rules. Among them are a list of questions to NEVER ask, including:

Do you have PTSD?

First, in an interview situation, it's illegal to ask this mental health question before a job offer has been made under the Americans

With Disabilities Act, and even after unless certain conditions are met.

So, avoid this line of questioning (even after a hiring decision has been made) or risk exposing the company to legal repercussions.

Second, it's just disrespectful.

The veteran will likely think they're being stigmatized and labeled as "damaged goods" in some way or regarded as a stereotypical "unstable veteran," which will make it difficult to establish trust, a healthy rapport and a sustainable professional relationship ongoing.

Have you ever killed anyone?

Most veterans who served in combat don't want to discuss the details of their military service with a civilian, whether it be a boss or workplace counterpart.

This question can be offensive, disconcerting or generally uncomfortable to the veteran who did, in fact, have to take a life in the defense of his or her country – and can be equally objectionable for veterans who made many sacrifices, but did not have to take the life of another.

The notion of taking another human being's life in the line of duty is a highly sensitive and emotion-evoking topic that demands the utmost courtesy of privacy.

Have you ever been shot?

While the veteran may not have a current disability from an injury, you don't want to take the chance of touching on what could be deep-seeded emotional wounds and traumatic memories of physical distress that may have been difficult to come to terms with.

Furthermore, the veteran who was not in combat is likely proud of his or her accomplishments in the military, and, whether or not they've engaged in gunfire and/or been hit, may perceive the comment as belittling.

In a *DiversityInc.com* workplace article, Army veteran Ryan Kules stated, "Far too often, people assume a level of familiarity with former military that not only breeches proper office conduct but also invades one's 'personal space'." With that in mind, according to a *Military.com* article, here are a few other things one should avoid asking military veterans in a job interview or any other form of conversation:

- Is it hard to get back to real life after being in the military?
- How could you leave your family for so long?
- What's the worst thing that happened to you?
- Were you raped?

There are also a few key concerns owners and managers should bear in mind when managing veterans who are already on the payroll as formal hires.

According to Berry, here are top-line things to avoid:

Don't make combat references or analogies.

It's bad form to tell a veteran that dealing with a competitor or other professional foe is like "hand-to-hand combat" or that you're taking "friendly fire."

Relating these kinds of serious phrases in the mind and heart of a veteran to civilian experiences can be distaste-

ful at best and even deemed utterly reprehensible.

Don't make fun of any military branch if you didn't serve.

It's generally accepted for veterans to lightheartedly make fun of the other branches of service with and among fellow veterans.

You might hear a vet refer to Marines as "crayon eaters," joke about the Air Force "not really being military," and other such tongue-in-cheek remarks. However, veterans greatly frown upon a person who has never served making fun of their branch of service or any other.

Don't bad-mouth military conflicts.

You may think you are showing empathy by talking about "unnecessary" wars and deployments and that our veterans should not have had to make sacrifices.

Political views aside, you may be speaking to a veteran who is proud to have served in that conflict and, irrespective of all, respects the governmental decisions made to go that route.

Don't risk degrading the veteran's actual service – and choice to throw themselves into the fray – because you disagree with the nature of the conflict.

Also as reported on *Military.com*, as part of American coffee company Starbucks' growing commitment to empower military veterans, it advises civilians to, "Get to know somebody and take it slowly, just like you would with anyone else. Ask questions about who they are, where they're from and what they like to do."

Conversation starters included on Starbucks' list include:

- How long did you serve?
- What did you do?
- Why did you choose that branch?
- Do you come from a military family?
- Did you visit any other countries?
- Where was your favorite place you lived?

"Veterans are some of the hardest working, dedicated and loyal employees you could ever hope to hire... I know, because I have hired dozens of them on my team," Berry notes. In fact, they are the most important asset in my company. If you get the chance to hire a veteran, don't mess up what can be a hugely fruitful and rewarding engagement by saying something distasteful – or downright stupid. As a hiring manager or a colleague, you can establish camaraderie with veteran coworkers by being mindful and respectful person, and the vet will undoubtedly 'cover your six' no matter what challenges come your way."



Gabrielle McNally

CONTINUED FROM PAGE 5

WSU Conference Brings Women in Agriculture Together to Network and Learn

it is the best conference for women producers because it presents practical information they can use right away."

The lineup for the day includes Brenda Mack, a third generation farmer in Minnesota who is also a behavior and wellness professor with Bemidji State University and Shauna Reitmeier, also a third generation farmer who specializes in behavioral health with the Northwest Mental Health Center in Minnesota.

Together they will help women farmers strengthen their personal health care to reduce the effects of stress, worry and exhaustion.

Sue Schneider, Colorado State University Extension, will teach women how to make mindful farming and personal decisions without reacting to negative thoughts, emotions and judgements.

Each location will have a local panel of women farmers who will explain how they have developed their own self-care plan to deal with day-to-day events and make mindful decisions that helped them be successful in farming.

Gabrielle McNally, who represents the Women for the Land: American Farmland Trust's Initiative will explain their program that

engages women farmers on topics of conservation, farmland preservation and land access.

A partnership with this Initiative can implement peer-to-peer learning circles in local areas.

This conference is designed for women who are farming, as well as new and aspiring farmers.

Supporting spouses, students, interns or people who own an agriculture-related business are also welcome.

The conference registration fee is \$35, but people who register between now and January 17 will receive the early bird special of \$30.

The conference registra-

tion fee includes the workshop, light breakfast, lunch and conference materials.

Persons with a disability requiring special accommodations while participating in this program may contact Margaret Viebrock at 509-745-8531 or viebrock@wsu.edu

Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired, and success achieved.

— Helen Keller



VETERAN-OWNED & OPERATED BUSINESS



View From the Hill

The Mission of Family, Friends, Loved Ones: Holding Space, Being Present, Offering Support

By Heather Hill
Veterans Counseling Services
of Central Washington

“What can I do? My husband, wife, daughter, brother, etc. is hurting. I don’t know what I can do to help?”

People have a strong desire to be a “productive” helper. People are well intentioned when they offer a long list of suggestions to help their loved ones.

These suggestions are often not welcomed. This can be confusing because Veterans’ loved ones do not understand the resistance. For example, a common suggestion regards leaving the past in the past and moving on.

This suggestion could be met with resistance due to Veterans feeling guilt for even considering such a notion.

They lost close friends who they consider family, witnessed horrific acts of war, saw great suffering, and were changed as a result.

Moving forward as if nothing had hap-

pened is not an option. The goal should be assimilating their experiences into their current life circumstances.

Acknowledging, grieving, and reconciling what they witnessed and did. To do otherwise would devalue their sacrifice as well as the other sacrifices of war. Loved ones often cannot facilitate this.

Loved ones may also want Veterans to tell them about their experiences. Again, this can be met with resistance.

Veterans have a strong fear that their loved ones will not understand what they did and witnessed.

As a result, Veterans are terrified that their loved ones will view them differently, not love them as much, think they are deprived, and as a result distance themselves from them.

This seems contradictory because one of the biggest complaints of loved ones of Veterans with combat PTSD is related to feeling that loved ones are emotionally distant. Veterans controlling the emotion-

al proximity to their loved ones is much more comfortable than that prospect of their loved ones distancing themselves from them.

They have control of this outcome. Regaining a sense of control, is a coping mechanism (depending on circumstances – healthy or unhealthy).

Veterans will inevitably choose controlling their emotional proximity to family and friends rather than gamble the prospect of their loved ones distancing themselves from them. They can control it. This equals security.

Hopefully, the reader is starting to understand some of the challenges of helping combat Veterans. The good news is the solution is simple: holding space.

Holding space is being present and supporting the Veteran rather than helping. It is not trying to fix someone: you can’t. It’s not attempting to take away hurt and grief: you can’t. It is being present.

It is communicating the willingness to be a support whatever that may look like without offering suggestions or antidotes.

A loved one’s ability to be present and holding space helps the Veteran realize they are not alone and isolated.

Veterans may not ever choose to access the support of loved ones but knowing that there are people who love them who are accessible is therapeutic and a support. Remind them from time to time you are there.

When Veterans contact their supports, it is often obvious they are hurting. Come

along side of them. Walk with them. Talk with them. You may never talk about the specifics of the “why” they are hurting. That is okay.

They often just need someone to be present with them and hold space, so they do not feel as alone in their hurting. Sometimes Veterans will open up and share a small sliver of their past or present experiences. That is okay too, but should not be the agenda of loved ones.

The goal is to hold space, be present, be supportive, and perhaps loved ones will be there when and if they are ready to reveal more.

Healing trauma frequently is related to timing.

I’ve worked with Veterans and other individuals that will make statements like: “you’re the only therapist that has ever been able to help me.”

I attempt to redirect this line of thinking because in most cases I happened to be the therapist who was present, ready, and willing when they were ready to

accept help. I often spend many appointments with Veterans supporting them until I get to dig in and help them. Some Veterans disappear after several sessions despite responsible follow up.

The timing wasn’t right. My hope is always that they will have the opportunity, when it is their time, to tell another therapist that “you’re the only therapist that has ever been able to help me” because everyone deserves to feel whole.

In the meantime, hold space, be present, and support your beloved Veterans. Being there can be enough.



SUBMITTED PHOTO

Heather Hill

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WENATCHEE BUSINESS JOURNAL

CONTINUED FROM PAGE 1

Wenatchee Powersports sold to Brandon Montgomery

as long as I can remember. Naturally when the side by sides became the new recreation hot item we purchased a Polaris Razor," related Montgomery.

"My first mission when I took over, was to turn the service department around. We were three to four weeks out on new appointments.

"I have hired a third mechanic and already have decreased our scheduled wait to one week. I am striving to have the best Service department in not only the valley but the state.

"This is a life changing opportunity for me and for my family; I feel so blessed. I encourage everyone in the Valley to stop by and meet me and our bilingual

crew.

"My goal is take the hassle out of buying these high ticket items. I come from a wonderful, close family and I want it to feel comfortable and like your at home here at Wenatchee Powersports," he said.

Montgomery, of nearby Cle Elum, stated at closing, "I am ecstatic to be the new owner of Wenatchee Powersports. It's a dream come true!"

It is located at 3031 GS Center Road in Wenatchee. Open Tuesday through Saturday, 9 a.m. to 6 p.m. wenpow.com.

For more information contact: Brandon@wenpow.com or call 509-665-MOTO (6686).



Brandon Montgomery on one of his many "toys".

Get Plugged In: How To's For Safe Use Of Your Portable Generator

Always run generators outdoors, away from vents & windows

Submitted by Kimberlee Craig Chelan County PUD

Portable generators are an important tool for many Chelan County residents if the power goes out, especially for folks living in remote areas where outages can last longer.

These systems can keep the power flowing to critical appliances in your house – like an electric water pump or refrigerator. But, if not used right, portable generators pose a big danger for your family, your neighbors and Chelan PUD line crews.

Here's how to safely run your generator while PUD crews work to restore power to your home.

Select the right generator for your needs

Check the wattage re-



quired for the appliances you plan to power during an outage (on name plate or owner's manual) to make sure your generator can support each of them.

Only use heavy-duty extension cords that are rated for both outdoor-use and the right amperage required for your appliances.

