



It's HUSH HUSH but the news has leaked, comedy club opens in East Wenatchee



Story and photos by Gary Bégin

EAST WENATCHEE – The recently reopened Clearwater Saloon and Casino here now features a comedy club, complete with its own bar and dance floor with accompanying DJ.

The Hush Hush Comedy Club opened Saturday, Nov. 17 and showcased two comedians from Seattle along with a full bar, dancing to music guided by “DJ Red” after the show and full restaurant service if so desired, right at your table.

The first act is on stage for half an hour followed by the featured act that tells jokes for an hour. Immediately afterwards, about 9:45 p.m. is “dance fever time” complete with lights and a new floor.

On that night, the main attraction was comedienne Susan Jones and the under-card or first act, was Spencer O’Neil.

Both were funny in their own way, but these shows are definitely not for children or for

those easily offended by non-PC jokes. In fact, the acts on stage would only be allowed on cable television, but who cares? Only adults would be in a bar/casino in the first place.

Club manager Bobby Quiring said the opening night was a great success and several Saturday nights thereafter were sold out. The club charges \$10 per person about “90% of the time” Quiring said, “but some special acts may command a higher ticket price, depending on what the performer may charge the club.

The club seats about 70-80 people and can accommodate 90-100 if standing room only tickets are sold, according to Quiring.

Quiring is no stranger to the comedy club circuit, having been a part owner of the Jokers Comedy Club in Richland, which had a capacity of more than 200 and operated three nights a week.

The Hush Hush club will be opened only Saturday nights for now, but there’s always

room for more shows if the venue takes hold of the Wenatchee Valley funny bone.

The owner of the casino and the club is Jerry Howe, who was impressed enough with the recent article about the Nova Bar & Grill on the front page in last month’s Wenatchee Business Journal that he requested an article about Hush Hush (He also owns Roxys Diner in Seattle).

Ask and ye shall receive.

Quiring recommends that folks wishing to see the show buy their tickets ahead of time by going to brownpaperticket.com or they can take a chance and try to buy them at the door on or before 7:30.

As far as getting a good seat? He said early arrivals get first dibs on premium seats, unless those seats are paid for and reserved ahead of time.

Quiring hopes to add a Friday night show possibly in February of March

“I’m happy to see this area so receptive to



Hush logo

the comedy club as a real comedy club and not just a bar,” Quiring said.

Upcoming comedians scheduled in December include Nathan Brannon on

SEE COMEDY CLUB, PAGE 6



Marketing 101:

Sexy view, great dessert, 50 of the world’s greatest Bourbons

Story and photos by Gary Bégin

The Coast Wenatchee Center Hotel hosted its inaugural Bourbon Bash, November 3, at the property’s on-site restaurant, Rivertop Bar & Grill, 201 North Wenatchee Avenue.

This year’s Bourbon Bash featured over 50 premium bourbons by a variety of local distilleries and distributors.

Guests had the chance to drink shots of some of the world’s greatest bourbons, whiskeys, ryes and other distilled spirits as well

From across the sea, (actually Clinton, Washington) came the Cadée Distillery owner/sales representative complete with kilt Scotsman Colin Campbell.

as enjoy delectable desserts and, if so desired, sip on a variety of craft cocktails.

Music from a performing duo, Sergio and Seth, wafted in from an adjoining room.

The view from the Riverside’s 9th Floor location of both the Columbia River and East Wenatchee on one side and downtown Wenatchee on the other added to the ambiance of the evening event.

Many of the attendees to the Bash were also smart enough to get a room at the Coast paying a special rate for those who registered for the event allowing them to imbibe as much as they deemed necessary to have a good time.

One such couple, coming from

“faraway” Richland, was Lacie and Shelton Shipman, who are fans of the potent liquor.

It marked the second time the couple were drawn to the Apple Capital for an event and this time they put their heads in a bed, as any chamber would like to say. Meaning more money spent in the community allowing that money to be distributed around various service industries such as gas stations, gift shops, taverns and so forth.

