

WENATCHEE BUSINESS JOURNAL

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PHOTO BY GARY BÉGIN/WBJ

BNCW CEO Lee Pfluger.

BNCW selects Lee Pfluger as CEO

By Gary Bégin

The new BNCW CEO Lee Pfluger, spoke exclusively with the Wenatchee Business Journal late last month and this is what he had to say about his new credentials for the new position: "I operated Highmark Trim & Finish and Pfluger Craft LLC for 17 years building and installing

custom doors, millwork, stair systems and railings." Pfluger has been a member of BNCW for 12 years, on the Board of Directors for 9 years, was Chairman of the Board in 2018.

The 49-year-old Pfluger was also President of the Washington Small Business Council PAC 2016, and a

member of the Government Affairs Committee for several years.

"I enjoy hunting and fishing and pretty much anything outdoors," he said. Pfluger lives "off the grid" somewhere in the wilds of Badger Mountain in Douglas County.

Next month, Pfluger will

discuss the organizations "three year strategic plan." Be sure to read the article in the Wenatchee Business Journal - November edition.

Please turn to pages 11-14 for this month's BNCW Messenger member newsletter for more information about the organization.



GARY BÉGIN/WBJ

Wenatchee Network Group Celebrating 200th Anniversary!

The Wenatchee Network Group, pictured above, is celebrating its historic 200th year as a business organization. Well, that's being a bit optimistic and projecting into the future. Perhaps if you add up all the years of experience of every member it would be closer to 500 years. Pictured back row from left are: Greg Seeman of Greg's Carpet Clean; Ceinwyn Rudnick, Veritas Accounting; Sherry Gustin, Ameriprise Financial; Becky Pottorff, Quintessential Massage; Enedina Sandoval, Rodan+Fields skincare; Russ Alman - Digital Media Northwest and Perrin Cornell, Century 21; Front

Row from left, Char Sabo, marketing, After Hours Plumbing; Cleann Goodell, Made in the Shade; Sandra Morger, Numerica Credit Union and Brad Hauck, Reflections Hair Salon. To reach any of these go-getter Wenatchee businesses, send an email to Sherry Gustin at sginwa@aol.com and tell her which members' services you are interested in and she will contact them. (Many members were unavailable for photo, including WBJ photographer.) If you or your business are interested in joining the Wednesday noon group, come to the Eagles Club on the avenue. Lunch is on us.



PHOTO GARY BÉGIN/WBJ

New Chelan County Planning Director is maintaining his Kuhl

By Gary Bégin

There are few departments within county government as vital as Planning due to a simple fact: It determines forward progress, stagnation, a return to the past or a slide into oblivion.

Even the county website agrees with that premise stating, "The Department is responsible for the administration and enforcement of... International building, residential, mechanical, fire, and the uniform plumbing codes; FEMA flood protection requirements (and) Washington State Energy Code."

That is the basic platform, but it goes on, "The Department is the lead agency responsible for long range comprehensive planning... The Comprehensive Plan and development regulations are revised and updated on an annual basis."

For those not in the know, the "Comprehensive Plan" is the blueprint to our future as Chelan County residents, businesses, schools and basically all the nuts and bolts of our society.

Nothing much happens – building-wise – anywhere in the city of Wenatchee or the Metropolitan Growth Area (MGA) without the say-so of the Planning Director. The new director, recently hired by the Chelan County Commission, is Dave Kuhl. Kuhl spoke exclusively with NCW Media's Managing Editor Gary Bégin recently about his duties and work ethic steering the wheels of progress.

Wenatchee Business Journal: What was your biggest challenge when you first started here?

Dave Kuhl: Getting boots on the ground, recruiting experienced planners in a booming economy.

WBJ: What is your experience that prepared you for this position?

Kuhl: I was recently honored by the Washington's Planning Directors Association at the State Planning Director's Conference, for 30+ years working in planning (17 of those years have been as a Planning Director). The Director

SEE NEW CHELAN COUNTY PLANNING DIRECTOR PAGE 4

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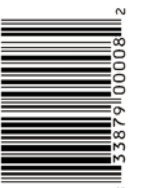
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NEWSSTAND LOCATIONS

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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Port of Chelan has Governor Inslee cut ribbon to greater economic opportunities in Cashmere



PHOTOS BY GARY BÉGIN/WBJ

Cashmere Mayor Jim Fletcher helped welcome two new businesses to his town.

Story and photos by Gary Bégin

CASHMERE – Governor Jay Inslee cut the ceremonial grand opening ribbon at the old Cashmere Mill District site in mid-September for the newest tenants of the Port of Chelan just constructed, multi-million

dollar business park.

Inslee started his remarks by stating he had the best job in the state of Washington, that is “besides some guy named Wilson” (Seahawks quarterback Russell Wilson)

Both state representatives Mike Steele and Keith Goehner were in at-

tendance as well as State Senator Brad Hawkins and Chelan County Commissioner Kevin Overbay.

The focus of the event was to show community support for Blue Spirits Distilling, LLC and Hurst International, LLC and it seemed to work quite well as the seating was full with another group of folks standing in various places.

The affair was catered by Cashmere’s own Taqueria el Chavo and also featured a guided tour of the Hurst printing facility.

Governor Inslee said he was excited that this particular facility could produce 15 million fruit labels per day. He was personally guided on a tour by Hurst CEO Ari Lichtenberg.

Blue Spirits Managing Member Jeffrey Soehren announced he had already employed 20 workers averaging \$30 per hour.

Cashmere Mayor Jim Fletcher said that it was not too long.



From left: State Senator Brad Hawkins, State Representative Mike Steele, Chelan County Commissioner Rory Turner and Governor Jay Inslee holding the scissors.



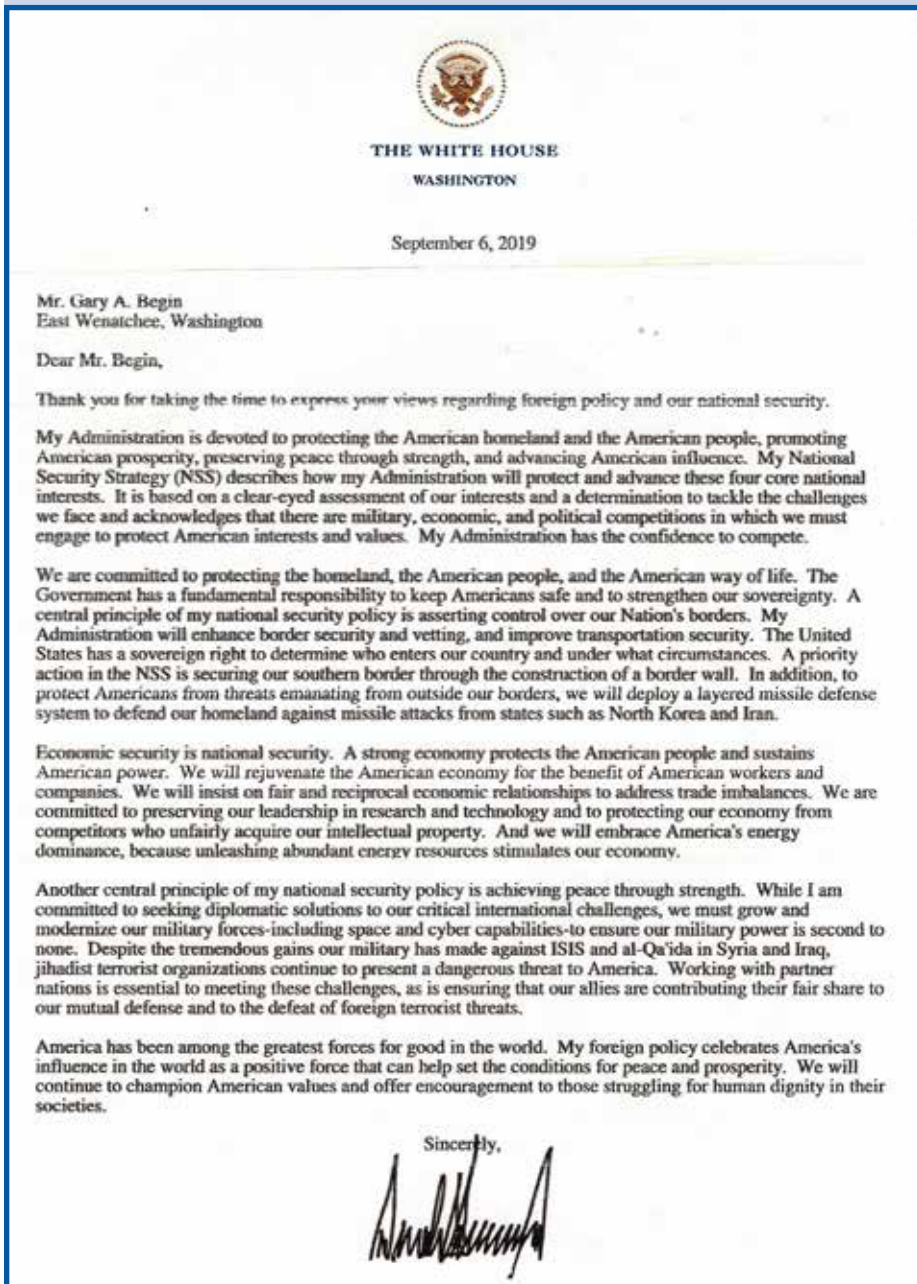
Washington Governor Jay Inslee, left, chats with Blue Spirits Managing Member Jeff Soehren during the ceremonial ribbon cutting.



A large crowd of more than 100 people attended the ceremonial ribbon cutting in Cashmere.

President Trump not too busy for communication

President Trump sent a letter to the Wenatchee Business Journal editor, Gary Bégin, in response to a column written last spring regarding general foreign policy concerns. The entire letter with original format is printed below.



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Cashmere Chamber of Commerce

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New Crunch Pak products feature SpongeBob SquarePants labels

Just in time for back-to-school lunches and snacks, Crunch Pak, the sliced fruit specialist, is partnering with Nickelodeon to create packages featuring SpongeBob SquarePants characters.

The four-ounce snack packs, bundled eight to a package, will feature SpongeBob, Gary, Patrick, Sandy and Squidward and will be initially sold at Costco stores in the Northeast United States before rolling out nationwide.

Launched on July 17, 1999, SpongeBob SquarePants has

reigned as the number-one kids' animated series on TV for the last 17 years, while generating a universe of beloved characters, pop culture catchphrases and memes, theatrical releases, consumer products, a Tony award-winning Broadway musical and a global fan base. SpongeBob SquarePants is the most widely distributed property in Viacom International Media Networks history, seen in more than 208 countries and territories, translated in 55+ languages, and averaging more than 100 million total viewers every quarter. SpongeBob SquarePants is created by Stephen Hillenburg and produced by Nickelodeon in

Burbank, California. The character-driven cartoon chronicles the nautical and sometimes non-sensical adventures of SpongeBob, an incurable optimist and earnest sea sponge, and his undersea friends.

"SpongeBob SquarePants and his friends have connected with generations of kids, and we know fans will love to see them on Crunch Pak," said Megan Wade, product development and marketing manager. "We can't wait to hear the response from Costco shoppers when they see these snack packs in stores."



Crunch Pak rolls out new 'Opera' pear product

Crunch Pak, the sliced apples specialist, is now offering its fresh sliced pears to retail customers.

Available in a 7-ounce package, the Opera sweet sliced pears will be available to customers nationwide beginning in mid-September.

The company first introduced its fresh cut pear technology at United Fresh Produce Association where the product won the 2019 Innovation Award in the best fruit category.

Slicing pears was an original goal of Crunch Pak when the company started in 2000 but the technology didn't exist to get the quality and consistency consumers wanted so the company kept working on research and development, said Megan Wade, product development and marketing manager.

"This was a team effort to develop and perfect the proprietary technology that allows us to slice pears and still keep the integrity of the product," Wade said.

The company is using the tagline, "Perfectly Ripe, Delightfully Aromatic," to communicate the essence of the sweet, sliced pears to shoppers.

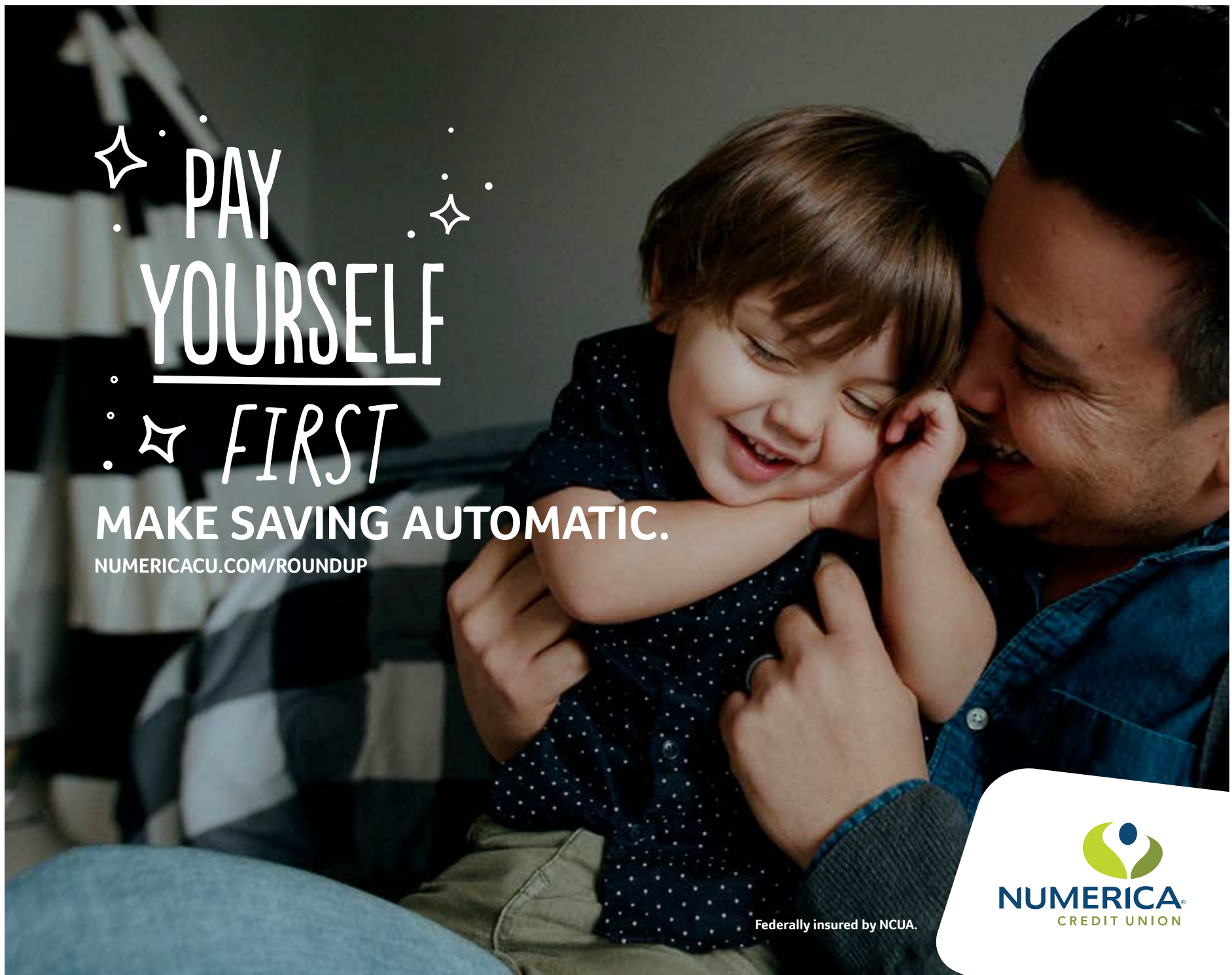
For more information visit crunchpak.com.