Operate in a safe, well-ventilated place

Exhaust from generators contains high concen-

trations of carbon monoxide – a poison that cannot be seen or smelled and can kill you in minutes.

Never place your generator inside the house, in a garage or carport, or any partially enclosed area where fumes will build up.

Instead, find a location that is as far from your home as possible (at least 10 feet) and point the exhaust away from any nearby doors or windows.

Plug appliances into the generator. Do not plug the generator into an electrical outlet in your home or through the electrical panel unless you have a professionally installed transfer switch.

Without this switch, the generator will "backfeed" through your meter and into the neighborhood, causing a severe safety hazard to neighbors and line workers.

Practice setting up and running your generator

Use the owner's manual (yes, really) and these tips so you know exactly what to do when the power goes out. And don't forget – the safe use of a portable generator is just one part of being prepared for a power outage.

Make sure to have extra food (pet food, too), water, flashlights, batteries, medications, and any other supplies ➤➤

➤➤ your family will need to get by until power is restored.

For more power outage

information and safety tips, visit www.chelanpud.org and click on the "Outage" button on the

home page. Here for you, providing the best for the most for the longest – chelanpud.org.

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JANUARY 2020 ASSOCIATION NEWSLETTER

PAGE 1

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MEMBER HIGHLIGHTS

Renewing Members This Month



Thank You to the following valued renewing members this month. We're extremely grateful to each of you for your continued membership, involvement and support!

- Active Employment Solutions – 9 years
- Artisan Flooring, LLC – 14 years
- Berggren Pool & Spa Services LLC – 1 year
- BOA Construction Co. – 22 years
- Cascade Tub Repair, LLC – 22 years
- Century 21 Exclusively – 20 years
- Cordell, Neher & Company PLC – 3 years
- Custom Construction & Cabinetry LLP – 6 years
- Dick's Heating & A/C of Wenatchee – 22 years
- First Choice Collision Center, Inc. – 16 years
- Gale Contractor Services – 22 years
- H.D. Fowler – 13 years
- LocalTel Communications – 14 years
- Mitchell, Reed & Schmitt Insurance – 22 years
- Moonlight Tile & Stone – 13 years
- NCW Association of Realtors – 22 years
- Sav-Mart – 16 years
- Sligar Excavation – 6 years
- Smith Excavation – 14 years
- The Floor Factory, Inc. – 13 years
- The Good Life – 12 years
- Torrence Engineering, LLC – 13 years
- Valley Tractor & Rentals – 16 years
- Wenatchee Valley Glass, LLC – 6 years

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Greg White takes over as 2020 BNCW Chairman of the Board!

Help Building North Central Washington welcome Greg White, GL White Construction Inc. as the incoming Chairman of the Board!

Greg has been an active member of BNCW and the community for many years as well as serving on the Board of Directors for 8 years.

Greg will bring many years of experience as a successful business owner and steady leadership to the organization for 2020!

Best wishes for a successful 2020 Greg!

WELCOME NEW BNCW MEMBERS!

To view each of our valued member company's complete profile, we invite you to visit BNCW's website at www.BuildingNCW.org and click on the membership directory tab. Thank you!

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For more information about becoming a BNCW member, please contact Membership Coordinator Rachel Beardslee at (509) 293-5840. We look forward to sharing with you the benefits of membership!



MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

JANUARY 2020 ASSOCIATION NEWSLETTER

PAGE 2

BNCW's:

FROM A DIFFERENT PERSPECTIVE

Housing Hooray

“With manufacturing, capital spending by firms, transportation, agriculture, and energy all weak, the relatively good October housing starts were particularly pleasing. Starts were up 8.5% Y-o-Y, are at their second-best level since 5/18, and single-family starts have been rising since May. Multifamily has been essentially flat for five years. YTD starts are still down -0.6% but should end 2019 up slightly and boost 2019 GDP by a tad.”

Elliot F. Eisenberg, Ph.D.

GraphsandLaughs LLC, elliott@graphsandlaughs.net
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Winter Driving



Winter is on its way. That can mean fog, rain, ice, snow, slippery roads, and poor visibility.

Winter conditions present more challenges for pedestrians, drivers, and vehicle operators.

There are some simple precautions you can take to minimize the risk of accidents and injuries.

This winter season, before you get into a vehicle, take a little extra time to make sure everything in and

about the vehicle is in good operating condition.

- Are the windshield and side windows clear?
- Do the windshield wipers work?
- Are the blades in good condition?
- Can you see in all the mirrors?
- Are the headlights clean enough to allow for proper visibility?
- Do the tail and the brake lights work?
- Do the emergency lights work?
- Does the defroster work effectively?
- Do the tires have good tread and adequate pressure?



- Are the brakes working properly?
- Is there more than a quarter tank of gas?
- Do you have emergency or repair equipment in the vehicle, including flashlights, flares, fire extinguishers, and chains where applicable?

Check all these things before winter weather comes.

Remember also to reduce driving speed on wet, muddy, oily, or icy roads. Be especially alert for pedestrians and animals. It will make your driving experience easier and safer.

Preventive maintenance and extra caution can be important factors in accident prevention.



Snake River Dams

By DAVID BOZE

Much has been said and written about what should happen with the lower Snake River dams, but results from a new poll released by Washington Policy Center (WPC) reveal proper context is usually missing from the debate.

WPC held a press release yesterday to reveal the results of a new statewide poll of 500 Washington voters concerning the lower Snake River dams.

The poll asked questions concerning voters' basic knowledge on the dams, Washington's power supply, fish populations, and feel-

ings about the potential future removal of the dams (a possibility the state is currently “studying”).

The news conference was held in Kennewick and was attended by all three major network television affiliates in the Tri-Cities, the Tri-City Herald and KONA radio. It was also broadcast on Facebook Live for reporters outside the market.

The statewide poll of 500 Washington voters conducted in late November reveals Washingtonians have limited knowledge about the Snake River dams.

Some of the polling high-



lights indicate:

■ Just 7% of Washingtonians knew there were four dams on the lower Snake River.

■ Just 5% of Washingtonians knew salmon populations on the lower Snake River were increasing.

■ When Washingtonians were informed about the current debate regarding the lower Snake River dams, 58% opposed removal.

Poll respondents were also asked if they would be willing to pay more for their

electricity in order to remove the Snake River dams and help “restore salmon populations,” as environmentalists have promised.

Only 33% said they would, 60% said no. Of the 33% who said they'd be willing to pay more, 63% said no more than \$20 per month.

Washingtonians were also asked if they'd be willing to pay more for fish passage, while keeping the dams in place. Sixty-five percent said yes, with only 28% saying no.



We're looking for a motivated, results-driven, multi-tasker to take on the role of our Events Coordinator!

Help us develop and manage the special events of the Association and build long lasting relationships with our members and community. This position reports directly to the CEO.

If you're interested in learning more about this position, email a resume to Lee at lee@buildingncw.org.

Happy Retirement!

Building North Central Washington would like to thank **Jack Corning**, The John's Real Estate, and **Steve Sadler**, Sadler Construction, for their years of service on our Board of Directors! **Jack** served on the BNCW board for 8 years and has been actively involved in Government Affairs and the PAC. **Steve** was President of NCHBA in 2009, serving 13 years on the Board of Directors.

Enjoy your retirement gentlemen!

Happy New Year!

WELCOME 2020!

Have Fun & Be Safe
From Building North Central Washington

Building! MEMBER MESSENGER

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

JANUARY 2020 ASSOCIATION NEWSLETTER

PAGE 3

"You are busy today thanks to your efforts yesterday. To stay busy tomorrow you must plan well today!"

TOP 5 REASONS

why you should be in the **February 7th - 9th** 2020 BNCW home show



- 01** **Thousands of Qualified Buyers**
 in three days, all in one place!
- 02** **Exhibit marketing**
 is one of the most cost-effective ways to promote your business and get your product or service in front of qualified buyers.
- 03** **Seven times**
 as many prospects can be reached at a trade show than through any other lead generating system. *Source: Business Marketing Magazine*
- 04** **Consumers of trade shows:**
 83% Have not been called on by your company in the past 12 months
 82% Have buying influence
 50% Are looking specifically for new product innovations
 49% Come to buy something
 29% Are decision makers
- 05** **Attendees that visit trade shows:**
 95% Pick up your product literature and brochures
 94% Compare products and research the competition
 77% Locate new suppliers and vendors
 51% Request that a sales representative visit them
 26% Sign a purchase order

BNCW strives to create a Home Show that will produce a comprehensive marketing campaign aimed at attracting quality, high-income attendees.

Contact Rachel Beardslee at 509.293.5840 or email Rachel@BuildingNCW.org or www.BuildingNCW.org



Become a 2020 BNCW Home Show Vendor

Vendor registration for the 2020 BNCW Home Show is open. Booth space is limited due to the number of returning vendors from our 2019 Show. This alone is another great testimony to the quality and effectiveness our Show has earned over the years!

We look forward to adding new, quality vendors who are eager to get in front of qualified folks seeking to do business with quality, trusted professionals!

For more information on the 2020 BNCW Home Show, including booth pricing, and other marketing opportunities, please contact Rachel Beardslee at 509-293-5840.

Registration will be open until all booths are filled. Don't wait until the last minute to get your registration secured, as this is a first-come-first-served opportunity to give

your 2020 business year the kick-start it deserves!

Here's what one BNCW member has to say about participating in the BNCW Home Show:

"We value participating in the BNCW Home Show and Home Tour & Remodeling Expo because of the networking we can do with others in the building community. One of our biggest jobs this summer and fall came from another vendor we were neighbors with at the Home Show last spring. Just today, we received a multi-faceted job from a contractor we met at the Remodeling Expo. The networking we are able to do at BNCW events has been an invaluable asset to the growth of our business."

Robert and Jessica Guerin, Owners Wenatchee Valley Glass



BNCW is Seeking a few 2020 Home Show Sponsors!

The BNCW Home Show is NCW's Premier Home Show! We're looking to fill a few open small sponsorships for our 2020 vent.

Sponsors must be a member of BNCW. For more information on these sponsorship opportunities please contact Rachel Beardslee at (509) 293-5840 for more information!





MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

JANUARY 2020 ASSOCIATION NEWSLETTER

PAGE 4



Intent to Lien

To preserve the right to lien, any contractor agreeing to perform any repair, alteration or construction of four or fewer residential or accessory structures on residential property, when the contract price totals \$1,000 or more, must provide their customer with a disclosure statement/notice to customers prior to starting work on the project. In substance, the notice or disclosure statement covers the following points:

- Contractor's business name
- Contractor's registration number
- Contractor's bond dollar value
- Expiration date of contractor's registration

Additionally, the disclosure

must include information that informs the customer that the contractor's bond may not be sufficient to cover the work done within the agreed upon contract, and that, the customer may withhold a contractually defined percentage of the contract amount for a stated period of time to provide additional protection.

This disclosure statement must also notice the customer that their property could be subject to a lien by either a materials supplier, or an employee or subcontractor of the prime contractor if they are not paid. The customer must also be informed that they may request lien release



documents from each supplier or subcontractor on the project.

Lastly, the contractor must have the customer sign the disclosure statement and retain a copy in the contractor's files for a minimum of three years – being able to produce a signed copy of the statement to the Department of Labor & Industries upon request.

For contractors repairing, altering or constructing a commercial building, the same requirements apply, but the contract price is at least \$1,000, but not more than \$60,000.

The Department of Labor & Industries recently updated the Disclosure Statement Notice to Customer form. BNCW members can access

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2020

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BNCW OFFICE (509) 293-5840 • WWW.BUILDINGNCW.ORG

Secure your 2020 NBN event date now before they're snapped up!

BNCW's Nothing But Networking functions are a fantastic and effective way to showcase your business to fellow BNCW member companies, guests and others! Networking has become today's most essential way to make new contacts and relationships that help to grow your business! As a host of a networking event, you have a unique opportunity

to share who you are and what you do – all in a fun, casual and engaging way! Don't have a retail or office location but would still like to showcase your company? No problem! We can help... just give us a call! For more information about hosting one of the available NBN slots in 2020, please contact BNCW Membership Coordinator, Rachel Beardslee, at (509) 293-5840.

➤ this new form and other related resources by logging into the members' only area

of the BNCW website at www.BuildingNCW.org. If you need assistance, please do not hesitate to give the BNCW office a call at (509) 293-5840.

BNCW EVENTS

BNCW's January Board of Directors Meeting

■ Wednesday, January 15, 2019
7:00am to 9:00am
Building North Central Washington
2201 N. Wenatchee Ave, Wenatchee
Chairman: Greg White

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.

BNCW's January CPR & First Aid Training

■ January 14, 2020 from 4:00pm to 6:00pm
Held at Building North Central Washington,
2201 N. Wenatchee Avenue, Wenatchee
\$49/person, includes Continuing Ed credits and is good for new and recertification.
Call BNCW at (509) 293-5840 to Register!

Were you aware that as an employer, unless you are able to get an injured employee to medical care within 3-4 minutes, you are required to have trained and equipped employees? This two-hour class will provide attendees with their certification.

Our instructor — George Templeton — puts on a great class that is enjoyable and informative, too.

Pre-registration Required. Seats are limited to 15 and fill-up quickly, so reserve your spots early!
You may also register online at BuildingNCW.org.

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About NAFA

Fleet Management Association NAFA is the association for professionals who manage fleets of sedans, public safety vehicles, trucks, and buses of all types and sizes, and a wide range of military and off-road equipment for organizations in North America and across the globe. For more information: nafa.org.

Chelan PUD's Lance Knudtson is seventh person from left (blue shirt, tie, beard) in this graduation picture.

Chelan PUD's Knudtson earns Fleet Industry Certification

X
PRINCETON, NEW JERSEY – Lance Knudtson, Fleet Supervisor for Chelan County Public Utility District headquartered in Wenatchee, recently earned the Certified Automotive Fleet Manager (CAFM) designation, the fleet management industry's esteemed certification, from NAFA Fleet Management Association (NAFA).

"I chose to be a part of CAFM certification because I was new to the fleet industry (three years)," Knudtson said. "(The CAFM program) gives fleet professionals the big picture of the fleet industry."

Prior to fleet, Knudtson worked for 20 years in the aluminum industry. "Due to rapid market changes, I

needed to start a new career. I accepted a fleet supervisor position and wanted a strong knowledge foundation to build upon, which CAFM provided."

To become certified, an applicant must pass a series of comprehensive examinations to demonstrate expertise in the eight disciplines of automotive fleet management: Fleet Information

Management, Maintenance Management, Professional Development, Vehicle Fuel Management, Asset Management, Business Management, Financial Management, and Risk Management.

"Designed to identify and recognize exceptional fleet management professionals, many employers now require fleet managers

to obtain the CAFM designation prior to, or shortly after, employment.

"The NAFA CAFM program is the only certification program that proves an individual's expertise in fleet," said NAFA Chief Executive Officer Phillip E. Russo, CAE.

"Other certification programs may attest that a person has minimum basic

knowledge of fleet, but the NAFA CAFM program proves the person is an expert."

Knudtson recommends the CAFM certification to fleet professionals, adding, "CAFM delivers the credibility and ongoing resources, and provides a well-rounded and solid foundation upon which to establish yourself in (the fleet industry)."



Produce marketing 'star' hired by Starr Ranch



Krista Beckstead

Krista Beckstead, a produce industry marketing veteran, joined Starr Ranch Growers as a marketing and brand specialist. In the new role for the company, Beckstead will work on brand strategy, product development and overall marketing activities.

"We are thrilled to have Krista's marketing and branding experience coupled with her produce industry insight as part of our team," said Dan Davis, director of business development. "We are growing and expanding our business, and Krista has the experience in product development and design that we need."

Beckstead led the marketing efforts at Crunch Pak in Wenatchee, Wash., for six years where she was responsible for product development and execution, brand strategy, advertising and public relations, social media content, retail promotional events and trade show participation.

During that time, she managed relationships with Crunch Pak's multiple licensing partners, including the NBA, the New York Yankees, Marvel and Disney, and earned several marketing awards for the company.

Beckstead served on the marketing and merchandising executive committee and the new opportunities committee for United Fresh and was named one of the produce industry's "40 under 40 by Produce Business."

Most recently she used her background in apparel marketing gained at the Nordstrom Product Group and Cutter and Buck, to work for a promotional agency and an advertising firm.

Beckstead said, "I'm looking forward to using all the experience I've gained in my career for Starr. I am passionate about the produce business and this is a great time to be part of company that is growing."



CWU welcomes new AVP/Chief Information Officer Tomlinson

ELLENSBURG – Virginia (Ginny) Tomlinson will begin her role as Central Washington University's new associate vice president and chief information officer (AVP/CIO) January, 2020.

The CIO serves as the university's senior technology executive and is responsible for delivering secure and high-availability systems to support day-to-day university operations while also developing long-term technology strategies in collaboration with technology stakeholders across campus.

"Technology has already changed our university in many positive ways and the CIO role is a natural center of gravity to realize and support the future of technology at Central," said Andreas Bohman, CWU's vice president of Operations.

"Ginny comes to us with decades of senior



Virginia Tomlinson

technology leadership in higher education and I am very excited to have her join the Operations team."

KEEPING UP WITH PEOPLE

New hires, promotions, special training, awards? Share your company's news with other businesses through the Wenatchee Business Journal



GARY BÉGIN/WBJ

East Wenatchee bids adieu to longtime Mayor Steve Lacy, Police Chief Randy Harrison

The city of East Wenatchee held a dual retirement party Friday, Dec. 6 for longtime Mayor Steve Lacy (21 years) and even longer time Chief of Police Randy Harrison (39 years in law enforcement). The catered affair, open to the public, was a two-hour fete complete with speeches and lots of emotional hugging and well wishes for both men. It was agreed by all in attendance, about 50 people, that their dedication to duty above self was priceless and would be greatly missed. Wenatchee Mayor Frank Kuntz, among others, was one of the honored speakers.

Apple License Plate talks



Courtesy photos

Sen. Brad Hawkins and apple industry officials recently met in Wenatchee to discuss Hawkins' proposal (Senate Bill 6032) to create a Washington apple license plate. From left: Tony Lynn Adams, Communications Outreach Coordinator of the Washington Apple Commission; Sen. Hawkins; Jennifer Witherbee, Executive Director of the Washington Apple Education Association; and Todd Fryhover, President of the Washington Apple Commission.



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North Meridian Title & Escrow new hires



Aimee Tibbits



Cynthia Lopez

Aimee Tibbits and Cynthia Lopez have joined the team at North Meridian Title & Escrow in the Wenatchee Branch.

Aimee is an Escrow Officer with 15 years of experience.

Cynthia is Aimee's Escrow Assistant with a banking background and is also bilingual.

Wenatchee in top 10 of 'Fitness Training' cities

Wenatchee was ranked as the #9 small city for fitness trainers, according to a special new year's study: **312-city study by AdvisorSmith**. I was wondering if you'd be interested in a timely story about our findings?

Here is everything you need to know:

- Wenatchee ranked #45 overall in our study of 312 cities, beating out Mount Vernon (#96), Bellingham (#97), and Olympia (#112).
- Wenatchee hosts 137% more jobs for Fitness Trainers on a per-capita basis compared with the U.S. average.
- The average annual salary for Fitness Trainers in Wenatchee, WA is \$37,460.

Here is a breakdown of the best small cities for fitness trainers:

1. Sebring, FL
2. Ithaca, NY
3. Ames, IA
4. Midland, MI
5. Dubuque, IA
6. Gadsden, AL
7. Leominster, MA
8. Danbury, CT
9. Wenatchee, WA
10. Lewiston, ID

We analyzed 312 cities based upon fitness trainer salaries, the cost of living, and the availability of jobs for fitness trainers.

We go into more detail in our report, which you can view here: <https://advisorsmith.com/data/best-cities-for-fitness-trainers/>

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TOP PROPERTIES – November 2019