About Crunch Pak

Crunch Pak is the industry leader in fresh sliced apples. Founded in 2000, Crunch Pak is committed to providing the highest quality organic and conventional sliced apples in the market. Crunch Pak's family of brands includes Crunch Pak with Disney, Crunch Pak with Nickelodeon, and Crunch Pak Organics. The primary distribution is via retail channels; annually Crunch Pak creates more than 1 billion apple slices in Cashmere.

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Chelan PUD Commissioner Steve McKenna points to a chart with pride as it shows Chelan County's electric rates far below state and national averages.



Chelan PUD Communications Department assistant Christy Shearer demonstrates how to access a four minute video explaining the historical origins and purpose of the PUD system.

Chelan PUD educates consumers via open house event

Story and photos by Gary Bégin

The Chelan Public Utility District held an open house at the Confluence Technology Center in early September to explain its 2020 - 2024 Strategic Plan.

The event featured subject matter experts from several key PUD departments that were on hand to educate the public with handouts, verbal

Q&A and charts.

PUD Commissioner Steve McKenna was present to speak to whatever questions or concerns the general public had to offer.

He was especially proud of one chart in particular which showed how Chelan PUD electric utility rates compared to state and national averages. (See photo) PUD Managing Direc-

tor for District Services Justin Erickson said, "The open house is another way for the PUD to get more public interest in the strategic plan and involve the public."

The four-year plan seeks to balance "near and long term" rates so the PUD can maintain its low rates compared to the rest of the state and country, according to

talking points previously delivered by McKenna at an earlier meeting.

He reported that 2017 and 2018 as the "best years ever financially" in part due to the \$62 million Alcoa paid back to the utility.

The PUD also has the most cash on hand in its history and the debt has been reduced more than \$500 million since 2010,

McKenna pointed out.

Part of the PUD strategy going forward is to continue "asset investment" and identifying the "hydro system capability and distribution system reliability."

"All PUD assets are analyzed to ensure they create the best value for the long-term, including facilities and customer service

technology," according to McKenna.

The "strong financial position" is due primarily to wholesale marketing of surplus energy which includes 20 percent of revenue from sales of power to area retail consumers and 80 percent wholesale gleaned from contracts with major industrial users at higher rates than retail.

CONTINUED FROM PAGE 1

New Chelan County Planning Director is maintaining his Kuhl

experience ranges from the fastest growing county in the U.S. (Pinal County, Arizona, 5,400 square miles) during a massive building boom, and small cities as well on the other side of the spectrum. I have two degrees, B.A. University of Montana, and

master's degree in Organizational Management.

WBj: What about working with novice builders?

Kuhl: All builders use the same uniform building code to build. For a novice or an experienced builder, the process is the same. Every

property built may have unique characteristics that could affect how it is developed and engineered. For a novice builder I will take more time to help them through the process because there may be steps that they are not familiar

with. I like the opportunity to help them understand the process.

WBj: How is it when working with trade groups like BNCW?

Kuhl: I have a respect for all sides of building and development. This is an opportunity to work with contractors to talk about building codes and see how they play

a role in their profession and their daily lives.

Land use regulation is a balance of citizens property rights and the public safety and welfare. The county vision of what that looks like is dictated and put into code by public input. As an employee of Chelan County, under the direction of the County Commissioners, we

are here to carry out that vision. Land use regulations are established to protect individuals, their property rights and their largest life-long investment they will ever make.

WBj: Anything else to add?

Kuhl: Chelan County is a beautiful place to live with so much to offer.



Beacon Health provides free mental health services via 24/7 hotline

Beacon Health to provide mental health crisis services in Washington via a free, 24/7 crisis hotline – a critical resource for the North Central region.

According to the National Institute of Mental Health, approximately 1 in 5 U.S. adults (46.6 million) experience some form of mental illness each year, with only 41% of adults in the U.S. with a mental health condition receiving mental health services last year (Substance Abuse and Mental Health Services Administration).

While Beacon's crisis line can be used for urgent situations such someone talking/thinking about harming themselves or others, acting

recklessly or violently, hallucinations, delusions, or substance use crisis, it can also be used for more routine services such as referral to a mental health professional for stress, anxiety, depression, and more!

Additionally, Beacon can connect callers to trained counselors who work with the caller to provide individualized support, reducing the risk of unnecessary ER visits and freeing up 911 resources for other emergency situations.

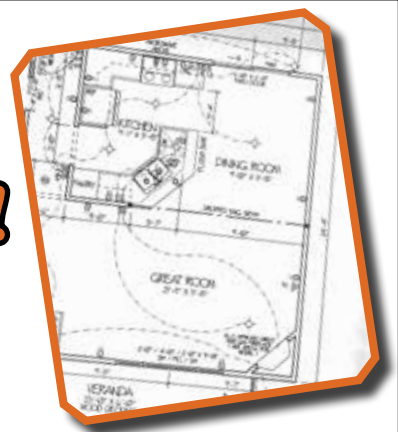
The crisis line number for North Central Washington is 800-852-2923. For more information: WACrisisLine.com.

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Junior Achievement: \$20k gift for programs within the 29 school districts of the NCESD

NCESD news release

The gift, provided by the Young Adult Consumer Education Trust (YACET), will expedite Junior Achievement's plans to hire a regional coordinator focused on building local school, business and volunteer support for Junior Achievement's youth work-readiness and financial education programs within the 29 NCESD districts.

YACET expects the position to be created and filled within a year and intends to provide \$100,000 in support over five years.

"Young people today face bigger financial decisions earlier in their lives than previous generations and the consequences can be devastating and long-lasting" says YACET board member Luke Evans. "Junior Achievement helps young people learn

to plan ahead, take responsibility for their lives, and make smart choices. These are critical components of financial literacy and align with YACET's mission to foster wise spending habits, financial discipline and fiscal knowledge."

Educators, businesses and community members interested in participating in Junior Achievement can contact Regional Director

Richard Perez for more information: (509) 853-1006.

YACET also supports youth financial education by facilitating high-quality teacher training experiences and partnering with the North Central Educational Foundation to fund small classroom grants. YACET is looking for additional ways to support youth financial education efforts in NCW and welcomes ideas through YACET.org/contact.

Junior Achievement is a national organization focused on inspiring and preparing young people to succeed in a global economy.

It is the nation's largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their futures, and make smart academic and economic choices.

Junior Achievement's programs – in the core content areas of work readiness, entrepreneurship and financial literacy – ignite the spark in young people to experience and realize the opportunities and realities of work and life in the 21st century.



GARY BÉGIN/WBJ

Representatives from YACET, Junior Achievement and the NCESD pose with the huge check for \$20,000. From left are: JA's Richard Garcia, Washington state President and CEO Natalie Vega O'neil, Numerica Credit Union representative Jesse Mendoza, Trisha Shock of NCESD and Luke Evans, YACET board member.

Sen. Cantwell gets \$225K grant for NCW counties

Cantwell news release

WASHINGTON – U.S. Senator Maria Cantwell (D-WA) announced last month that the North Central Washington Economic Development District has been awarded an Economic Development Administration (EDA) grant by the U.S. Department of Commerce to implement a comprehensive economic development strategy (CEDS) for Chelan, Douglas, and Okanogan counties.

The grant contributes \$225,000 to the \$450,000 CEDS project, which establishes a roadmap for private and public sector collaboration to create economic development that strengthens and diversifies the regional economy, supports private investments, and creates jobs in the region.

"This grant is critical to help provide the vision that Chelan, Douglas, and Okanogan counties need to continue to create sustainable jobs and spur diverse economic development," said Cantwell, the Ranking Member of the



SUBMITTED PHOTO

Sen. Maria Cantwell (D-WA)

Senate Committee on Commerce, Science, and Transportation and a member of the Senate Small Business Committee. "Creating strong private and public partnerships will help the region find new and innovative ways to increase job growth and economic opportunity."

Senator Cantwell has been an ardent supporter of EDA grants during her career in the Senate. She consistently supports the program during the appropriations process, ensuring that strong economic development projects throughout the country receive the necessary funding.

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BREAST CANCER AWARENESS MONTH

Wellness Place goes pink for October

Submitted by Julie Lindholm, Executive Director, Wellness Place

In honor of "Breast Cancer Awareness" month, Wellness Place in Wenatchee is going all pink this October with many events to bring awareness and support the Wellness Place in their mission of providing FREE support to cancer patients and their families in North Central Washington.

Icicle Brewing's "1 in 8 IPA" Special Beer Release Tuesday, October 8, 5 p.m.-close. Join the Wellness Place at Icicle Brewing Company in Leavenworth for the new release of their "1 in 8 Fresh Hop IPA" beer. Owner, Pam Brulotte, along with her long-time friend Shelley (and owner of CLS Farms) are both breast cancer survivors and have collaborated on this special brew, because 1 in 8 women will get breast cancer in their lifetime. A donation of \$1 per pint of the "1 in 8 IPA" and 25% of that evening's sales will go to the Wellness Place in Wenatchee and the Wellness House in Yakima, both non-profit organizations with a mission in supporting cancer patients and their families.

Pink in Pybus Day – Saturday, October 12, 10 a.m. -2 p.m. Pybus Public Market will join in the awareness and go pink for the day! Stop by the Wellness Place table and get tickets to the Wenatchee Wild "Pink in the Rink" home hockey game on Saturday, October 26 and limited edition "Pink in the Rink" T-shirts and hoodies. A portion of the

proceeds from ticket sales and apparel will go directly to the Wellness Place. Pybus Public Market, made possible by Pybus Foundation.

Paint the Rink Pink – Monday, October 14, 5-6:30 p.m. Join in on this FREE special event and paint the ice pink with names and messages for those affected by cancer. The visual artwork will be frozen on the ice for the big October 26, "Pink in the Rink" hockey game! Wellness Place staff and volunteers will be on hand, so you can get tickets for the big game and limited edition t-shirts and hoodies.

Pink in the Rink Wenatchee Wild Hockey Game – Saturday, October 26. 7:05 p.m. The Wenatchee Wild hockey team in conjunction with Confluence Health present the annual "Pink in the Rink" event. Come cheer on your local Wenatchee Wild team and fill the stadium with pink! You can get limited edition Wellness Place "Pink in the Rink" T-shirts or hoodies to show your support, as well as 50/50 raffle tickets and pink Chuck a Puck for chances at

various prizes. The Wild players will be wearing specially designed pink-themed jerseys, a select few of which will be live-auctioned off immediately following the game. Proceeds from the night's events will go to the Wellness Place.

Wellness Place Gala Benefit – Friday, November 1 from 5:30- 9:00 p.m. Rounding off the month of October, the Wellness Place invites you to an evening of celebration and empowerment as we raise funds (and spirits!) to continue our mission. Their 6th Annual Fundraising Gala will be hosted at Pybus Public Market. Tickets are \$60 per person and are available at www.wellnessplacewenatchee.org.

Wellness Place is a 501(c)3 nonprofit organization in North Central Washington dedicated to nurturing community health and the well-being of our neighbors through connection, education, and inspiration. With the power of donations and community engagement, we are able to provide FREE support to cancer patients, innovative programs to help elders stay active and independent. For more information visit www.wellnessplacewenatchee.org.



Icicle Brewing announces 1 in 8 IPA to coincide with Breast Cancer Awareness Month

L/R top Icicle Brewing owner and 4 year cancer survivor, Pam Brulotte, Wellness Place Founder Carl Kobeck, board member, Dr. Tom Halgren, Icicle Brewer, Holly Brieger. Bottom row, Shelley Desmarais owner of CLS Farms in Yakima and also, Brulotte and Desmarais are celebrating the release of the "1 in 8" IPA. 10% of the special brew and 25% of the evenings sales will go to Wellness Place in Wenatchee and Wellness House in Yakima.

Breast Cancer Resource Guide

LOCAL SUPPORT

- * **Cascade Medical, Leavenworth**, 548-5815.
- * **Cancer Care of NCW, Inc. Our House, Wenatchee**: 663-6964 or Email: cancare@nwi.net
- * **Wellness Place, Wenatchee**, 888-9933. Support groups, and other resources.
- * **Confluence Health/ Wenatchee Valley Medical**, 663-8711.
- * **Confluence Health, Breast, Cervical and Colon Cancer Health Program**, 664-3415.
- * **EASE Cancer Foundation, Cashmere**, 860-1322 or www.easecancer.org
- * **Seattle Cancer Alliance**, 800-804-8824, www.seattlecca.org

* **Blood & Marrow Transplant Information Network** 1-888-597-7674, www.bmtinfonet.org

* **Y-ME National Breast Cancer Organization**, 1-800-221-2141. Yourshoes 24/7 support center, y-me.org. (24 hour, translators available in 150 languages).

* **Dr. Susan Love Research Foundation** 1-310-230-1712, www.SusanLoveMD.org.

Become a member of Love/Avon www.armyofwomen.org or 866-569-0388

* **Living Beyond Breast Cancer**, 888-753-5222, www.lbbc.org.

* **National Breast Cancer Coalition**, 1-800-622-2838, www.stopbreastcancer.org or www.canceradvocacy.org

* **National Coalition for Cancer Survivorship**

* **Online community Cancersavory.org** use to create your own Web pages

* **Susan G. Komen For the Cure**, 1-877-GO-KOMEN, www.komen.org

* **The Breast Cancer Alliance**, 203-861-0014, www.breastcanceralliance.org

* **National Lymphedema Network**, 1-800-541-3259, www.lymphet.org.

* **SHARE (Breast Cancer Hotline)** 1-866-891-2392, www.sharecancersupport.org

* **Vital Options International**, 1-800-477-7666 www.vitaloptions.org

* **Zero Breast Cancer:** www.zerobreastcancer.org

These are only a few of many national organizations, please call your local hospital, clinic or call The American Cancer Society for more information in your area. 1-800-ACS 2345.

NATIONAL SUPPORT

- * **American Cancer Society, (ACS)** 800ACS-2345, www.cancer.org. Programs include: *I Can Cope, Look Good, Feel Better, LookGoodFeelBetter.org*, 800-395-LOOK
- Reach to Recovery, a one to one survivors' help program.*
- New Birthday Campaign: Less Cancer, More Birthdays.* MoreBirthdays.com, Facebook and blog OfficialBirthdayBlog.com or Cancer.org/circleofsharing.
- * **American Society for Therapeutic Radiology and Oncology**, 1-800-962-7876, www.astro.org.
- * **American Society of Plastic Surgeons**, 888-475-2784, www.plasticsurgery.org.
- * **AVON Foundation** www.avonfoundation.org

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10 TIPS to Attract New Customers

Every small business owner wants to attract new customers. The following are 10 tips from the SBA blog to attract new customers:

Ask for referrals - Build referral-generating activity into the sales process.

Network - Approach networking with the attitude, "How can I help others?" rather than "What's in it for me?" By thinking about how you be of service, you'll build relationships that lead to new customers.

Offer new customer incentives - Introductory offers can lure curious customers in your door by providing a low-risk way to try your products or services.

Reconnect with old customers - Reach out to dormant customers with a special offer via email, direct mail or phone, they'll be glad you remembered them and want to win them back.

Improve your website - Give your website a once-over to make sure that the design, content, graphics and SEO are up-to-date.

Partner with complementary businesses - Team up with businesses that have a similar customer base, but aren't directly competitive, and strategize how you can target each other's customers to drive new business to each other.

Promote your expertise - Participate in industry panel discussions or online webinars, speak at industry events or to groups your target customers belong to.

Use online reviews to your advantage - Cultivate your reviews and make the most of them. Link to reviews on your website and post signage in your location urging customers to check out your reviews.

Participate in community events - Raise your profile in your community by taking part in charity events and organizations.

Bring a friend - Offer two-for-one, "buy one, get one free" or "bring a friend" deals to get your regulars to introduce new customers to your business.



High tech video messaging comes to TTC.



Daktronics installs LED video displays at Town Toyota Center

TTC news release

Town Toyota Center, a regional multipurpose events center located in Wenatchee, partnered with Daktronics (NASDAQ-DAKT) of Brookings, South Dakota to design, manufacture and install a new LED video display and two ribbon displays just in time for the hockey season!

"The new displays will provide a better fan experience. They are the same ones used in the NFL, NBA and NHL and we are excited to get to offer that kind of

quality to the attendees of our games and events" said Chris Berg, the Town Toyota Center's director of operations.

In fact, Daktronics displays and systems are found in 21 of 31 NFL facilities, 10 of 29 NBA facilities, and 16 of 31 NHL facilities, making them the largest market shareholder in the industry. Daktronics' reputation for thrilling thousands of sports fans across the nation was a major reason the Town Toyota Center choose to purchase and install their

technology over competitors.

The main video display for Town Toyota Center is installed on the end wall of the venue and measures 13 feet high by 23 feet wide. It features 5.9-millimeter line spacing to bring crisp, high-resolution imagery to patrons in every seat. It is capable of variable content zoning allowing it to show one large image or to be divided into multiple zones to show a combination of live video, instant replays, statistics, graphics and

sponsorship messages.

"The entire staff at Town Toyota Center has been a pleasure for us to work with," said Ryan Reiff, Daktronics sales representative. "Daktronics is excited to be able to amaze and entertain fans in Wenatchee for years to come!"

Along the seating fascia, two ribbon displays were installed to bring additional graphics and information to viewers. Each board measures 2 feet high by 184 feet wide and features 15-millimeter line spacing.

About the Town Toyota Center



The Town Toyota Center provides quality entertainment, sporting and recreational events to the communities of North Central Washington. A hub for many of the community's large events, it's 4,300-seat multi-purpose space is home to hockey games, indoor football, festivals, conventions, concerts, ice shows, graduations and much more. Learn more about what the Town Toyota Center offers at towntoyotacenter.com.

About Daktronics



Daktronics helps its customers to impact their audiences throughout the world with large-format LED video displays, message displays, scoreboards, digital billboards, audio systems and control systems in sport, business and transportation applications. Founded in 1968 as a USA-based manufacturing company, Daktronics has grown into the world leader in audiovisual systems and implementation with offices around the globe. Discover more at daktronics.com.



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REP. MIKE STEELE
LEGISLATIVE UPDATE

Dear Friends and Neighbors,

Time seems to fly by when you're busy! It's difficult to believe summer has ended. Since the conclusion of the 2019 session, I've devoted large blocks of time to learning about the evolving needs of our communities.

During the past several weeks, I've met with constituents, community leaders, small business owners, farmers, agriculture workers, teachers and administrators, forest health experts, public policy analysts, and healthcare executives. At these meetings, I learned about the issues that matter the most to our district. Getting this kind of first-hand information is invaluable to my work for you in Olympia.

Here's a quick look at some of my activities:

In June, I joined other lawmakers on a "Food and Farm" tour through the region. Being raised on a farm – working alongside my family on their local orchard – is one of the greatest gifts my parents ever gave me.

Agriculture is a key ingredient in our state's continuing economic success. We need to remove obstacles to industry growth and give farmers and ranchers every opportunity to succeed.

Visiting Morgan Owings Elementary School was one of the highlights of my summer. Listening and talking with students, teachers and facility confirmed what I've been saying for years: We need to set aside differences in politics and do the hard work necessary to create a system that gives every student the opportunity to succeed.

On June 28, I helped cut the ribbon at the opening ceremony for the Leavenworth Park and Ride. This brings closure to the hard work I put into securing the funds necessary for this facility. In July, I toured Methow Recycles and learned about challenges facing this industry.

Recycling reduces waste. It also

spurs economic activity by providing a source for materials that can produce new goods and jobs.

Several problems and issues in the industry have caused a decline in the recycling process. Recycling waste cost-effectively is a growing public policy concern.

We need to work with industry experts to create more productive outcomes for the industry.

In August, the National Conference of State Legislators brought together lawmakers and staff from around the country.

We learned about innovations in public policy and discussed how to improve the effectiveness of state government.

Some issues tackled included K-12 and higher education, budgeting and finance, criminal justice reform, behavioral health challenges, economic development, and transportation infrastructure.

The Methow River's steady erosion continues to threaten Twisp's Community Covenant Church.

In July, officials from the Washington Department of Fish and Wildlife (WDFW) met with church officials and others to advise them on how to protect their infrastructure.

During the meeting, we also learned about future flood control and erosion abatement plans for the area.

Not all the events this summer were about public policy. Some were just good old-fashioned community fun!

A big thank you to the people of Cashmere for inviting me to attend the Founder's Day Parade on June 29.

(Editor's Note: Rep. Steele also attended the September ribbon cutting by Governor Jay Inslee for the latest Port of Chelan tenants in their newly constructed Cashmere Mill District. That ceremony welcomed Hurst International LLC, a fruit label manufacturer and Blue Spirits, LLC, a distiller of alcoholic products.)

Cleaning company has two fireballs at helm

Story and photos by Gary Bégin

What do you get when you combine two like-minded "On-A-Mission" women, ready for career changes, with the Wenatchee Valley? A one-of-a-kind multi-faceted Home Services company!

The power duo of Kristen Kennedy and Michele Stutzman literally started out of their garage three years ago with under \$500 in start-up costs. Stutzman and Kennedy launched their encore careers with Below the Surface Cleaning, a residential, new construction and small office cleaning company.

"In the beginning, we would take any job that came our way. It's just what you do when you are start-



Kristen and Michelle strike a pose for the WBJ camera.

ing out. We went through rental agencies, doing sporadic work with long hours. We would even do out of area work. Late notice jobs. Jobs no one else would take" said Stutzman.

The two women had a couple aces up their sleeves to which they attribute a large portion of their

success: Firstly, both women are well-established in the greater Wenatchee Valley community. Twenty-plus years for Kristen, and 30-plus years for Michele. They both firmly believe in the importance of networking and community service.

SEE CLEANING COMPANY, PAGE 18

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Bob Wise
Chief Financial Officer
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VETERAN-OWNED & OPERATED BUSINESS



View From the Hill

Goodbye Beddy Bye?

Kill the Anxiety Hamster and Burn its Wheel

By Heather Hill
Veterans Counseling
Services of Central
Washington

Sleep is critical. During sleep the body releases growth hormones which supports body repair and functions. Sleep supports the decrease of stress hormones and supports the immune system.

Sleep, however, evades and retreats from many combat veterans due to symptoms of Post-Traumatic Stress Disorder (PTSD).

There are several reasons why sleep becomes an idea to veterans rather than reality.

Here are a few:

Anxiety: Veterans struggle

with falling and staying asleep due to symptoms of anxiety and resulting rapid thoughts.

Anxious thoughts are like a pet hamster frantically going around and around on its exercise wheel with no destination.

Veterans may be able to fall asleep despite anxious thoughts but later wake for a variety of reasons (toilet, etc.).

Once awake, the anxiety hamster also wakes, does some pre-PT stretches, and jumps back on the endless wheel of thoughts preventing sleep once again.

Nightmares: Many combat veterans struggle with nightmares.

Veterans may fall asleep to only find themselves engaged in horrific traumas they experienced while deployed.

Veterans may startle awake during nightmares with overwhelming feelings of panic and anxiety.

Once awake, resuming sleep from a nightmare is difficult due to increased blood pressure and pulse due to distress. Veterans may continue to experience emotions from the nightmare outside of sleep such as fear, sadness, anger, guilt, etc.

Elevation in physical reactions and emotional reactions can cause the anxiety hamster to resume its ex-

ercise routine and anxious circular thoughts resume.

Alcohol: Veterans may utilize alcohol to medicate themselves to the point of slumber. This is not beneficial and negatively impacts quality of sleep.

Alcohol blocks REM sleep, the most beneficial and restorative type of sleep. It also effects circadian sleep rhythms through decreasing a critical sleep hormone which sustains sleep until the body is fully rested.

Alcohol also relaxes veterans' muscles which can lead to snoring and sleep apnea.

Both impact the quality of restorative sleep. Snoring may also cause restless partners/spouses to continually gently tap (slap), nudge (punch), or shake (drop kick) veterans from their slumber due to their snoring sounding like semi-trucks utilizing their Jake-brakes on steep declines.

Alcohol is a diuretic and causes increased urination.

The anxiety hamster waits silently in anticipation of the veteran stumbling to the toilet in order jump on the opportunity to rotate its exercise wheel like a frenzied athlete participating in a cycle class at gym.

So what? Veterans do not need to continue to combat the cycle of insomnia. Vet-



SUBMITTED PHOTO

Heather Hill

erans can kill the anxiety hamster and burn its stupid wheel to the ground through good sleep hygiene and other therapeutic techniques.

Good sleep hygiene is the most non-evasive way to support improved sleep. Terminating electronic use at least an hour before bed is critical.

The blue light that is emitted from electronics negatively impacts the sleep hormone melatonin and increases the difficulty in falling asleep. ying routine bedtimes and waking times also improves sleep quality.

Using the bedroom for only sleep, as well as procreation activities, ques the subconscious that sleep is on the agenda when entering the bedroom. Avoiding stimulants prior to bed is also wise.

Therapeutic techniques include utilizing mindfulness. Mindfulness is the discipline of concentrating ones thought on the present moment and not allowing other thoughts and emotions to hijack one back to the hamster wheel of anxiety. As with any discipline, it takes practice to build efficiency.

Deep breathing can also

decrease blood pressure and support the body relaxing to support sleep.

Sleep stories and guided meditation can support the decrease in symptoms of anxiety, and there are a variety of online resources and are easy/free to access.

Nightmares are often the body's subconscious attempting indicate there is something that needs to be dealt with, and can be done with the support of the therapist. Medications can support improved sleep quality.

There are a variety of medications which can support sleep available over the counter or through physicians.

There are also medications that have been proven to terminate nightmares in many veterans. **(Before beginning any new medication, always consult a physician)**

Improved sleep quality supports the decrease in symptoms of anxiety, depression, and PTSD.

Make sleep a priority, utilize good sleep hygiene, and consult physicians and mental health therapists for support and kill the anxiety hamster.

Editor's Note: Psychotherapist Heather Hill served in the United States Army and is a partner in Veterans Counseling of Central Washington, located at 610 N. Mission St, Ste 202. Call 509-667-8828 or visit centralwashingtonveterans.com for more information or to refer a veteran to a caring, non-governmental therapy program. Heather will be contributing a mental health column for veterans every month exclusively for the Wenatchee Business Journal.

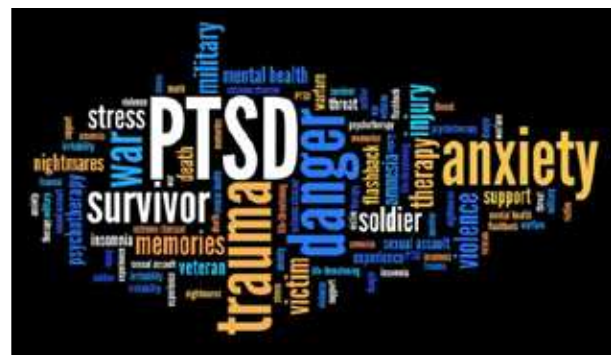
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Davis Furniture incorporates Ashley HomeStore

Davis Furniture, the locally owned home furnishings store, is adding an Ashley HomeStore inside its existing location in downtown Wenatchee.

The move will expand Davis' inventory into new categories and allow the independent retailer to leverage the national advertising power and name recognition Ashley delivers, said owner Sarah Bumps.

"Our new relationship with Ashley is good for the local shopper," Bumps said. "We still carry the lines that people are familiar with – such as La-Z-Boy, and the Ashley HomeStore affords an even broader price point and more selection."

Davis has featured Ashley products over the years, but this is the first time the company will dedicate a showroom to the brand.



SUBMITTED PHOTO

The new Ashley HomeStore will feature bedroom, dining room, upholstery, motion upholstery, leather, occasional tables, entertainment centers, home office, youth bedroom, recliners, mattresses, lamps, accent pillows, throw, area rugs and accessories.

"People will find a lot to love in Ashley's wide selection of on-trend furniture styles," Bumps said.

With the addition of the Ashley HomeStore signage to the exterior of the store at 125 S. Wenatchee Ave., shoppers will be able to easily identify the brands within

Davis Furniture at a glance.

"We have two shopping options in one easy location," Bumps said. "I can't wait for people to come see the work we've done and the new selection from Ashley HomeStore."