Buyer	Seller	Sale price	Nr.	Street		City	Acr	Sq Ft	Year built	Bed-rooms	Bath-rooms	Pool	Fireplace
AELFRIC LLC	CROSS LARRY K	\$1,501,000	65	GETAWAY	LN	MANSON	0.5900	1580	2001	1	2	Y	Y
REILLY SUSAN	MEYERS ROBERT	\$1,296,000	255	EAGLE CREST	RD	CHELAN	20.0100	3425	2005	4	5	Y	Y
HOLMGREN ROBERT S & MELODI R	350 PORCUPINE LLC	\$1,071,500	350	PORCUPINE	LN	CHELAN	0.1000	1776	2015			N	N
KELLY TODD & ARLENE	COPSON STEVE & JENNIFER	\$959,000	12515	SHORE	ST	LEAVENWORTH	1.2100	1856	2011			N	Y
EGECK FAMILY TRUST	COLEMAN NORMAN R	\$910,000	101	WESTVIEW	DR	CHELAN	0.6000	2973	2008	4	2.5	N	N
IVEY BERT S & MEILYN R	MC CALMON MARK	\$875,000	943	RIVER ROCK	LN	CHELAN FALLS	0.5500	2081	2003	3	3	N	Y
ROOKARD DANIEL W & ASHLEE N ALLSTOT	SEPANSKI RONALD P & MICHELLE L	\$800,000	186	SHYPOKE	PL	ENTIAT	0.8600	1320	2017	2	3	N	Y
JKL PROPERTIES LLC	LANGE ANDREW	\$800,000	1729	DANNY BOY	LN	WENATCHEE	0.2500	4088	2018	3	2.5	N	N
RUBIN WAYNE & RENEE	WAHL DAVID M & SHERIE	\$780,000	1005	RIDGE CREST	DR	WENATCHEE	0.4600	2285	2007	4	2.5	Y	Y
B3D LLC	RED APPLE CENTER INC	\$775,000	1630	N WENATCHEE	AVE	WENATCHEE	1.0700	14670	1961			N	N
BROWN GARY E & PENNY G	ROBERTS CONSTRUCTION LLC	\$759,900	61	AVALON	TER	WENATCHEE	1.4200	2116	2019	3	3	N	Y
ADAMS IAN D & KIMBERLY A	SOLOMON DAVID & KARIN	\$750,000	76	GARMISCH	LN	LEAVENWORTH	2.5000	3308	2003	3	4	N	Y
COPSON STEVE & JENNIFER	SEXTON GEORGE & SOVANNY	\$729,000	239	PINEGRASS	ST	LEAVENWORTH	0.1400	2966	2019			N	N
SIEVERS RONALD H & COURTNEY K	TOMTENS WOOD LLC	\$676,200	767	STARGAZER	LN	LEAVENWORTH	5.2400	2964	1981		2	N	Y
FRANZA MICHAEL R & CYNTHIA D	JOHNSON ROBERT D & KATHY M	\$670,000	2220	N WESTERN	AVE	WENATCHEE	2.2100	4264	1985	2	2.5	Y	Y
ROJAS MARIA C & JORGE VILLAMIL	SANDQUIST STACY L TRUSTEE	\$660,000	1812	MCKITTRICK	ST	WENATCHEE	0.3200	3128	2013	4	3	N	Y
FORTNER THOMAS & CONSTANCE ALSTON	DAVIS ANN R	\$650,000	18757	RIVER	RD	PLAIN	2.2000	2174	1996	3	3	N	Y
CHOUINARD DAVID L	BOLD FAMILY TRT	\$650,000	905	WILLMORTH	DR	CHELAN	5.0600	2446	2005	1	1	Y	N
BEACH JOSEPH & JENNIFER	HIGGINS ROBERT D & SHELLY A MONTOYA	\$645,000	3078	W MALAGA	RD	MALAGA	2.9400	2708	1987	4	4	N	Y
MARTINSON ERIC & KELSEY	PUGET SOUND QUALITY CONSTRUCTION INC	\$640,000	554	CLOUDLESS	DR	MANSON	0.2800	2830	2019	3	2.5	Y	Y
RENSLOW SHANE S & KATIE	CASASSA DON A	\$630,000	13970	ROUNDY	DR	ENTIAT	5.6900	3224	1999			Y	Y
ROHRICH VALERIE J & GEORGE	BEEBE THOMAS & KIMBERLY	\$625,000	30	WINDY RIDGE	LN	CHELAN	15.0000	2338	2006	3	3	N	Y
MIRAU INVESTMENTS LLC	DOWDY LLC	\$621,500	7550	US HWY 97		PESHASTIN	6.5000	1732	0			N	N
CANTY OMAR K & KANDICE K	HOFFMAN GLENN	\$610,000	9703	E LEAVENWORTH	RD	LEAVENWORTH	0.5100	2436	1980	3	2.75	N	Y
HENLEY ALLEN W & JANA M	REID DAMIAN R & REDICK-REID TONYA	\$600,000	705	CIRCLE	ST	WENATCHEE	1.8000	1622	1974	3	2.5	N	Y
LAMMERT GARY K & AMY W	PRATT JEFFREY A	\$590,000	2014	MAIDEN	LN	WENATCHEE	0.5000	2880	1997			N	Y
HINTON TERENCE E & LINDA S	HUBER HOMES OF WENATCHEE LLC	\$575,000	803	AUTUMN CREST	DR	WENATCHEE	0.4200	0	0			N	N
HOFFMAN GLENN M & FLORENCE M	ROBERTS CONSTRUCTION LLC	\$560,000	977	SPRING MOUNTAIN	DR	WENATCHEE	0.1900	0	0			N	N
KUNSMAN WILLIAM C & MARY A	PEDERSON THOMAS A & QUIGLEY SUSAN A	\$559,500	18182	CHUMSTICK	HWY	LEAVENWORTH	8.2200	1104	1993	2	1	N	Y
MCHENRY DAN A & BONNIE L ECKERT MCHENRY	SMITH RANDALL & BARBARA FAMILY TRUST	\$555,000	1209	JEFFERSON	ST	WENATCHEE	0.3100	3242	1995			N	N
HIGHLAND JUSTIN	CRAIG MURRAY J	\$545,000	2609	AUSTIN	CT	WENATCHEE	1.9600	2819	1980	4	1.75	N	N
SOLOMON DAVID	ROJAS MARIA C & JORGE VILLAMIL	\$525,000	2003	CENTER COURT	DR	WENATCHEE	0.4100	2458	1991	3	2.5	N	Y
LANE KELLY M & MATT S	SANDERS MARLA ETAL	\$520,000	16625	BROWN	RD	LAKE WENATCHEE	2.5900	1488	1974	2	1.5	N	N
LIEBLING LAUREN & WALTER THORN	ADAMS IAN D & KIMBERLY A	\$508,500	323	BENTON	ST	LEAVENWORTH	0.2900	1416	1916	2	2.5	N	N
CHRISTIANSSEN CARL & TAMARA R	BENNETT BARBARA W	\$495,000	820	WASHINGTON	ST	WENATCHEE	0.2400	1922	1926	7	4	N	Y
BACON MITCHELL W & AUDREY L	CUFF SHARON & DAVID A	\$495,000	329	TUMWATER	DR	LEAVENWORTH	0.1400	1781	2004	3	2.5	N	N
STONE MICHAEL A & DEBRA A	C & C INVESTMENT PROPERTIES LLC	\$492,500	2011	WESTHAVEN		WENATCHEE	0.1800	2871	2019	3	2.5	N	N
MOODIE JOSEPH W & JENNIFER L	ZALEWSKI RICHARD B & SUSAN E	\$489,000	205	PARKWAY	DR	MANSON	0.0700	2242	2007	4	3	N	N
TRAN HUNG N & NGOC T NGUYEN	LANGE CONSTRUCTION LLC	\$489,000	1739	BRAMBLING BRAE	LN	WENATCHEE	0.1700	2402	2019	3	3.5	N	Y
SMITH BARBARA	BOZICH DANIEL J	\$487,000	394	LARS	LN	WENATCHEE	0.2300	2553	2005	3	2	N	N
BROWN BRIAN	YOUNG LANCE M	\$486,000	54	MOONLIT	LN	WENATCHEE	6.0500	1716	1992	3	2.5	Y	Y
FISCHER ROBERT C & RACHEL A	DESROSIER TED J	\$485,000	2622	COTTONWOOD	LN	LAKE WENATCHEE	1.2400	2784	1988	1	1	N	N
DORSEY WILLIAM K & SHARON R HOOD	ROBERTS CONSTRUCTION LLC	\$482,000	973	DOWNY	LN	WENATCHEE	0.1700	0	0			N	N
AMEZCUA BENITO & MIREYA	STORMY D RANCH LLC	\$469,000	1501	MALAGA ALCOA	HWY	MALAGA	18.1900	0	0			N	N
KOONTZ STEVEN H & CORENE D	SNIDER CO LLC	\$460,000	6309	KIMBER	RD	CASHMERE	0.6600	2784	2004			N	N
MALONEY GREGORY & LINDA A	TANGBORN DENNIS & CYNTHIA	\$459,500	530	YARROW	PL	CHELAN	10.2200	1357	2006	3	2.5	N	N
JOSEPH MELVIN L & SHARON L	K & L HOMES LLC	\$456,030	472	SUNNY BROOKE	LN	CHELAN	0.1800	0	0			N	N
PEDEN DAVID S ETAL	GODWIN JAMES & ERLA TRUSTE	\$455,000	19	CHEYAVA	LN	MANSON	3.7200	1040	2012	2	2.5	N	N
BAKER JESSE A & LISA C	BARR ROBERT S	\$449,000	2463	TAMARACK	CRST	LAKE WENATCHEE	0.8000	1524	1990	1	2	N	N
LINGO KATHY	FILA MARIE H	\$447,000	2	N DELAWARE	AVE	WENATCHEE	0.1400	2458	1918	1	1	Y	Y
STOLL EMILY A & ERIC W	LOUDON FAMILY TRUST 1/1/2013	\$445,000	15943	RIVER	RD	PLAIN	0.4100	882	1980	2	1	N	Y

Buyer	Seller	Sale price	Nr.	Street	City	Acr	Sq Ft	Year built	Bed-rooms	Bath-rooms	Pool	Fireplace
ATAM DENIS B K & IRMINGARD	NEI INVESTORS LLC	\$437,500		KINSEY RD	MANSON	20.0000	0	0			N	N
JONES DELMAR A & SHELLEY C	DONOGHUE JUSTIN & ROZIS DORA H/W	\$420,000	201	BOGEY BLVD	CHELAN	0.3300	1408	2007		2	N	N
RUSH WILLIAM L & MARGIE O	RIGGINS JAMES R TRUSTEE	\$415,000	2013	LINVILLE DR	WENATCHEE	0.2700	2128	1997			N	N
RICHMOND AARON & HILARY	YOUNG MICHAEL & LISA	\$415,000	110	CLOUDLESS DR	MANSON	0.5400	2111	2016	4	2	N	N
KING AARON & SHELBY	NORTHWEST PROPERTY ACQUISITION GROUP LLC	\$414,900	16014	RIVER RD	PLAIN	0.6100	1152	1983	2	1	N	Y
FADICH TAYLOR TRUST	FADICH TAYLOR TRUST ETAL	\$403,639	99	SABIO WAY	CHELAN	0.3600	2462	2011	3	3.25	Y	Y
FLYNN MATTHEW & BETHANY JOHNSON	311 N EMERSON LLC	\$400,000	311	N EMERSON AVE	WENATCHEE	0.1600	1974	1916	2	1	N	N
SWEET MARIE ORCHARDS LLC	NELSON PAUL D	\$400,000	3415	GUDMUNDSON RD	WENATCHEE	10.0200	1405	1964	2	1.5	N	Y
MCNAUGHT JASON N & CRYSTAL D	REYES ERIC & JENNIFER	\$395,500	1421	CHERRY ST	WENATCHEE	0.2800	2748	1973	4	3	N	Y
BRAVENEC JOHN B & SUSAN E	MEKKS ASSOCIATES LLC	\$395,000	20701	CLUB HOUSE	LAKE WENATCHEE	0.0000	1530	0			N	N
MONTALVO BAUTISTA EDY & PATRICIA MONTALVO	PEDERSON HOLLY N & SEAN R ESWORTHY	\$389,900	3035	RIVERVIEW LN	MALAGA	0.3800	1946	2017	3	2	N	N
FRANCO-DIAZ TATIANA & WILSON DIAZ CUESTA	TIERRA ALEX & AMY	\$389,000	4065	CAMAS CREEK RD	PESHASTIN	5.9800	1859	1998			Y	Y
TRENTMAN PATRICK M & CHERYL J	D & T CAMPBELL INVESTMENTS LLC	\$389,000	186	MANZANITA DR	MANSON	0.2300	1715	2019	3	2	N	N
BROUGHTON CLIFFORD L & MARY B	K & L HOMES LLC	\$385,730	461	SUNNY BROOKE LN	CHELAN	0.1800	1577	2019	3	2	N	N
GATTO KENNETH S & SARAH J	D & T CAMPBELL INVESTMENTS LLC	\$379,000	89	MANZANITA DR	MANSON	0.2600	1920	2018	3	2.5	N	N
MCALLISTER TYSON	WOLFGANG R PULS LINDY L STEWART	\$375,000	209	E FRANKLIN ST	CHELAN	0.2500	1100	1974	5	2.75	N	Y
HOWER JOSHUA M & SHANTEL M	JOHNSON CONOR C	\$375,000	542	SADDLE ROCK LOOP	WENATCHEE	0.1800	1400	2008	3	2	N	Y
PRPICH LUKE W & LACEY R	SCHUYLEMAN RYAN	\$372,000	395	SADDLEHORN AVE	WENATCHEE	0.1800	1988	2010			N	Y
HANSEN THOMAS H & JUDY A	LARSEN FAMILY TRUST	\$369,900	619	KENASTON DR	WENATCHEE	0.2000	1728	2006			N	N
KAUL RAHUL & ROMA	LEAVENWORTH RENTAL LLC	\$360,000	485	ALPINE PL	LEAVENWORTH	0.0000	1024	0			N	N
NELSON MATTHEW K & DEVORAH G	IRLE PROPERTIES HOLDING LLC	\$355,000	103	PARKHILL ST	CASHMERE	0.2000	1924	2013	3	1	N	N
RUTTENBERG JAKE & NICOLE	SEXTANT HOLDINGS INC	\$350,000	915	CASHMERE ST	WENATCHEE	0.1400	924	1928	2	2	N	N