For more information visit davisfurniturewa.com.

City of Wenatchee New Business Licenses August 2019

Signs Plus	Jim Sutterfield
Bellingham, WA 98225 360-671-7165	Sign install and repair
Danny Boy Lane LLC	Dan Pershall
Wenatchee, WA 98801 509-662-3168	Duplex rental
United Brothers General Contractor, LLC	Jose De Jesus Lopez
Yakima, WA 98901 509-961-6099	Home remodels
Wafra	Stacy Gilmore
123 Ohme Garden Rd, Suite G Wenatchee WA 98801 509-470-9061	Non-profit helping seasonal workers
ReconitionIT	Aaron Floyd
Wenatchee, WA 98801 509-866-6947	Home Computer Support
Recaptured Building Materials Marketplace DBA: ReCapturit	Lawrence LaMotte
Wenatchee, WA 98801 206-619-8901	Online buying/selling of recaptured building materials
North Ave Wenatchee Custom Cycles	Thomas Rutherford
1208 Walnut St Wenatchee, WA 98801 509-630-5059	Motorcycle Repair
Western Construction Services, Inc.	Kenneth Andrews
Vancouver, WA 98661 360-699-5317	General Contractor
Studio No 7	Katherine Turner
5 S Wenatchee Ave, Suite 101 Wenatchee, WA 98801 509-421-2038	Tattoo Studio
L Ricki Designs & Alterations	Laura Rickman
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DBA: Sunrise Dental of Wenatchee 620 N Emerson Ave, Suite 304 Wenatchee, WA 98801 509-886-0500	Family Dentistry
Barber's House	Francisco Javier Santos Diaz
222 S Wenatchee Ave Wenatchee, WA 98801 509-264-2468	Barber services
WenDBR, LLC	AAWL LLC
25 N Worthen St Wenatchee, WA 98801 509-662-0600	Hotel – Hilton Garden Inn
The Ave Barber Shop	Heriberto Pickardo
136 N Chelan Ave Wenatchee, WA 98801 509-470-7805	Barber services
Best Western Plus Wenatchee	Bakulesh Patel
815 N Wenatchee Ave Wenatchee, WA 98801 509-662-1700	Hotel
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▶▶▶ SEE PAGE 16

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

OCTOBER 2019 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!

- Anytime Restoration LLC – 4 years
- Berkshire Hathaway Home Services – Jessup Real Estate – 3 years
- Christine Douglas, Broker, Realtor @ Laura Mounter Real Estate & Co. – 1 year
- Columbia River Steel – 8 years

- CW Painting LLC – 1 year
- G.W.A.T.A. – 3 years
- Guild Mortgage Company – 5 years
- J & K Earthworks, LLC – 13 years
- JLW Custom Concrete, Inc. – 18 years
- McDonald Building, LLC – 22 years
- NCW Economic Development – 4 years
- Pape Material Handling – 13 years
- Riverway Contractors, LLC – 22 years
- Sadler Construction, Inc. – 22 years
- Trinity Inflatables – 10 years
- Two Rivers Sand & Gravel, Inc. – 8 years
- Windermere Real Estate/NCW – 3 years
- WV Chamber of Commerce – 13 years

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TOP 7 PRACTICES TO STOP HR ISSUES FROM GETTING MIXED UP WITH L&I CLAIMS

APPROACH management services

Lots of things can go wrong when HR issues get mixed up with L&I claims. Luckily, there are a set of best practices that can protect your company while permitting reasonable disciplinary actions. With these best practices in place, it's even possible to demonstrate that time-loss and/or Kept on Salary are not appropriate for any days that the employee is suspended due to a disciplinary matter. In other words, once your employee has accepted a light duty position, he or she can still be suspended – even immediately – for documented violations, as long as it's consistent with company policy for every employee.

Best practices to enforce workplace rules and discipline with an L&I claim

These best practices must apply to all employees, not just the injured ones, so let's start with the steps that come before a claim is even filed:

Do these now:

1. Develop clear company policies in an employee handbook, then document with signatures that employees have received and understand the policies. Approach can provide templates.
2. Don't paint the company into an inflexible box. Build flexibility into your program, you may need it.
3. Create disciplinary tools such as Corrective Action Forms and 3 written warnings. Inform workers about these policies, train supervisors how to implement them, and USE THEM!
4. When a worker violates policy, present the form and/or written warnings in a meeting with the worker, have the worker sign the form, and then document the employee file. This is crucial to demonstrate a pattern of behavior.
5. If a workers' comp claim is filed, always document light duty with an approved job description/job analysis and a valid, signed job offer letter. This becomes the contract of light duty. Without it, the job is not a Valid Job

SEE TOP 7 PRACTICES, PAGE 14

2020 HOME SHOW

home SHOW
experts. ideas. innovations. inspiration
2020

With the 2019 Home Tour in the rearview, Vendor Registration is now open for the 2020 BNCW HOME SHOW! With a record number of vendors participating in last year's show space is sure to sell-out quickly this year! For information and registration call Kim at 509-293-5840.



MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

OCTOBER 2019 ASSOCIATION NEWSLETTER

PAGE 2

BNCW's:

FROM A DIFFERENT PERSPECTIVE

Fitful Fed

“As expected, the Fed dropped its benchmark rate a quarter-point to stimulate the US economy against a backdrop of global slowing, rising trade concerns, and persistently weak inflation. What happens next? Seven of 17 officials expect one more cut this year; 10 think rates should be lowered no further. Markets were unphased; this information did not rattle them. Policymaker divisions are unsurprising given the high level of economic uncertainty.”

Elliot F. Eisenberg, Ph.D.
GraphsandLaughs LLC
elliott@graphsandlaughs.net
Cell: 202.306.2731,
www.econ70.com



25th Annual BNCW and Sangster Motors Home Tour & Remodeling Expo a Success!

The 2019 BNCW and Sangster Motors Home Tour & Remodeling Expo was a great success! Once again, we wish to recognize this year's participating Tour builders for their dedication to excellence!

These builders worked diligently to keep their projects on schedule and to have their homes ready so that a few thousand attendees could enjoy this annual event!

Again, this year's participating builders were:

- Lange Construction LLC
- Lexar Homes

- Monteith Construction, LLC
- Carlisle Classic Homes
- Village Life
- Wessman Construction
- Pinnacle Custom Builders Inc.
- Stimac Construction, Inc.
- Real Homes

Congratulations to the following builders for winning the People's Choice Award in their class:

- Class I – Wessman Construction
- Class II – Lange Construction LLC
- Class III – Tie! Pinnacle Custom Builders Inc. and Monteith Construction, LLC

For more award information, please visit www.BuildingNCW.org.

Once again, we wish to recognize and thank each of our valued member sponsors; advertisers; and, our valued volunteers – including the Wenatchee Valley College Athletes and their coaches – for making this year's event possible. We're sincerely grateful!

If you missed this year's Tour, be sure to go online at www.BuildingNCW.org for a virtual tour of this year's homes!



Every year the annual BNCW and Sangster Motors Home Tour and REmodeling Expo offers the most current building trends, designs and features. This year was no exception.

Ten different homes were featured by nine member builders.

Homes from cottage style living to modern design to sizable custom homes impressed patrons of this year's tour.

Trending design features included whole home audio, feature tile or wood accents and vaulted ceilings.

Eight of the homes were located in the Wenatchee

vicinity while two were up valley in the Plain and the Coles Corner areas.

Considering that drive, hundreds of people made their way to view those spectacular homes.

Every year, by seeing all of the tour homes, individuals are entered in to win \$500 cash!

This year's winner, Audrey, was on the tour with her entire family enjoying the beautiful homes and supporting this long time community event.

Every person that went on the tour this year was able to vote for their favorite homes in three different classes

(based on structure only value). Please see winners in the article above.

Not only was it the Home Tour's anniversary but long time naming sponsor, Sangster Motors, is also having an anniversary this year. 30 years in business is an amazing accomplishment!

Congratulations to Sangster Motors and thank you so much for supporting this event year after year.

There was a lot to celebrate this year and we hope that you enjoyed the 2019 tour!

Thank you for all of your support and we look forward to seeing you again next year!

Building! MEMBER MESSENGER

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

OCTOBER 2019 ASSOCIATION NEWSLETTER

PAGE 3

Tour Kick-Off Party Corn Hole Tournament Winners!



Corn Hole – First place



Corn Hole – Second place



Corn Hole – Third place



Our 7th Annual Chefs on Tour event, sponsored by E.D.Y. Construction Corp, was one for the books! Four of the tour homes featured a local chef and wine/beer/cider.

Lexar Homes featured Entiat Pub 'N Grub paired with Iron Horse Brewery. Iron Horse even poured out of the homes built in taps!

Village Life had two homes; one featured Badger Mountain Brewing's beer as well as food from their new expanded menu and the other featured Son of a Brisket Catering (best name ever!) along with Milbrandt Vineyards.

Last but certainly not least, Lange Construction's home featured The Windmill Restaurant paired with the 2018 Best Beverage winner Bad Granny Cider. We would also like to thank Caliber Home Loans for sponsoring water bottles for the event attendees.

The competition was fantastic! Every Chef came with their best menu items and the patrons were hard pressed to decide a favorite. Badger Mountain Brewing even paired a beer with their main course and another beer with their dessert!

In the end though there can only be one best chef and one best beverage.

This year's winner for best chef was **The Windmill Restaurant** and this year's winner for best beverage was **Milbrandt Vineyards!**

Congratulations to both winners and thank you everyone who attended and enjoyed this fun event within an event!

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Class 7



Class 4

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MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

OCTOBER 2019 ASSOCIATION NEWSLETTER

PAGE 4



By MARIYA FROST

I recently wrote an op-ed that was published in the Puget Sound Business Journal – you can find it here.

Building on my op-ed in the PSBJ, before public officials seek new ways to tax us (like a mileage tax), they should evaluate how they are spending the money the public already pays. Drivers in Washington state pay the fourth highest gas tax in the nation, and pay millions more in various taxes and fees that are diverted to fund public transportation at both the state and local levels.

Unfortunately, transportation construction costs are soaring vastly beyond inflation. It is increasingly more expensive to preserve, maintain and improve our roads. Some of these costs are outside of the state’s control (materials, for example), but other costs are driven higher by politics (prevailing wage, government-mandated project labor agreements and environmental permitting, to name a few).

Public officials should not ask taxpayers for more money without dealing with these ever-increasing costs. Fortunately, state data shows that gas tax revenues are not declining – they are just not increasing at the rate officials want. More broadly, all transportation revenues (fuel tax, licenses, permits, fees, etc.) are also increasing as shown in the chart above. Fuel tax revenues make up nearly half of all revenue. In light of that fact, public officials have time to re-evaluate how they spend our money and where they can reduce costs before seeking a gas tax replacement.

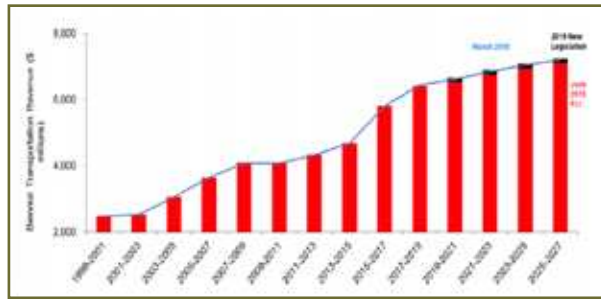
The approach we have seen instead is one of a manufactured revenue crisis around “declining gas tax revenue,” requiring an immediate solution. This is not an honest or helpful approach to shaping public policy.

Rather than conjecturing about whether drivers are

No, gas tax revenue is not declining

paying enough to keep up with the state’s spending, and campaigning for a new tax, public officials should pause and develop a thoughtful plan on how they can be more responsible with the money we currently pay.

Once they have done that, we can have a real conversation about a possible gas tax replacement that exclusively funds our critical road system.



Total Transportation Revenues Comparing June vs. March 2019 Forecasts.

CONTINUED FROM PAGE 11

Top 7 practices to stop HR issues from getting mixed up with L&I claims

1. Offer. An APF and a verbal return to work understanding is NOT a Valid Job Offer.

2. For minor disciplinary violations, use suspension without pay or diversion to a program the worker must complete. Resist the temptation to have termination as the “go-to” consequence.

Always:

3. Document, document, document – every step of the way.

4. Did we say you must DOCUMENT? Verbal agreements rarely hold up. And, a verbal job offer during a period of work restriction due to injury definitely will not hold up with L&I. It’s very important to remain sensitive to these factors until claim closure.



2019 Home Tour Cash Drawing Winner!



Thank You Women’s Service League of North Central Washington

BNCW sincerely appreciated the opportunity to once again partner with the Women’s Service League of NCW to assist them in collecting diapers, wipes, formula and cash during this year’s Home Tour. Thanks to the generosity of the Tour attendees, WSLNCW was able to get a good head start on their Diaper Drive 2019, taking place on October 26’s Make A Difference Day!

Thank you Women’s Service League of North Central Washington for your involvement in this year’s BNCW and Sangster Motors Home Tour & Remodeling Expo! To learn more about WSLNCW’s upcoming Diaper Drive, visit their website at www.wslncw.org.

BNCW EVENTS

BNCW’s October Board of Directors Meeting

■ October 17, 2019, 7:00am to 9:00am
Building North Central Washington
2201 N. Wenatchee Ave, Wenatchee
Chairman: Amy Gustin

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 Thursday 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 October CPR & First Aid Training

■ October 15, 2019, 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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New mediator joins Wenatchee Valley Dispute Resolution Center

Wenatchee Valley Dispute Resolution Center (WVDRC) is pleased to announce that a newly certified mediator, Tammra Brost, has joined the organization's Mediation Team.

After completing the requisite training, practical experience, and an interview with WVDRC's Certification Committee, the WVDRC Board approved Brost's certification at its September meeting.

Brost joins a team of mediators, who voluntarily offer their services to WVDRC clients in a variety of areas including divorce, property settlements, parenting plans and their revision, as well as disputes between parents/teens, tenant/landlord, small claims, employee/employer, business/consumer, neighbor/neighbor,



COURTESY PHOTO

Diana Hernandez, WVDRC Board President, left, greets the newest member of its team, Tammra Brost.

school, family, and property/business problem-solving.

WVDRC, a 501(c)3 non-profit organization serving Chelan and Douglas counties, provides mediation, training, facilitation and other programs to assist

people in reaching a peaceful resolution of their disputes.

For further information or to inquire about mediation and other services please visit the WVDRC website at wvdrcc.org or call (509) 888-0957.

AppleSox hires Sanderson for the 2020 season

AppleSox news release

The Wenatchee AppleSox have named Ian Sanderson the fifth head coach in team history. Sanderson will replace Kyle Krustangel, who stepped down following the 2019 season.