Christmas tree recycling sites

Submitted by Jill FitzSimmons
PIO/Special Projects Coordinator
Chelan County Public Work

You've got a few options for recycling your tree here in the Wenatchee Valley. Options are:

- Wenatchee Boy Scout Troop 7 returns this year to help people recycle their trees. Drop-off dates are Jan. 4 and Jan. 11, from 9 a.m. to 4 p.m. both days. The Scouts will be at Stemilt Organic Recycling Center in Wenatchee, 165 S. Wenatchee Ave. (next to the Waste Management transfer station). A \$5 donation to the troop is suggested to help support its programs.
- If you live in Manson or Chelan, drop your tree off at Don Morse Memorial Park for the Lake Chelan Winterfest bonfire on Jan. 18. The trees can be dropped off for free in the marina parking lot by the golf putting course. Look for the marked area.
- For those people living in the apple maggot quarantine area of Chelan County, the county's Leavenworth brush drop-off site will be open Jan. 3 and Jan. 4, from 8 a.m. to 3 p.m. both days. The site is at the intersection of East Leavenworth and Icicle roads. Cost is \$15.



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Mission Peak Physical Therapy was created by Mallory Berschauer, DPT, with the goal of providing individualized, evidence-based, and compassionate care to clients in all phases of life who are motivated to regain movement and continue to participate in the activities they enjoy. We believe in the importance of empowering clients to move better and gain knowledge and skills for lifelong management of their symptoms.

Call to schedule an appointment or a Free 15-Minute Consult today.

• If you live in the city limits of Leavenworth, you can take your tree to the city recycling yard. Details are online. Limbs must be removed and cut to no more than 4 feet in length.

• The brush drop-off site at the Dryden Transfer Station is open its winter hours: 8:30 a.m. to 4 p.m. Tuesday through Saturday. Cost is \$15.

No brush from the apple maggot quarantine area is allowed at the DTS.

When dropping off your tree, please make sure it is free of all tinsel and decorations.



Kathy Z. Smithson

SmithsonInsuranceServices@gmail.com
720 Valley Mall Pkwy, East Wenatchee

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Should you invest in China?

In this day and age, investing in China is simple. There are dozens of mutual funds and index funds that focus completely on China. But whether or not you SHOULD invest in China is a much more difficult question.



MARKET UPDATE
Brad Blackburn

The first thing to say is that investing in China is obviously very risky. However, where there's risk, there's often reward – and there's an amazing amount of potential reward in China. Chinese consumers only make up 40% of the Chinese economy. If you compare that to 70% in America, you can see that the Chinese consumer has lots of room to grow. The opportunity becomes even more clear once you realize that China has 4 times more consumers than America. So, there's a lot of money to be made from Chinese consumers over the coming decades – American investors should think hard about benefitting from that.

However, there's another important angle to consider. Even if there is incredible

profit potential in China – we are in a trade war with them! Both Democrats and Republicans generally agree that China is taking advantage of us. Should patriotic Americans profit from those advantages? During the Cold War, I don't think many Americans rushed to invest in the Soviet Union.

On the other hand, a lot of countries take advantage of us – and vice-versa. If you start limiting your investments to only the highest ethical standards, you'll end up only investing in non-profits that make the world a better place (which is called charity).

So, investing in China comes with a lot of risk, a lot of potential reward – and a lot more to think about your typical non-US investment. I think every investor should give the question some consideration.

Brad Blackburn, CFP®, is the owner of Blackburn Financial, Registered Investment Advisor at 121 Cottage Ave., Cashmere. He can be reached at 509-782-2600 or email him at brad@blackburnfinancial.net.

Editor's Note: Brad Blackburn's views do not necessarily reflect that of NCW Media ownership.

Divestment won't fight climate change

Roughly 40,000 environmental activists recently descended on Lower Manhattan for a global climate strike.

Many of the protesters marched with a specific goal in mind – convince Comptroller Thomas DiNapoli to purge \$13 billion in fossil fuel investments from New York State's \$210 billion pension fund.



GUEST OPINION
Robert L. Bradley Jr.

All across the country, environmentalists are urging public pension managers to sell their fossil fuel assets.

If pension managers embrace divestment, the thinking goes, oil and gas companies' share prices would plummet. And firms would struggle to raise capital in the future. Thus, they'd shelve expansion plans and keep more fossil fuels in the ground.

But the strategy is short-sighted. Divestment would punish retirees, not the energy industry.

State pension funds manage retirement benefits for public employees like teachers, firefighters, and police officers. And the plans are heavily invested in the energy industry. Nearly 30 percent of fossil fuel industry shares are held by pension funds. And almost 20 percent are owned in individual retirement accounts.

Because they're high performing, fossil-fuel-related stocks help secure public employees' retirement plans.

An average investment portfolio featuring fossil fuels outperforms a divested portfolio of equal risk by 0.5 percent per year over the long run. That amounts to tens of thousands of dollars per worker over several decades.

That's why divestment would hurt America's retirees the most. If they divest, the nation's 11 top pension funds would risk losing up to \$430 million a year and almost \$4.9 trillion over 50 years. Specifically, the California Public Employees' Retirement

System and New York's five pensions would risk missing out on nearly \$290 million and \$120 million per year, respectively.

In response to these losses, pension funds would be forced to cut pensioners' benefits. In Colorado, divestment could cut every pensioners' benefits by up to \$400.

Even before the divestment craze, public pensions were struggling to fund employees' retirements. Across the country, state pensions' future liabilities exceed projected assets by \$1 trillion. In the 20 states with the least-funded pension plans – including New Jersey, Illinois, and Kentucky – retirement systems have only half the assets necessary to cover retirees' benefits.

And divestment wouldn't even remotely affect energy companies' behavior. If any state pension divested from energy stocks, different investors would simply take the pension fund's place.

Even if divestment did reduce energy companies' share prices, it wouldn't curb global demand for fossil fuels. Global energy demand rose 2.3 percent last year with fossil fuels providing more than two-thirds of the increase.

The outlook for energy is 50 percent growth by 2050, according to the U.S. Energy Information Administration, with fossil fuels accounting for 70 percent.

If climate activists truly want to reduce emissions, why not support natural gas? This cleaner-burning resource has helped wean Americans off coal, the dirtiest fossil fuel. As a result, American energy emissions are nearing 30-year lows, while global emissions have spiked 50 percent.

Already, methane emissions from natural gas dropped 14 percent between 1990 and 2017 even as natural gas production climbed 50 percent.

Dumping oil and gas stocks wouldn't remotely affect climate change. It'd simply cheat workers out of retirement security.

Robert L. Bradley Jr. is the founder and CEO of the Institute for Energy Research.



How does retirement change your finances?

Planning a successful retirement is about more than saving enough money.



GUEST OPINION
Joel Frank

It also means learning to adjust your habits – financial and otherwise – to your new schedule and lifestyle.

Are you ready? Or at least headed in the right direction?

Whatever your current situation is, here are the factors to think about as you move into your post-work years.

New Expenses – You'll no longer need to spend money on commuting costs or your work wardrobe, but you may have other financial priorities, like your golf hobby, visiting family or finally taking that

spa vacation.

Cost-of-Living Fluctuations – Budget for your basics, like utilities and property taxes, and remember that they could continue to increase as time goes on.

Health Care – Consider supplemental health insurance to help cover what Medicare doesn't. This can help with coinsurance, deductibles or prescription drug costs.

Rebalancing Assets – When you have a regular paycheck, it makes more sense to take on a little risk. As you age, you might want to start being more conservative. Schedule a check-in if it's time to revisit your goals.

Taking Care of Your Home – If you intend to live in the same home when you retire, then take a hard look at possible modifications at least three to five years beforehand. A new roof, deck or furnace can



cost a pretty penny.

Managing Debt – Retirement income and Social Security benefits will be constant, which means your bandwidth to repay debt could be hampered if interest rates rise.

Miscellaneous Accounts – Once retired, it's more important than ever to be mindful of how much you have saved, where or how it's invested, your checking account balance and any interest you're paying.

Future Plans – It's important to keep your estate plan and beneficiaries up to date and to map out your budget and intentions for the next several years.

Want to discuss your finances in greater detail? Reach out anytime.

Joel Frank is the principal advisor at Equilus Group, Inc., and can be reached at: jfrank@equilusfinancial.com, or 509-665-8349. Equilus is located at 5 South Wenatchee Ave., Ste 210.

IRS issues standard mileage rates for 2020



Jan. 31 filing deadline remains for employer wage statements, independent contractor forms

IRS news release

WASHINGTON — The Internal Revenue Service today issued the 2020 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on Jan. 1, 2020, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- ◆ 57.5 cents per mile driven for business use, down one half of a cent from the rate for 2019,

- ◆ 17 cents per mile driven for medical or moving purposes, down three cents from the rate for 2019, and

- ◆ 14 cents per mile driven in service of charitable organizations.

The business mileage rate decreased one half of a cent for business travel driven and three cents for medical and certain moving expense from the rates for 2019.

The charitable rate is set by statute and remains unchanged.

It is important to note

that under the Tax Cuts and Jobs Act, taxpayers cannot claim a miscellaneous itemized deduction for unreimbursed employee travel expenses.

Taxpayers also cannot claim a deduction for moving expenses, except members of the Armed Forces on active duty moving under orders to a permanent change of station. For more details, see Rev. Proc. 2019-46.

The standard mileage rate for business use is based on an annual study of the fixed and variable costs of operating an automobile.

The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section

179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than five vehicles used simultaneously.

These and other limitations are described in section 4.05 of Rev. Proc. 2019-46.

Notice 2020-05, posted today on *IRS.gov*, contains the standard mileage rates, the amount a taxpayer must use in calculating reductions to basis for depreciation taken under the business standard mileage rate, and the maximum standard automobile cost that a taxpayer may use in computing the allowance under a fixed and variable rate plan.

In addition, for employer-provided vehicles, the Notice provides the maximum fair market value of automobiles first made available to employees for personal use in calendar year 2020 for which employers may use the fleet-average valuation rule in § 1.61-21(d)(5)(v) or the vehicle cents-per-mile valuation rule in § 1.61-21(e).

IRS news release

WASHINGTON — The Internal Revenue Service today reminded employers and other businesses that wage statements and independent contractor forms still have a Jan. 31 filing deadline.

Before the Protecting Americans from Tax Hikes (PATH) Act, employers generally had a longer period of time to file these forms. But the 2015 law made a permanent requirement for employers to file their copies of Form W-2, Wage and Tax Statement, and Form W-3, Transmittal of Wage and Tax Statements, with the Social Security

Administration by Jan. 31.

Certain Forms 1099-MISC, Miscellaneous Income, filed with the IRS to report non-employee compensation to independent contractors are also due at this time. Such payments are reported in box 7 of this form.

The early filing date means that the IRS can more easily detect refund fraud by verifying income that individuals report on their tax returns.

Employers can avoid penalties by filing the forms on time and without errors.

The IRS recommends e-file as the quickest, most

accurate and convenient way to file these forms.

Get a jump on the due date

Employers should verify employees' information. This includes names, addresses, and Social Security or individual taxpayer identification numbers.

They should also ensure their company's account information is current and active with the Social Security Administration before January. If paper Forms W-2 are needed, they should be ordered early.

Automatic extensions of time to file Forms W-2 are not available.

The IRS will only grant extensions for very specific reasons.

Details can be found on the instructions for Form 8809, Application for Time to File Information Returns. For more information, read the instructions for Forms W-2 & W-3 and the Information Return Penalties page at IRS.gov.



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10 a.m. - 12 noon

801 W Riverside Ave, Suite 444

Cost: \$25 per person with paid advance registration; If you pay at the door, price is \$40 at the door. \$15 for an additional person same company. This workshop will provide background information on what a lender wants to know about your business when you apply for a loan. This will include discussion about your financial statements; sources of repayment, SBA loan guarantees, personal guarantees, and much more. The workshop will be presented by a retired banker with many years of experience in making loans to small businesses.

New contractors Chelan-Douglas November 2019

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COY FINISH COMPANY	5560 ROCK ISLAND RD	ROCK ISLAND
GCA RENOVATIONS LLC	411 Spokane St	WENATCHEE
GFC SERVICES	PO Box 2664	WENATCHEE
GIMLIN BROTHERS CONTRNG LLP	216 1/2 W Peters St	WENATCHEE
A & J CARPET LLC	PO BOX 204	MALAGA
ROCKYRIDGEGROUP	134 Long Dr	CHELAN
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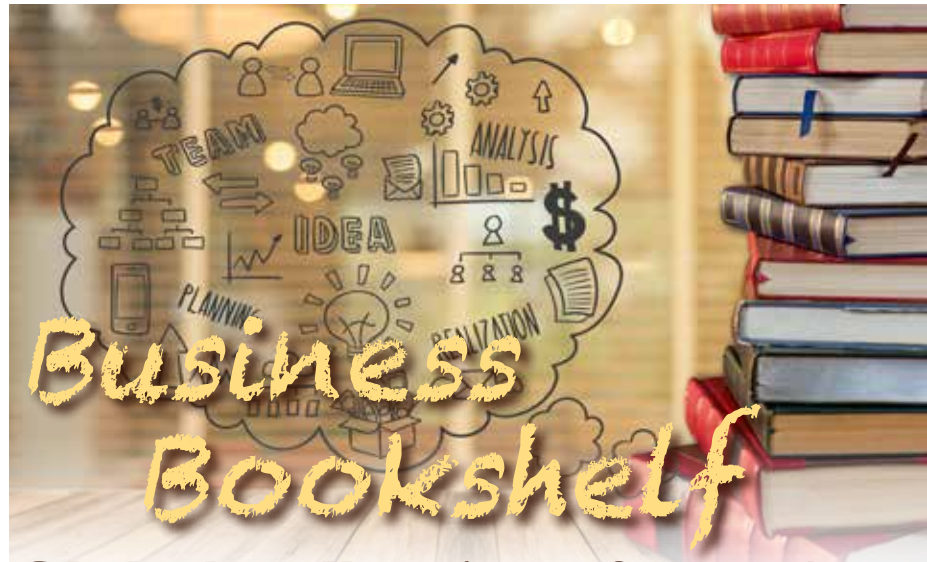
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Global collection: Quotes bring guidance, wisdom



by Richard Alan Krieger

Civilization's Quotations: Life's Ideal

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The topics are arranged in a sequence that begins with birth and progresses through the seasons of the "ideal life."

When possible, each quotation flows into the next like a speech being given by one person creating a seamless stream of consciousness that Krieger calls "poetic quotation."

While it would make a valuable reference volume, Civilization's Quotations is

meant to be read and digested from cover to cover, so that readers can feel inspired and empowered to learn and live by the examples of history's greatest thinkers.

Its wealth of inspirational affirmations offers a blueprint to guide us toward fulfilling our sense of purpose and becoming greater human beings.

For more information visit richardalankrieger.com.

Civilization's Quotations: Life's Ideal

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About the author

Richard Alan Krieger (aka "Crane") is a songwriter, musician and artist. Krieger's love of nature inspired him to move to Northern Idaho where he continues to enjoy writing and recording his music.



Richard Alan Krieger

Loves to read the Wenatchee Business Journal!

When Tom Andrewjeski of Entiaqua LLC goes into Cashmere Valley Bank... he always sits down and reads the Wenatchee Business Journal – before and after his transaction... he enjoys reading it and says we do a really good job!

Thanks Tom!

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If you don't own a business and still want to receive the WBJ, call Ruth.

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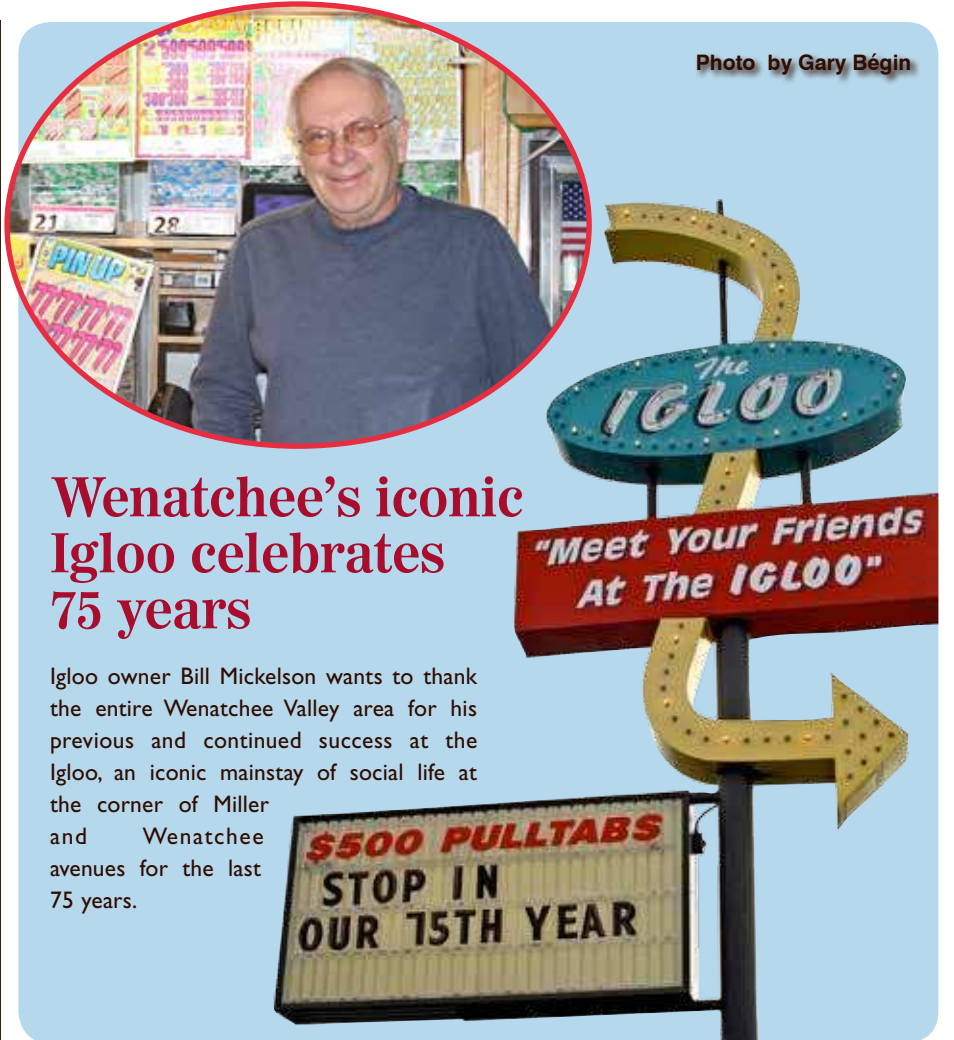


Photo by Gary Bégin

Wenatchee's iconic Igloo celebrates 75 years

Igloo owner Bill Mickelson wants to thank the entire Wenatchee Valley area for his previous and continued success at the Igloo, an iconic mainstay of social life at the corner of Miller and Wenatchee avenues for the last 75 years.

CONTINUED FROM PAGE 2

Wenatchee Network Group donates to Eagles/Wellness Place

By Gary Bégin

WENATCHEE – The Wenatchee Network Group (WNG) donated \$200 to the Wenatchee Eagles which it used to add to their other fundraising efforts, thus making them eligible for four times the matching funds from the F.O.E. Grand Aerie towards a charitable cause.

According to WNG Secretary Sherry Gustin, \$150 goes toward the Christmas

food baskets the Eagles will distribute and "We decided to give the other \$50 toward the Eagles Cancer fund.

They were just \$50 short of the \$1,000 needed to make a big impact in our community.

"The Eagles will pledge the \$1,000 raised to our local Wellness Place (home for cancer patient families), and the National headquarters of the Eagles

will pledge another \$4,000, as long as the local aerie raised at least \$1,000.

"With our \$50 donation, we have helped get \$5,000 donated to Wellness Place here in Wenatchee. If you thought little donations don't make a difference, here is proof that it does have an impact.

"Thank you to our members for the generosity shown!" concluded Gustin.

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GRANT COUNTY

Labor Area Summary - November 2019

Overview

This report provides an update on the Grant County economy incorporating not seasonally adjusted, nonfarm employment and civilian labor force data.

Analysis focuses on year-over-year (between November 2018 and November 2019) and average annual (between 2017 and 2018) changes in the labor market.

Unemployment rates

Preliminary Civilian Labor Force (CLF) data show that Washington's not seasonally adjusted average annual unemployment rate fell two-tenths of a point

between 2017 and 2018, from 4.7 percent to 4.5 percent. Between the Novembers of 2018 and 2019 the rate fell four-tenths of point, from 4.4 to 4.0 percent.

In Grant County, CLF data show that the average annual unemployment rate dipped from 6.3 percent in 2017 to 6.2 percent in 2018.