"I am excited to add Ian to our team," AppleSox owner Jose Oglesby said.

"Ian brings his history of success in Victoria and Lower Columbia CC to Wenatchee. I am sure the success will follow him here as well.

"Ian knows the league and should be able to step right into what we are trying to accomplish. His enthusiasm and knowledge of the game will serve our players well."

Sanderson brings a championship-pedigree to the AppleSox. He has coached at Lower Columbia College since 2015 as an associate head coach and pitching coach.

The Red Devils have won the NWAC in four of the last five seasons, including each of the last three seasons.

Sanderson spent the last two seasons as the Victoria HarbourCats' pitching coach and led his staff to

a 3.65 ERA, second-best in the West Coast League in 2019.

Victoria defeated



Ian Sanderson

Wenatchee in the Northern WCL Division Playoff Series, before losing to the Corvallis Knights in the WCL Championship Series this past August. He now moves south to continue coaching in the WCL.

"Ian will make an excellent addition to our team," general manager Ken Osborne said.

"He brings impressive experience as a coach at the collegiate level and I believe he is ready to make the jump to head coach for the AppleSox. We interviewed plenty of different and unique candidates and

ultimately believed Ian was the best man for the job."

Prior to coaching at Lower Columbia, Sanderson was the pitching coach at the University of Antelope Valley for the 2015 season after spending 2014 as Kent Meridian High School's head baseball coach.

Sanderson also carries previous summer-ball coaching experience besides his time with the HarbourCats.

His West Coast League debut dates back to 2016 when he was the pitching coach for the Gresham Greywolves, who eventually left the WCL after the following season.

In 2017, Sanderson served as the pitching coach for the Fort McMurray Giants of the Western Canadian Baseball League.

Sanderson and the AppleSox kick off the 21st season in team history in June, 2020.

The West Coast League will announce its full schedule in November.

Season tickets can be purchased for as affordable as \$130 by calling 509-665-6900 or emailing info@applesox.com.



Chelan Hospital Board hires Rohrich as CEO

The Lake Chelan Community Hospital and Clinics (LCCHC) Board of Commissioners voted in late September to hire George Rohrich as the new Chief Executive Officer (CEO), as of December.

Current Chief Financial Officer Mike Ellis will serve as interim CEO until Rohrich's arrival.

"I am very excited to join the team at Lake Chelan Community Hospital," said Rohrich, who has more than 25 years experience as a hospital CEO and over 35 years of progressive operational and financial health-care experience.

"There are so many great things happening at the hospital and in the community," he continued. "I look forward to being part of the team, the community and their future success."

Rohrich is currently CEO at River's Edge Hospital & Clinic, a 17-bed critical access hospital and primary care clinic with 180 employees in St. Peter, Minnesota. He joined their team in 2013, when the hospital had experienced low growth



George Rohrich

and consecutive years of a budget deficit. "Through his insightful and visionary leadership, Rohrich transformed the organization by growing service lines through strategic partnerships, encouraging a change in the culture of the organization to put people and patient first and make strategic investments in services and equipment to strengthen the hospital's bottom line," according to the organization's website.

Rohrich's experience also includes recruitment and hospital construction, most recently working on a USDA-funded \$34 million expansion that includes 25

hospital beds and surgery, emergency, urgent care and therapy departments.

With LCCHC on target to break ground on its new hospital facility in spring of 2020, Rohrich's experience will prove invaluable, said Phyllis Gleasman, LCCHC Board Chair.

"The CEO search was a long process," said Gleasman. "We interviewed several qualified candidates, and everyone agreed George was the right person for LCCHC. The Board looks forward to his arrival in December, and we welcome him to the community."

The happiness of your life depends upon the quality of your thoughts: therefore, guard accordingly, and take care that you entertain no notions unsuitable to virtue and reasonable nature.

— Marcus Aurelius

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Carolyn can be reached at 509.293.8080 or Carolyn@travellers247.com

Wenatchee's Key Methods ranked 12th most elite 501 Managed Service Providers

Key Methods of Wenatchee has been named as one of the world's premier managed service providers on the prestigious Channel Futures MSP 501 rankings 12th annual listing.

Every year, MSPs worldwide complete an extensive survey and application to report their product offerings, growth rates, annual total and recurring revenues, pricing structures, revenue mix and more. MSPs were ranked according to a unique methodology that weights revenue figures

according to how well the applicant's business strategy anticipates trends in the fast-evolving channel ecosystem.

Channel Futures is pleased to name Key Methods to the 2019 MSP 501.

"It's certainly an honor to be ranked as one of the best technology providers, especially on the global scale," said Dan Paquette, President of Key Methods. "We strive to improve our 'methods' every year so it's rewarding to be recognized for our efforts."

In the 12 years since its

inception, the MSP 501 has evolved from a competitive ranking list into a vibrant group of service providers, vendors, distributors, consultants and industry analysts working together to define the growing managed service opportunity.

"The 2019 MSP 501 winners are the most elite, innovative and strategic IT service providers on the planet, and they stand as a model of excellence in the industry," says Kris Blackmon, Content Director of Channel Partners and Channel Futures and lead of the MSP 501 program.

"As the MSP 501 Community grows, leagues of managed service providers learn from the successes of these winning companies, gaining insight into the best practices, strategies and technologies that elevate an MSP to the level of the 501 winners. Our heartfelt congratulations to the 2019 winners and gratitude to the



Dan Paquette

thousands of MSPs that have contributed to the continuing growth and success of both the 501 and the thriving managed services sector."

Background

The 2019 MSP 501 list is based on data collected by Channel Futures and its sister site, Channel Partners. Data was collected online from March 1 through May 31, 2019. The MSP 501 list recognizes top managed service providers based on metrics including recurring revenue, growth and other factors.



Key Methods specializes in delivering IT solutions to small and mid-size businesses. An early adopter of cloud solutions, Key Methods has years of experience delivering the best cloud-based IT solutions for their clients. Key Methods partners with companies to help them become more efficient, productive, and satisfied with their technology investments. Headquartered out of Wenatchee, Key Methods provides services to a wide range of clients across Washington State. For more information on Key Methods, visit keymethods.com or call 509-663-7000.

Chelan PUD hires Neroutsos as communications manager



Neil Neroutsos

power has brought reliable, low-cost, clean energy to people throughout the Northwest," said Neroutsos.

"I'm proud to join Chelan PUD and help continue to create value for our local communities."

Neroutsos has more than 25 years of experience in marketing and communications, including work for Community Transit, the Chicago Academy of Sciences and the City of Highland Park, Illinois.

He holds a master's degree from Northwestern University. He has served on several boards and committees, in support of student scholarships and mentorships, tourism, literacy and parks and recreation.

The Chelan PUD is pleased to announce the hiring of Neil Neroutsos as its new communications manager.

Neroutsos previously served as chief spokesperson for Snohomish County PUD in Everett, Wash.

In his role at Chelan PUD, Neroutsos directs media relations, develops marketing and communications campaigns, advises senior management on communications strategies and oversees the writing, design and production of internal and external communications.

"For decades, public

"A word to the wise when at the trough of life: Pigs get fat, Hogs get slaughtered."
— Anonymous

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Missing in Action: How America Forgets MIA Day

Presidential proclamation, along with decrees by state governors, have served to establish September 20 as a national day of recognition for thousands of American service personnel who remain missing in action.



Dr. Earl Tilford

Since World War II, over 81,000 Americans who served in that war, along with missing veterans from Cold War conflicts in Korea and Vietnam and the Persian Gulf, are among those for whom there is no final accounting.

Indeed, this is nothing new, because since the dawn of history people have gone to war never to return – lost along with millions of civilians amid the debris of human conflicts from the Stone Age to the Information Age.

The recent POW/MIA Day went largely unnoticed amidst children marching in fear of global warming, politicians accusing other politicians of bad behavior, and the ravages of floods.

Last week, police officers in Tuscaloosa, Alabama and Mandeville, Louisiana were added to the list of now 31 members of law enforcement killed since the first of the year. Amid the political hubbub and growing danger to law officers, there was scant notice of those still missing in action.

Most of America's 81,000 missing in action are from World War II, for whom it is unlikely any accounting will ever be forthcoming, especially for those lost at sea or in remote areas in the Pacific.

Missing soldiers from earlier wars going back to the American Revolution largely remain the purview of genealogists, archeologists, and history buffs.

Globally, there are millions of soldiers and civilians unaccounted for in the debris of wars since 1900.

It was the war in Vietnam that focused attention on the plight of Americans as POWs and those for whom there was no final accounting.



The growing unpopularity of that war and the unique nature of a lot of the MIA combined to raise awareness.

Many, certainly not all, of American MIAs in Southeast Asia were aircrews, pilots, navigators, and aircrew in military aircraft lost over Vietnam, Laos, and Cambodia.

In many cases, pilots and navigators, particularly in the Air Force, Navy, and Marine Corps fighter-bombers, were older, mostly college educated, and quite often family men with young children or newly married.

The secret nature of combat operations, especially over Laos but also over the rest of Southeast Asia, added to the mystery because the U.S. government (including the respective military services) was not forthcoming as to the circumstances surrounding the losses.

Parents, brothers, and sisters of missing fliers, along with mothers with children and newly married brides, raised a rightfully indignant ruckus that finally brought attention to the plight of men captured and missing.

Almost all the parents of those still missing from the Vietnam War are gone. So are many of their wives and siblings.

The youngest children are now middle-age men and women who know their fathers only through photographs and stories.

The oldest children are septuagenarians and will soon be gone.

The Defense POW/MIA Accounting Agency (DPAA), the Pentagon office tasked with finding our missing in action, employs relatively few individuals working on thousands of cases.

Unfortunately, being a generation removed from the wars in Korea and Vietnam, few if any of these civil servants bring to the search the subtleties of knowledge and understanding.

Furthermore, conflating history with polemics has changed how we view and study the past.

The recent controversy over Civil War statues is a case in point. Note that Bolsheviks destroyed the records of an unpleasant Russian imperial past. German Nazis contrived a mythical Aryan past to validate their horrific vision for a racially pure future.

Both conflated elements of respective versions of political correctness with history. Having no history, Bolshevism and Nazism also had no future.

We need to remember our past, even the parts that seem remote.

We need to honor and respect the past because it is a reliable guide to the future. That means honoring everyone who has served our country, including our former prisoners of war and those for whom there is no accounting.

Dr. Earl Tilford is a military historian and fellow for the Middle East & terrorism with the Institute for Faith and Freedom at Grove City College. He currently lives in Tuscaloosa, Alabama. A retired Air Force intelligence officer, Dr. Tilford earned his PhD in American and European military history at George Washington University. From 1993 to 2001, he served as Director of Research at the U.S. Army's Strategic Studies Institute. In 2001, he left Government service for a professorship at Grove City College, where he taught courses in military history, national security, and international and domestic terrorism and counter-terrorism.



Long-Term Care and Paid Family and Medical Leave: A Tale of Two Payroll Taxes

The Legislature has enacted two major payroll taxes in the last two years. Payroll taxes fund both a new long-term care insurance program that was enacted this year (the first in the nation) and the paid family and medical leave program that was adopted in 2017.

The long-term care insurance premiums will be 0.58 percent of wages beginning Jan. 1, 2022. Benefits will be available beginning Jan. 1, 2025 for eligible Washingtonians who need help with at least three activities of daily living.

Meanwhile, premiums of 0.4 percent of wages (up to the Social Security wage cap) are already being assessed for the paid family and medical leave program. Benefits will be available beginning Jan. 1, 2020 for eligible workers who need

time off for a serious health condition or to care for family members.

Protecting the long-term care insurance and paid family and medical leave revenues for their intended uses will be critical for the sustainability and affordability of the programs.

The biggest tax increase adopted by the Legislature this year was a payroll tax to fund a new long-term care insurance benefit (termed the "long-term services and supports trust program" in the bill, 2SHB 1087).

This comes on top of another payroll tax adopted in 2017 to fund paid family and medical leave (SSB 5975, codified as RCW 50A.04).

Both programs are intended to help Washingtonians afford care for themselves or family members.

Baldwin hired by Chelan County for economic development

By Gary Bégin

Blake Baldwin, son of Chelan County Port President JC Baldwin, was recently hired to become the Economic Development Program Director for Chelan County. He took a moment from his busy schedule to chat with the Wenatchee Business Journal about himself and the job.

Wenatchee Business Journal: Tell the readers about yourself:

Blake Baldwin: I was born in

Wenatchee and grew up in Cashmere, attending Cashmere School District schools for my entire K-12 career. My father is Randy Baldwin, a local realtor.

WBJ: Is it true you recently worked for State Senator Brad Hawkins in Olympia?

Baldwin: Yes, I worked for State Senator Brad Hawkins as his legislative assistant from 2014 - 2017 (his last term in the House, first year in the Senate).

WBJ: What tools do you bring to the

position?

Baldwin: I will be working as a liaison between the County Commissioners and the Chelan Douglas Regional Port Authority, legislators, cities, community councils, non-profits, businesses, and other community groups in Chelan County to identify projects and opportunities for the county to invest in that will benefit and build upon the economic vitality of our communities.

I have a background in external affairs, communications, and experience in building and maintaining relationships with a diverse group of stakeholders in both the public and private sectors.

WBJ: What are the highlights of your resume?

Baldwin: Washington State University, Bachelor of Arts in Social Sciences, cum laude. Washington State House of Representatives, Office of Representative Brad Hawkins, 12th District (2014-2016); Legislative Assistant. Washington State Senate, Office of Senator Brad Hawkins, 12th District (2016-2017), Legislative Assistant. Office of Governor Jay Inslee, Washington State (2017-2019), Central & Eastern Washington Regional Representative; Director of Outreach.

WBJ: Is there anything else you'd like to add?

Baldwin: I was also in the Wenatchee Valley Chamber of Commerce Community Leadership Program, Class XII, Wenatchee World 30 under 35, Class of 2017 and Board of Directors, Kyrgyz-Washington Sister Region Organization.



GARY BÉGIN/WBJ

Governor Jay Inslee mugs for the Business Journal camera with newly hired Chelan County Economic Program Director Blake Baldwin.

CONTINUED FROM PAGE 8

Cleaning company has two fireballs at helm

Secondly, the other ace up their sleeve was attending and committing to two Anthony Robbins events.

Robbins is been a personal and business development icon and has been for more than 30 years.

The two women attended his four day "Unleash the Power Within" event in Los Angeles in 2016.

They loved it so much they went "all in" and attended Robbin's Business Mastery seminar in Palm Beach, Florida later that year.

The week-long event focused on business tactics, strategies, and how to commit core values to massive action steps. The ladies came back to Wenatchee on fire!