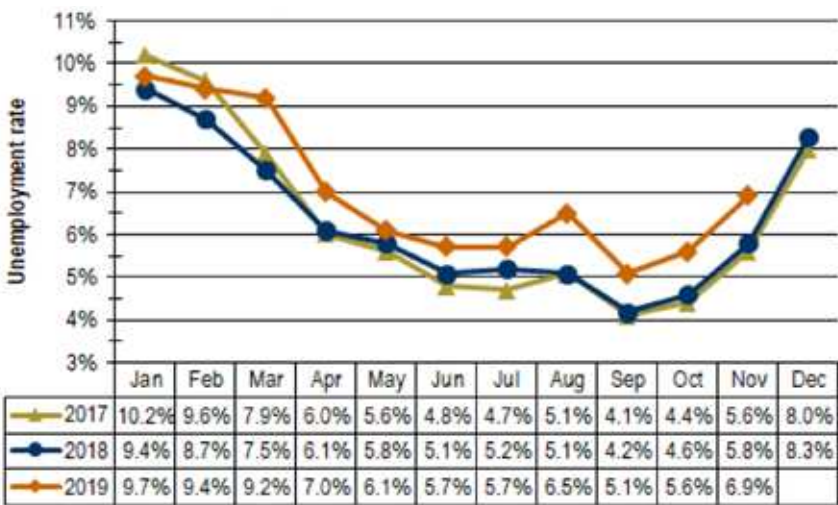
This 6.2-percent reading is the lowest average annual unemployment rate in the County since electronic records were implemented by our agency in 1990.

However, the not seasonally adjusted November 2019 unemployment rate (6.9 percent) rose one and one-tenth percentage points above the 5.8-percent reading in November 2018.

The rate has been posting year-over-year increases for the past 15 months (September 2018 through November 2019).

Unemployment rates, not seasonally adjusted Grant County, January 2017 through November 2019.

Source: Employment Security Department/WITS; U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS)



The Grant County unemployment rate increased one and one-tenth percentage points between the Novembers of 2018 and 2019.

Total nonfarm employment

Between 2017 and 2018, Washington's labor market provided 82,900 new nonfarm jobs, an annual average increase of 2.5 percent.

In November 2019, business and government organizations across Washington supplied 3,511,300 nonfarm jobs (not seasonally adjusted), compared to 3,444,700 jobs in November 2018, a 1.9 percent year over year employment increase. The state's economy has posted year over year nonfarm employment increases for the past 110 consecutive months (October 2010 through November 2019).

Between 2017 and 2018 Grant County's economy provided 1,400 new nonfarm jobs, an average annual increase of 4.8 percent, more

robust than the 2.5 percent statewide growth rate.

However, the growth in Grant County's nonfarm job market was very lethargic

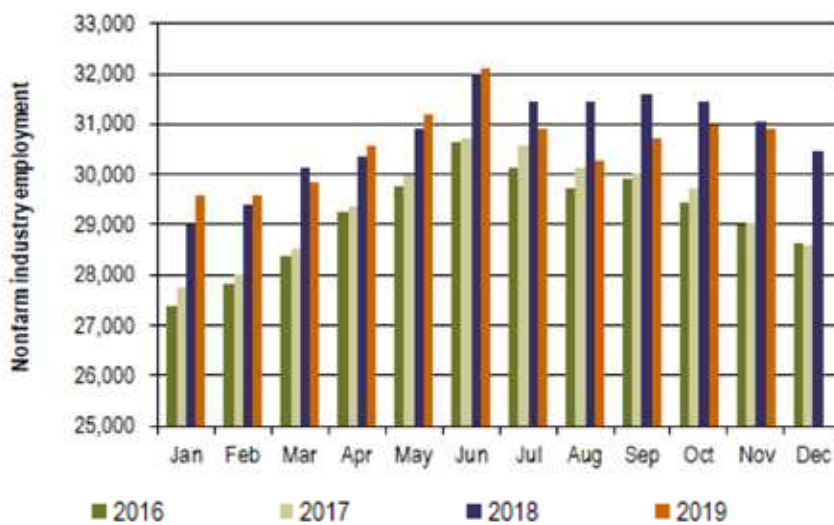
in the first half of 2019 and estimates indicate that employment has retrenched, year over year, for the past five months (July through

November 2019).

Between the Novembers of 2018 and 2019 employment slipped by 0.5 percent, from 31,040 jobs to 30,890.

Nonfarm industry employment Grant County, January 2016 through November 2019.

Source: Employment Security Department/Labor Market and Economic Analysis (LMEA); U.S. Department of Labor, Bureau of Labor Statistics, Current Employment Statistics (CES)



Nonfarm employers in Grant County provided 30,890 nonfarm jobs in November 2019, a 0.5-percent downturn since November 2018.

Employment and unemployment

Estimates indicate that Washington's Civilian Labor Force (CLF) grew by 74,195 residents (a 2.0 percent upturn) from 2017 to 2018.

The state's labor force has expanded, year over year, for the past 70 months (February 2014 through November 2019). In November 2019 Washington's CLF tallied 3,971,745 residents versus 3,828,288 in November 2018 equating to 143,457 more Washingtonians in the CLF (up 3.7 percent).

Grant County's CLF expanded by 1,329 residents (a

2.9 percent increase) from 2017 to 2018.

Between the Novembers of 2018 and 2019 the labor force advanced by 2.0 percent (up by 906 residents).

Less encouraging was the fact that during this timeframe the number of unemployed jumped by 20.8-percent with 551 more Grant County residents out of work.

Hence, this November's unemployment rate of 6.9 percent rose one and one-tenth points over the 5.8 percent reading in November 2018.

Nonfarm industry employment

Estimates indicate that Grant County's nonfarm employers provided 150 fewer jobs in November 2019 than in November 2018, a 0.5-percent downturn, while Washington's nonfarm market grew by 1.9 percent during this period.

The following paragraphs highlight changes in several local industries between the Novembers of 2018 and 2019:

◆ Year over year, employment in Grant County's mining, logging, and construction category has

decreased in each of the past ten months (February through November 2019).

The lion's share of jobs in this category are in the local construction industry. Current employment estimates indicate that, countywide, construction netted 60 fewer jobs and contracted 3.8 percent, falling from 1,600 in November of last year to 1,540 in November 2019. This is quite a slowdown in 2019 for an industry which grew 13.5 percent, netting 180 new jobs, in 2018. Statewide, construction has been adding workers for the past 93 consecutive

months (from March 2012 through November 2019).

◆ Year over year, employment in Grant County's manufacturing industry has decreased for the past five months (July through November 2019).

Between the Novembers of 2018 and 2019, manufacturing employment countywide fell from 4,860 to 4,470, a 390-job and 8.0-percent downturn.

However, according to an 18 August 2019 Columbia Basin Herald article, a Tacoma-based manufacturing firm will soon expand into Grant County.

The article states: "a facility/building in planned that will house a PVC conduit manufacturer. The facility will be built at the Port of Quincy Industrial Park No. 4, near the Port of Quincy Intermodal Terminal." The article mentions that the port will spend about \$2.5-million to construct this 16,000-square-foot building,

and that "the business is expected to create 50-60 jobs in Quincy." This is some welcome news for the Grant County manufacturing sector.

◆ The leisure and hospitality industry (primarily at hotels and eating and drinking places) in Grant County has been faring well. In fact, employment in this industry has been on the upswing for the past 19 consecutive months (May 2018 through November 2019). Leisure and hospitality provided 2,910 part- and full-time jobs countywide in November 2019, up by 320 from the 2,590 tallied in November 2018, a healthy 12.4-percent upturn. Washington's leisure and hospitality industry has been expanding for 110 months (October 2010 through November 2019).

Agricultural employment

The Bureau of Labor Statistics' Quarterly Census of Employment and Wage (QCEW) program, conducted by the Washington State Employment Security Department provides agricultural and nonagricultural employment and wages for

firms, organizations and individuals whose employees are covered by the Washington State Employment Security Act. Frequently termed "covered" or "QCEW" data, this information provides a reliable data set for comparing employment and wage trends in major industries at the county level. In September 2019, revised annual average QCEW data for calendar year 2018 became available. An analysis of employment changes from 2008 through 2018 shows that in Grant County:

◆ Total covered employment rose from 35,038 in 2008 to 40,350 in 2018, a 5,312-job and 15.2 percent upturn, with annualized employment growth between 2008 and 2018 of 1.4 percent. The number of agricultural jobs (a subset of total covered employment) increased from 8,434 in 2008 to 10,008 in 2018, a 1,574-job and 18.7 percent uptrend with annualized employment growth of 1.7 percent. In 2008 Grant County's agricultural industry accounted for 24.1 percent of total covered employment. In 2018 agricultural employment accounted for 24.8 percent of total covered employment countywide. The share of agricultural employment (versus total covered employment) rose a marginal seven-tenths of a percentage point (from 24.1 to 24.8 percent) in Grant County during this ten-year period.

◆ Total covered wages rose from \$1.120 billion (in 2008) to \$1.701 billion (in 2018) a \$581.8 million and 52.0 percent upturn. The agricultural payroll (a subset of total covered wages) advanced from \$181.5 million in 2008 to \$295.0 million in 2018, a \$113.6 million and 62.6 percent uptrend. In 2008 Grant County's agricultural industry accounted for 16.2 percent of total covered wages while in 2018 agricultural wages accounted for 17.3 percent of total covered wages. Hence, the share of agricultural wages (versus total covered wages) earned in Grant County increased one and one-tenth percentage points (from 16.2 to 17.3 percent) during this ten-year period.



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Wenatchee MSA (Chelan and Douglas Counties) Labor Area Summary - October 2019

Overview

This report provides an update on the Wenatchee MSA economy incorporating not seasonally adjusted,

nonfarm employment and civilian labor force data. Analysis focuses on year-over-year (between October 2018 and October 2019) and

average annual (between 2017 and 2018) changes in the labor market.

Unemployment rates
Preliminary Civilian

Labor Force (CLF) data show that Washington's not seasonally adjusted average annual unemployment rate fell two-tenths of a point between 2017 and 2018, from 4.7 percent to 4.5 percent. Between the Octobers of 2018 and 2019 the rate stabilized at 4.1 percent.

In the Wenatchee MSA, estimates show the average annual unemployment rate fell from 5.1 to 4.8 percent between 2017 and 2018.

This 4.8 percent reading for 2018 was a historically low reading. However, rates have crept upwards during each of the past eleven months (December 2018 through October 2019).

The rate elevated four-tenths of a percentage point between the Octobers of 2018 and 2019, from 3.8 to 4.2 percent.

Unemployment rates, not seasonally adjusted Wenatchee MSA, January 2017 through October 2019.

Source: Employment Security Department/WITS; U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS)



The Wenatchee MSA's unemployment rate rose four-tenths of a percentage point between the Octobers of 2018 and 2019.

Total nonfarm employment

Between 2017 and 2018, Washington's labor market provided 82,900 new nonfarm jobs, an annual average increase of 2.5 percent.

In October 2019, business and government organizations across Washington supplied 3,504,100 nonfarm jobs (not seasonally adjusted), compared to 3,436,500 jobs in October 2018, a 2.0 percent year over year employment increase.

The state's economy has posted year over year nonfarm employment increases for the past 109 consecutive months (October 2010 through October 2019).

The Wenatchee MSA's nonfarm labor market provided 1,300 new jobs between 2017 and 2018, an increase of 2.9 percent, more robust than

Washington's 2.5-percent job growth rate during 2018.