Their mission has been



Michelle and Kristen wielding brooms... they mean business.

laser-focused ever since. That's not to say they haven't had stumbling blocks, but they learned from their mistakes.

"Yes, we have a cleaning business," said Kristen, "But truly, it is a platform. We are equally in the business of helping to empower women. Teaching life skills where

we see a deficit; encouraging them to take steps toward personal growth for their benefit, and their families. Exemplifying what it means to be conscious, awake and aware of our own talents and gifts.

The women that work with us are our greatest asset. This is hard work,

both physically and sometimes emotionally too. States Michele, "We are all moms and we want to show unconditional support. We are in this together because we see potential in those we choose to bring along with us on this journey. It's not just about a cleaning job," stated Michelle.

"Our tagline for the business is 'There's So Much More...' (Below The Surface). We are passionate about this. We strive to see what "So Much More" is in each of the women we work with. And we continually demand that of ourselves as well".

Contact BTS by email: cleaning-belowthesurface@gmail.com, or phone: (509) 670-7072. Web: belowthesurfacecleaning.com.



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Entiat gains top 20 national standing with NEA grant

By Gary Bégin

ENTIAT – The NEA, in a news release issued in September stated, "In its ongoing support of rural communities, the National Endowment for the Arts announces the 2019 communities taking part in its national initiative, the Citizens' Institute on Rural Design (CIRD).

According to NCW Economic Development District Executive Director Karen Francis-McWhite "The mission of the NCWEDD is to promote the diversification and development of existing and potential economic opportunities that enhance the stability and future of the NCW region.

To accomplish this goal, the NCWEDD collaborates with various private and public agencies to create and implement a regional economic development strategy."

Francis-McWhite went on to state, "Part of our

regional strategy entails ranking local projects for their regional economic significance.

Assisting the city of Entiat with several projects, including, business development and diversification, has been a regional priority for three years.

EDD assistance can take many forms, including researching grants and other opportunities that will help the community advance its business development goals."

Francis-McWhite continued, "When I read about the NEA Workshop and Learning Cohort grant for the Citizens Institute for Rural Design, I believed it would help advance Entiat's goals AND provide critical support for broader regional efforts to advance creative placemaking and the arts economy."

She said, "With review and comment from the Entiat Chamber, city staff,

and Councilman Paul Moore, we framed the Entiat design challenge as:

How can a small, rural town, bifurcated by a regional highway, reinvent itself as a destination for recreation, agritourism, small business development, and residential development?"

Francis-McWhite further explained, "While we all hoped that Entiat would have been selected as one of the three community workshop sites, in order to advance the completion of the city's comprehensive plan, we are nevertheless honored that the EDD and the City of Entiat were selected from 83 applicants to be one of the 20 regions participating in the Learning Cohort.

There will be one in-person cohort convening this fall, in West Virginia, with a travel stipend provided to significantly offset the costs. And over the course of the

year, there will be virtual sessions and webinars."

She stated, "The participation of the NCWEDD in the Learning Cohort will insure that the learnings from the CIRD will be shared with other partner communities across the three-county District.

NCW communities and chambers of commerce that are interested in prioritizing similar support are encouraged to contact the NCWEDD Director about membership and the 2020 Regional Priority Projects cycle.

In addition to these three communities, 20 additional communities will form the inaugural peer-learning cohort and will meet for a Rural Design Summit in West Virginia, October 9-11.

Despite repeated email requests, Entiat Mayor John Alt did not return comment concerning the news of this grant by the October WBJ deadline.

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Does China want “regime change” in America?

Just a few months ago, the stock market was celebrating a “cease fire” in our trade war with China. Since then, things have really calmed down. Just kidding.

Here’s a quick synopsis of the last couple months: China devalued their currency, so Trump labeled them a currency manipulator and threatened more tariffs, but then backed off those tariffs a little bit.

However, he didn’t back off enough for China, so they retaliated with tariff threats of their own, which prompted Trump to claim he was the “chosen one” to fight China, and “hereby order” all American companies to stop doing business in China.

Most recently, a new round of tariffs was officially put into place on September 1st.

Unfortunately, we are two years into the trade war, and there’s no end in sight.

Even if we get a big, beautiful, comprehensive deal tomorrow – that won’t likely be the end of it. We just had a cease-fire in May, and neither side held to the

deal for any amount of time.

As the trade war grows and lingers, it’s hurting both sides more and more.

The American manufacturing industry is in a recession, and the Chinese economy is weaker than it has been in almost 30 years.

I worry that China is trying to outlast Trump. Yes, they have endured more economic pain than us, but they’ve weathered the storm so far, and now we are only 14 months from an election.

Not only that, the weaker the American economy is, the more likely the Chinese won’t be negotiating against Trump.

So, China has a lot of incentive to wait this thing out. You might even say that China is trying for “regime change” in America, which wouldn’t bode well for the American economy, or the stock market.

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.

Brad Blackburn’s views do not necessarily reflect that of NCW Media ownership.

MARKET UPDATE
Brad Blackburn



Learning by Listening

Earlier this September, I concluded my third annual district-wide listening tour. We expanded it this year by one additional day which was helpful and much needed.

Traveling throughout North Central Washington with my staff has become an annual tradition in the fall, the time of year that legislators traditionally begin planning for the upcoming legislative session.

In past years, I have visited Leavenworth, Cashmere, Wenatchee, East Wenatchee, Chelan, Quincy, Coulee City, Soap Lake, Bridgeport, Pateros, Twisp, Winthrop, and Waterville – all communities in our vast Legislative District 12.

This year’s tour included many of those same stops along with new additions of Mansfield and Mazama.

Despite all of the communities we have visited, there are some still remaining on my list for a future year.

The size and diversity of our district can make some decisions more difficult in Olympia, but I try my best to learn the range of issues affecting us and to represent the entirety of our district when making decisions.

Hearing the diversity of voices throughout the region – as is the case each year – helps me do my job better.

During this year’s listening tour, community members helped me learn more about agriculture, healthcare, wildfire, trans-

portation, education, land use, and clean energy issues just to name a few.

Business regulations, tax pressure, outdoor recreation, traffic slowdowns, wildfire response, education funding, water availability, and housing affordability continue to be topics of major interest.

This feedback will certainly be helpful for me when casting key votes in Olympia.

Similar to past listening tours, I concluded my busy week with a community hike, this year up the Chelan Butte Trail overlooking beautiful Lake Chelan.

Participants included Chelan Mayor Mike Cooney, Representative Mike Steele, Lake Chelan Trails Alliance, Chelan High School football team, Butte Brand apparel creators, and other individuals and groups.

The hikes provide me with an opportunity to connect with people in a unique and different way – and they have become political “walk and talk” opportunities, which are a fun change of pace from common conference room or office discussions.

As I review my notes from last month’s listening sessions and look ahead to the legislative session in January, I will travel to Olympia not only better prepared to represent us, but also filled with gratitude for the opportunity to do so.

If you were not able to participate in my recent listening tour, please know that you can connect with me year round.

Brad Hawkins is our 12th District state senator representing North Central Washington in Olympia. He may be contacted at 360-786-7622 or brad.hawkins@leg.wa.gov



GUEST OPINION
Sen. Brad Hawkins



Q2 bank earnings up, concerns still loom

Courtesy of Trepp

At first glance, second-quarter earnings reports from the largest banks (JPMorgan Chase, Wells Fargo, Bank of America and Citigroup) indicated strong net income growth. Total revenues continued to grow and expense control has benefited the bottom line. At the same time, net interest margins have declined and with the recent plunge in interest rates, concerns about the outlook for earnings are looming larger.

Aggregate earnings for the four largest banks increased by 12.8% from the second quarter of 2018. Wells Fargo (+19.7% year-over-year growth) and JP Morgan Chase (+16.1% growth) posted particularly strong growth compared to the year-ago quarter.

Total revenues for the four banks increased by 2.1% from Q2 2018.

• Net interest income grew by 2.6% from Q2 2018. This is a good result, given the spread compression that

has occurred over the last several months. More on that below.

• Non-interest income grew by 1.4% from Q2 2018. Banks have grappled with quarterly volatility in non-interest-related revenue generation.

Loss provisions increased by 7.3% year-over-year, as some credit quality deterioration occurred in the consumer lending segment. Commercial credit quality – including commercial real estate – remains strong. But

delinquencies have increased in the credit card and other consumer lending segments. Non-interest expense fell by -0.7% from Q2 2018. Wells Fargo and Citigroup contributed the most to the decline in expenses. The result has been a meaningful contribution to the bottom line, as the expense reduction contributed about 11% of the increase in net income.

The longer-term concern is whether net interest margins will hold up. Margins have already

started eroding and with the recent inversion in the yield curve, margins will come under more pressure.

• As shown in the chart below, interest margins had started to taper off in Q1, and that decline accelerated in the second quarter.

• Although loan demand seems relatively healthy, the inverted yield curve depressed the yields that banks can charge on new loans while maintaining elevated costs of funds for the banks.

• The yield curve flattened significantly during the first quarter then went into inverted territory during the second quarter. Even after the Fed cut the Fed Funds rate at the end of July, long-term interest rates fell further, maintaining the negative spread between

long-term and short-term yields. The Fed would have to cut another 50 basis points just to bring the rates level with each other, and another 100 basis points to restore the average spread that prevailed in 2018. If the Fed was to respond, it will probably be some time before a positive slope in the yield curve is restored, which means that bank earnings will likely experience significant headwinds until then.



State of Washington lands first ever Aaa rating credit rating

Opportunity Washington

The state of Washington landed its first ever Aaa credit rating from Moody's. That's good news for state taxpayers.

"Washington has one of the strongest economies in the country, as well as a business base that has become increasingly diverse.

The state also benefits from conservative financial practices and a top-notch debt management team, led by Deputy Treasurer Jason Richter. I'm thrilled that Moody's has formally recognized the financial strength of the state with its first ever Aaa rating...

"Not only does the Aaa rating reflect highly upon Washington's credit, it will help ensure that when we finance schools, roads and other important projects, we do so at the lowest possible interest rates."

Davidson also points out the state is one of the 10 most leveraged states in the country. As the Washington Research Council reports, the good news could be better. If you're going to carry a lot of debt - \$19.4 billion in outstanding general obligation bonds - it's best to have that debt cost as little as possible.

Though Moody's considers Washington's outlook to be stable, it writes that a "protracted structural budget imbalance and/or a shift to reliance on one-time budget solutions" could lead to a ratings downgrade.

We wrote about Washington's budget sustainability policies earlier this year, noting that they work when they are followed.

Moody's is certainly correct that Washington's reserves have increased, but they could be even higher. Instead, the Legislature opted to spend all the extraordinary revenue growth the state has experienced over the past few biennia, and it has diverted revenues away from the rainy day fund.

With economic uncertainty remaining high (see below), the state should view

the elevated credit rating as an endorsement of prudent fiscal practices.

The Economic and Revenue Forecast Council writes, We expect 1.9% Washington employment growth this year, down from 2.2% in the June forecast. As in June, we expect growth to decelerate. We expect employment growth to average 1.3% per year in 2020 through 2023, up slightly from 1.2% in the June forecast. Our forecast for nominal personal income growth this year is 5.7%, up from 4.9% in the June forecast. Our new forecast for nominal personal income growth in 2020 through 2023 averages 4.9% per year, the same rate as in the June forecast.

Decelerating growth is, of course, still growth. And the state economy remains relatively strong, benefiting - as does the nation - from consumer spending. So far, so good, but we remain concerned about recession risks and an accelerating trade conflict.

The ERFC will adopt a new official state revenue forecast in late September.

"In politics, perception is reality." The oft-quoted line is attributed to the late political strategist Lee Atwater. It is a pithy statement, for sure, and has helped fuel interest in public opinion polling. But, of course, perceptions are often at odds with reality. It's often necessary, then to counter misperception with credible information.

A new Education Next poll makes the case clear with respect to education funding

As the graph shows, voters across a range of subgroups routinely underestimate school spending. (The "actual" numbers vary slightly because the actuals reflect the actual spending in respondents' school districts.)

Given the high profile education funding has had in our state in recent years, it's possible, even likely, that Washington voters are better informed than respondents in other states.



Planning Ahead Feedback

Douglas PUD news release

Douglas PUD's mission is to provide the best possible utility services at the lowest possible cost consistent with sound business principles.

In an effort to preserve our low cost utility service, Douglas PUD management and Commissioners placed a moratorium on all new large non-diverse power users (datacenters and block-chain processing).

Long-term projections show, within the next ten years, we may not have enough energy to meet demand during small portions of the year.

Recent legislation requires new power generation to be carbon free, which increases the cost and changes the available resources to fill these shortfalls.

Over the next several months, staff will be evaluating policies, the electric system and power supply.

Washington state receives \$900K SBA grant to boost small business exports

Washington State Department of Commerce news release

OLYMPIA - The U.S. Small Business Administration (SBA) has awarded the Washington State Department of Commerce an eighth year of funding to help state small businesses grow through exporting. The \$900,000 grant, part of the SBA's State Trade Expansion Program (STEP), is the highest and maximum amount awarded from a total \$18 million to 41 states.

Commerce will use the funds to continue a number of successful export assistance programs for small businesses, including export vouchers, support for industry focused trade shows and trade missions, inbound buyer events and export training.

More than 838 unique small businesses around the state have benefited from about \$5.7 million in STEP-funded support since the program's inception through the Small Business Jobs Act of 2010. They have achieved over \$700 million in sales, creating an estimated return on investment of nearly 100:1. Of these small businesses, 177 are located in 25 rural Washington counties - more than 20% of all participating companies.

"One in three jobs in Washington depend on international trade, and

this funding is essential for us to continue helping small businesses all over the state grow and create jobs that strengthen communities through exporting," said Commerce Director Dr. Lisa Brown. "The program provides support to companies that might otherwise not have the resources to develop relationships and navigate the complexities of selling their goods and services overseas, especially in today's challenging trade environment."

Robert Lind, director of Engineering for TLG Aerospace, talked about benefits for his company from using a STEP voucher to reduce the cost of attending the 2019 Paris Air Show: "We made contact with well over 40 representatives and decision makers, each representing business opportunities... fully 10-12 are of significant size. Participating with the Washington state delegation was cost-effective, and the structure and logistics support made it easy for us to focus on meeting and listening to our prospective clients and partners."

For information about STEP export vouchers or other Commerce programs that help Washington businesses grow, expand and locate in Washington state, visit our webpage.

United States Bankruptcy Court Eastern District of Washington

Report Period: 08/23/2019 - 09/24/2019

Case No./Title	Judgment Description	Judgment Date
14-04161-FPC13 Pavel A Korchemnyy and Anna V Korchemnyy	Avoid Lien	8/28/2019
	Document: 112	
	Avoid Lien	8/28/2019
	Document: 113	
17-01008-FPC7 Michael John Novakovich and Nicola Helen Novakovich	Avoid Lien	9/18/2019
	Document: 117	
	Avoid Lien	9/16/2019
	Document: 52	
17-03632-FLK13 Eugene TREVINO	Avoid Lien	9/16/2019
	Document: 49	
	Avoid Lien	9/16/2019
	Document: 50	
	Avoid Lien	9/16/2019
	Document: 51	
17-03632-FLK13 Eugene TREVINO	Avoid Lien	9/16/2019
	Document: 53	
	Document: 53	
17-03632-FLK13 Eugene TREVINO	Allowing Sale Free and Clear of Liens	9/24/2019
	Document: 48	
18-03500-FPC7 Melissa A Groseclose	Avoid Lien	9/17/2019
	Document: 42	
	Avoid Lien	9/17/2019
	Document: 41	
	Avoid Lien	9/17/2019
19-00544-FLK7 Richard S Rodriguez and Shonna L Rodriguez	Avoid Lien	9/17/2019
	Document: 43	
19-00544-FLK7 Richard S Rodriguez and Shonna L Rodriguez	Avoid Lien	8/26/2019
	Document: 80	
19-01124-FLK7 Ryan Jay Johnson	Allowing Sale Free and Clear of Liens	8/26/2019
	Document: 41	
19-01303-FPC13 Steven W Feyh and Laura C Feyh	Avoid Lien	9/18/2019
	Document: 63	



Students to experience JA BizTown, JA Finance Park over 10-Year partnership

Natural gas pipeline behemoth Williams joins Junior Achievement Brings financial literacy to Central Washington

YAKIMA – Williams has become one of the newest community partners with Junior Achievement of Washington (JA) at its central Washington JA BizTown and JA Finance Park learning center, a “mini city” where students have the opportunity to experience free enterprise and the working world for a day, and build personal “real-life” budgets.

Williams joins other corporate sponsors in JA BizTown’s “City Hall,” taking on the role of the city’s natural gas provider.

Elementary students assigned to work in the Williams storefront for the day will accomplish tasks such as learning about careers in public service and utilities, meter reading, invoicing & billing, and running the business to achieve a profit at the end of the day.

In JA Finance Park, middle and high school students are given a simulated life scenario for the day, including an assigned career path and income, and are tasked with budgeting for the needs of their family.

“We are thrilled to welcome Williams to the JA of Washington

family of partners,” says JA of Washington’s President & CEO, Natalie Vega O’Neil.

“Their support supplements program costs, enabling local school districts to offer Junior Achievement’s essential financial literacy education to students who may not otherwise have the opportunity to participate.”

Junior Achievement of Washington has created JA BizTown and JA Finance Park, financial literacy laboratories in Auburn and Yakima that are reality-based learning environments for elementary, middle and high school students.

These campuses offer interactive simulation centers to enhance financial literacy and work readiness among students.

Over 25,000 students and over 3,000 volunteers, along with hundreds of educators, come through the doors of these Capstone facilities each school year, where they learn in uniquely designed corporate partner storefronts that together create a mini-city.

During their JA Capstone experience, students are immersed in the world of business and per-

sonal finance.

Throughout the country, Williams is committed to helping local schools and preparing the next generation of employees for top jobs with employers in STEM fields and encourages its employees to serve as community volunteers and school STEM mentors.

About Junior Achievement of Washington (JA)

For 65 years JA of Washington has been a part of Washington communities - working with schools and businesses - to build strong, viable partnerships that serve young people.

Guided by the basic beliefs of integrity, respect and excellence, JA’s purpose is to inspire and prepare young people to succeed in a global economy.

JA fulfills its purpose via educational programs that focus on financial literacy, entrepreneurship and work readiness.

Driven by the passionate power of its volunteer citizens, JA programs are taught by community and business mentors – individuals committed to the success and healthy development of young people.

Long established as a key component of its successful program dynamic, JA recognizes the positive impact of mentorship and its power to build pathways to sustainable, productive futures for young people.

For more information visit jashington.org. Regionally, nearly 5,200 Central and South-eastern Washington students experienced JA BizTown or JA Finance Park during the 2018-19 school year.

About Junior Achievement USA (JA)

Celebrating its centennial in 2019, Junior Achievement is the world’s largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their future, and make smart academic and economic choices. JA programs are delivered by corporate and community volunteers, and provide relevant, hands-on experiences that give students from kindergarten through high school knowledge and skills in financial literacy, work readiness and entrepreneurship. Today, JA reaches more than 4.8 million students per

year in 106 markets across the United States, with an additional 5.2 million students served by operations in 100 other countries worldwide. Junior Achievement USA is a member of JA Worldwide. Visit ja.org for more information.

About Williams

Williams (NYSE: WMB) is a premier provider of large-scale infrastructure connecting U.S. natural gas and natural gas products to growing demand for cleaner fuel and feedstocks. Headquartered in Tulsa, Oklahoma, Williams is an industry-leading, investment grade C-Corp with operations across the natural gas value chain including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids. With major positions in top U.S. supply basins, Williams owns and operates more than 30,000 miles of pipelines system wide – including Transco, the nation’s largest volume and fastest growing pipeline – providing natural gas for clean-power generation, heating and industrial use. Williams’ operations handle approximately 30 percent of U.S. natural gas. williams.com.

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B4 CONSTRUCTION	1571 2ND ST SE	EAST WENATCHEE
BUCKINGHAM EXCAVATION LLC	PO Box 694	ENTIAT
CASCADE BACKFLOW SERVICES	109 Dana Ave	WENATCHEE
CUTTING EDGE CONSTRUCTION LLC	616 WILSON ST	WENATCHEE
HOLMBERG CUSTOM CNCRT CTNG LLC	2017 Broadview N	WENATCHEE
I & C CONSTRUCTION	1132 Parkroy Pl	EAST WENATCHEE
JP'S LEGACY PAINTING LLC	27 MARTIN PL	WENATCHEE
KING PINE BLDG RESTORATION LLC	1715 SKYLINE DR	WENATCHEE
MAIKE & SONS CONSTRUCTION LLC	2207 GRANT ROAD	EAST WENATCHEE
ON POINT PAINTING	PO Box 40	MANSON
RAM CONCRETE	6251 KIMBER RD UNIT #27	CASHMERE
RIVENDELL CONSTRUCTION	90 ELDERBERRY LANE	PESHASTIN
R N R DRYWALL LLC	PO BOX 221	DRYDEN
SILVERBACK PAINTING	1919 Wellington Place	WENATCHEE
SWEENEY CONSTRUCTION LLC	2835 Cascade Ridge	EAST WENATCHEE
THEOS HANDY SERVICE	2612 HALVORSON CANYON RD	WENATCHEE
TRANQUILITY POOLS & SPAS LLC	526 E Wapato Ave	CHELAN
TREK LLC	199 Perry Ave N	EAST WENATCHEE
WALL TO WALL CONSTRUCTION	3238 NW Cascade Ave	EAST WENATCHEE

Grant County Labor Area Summary - July 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 July 2018 and July 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 Julys of 2018 and 2019 the rate rose two-tenths of point, from 4.3 to 4.5 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 July 2019 unemployment rate (5.6 percent) was four-tenths point above the 5.2-percent reading in July 2018, and the rate has been rising for the past eleven months (September 2018 through July 2019).

an 8.4-percent downturn, as employment fell from 1,790 to 1,640.

There was recently more bad economic news for this Grant County industry. A 25 July 2019 article in Moses Lake's Columbia Basin Herald announced that REC Silicon: "halted production at its Moses Lake facility on July 15 and laid off roughly 100 employees following a six-year long trade dispute with China over solar panels."

The article continues: "In 2013, the Chinese government imposed a 57 percent tariff on U.S.-made solar grade polysilicon in retaliation for U.S. imposed tariffs on Chinese-made solar modules.

The retaliatory tariff effectively blocked REC's access to the Chinese solar market."

Year over year, employment in Grant County's professional and business services industry has been rising for the past 19 months (January 2018 through July 2019).

ed 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 June 2019, preliminary 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 40,364 in 2018, a 5,326-job and 15.2 percent upturn.

The number of agricultural jobs (a subset of total covered employment) increased from 8,434 in 2008 to 10,027 in 2018, a 1,593-job and 18.9 percent uptrend.

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.

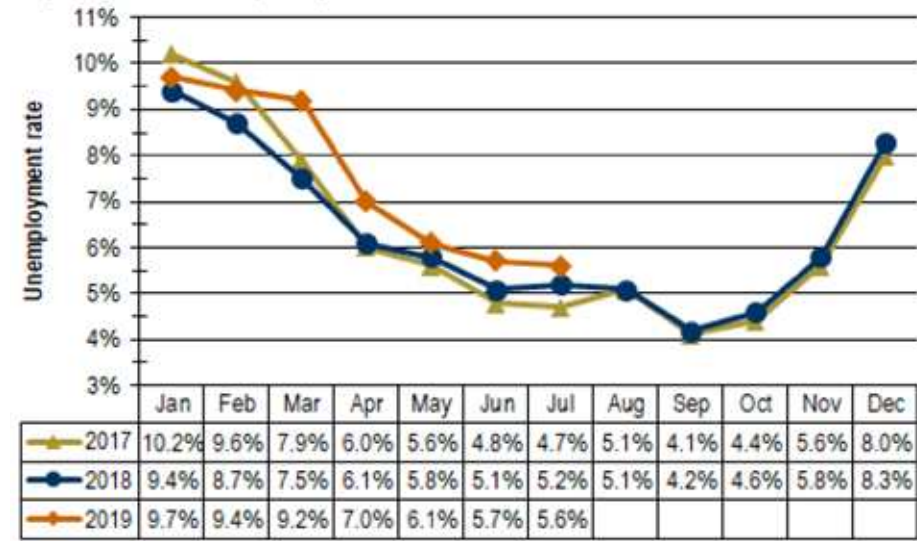
◆ Total covered wages rose from \$1.120 billion (in 2008) to \$1.703 billion (in 2018) a \$582.9 million and 52.1 percent upturn.

The agricultural payroll (a subset of total covered wages) advanced from \$181.5 million in 2008 to \$295.5 million in 2018, a \$114.00 million and 62.8 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 17.4 percent of total covered wages. Hence, the share of agricultural wages (versus total covered wages) earned in Grant County increased a modest 1.2 percentage points (from 16.2 to 17.4 percent) during this ten-year period.

Unemployment rates, not seasonally adjusted Grant County, January 2017 through July 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 four-tenths of a percentage point between the Julys 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 July 2019, business and government organizations across Washington supplied 3,507,000 nonfarm jobs (not seasonally adjusted), compared to 3,420,600 jobs in July 2018, a 2.5 percent year over year employment increase.

The state's economy has posted year over year nonfarm employment increases for the past 106 consecutive months (October 2010 through July 2019).

Between 2017 and 2018 Grant County's economy provided 1,370 new nonfarm jobs, an average annual increase of 4.7 percent, con-

siderably more robust than the 2.5 percent statewide growth rate.

Between the Julys of 2018 and 2019 local nonfarm em-

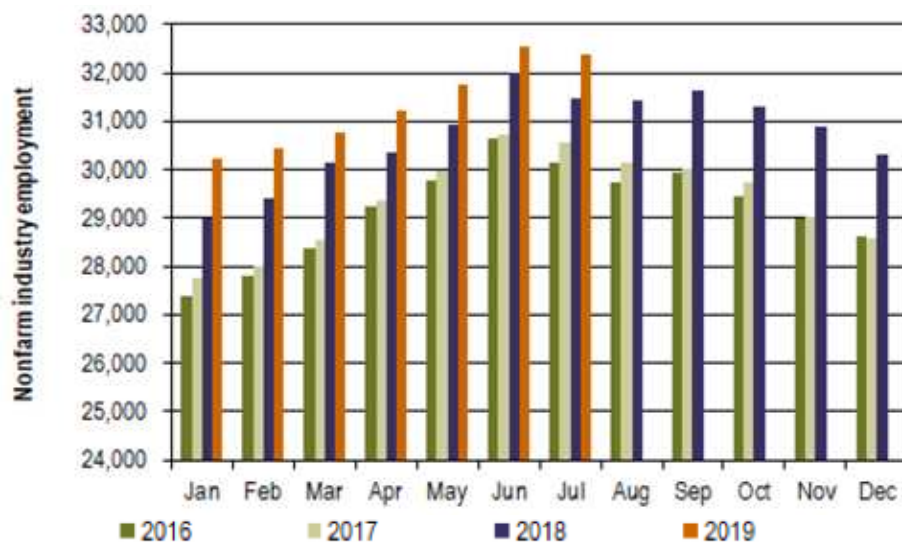
ployment netted 920 new jobs, a 2.9-percent increase (from 31,460 jobs to 32,380 jobs, respectively).

Year over year, total

nonfarm employment in Grant County has been growing for the past 19 months (January 2018 through July 2019).

Nonfarm industry employment Grant County, January 2016 through July 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 32,380 nonfarm jobs in July 2019, a 2.9-percent upturn since July 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 66 months (February 2014 through July 2019).

In July 2019 Washington's CLF tallied 3,932,146 residents versus 3,821,752 in July 2018 equating to 110,394 more Washingtonians in the CLF (up 2.9 percent).

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

2.9 percent increase) from 2017 to 2018.

Between the Julys of 2018 and 2019 the local labor force grew by 369 residents, a modest 0.7 percent upturn.

Less encouraging is the fact that the number of unemployed increased at a 7.8-percent pace with 206 more Grant County residents out of work in July 2019 than in July 2018.

Hence, this July's unemployment rate of 5.6 percent edged upwards four-tenths of a percentage point from the 5.2 percent reading in July 2018.

Nonfarm industry employment

Estimates indicate that Grant County's nonfarm employers provided 920 more jobs in July 2019 than in July 2018, a 2.9-percent upturn, while Washington's nonfarm market grew by 2.5 percent during this period.

The following paragraphs highlight changes in three local industries between the Julys of 2018 and 2019:

◆ Year over year, employment in Grant County's mining, logging, and construction category has risen in each of the past 19 months (January 2018 through July 2019).

The lion's share of jobs in this category are in the local construction industry.

Current employment estimates indicate that, countywide, construction netted 160 new jobs and advanced 10.4 percent, rising from 1,540 in July of last year to 1,700 in July 2019.

Statewide, construction has been adding workers for the past 89 consecutive months (from March 2012 through July 2019).

◆ Employment in Grant County's durable goods manufacturing industry has posted year-over-year losses for 19 months (January 2018 through July 2019).