However, year over year, total nonfarm employment in the Wenatchee MSA has

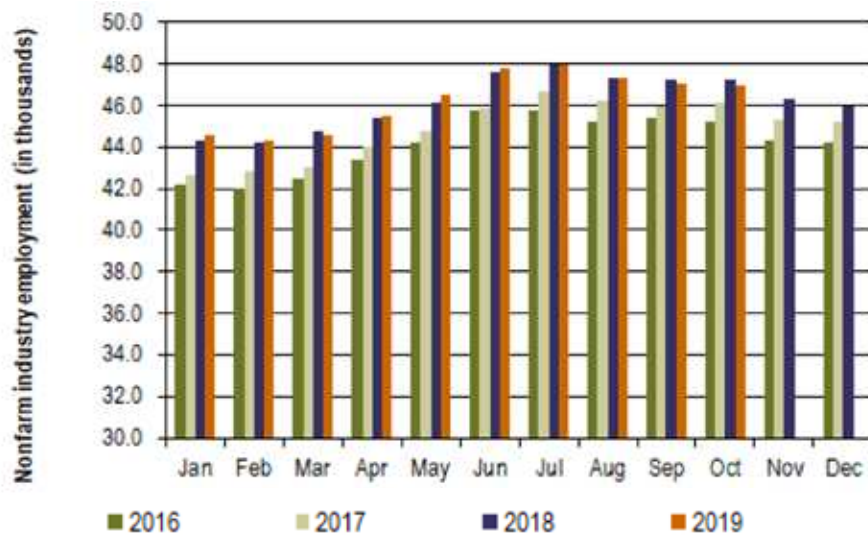
either stagnated or declined in each of the past four months.

Between the Octobers of 2018 and 2019 total

nonfarm employment in the Wenatchee MSA (Chelan and Douglas counties) dipped by 200, a 0.4 percent downturn.

Nonfarm industry employment Wenatchee MSA, January 2017 through October 2019.

Source: Employment Security Department/Labor Market and Economic Analysis (LMEA); U.S. Department of Labor, Bureau of Labor Statistics, Current Employment Statistics (CES)



Nonfarm employment in the Wenatchee MSA declined by 0.4 percent between the Octobers of 2018 and 2019.

Employment and unemployment

Estimates indicate that Washington's Civilian Labor Force (CLF) grew by 74,195 residents (a 2.0 percent upturn) from 2017 to 2018.

The state's labor force has expanded, year over year, for the past 69 months (February 2014 through October 2019).

In October 2019 Washington's CLF tallied 3,960,349 residents versus 3,829,284 in October 2018 equating to 131,065 more Washingtonians in the CLF (up 3.4 percent).

The Wenatchee MSA's CLF grew from 65,287 residents in 2017 to 67,182 in

2018, a 2.9 percent upturn. Year over year, the Wenatchee MSA's Civilian Labor Force (CLF) expanded in 27 of the past 28 months (July 2017 through October 2019), contracting by a marginal 0.2 percent only between the Julys of 2018 and 2019.

Between the Octobers of 2018 and 2019 the CLF increased 1.6 percent (meaning there were 1,090 more residents in the labor force this October than in October 2018).

But, during this timeframe, the number of unemployed Chelan and Douglas residents increased at a 10.3-percent pace. Hence, the unemployment rate

rose from 3.8 percent in October 2018 to 4.2 percent in October 2019.

Nonfarm industry employment

Between the Octobers of 2017 and 2018 total nonfarm employment in Chelan and Douglas counties dipped 0.4 percent, from 47,200 to 47,000 jobs. Washington's nonfarm market expanded by 2.0 percent during this timeframe. Highlights of year-over-year changes follow:

◆ In the mining, logging and construction category most jobs are in "construction." Employment in the Wenatchee MSA's construction industry virtually stag-

nated from April through October 2019 following weather-related downturns this February and March. Most recent estimates indicate that the local construction industry provided 3,100 jobs in the Wenatchee MSA in both October 2018 and October 2019. It is safe to say however, that the construction job growth pace so far in 2019 has slowed from 2018, when the Wenatchee MSA's construction industry averaged an 11.0-percent growth rate and netted approximately 300 new jobs. Also, the number of closed sales Year-to-Date (YTD) stabilized in the first ten months of

2019 versus January through October 2018 in the Wenatchee Market (i.e., in Wenatchee, Malaga, East Wenatchee, Orondo and Rock Island, WA) according to the October 2019 Real Estate Snapshot newsletter published by Pacific Appraisal Associates. Specifically, the number of single family homes or condominiums sold in the Wenatchee Market in first ten months of 2018 and in the first ten months of 2019 was 870. However, the number of active listings in October 2019 was 165 listings, a 24.3-percent decrease from the 218 listings in October of last year. Meanwhile, the median sales price of homes/condos sold in the Wenatchee Market continued to climb, from \$328,700 from January through October 2018 to \$348,250 during the first ten months of 2019, a 5.9 percent upturn. Washington's construction industry has been adding workers for the past 92 months (from March 2012 through October 2019).

◆ The local manufacturing industry has experienced some resurgence in the past year. In fact, manufacturing employment across the two-county Wenatchee MSA has increased in each of the past 14 months (from September 2018 through October 2019). Between the Octobers of 2018 and 2019 the number of manufacturing jobs rose from 2,600 to 2,700, a 3.8-percent growth rate. Statewide, manufacturing employment has also been faring well, posting year-over-year job gains for the past 19 months (May 2018 through October 2019).

◆ The Wenatchee MSA's leisure and hospitality industry lost 100 jobs between October 2018 (7,200) and October 2019 (7,100), down 1.4 percent. Washington's leisure and hospitality industry has been growing for 109 months (October 2010 through October 2019).

Agricultural employment

The Bureau of Labor Statistics' Quarterly Census of Employment and Wage (QCEW) program, conducted by the Washington State Employment Security Department provides agricultural and nonagricultural employment and wages for firms, organizations and individuals whose employees are covered by the Washington State Employment Security Act. Frequently termed "covered" or "QCEW" data, this information provides a reliable data set for comparing employment and wage trends at the county level.

In September 2019, revised annual average QCEW data for calendar year 2018 became available.

An analysis of industry employment changes from

2008 through 2018 shows that in Chelan County:

◆ Total covered employment rose from 39,242 in 2008 to 45,085 in 2018, a 5,844-job and 14.9-percent upturn. The number of agricultural jobs (a subset of total covered employment) increased from 8,445 in 2008 to 10,609 in 2018, a 2,164-job and 25.6-percent uptrend. In 2008 Chelan County's agricultural industry accounted for 21.5 percent of total covered employment. In 2018 agricultural employment accounted for 23.5 percent of total covered employment countywide. Hence, the agricultural share of total covered employment increased two percentage points (from 21.5 to 23.5 percent) in Chelan County during this ten-year period.

◆ Total covered wages (not adjusted for inflation) rose from \$1.236 billion (in 2008) to \$1.828 billion (in 2018) a \$592.4 million and 47.9 percent upturn.

The agricultural payroll (a subset of total covered wages) advanced from \$166.6 million in 2008 to \$292.6 million in 2018, a \$126.0 million and 75.6 percent uptrend.

In 2008 Chelan County's agricultural industry accounted for 13.5 percent of total covered wages and by 2018 agricultural wages tallied 16.0 percent of total covered payroll; meaning that the agricultural share of wages increased two and five-tenths percentage points (from 13.5 to 16.0 percent) during this ten-year period. Hence, one could generalize that in the most recent ten-year period, the footprint made by the agricultural industry on total covered employment and payroll in Chelan County has become relatively larger.

For Douglas County, an analysis of industry employment changes from 2008 through 2018 shows that:

◆ Total covered employment rose from 10,561 in 2008 to 12,934 in 2018, a 2,373-job and 22.5-percent upturn.

The number of agricultural jobs (a subset of total covered employment) increased from 2,662 in 2008 to 3,278 in 2018, a 616-job and 23.1-percent uptrend. In 2008 Douglas County's agricultural industry accounted for 25.2 percent of total covered employment.

In 2018 agricultural employment accounted for 25.3 percent of total covered employment countywide.

Hence, the agricultural share of employment edged upwards by a marginal one-tenth percentage point (from 25.2 to 25.3 percent) in Douglas County during this ten-year period.



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Colin Brine joins team at Icicle Creek Center for the Arts

ICCA news release

LEAVENWORTH — Colin Brine, founder of Wenatchee based leadership consultancy, Be Clearly, recently reached an agreement with Icicle Creek Center for the Arts to take on the role in a strategic move to enhance the organizations impact through its valued relationships with patrons, members and grantors.

The position, formerly known as the development director, is designed to leverage Brine's skills and grow the impact of the arts through the power of philanthropy and engagement.

"This is a vital position that will help us continue to grow and sustain the amazing community assets we have here at Icicle Creek," said Rebecca



Ryker, Executive Director.

"We consider this a big win for the organization to have Colin join us. His experience in leadership, strategy and engagement will help as we continue to build a thriving future for the

organization and all those we serve." Brine has also served as a CPA and principal of a local accounting and consulting firm.

He is also a former board member and president of Icicle Creek Music Center and has a long history of community engagement and public service.

"I am thrilled to join the visionary founders, leaders and talent at Icicle Creek and join them in the pursuit of bringing art to life." There is no better place for me to add value and no better time than now." Brine added.

About Icicle Creek Center for the Arts: The Icicle Creek Center for the Arts (ICCA) is a home for music education and performance located in Leavenworth.

WENATCHEE BUSINESS JOURNAL'S RESTAURANT GUIDE



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Cold Winter Nights Comedy Series

The Numerica Performing Arts Center presents the third annual **COLD WINTER NIGHTS COMEDY SERIES** presented by Atlas Fare – three months of comedy starting January 2020. Each month will feature a stand-up comedy show on the Numerica PAC stage turned into an intimate, energetic “black box” experience. Tickets are on sale now at the Numerica PAC.

JANUARY

The stand-up comedy headliner on January 18 at 7:30pm will be award-

winning stand-up comedian, actor and TV writer, Graham Kay. Described as “Quick, clever, deliciously sarcastic and brilliantly funny” by The Huffington Post Comedy, Graham has recently performed stand up on The Late Show with Stephen Colbert and on NBC’s BringThe Funny. He has also won the coveted Just for Laughs 2013 Homegrown Comic Competition, and has appeared on HLN’s On Call With Dr. Drew, Fusion’s Video On Trial, and the 2018 hit summer movie

Super Troopers 2. In addition, Graham’s comedy can currently be heard regularly on SiriusXM Radio and seen on The Comedy Network. Cold Winter Nights is intended for a mature audience and made possible by Atlas Fare, Jake Davison with American Family Insurance, Endsley & Co., Colleen Frei & Arius Elvikis, Mercantile, Vicki & Tom K Michael DDS, PS, North 40 Productions, Sweetwood BBQ & Dilly Deli, Tumbleweed Bead Co., and Alpha Media. General admission tickets

to each stand-up comedy show are \$22, and reserved VIP Tables for 4 are available for \$140. Tickets are limited. Series packages to all three stand-up shows are \$60.

For tickets and information, call 509-663-ARTS, go to www.numericapac.org, or visit the Box Office at the Stanley Civic Center, 123 N Wenatchee Avenue.

The Numerica Performing Arts Center at the Stanley Civic Center is a non-profit organization and naming partner with the Numerica Credit Union.

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