Between the Julys of 2018 and 2019 this industry lost 150 jobs countywide, ➤



Donald W. Meseck, Regional Labor Economist
Employment Security Department

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Website: <https://esd.wa.gov/labormarketinfo>



Agricultural employment

The Bureau of Labor Statistics' Quarterly Census of Employment and Wage (QCEW) program, conduct-

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

Overview

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

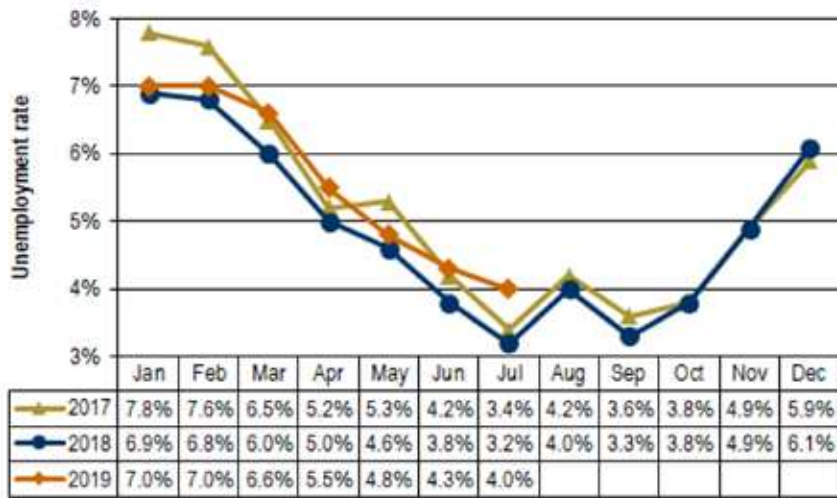
nonfarm employment and civilian labor force data. Analysis focuses on year-over-year (between July 2018 and July 2019) and

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

Unemployment rates

Unemployment rates, not seasonally adjusted Wenatchee MSA, January 2017 through July 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 eight-tenths of a percentage point between the Julys 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 July 2019, business and government organizations across Washington supplied 3,507,000 nonfarm jobs (not seasonally adjusted), compared to 3,420,600 jobs in July 2018, a 2.5 percent year over year employment increase.

The state's economy has posted year over year nonfarm employment increases for the past 106 consecutive months (October 2010 through July 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 grown at a slower

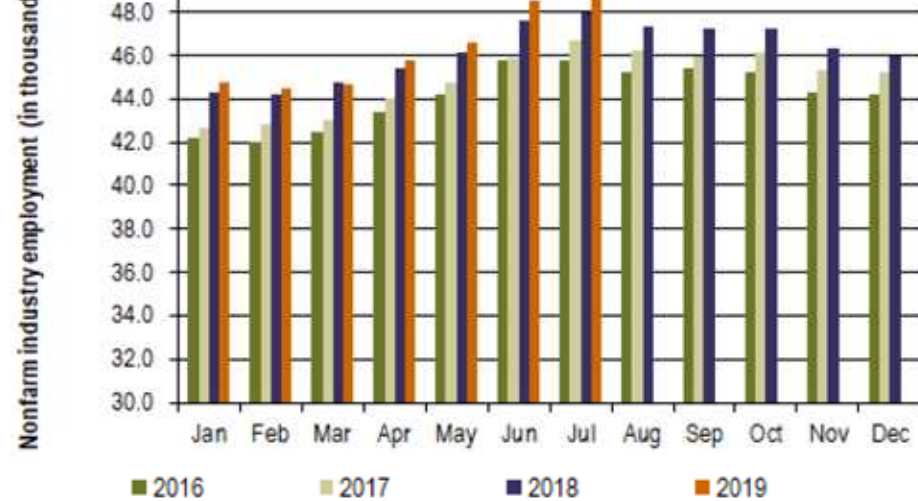
pace than the growth pace statewide, in each of the past ten months (October 2018 through July 2019).

Between the Julys of

2018 and 2019 the number of nonfarm jobs in the Wenatchee MSA (Chelan and Douglas counties) rose by 900, a 1.9 percent upturn.

Nonfarm industry employment Wenatchee MSA, January 2016 through July 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 rose 1.9 percent between the Julys 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 66 months (February 2014 through July 2019). In July 2019 Washington's CLF tallied 3,932,146 residents versus 3,821,752 in July 2018 equating to 110,394 more Washingtonians in the CLF (up 2.9 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 labor force has been expanding for the past 25 months (July 2017 through July 2019). Between the Julys of 2018 and 2019 the CLF increased 0.7 percent (meaning there were 525 more residents in the labor force in July 2019 than in July 2018). This labor force expansion pace was modest. During this timeframe however, the number of Chelan and Douglas counties residents unemployed increased at a much more rapid 25.9-percent pace. Hence, the unemployment rate rose from 3.2 percent in July 2018 to 4.0 percent in July of this year.

Nonfarm industry employment

Between the Julys of 2017 and 2018 total nonfarm employment in Chelan and Douglas counties (the Wenatchee MSA) rose 1.9 percent, from 48,000 to 48,900 jobs. Washington's nonfarm market expanded by 2.5 percent during this timeframe. Highlights of year-over-year changes follow:

◆ In the mining, logging and construction category most jobs are in "construction." Year over year, employment in the Wenatchee MSA's construction industry stabilized or increased from May 2016 through July 2019, except for weather-related downturns in February and March 2019. Between

the Julys of 2018 and 2019, Wenatchee MSA's construction industry grew by 100 jobs, or 3.2 percent. However, there were 7.8 percent fewer home or condo sales (i.e., closed sales) Year-to-Date (YTD) in the first seven months of 2019 versus January through July 2018 in the Wenatchee Market (i.e., in Wenatchee, Malaga, East Wenatchee, Orondo and Rock Island, WA) according to the July 2019 Real Estate Snapshot newsletter published by Pacific Appraisal Associates. Specifically, the number of single family homes or condominiums sold in the Wenatchee Market during first seven

months of 2019 was 554, a decline from the 601 closed sales from January through July 2018. However, the number of active listings has grown recently, from 199 in July 2018 to 205 in July of this year (up 3.0 percent). The median sales price of homes/condos sold in the Wenatchee Market also continued to climb, from \$325,000 from January through July 2018 to \$343,450 during the first seven months of 2019,

a 5.7 percent upturn. Washington's construction industry has been adding workers for the past 89 months (from March 2012 through July 2019).

◆ Estimates indicate that, over the year, the number of jobs in the Wenatchee MSA's retail trade sector has decreased in each of the past three months (April through July 2019). The number of retail trade jobs in this two-county area declined 3.1 percent, a 200-job downturn, from 6,500 in July 2018 to 6,300 in July 2019. Statewide, retail trade employment has increased for 106 months (October 2010 through July 2019). It should be noted however that the retail trade job growth across Washington has not been evenly distributed amongst the various retail trade sub-sectors (i.e., motor vehicle and parts dealers, food and beverage stores, general merchandise stores, other retail trade, etc.). Rather, growth has been concentrated primarily in the "other retail trade" category (which includes online shopping). For example, between the Julys of 2018 and 2019, Washington's retail trade sector posted a net gain of 2,300 new jobs (up 0.6 percent) with an increase of 4,800 jobs tallied in this "other retail trade" category (up 4.1 percent). Conversely, Washington's general merchandise stores provided 2,600 fewer jobs (down 3.6 percent) this July than in July 2018. Employment at motor vehicle and parts dealers also slipped a bit, accounting for 300 fewer jobs statewide in July 2019 versus in July 2018 (down 0.7 percent).

◆ Historically, state government in the Wenatchee MSA posted no new jobs in 2015, averaged 100 new jobs in 2016 and in 2017, and virtually stagnated again in 2018. Preliminary estimates indicate that between the Julys of 2018 and 2019, state government employment (which includes community college jobs) surged 25.0 percent by increasing from 1,200 jobs to 1,500. However, this sudden upturn was most likely not caused by unprecedented hiring. Rather it is primarily attributed to non-teaching staff and student workers/interns being carried "on the payrolls" a little later

than normal (into July 2019) - when they are traditionally laid off at the end of the school year (i.e., in June). Hence, the 300-job July 2018 to July 2019 jump in the Wenatchee MSA's state government sector is most likely an anomaly. Year-over-year job changes should settle into more normal ranges when August 2019 data are received.

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 June 2019, preliminary 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 45,141 in 2018, a 5,900-job and 15.0-percent upturn. The number of agricultural jobs (a subset of total covered employment) increased from 8,445 in 2008 to 10,662 in 2018, a 2,217-job and 26.3-percent uptrend. In 2008 Chelan County's agricultural industry accounted for 21.5 percent of total covered employment. In 2018 agricultural employment accounted for 23.6 percent of total covered employment countywide.

◆ Total covered wages (not adjusted for inflation) rose from \$1.236 billion (in 2008) to \$1.830 billion (in 2018) a \$594.3 million and 48.1 percent upturn. The agricultural payroll (a subset of total covered wages) advanced from \$166.6 million in 2008 to \$293.4 million in 2018, a \$126.9 million and 76.2 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.



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Leslie Freytag now Executive Director for Pybus Market

Story and photo by Gary Bégin

She once worked for Nieman Marcus in Dallas and has been on the board of the Pybus Foundation for the last two years, but now, as of last month, Leslie Freytag is the boss of it all - the new executive director.

The 68-year-old extremely experienced former retailer has also worked for Harry & David and Tommy Bahama among other national brands and now she can focus her wealth of ideas on how best to keep Pybus in the forefront of community minds when it comes to shopping, eating and events.

Freytag is interested in expanding the Market's attrac-

tion for not only retail shopping, but as a place to rent for events, a place for community non-profits to stage fundraisers and a place embedded in the heart of all who enter its spacious concourse to enjoy great meals, drinks and an eclectic variety of products for sale.

"We love to have book sales and events for kids to help raise money and to broaden their horizons," she said, in an exclusive interview with the Business Journal.

"I'm so grateful to be here," she said. Freytag is keen on "visual merchandising" and plans on aiding the many retailers that are in her "stable."

She believes in mentoring other business owners on how best to become or stay profitable and "defining processes" so the Market's vendors can sustain its bridge to the Wenatchee community.

Freytag said she will remain as the executive director as long as it takes to effect a smooth transition to the future, but states, "this is my last (professional) gig."

To donate to the Pybus Foundation or for any other info, call Freytag at 509-888-3900 or email her: leslie@pybusmarket.org. The Market is located at 3 North Worthen next to the beautiful Columbia River. The Pybus Foundation is a 501C(5) nonprofit.



Washington Apple Commission releases video

WAC news release

A new video series from the Washington Apple Commission shares an inside look at the Washington apple industry to educate consumers, international trade and retailers.

The series is divided into nine segments highlighting Trade, Technology, Food Safety, Journey of an Apple, Marketing Washington Apples, Integrated Pest Management & Organics, Lifecycle of an Apple Tree, History of Washington Apples and History of Varieties and a full documentary encompassing all topics.

"There's no better way to tell the story of Washington apples, than to show it. The scenic hills

blanketed with precise hi-density apple orchards, automated technology in the packing facilities, and most importantly the dedicated individuals growing the apples who are committed to producing the finest fruit possible," says Toni Lynn Adams, Washington Apple Commission spokesperson.

The Washington Apple Commission embraced the digital media trend to use a creative educational approach about the rich history of Washington apples and the progressive techniques that make the industry cutting edge.

Using funding from the USDA Specialty Crop Block Grant program ad-



ministered by the Washington State Department of Agriculture, the Washington Apple Commission partnered with North by Northwest Productions to capture both the impressive visuals and authentic stories of the industry community.

The first video debuted at the Washington Apple Commission booth at the Asia Fruit Logistica trade show in Hong Kong in September and on their social media channels.

The videos will be featured on the Commission's website at bestapples.com/videos and available in translated captioning in eight languages.



About Washington Apple Commission

The Washington Apple Commission is a promotional organization dedicated to serving the Washington apple industry by increasing consumer demand through innovative marketing and promotions in international markets.



Stemilt's 'Rave' apple returns to Minnesota

Stemilt News Release
MINNEAPOLIS – Goldy Gopher, a ceremonial mace and medallion, and Stemilt Growers' Rave brand apples joined thousands at the University of Minnesota-Twin Cities campus in late September as the college held a presidential inauguration for Joan T.A. Gabel.

President Gabel is the first female president and number 17 overall in the University's 168-year history.

Rave brand MN55 cultivar apples are a Honey-crisp-MonArk cross that researcher David Bedford developed through natural cross-pollination methods at the University's apple breed-

ing program in 1997.

Stemilt was given the rights to grow and market Rave in North America in 2014 and introduced it to the marketplace in 2017.

Rave returned to its alma mater to be shared with students, faculty and government officials during a modern, laid-back celebration that followed President Gabel's formal inauguration event.

"It was an honor for our signature apple, Rave, to be part of this historic celebration in Minnesota," said Brianna Shales, senior marketing manager at Stemilt.

"President Gabel wanted a casual event and healthy

foods to be served at her inauguration. We were thrilled to be invited to share the University's newest hit apple, Rave, with attendees."

Stemilt donated 4,000 Rave apples to be handed out at the foodservice line during the post-inauguration celebration at Northrop Mall.

The company also had a Rave branded table and tent near the fruit display, where Stemilt's team shared the story of Rave apples and gave out reusable cotton tote bags with 'I Raved Today' stickers to visitors.

"If any college community knows its apples, it's those who attend the University of Minnesota," said Shales.

"Their famed apple breeding program includes both Honeycrisp and SweeTango as success stories. Rave certainly had big names to live up to, but we were blown away by the familiarity and sheer excitement people had for our outrageously juicy new apple."

Stemilt is winding down on its third Rave apple season. The apple typically ripens and harvests in late July in Washington State. Because of that early harvest timing, Rave offers North American retailers with a unique jump-start to the apple season, along with a beloved Honey-crisp-like crunch and zippy-sweet flavor.



The 2019 season was short and sweet with strong retail execution, noted Shales. Stemilt expects future Rave apple seasons to run longer as more trees come into production.

"It was a big year for Rave apples with our largest crop yet and so much excitement at retail," said Shales.

"We took it on the road for the #RaveRoadTrip in late August and will wrap the season with this historic inauguration event.

Most importantly, we were able to give more consumers their first taste of Rave and something to rave about as we all eagerly await next year's crop."

About Stemilt

Stemilt Growers is a leading tree fruit growing, packing and shipping company based in Wenatchee, Washington. Owned and operated by the Mathison family, Stemilt is the leading shipper of sweet cherries and one of the nation's largest suppliers of organic tree fruits. Stemilt has also demonstrated a commitment to sustainable agriculture and social responsibility since 1989, when founder Tom Mathison launched the company's Responsible Choice program. For more information about Stemilt, visit stemilt.com and follow Stemilt on Facebook, Twitter, Instagram, Pinterest, and YouTube.