Lacie said unabashedly, “I told Shelton we were coming to this event, especially since we were already going to be in the area.”

For those readers not fully versed in the lingo of alcoholic spirits, to



A huge variety of spirits, mostly Bourbon, was available for tasting.

be made in Scotland, Canadian Whiskey must be made in Canada and Irish Whiskey must be made in the Republic of Ireland.

Coast Hotel’s Marketing Manager Ron Warren said, “The Bourbon Bash was fantastic!”

Warren has plans to make the 2019 celebration even better. “We are trying to get more distillers for the 2019 Second Annual Bourbon

SEE BOURBON BASH PAGE 9



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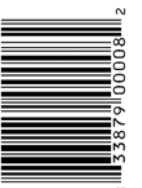
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NEWSSTAND LOCATIONS

Wenatchee

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

East Wenatchee

Fred Meyer, 11 Grant Road
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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Reichert Statement on U.S.-Mexico Trade announcement

House Ways and Means Trade Subcommittee Chairman Dave Reichert (R-WA) released the following statement after the Administration announced that the United States and Mexico have resolved bilateral issues with respect to their trade negotiations:

“With the importance of trade with Canada and Mexico to my home state of Washington, I am encouraged that today’s announcement reaffirms our commitment to a trade agreement with our North American partners. Because my constituents rely on NAFTA to create jobs and

growth at home, my priorities remain an improved and modernized NAFTA that provides certainty, includes strong protections, and is fully enforceable.

“I urge the Administration to engage with Congress as it moves forward in negotiations with Canada, and I hope that Canada will come back to the table with new energy. We are stronger and more successful together, and I look forward to reaching agreement on an updated agreement that includes all three countries and benefits American farmers, workers, and businesses.”

NCW Newspapers moving to a web-first model Weekly newspapers no longer

By Bill Forhan
I’ve heard it for years now. The Internet is killing newspapers. It’s only a matter of time before the Internet will replace the printed word.

Actually as it turns out, the Internet is the best thing that could have happened to local community papers like ours. Let’s look at some of the reasons why.

■ **It gives community papers immediacy they could not afford before now**

What do I mean by that? Well, in small communities that could not afford to print more than once a week, important local news wasn’t available until the next week’s edition hit the street. The ability to post news to a website means small local papers can post important

news stories immediately. So we are working hard to do just that.

■ **Websites provide the local paper more ways to share the local news**

It took newspapers the better part of the last century to add color photos to the newspaper. Our websites not only include one or two photos about local events, today we can post entire photo galleries and even videos. Want a sample? Go to the Activities Tab at LeavenworthEcho.com and click on the story – Playing Spiderman, or, just type “playing spiderman” in the search bar at the top of the page. Then click on the video image at the top of the story.

■ **Time, staff & the cost**

SEE NCW, PAGE 7

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Why are ‘judgments’ missing from the Wenatchee Business Journal?

The Wenatchee Business Journal used to faithfully publish a list of our fellow citizens that were found legally at fault because of a financial judgment against them or their company because of actions brought against them by private and public entities in Chelan County courts.

We also published those who were illegally getting unemployment benefits and had judgments to pay the state back.

We also published judgments of companies who won judgments against other companies and individuals for whatever reason.

All of that came to a screeching halt last summer when the Chelan County Clerk’s Office changed its computer software. That’s what I was told when I went to physically retrieve the judgments like I have been doing, month after month, year after year.

The new software eliminates the dollar amount awarded by the judge’s decision regarding the judgment thus rendering the publishing of such judgments

worthless. Worthless because some judgments award \$2 and others \$222 and others \$222,000 and still others \$2 million, etc.

The Wenatchee Business



Gary Bégin
Managing Editor

Journal would literally have to publish the entire list of judgments in order to be fair and that is space prohibitive. Even if we did that, the reader would never know who owed a king’s ransom and who owed just a few bucks.

My habit over the years was usually to highlight only those owing a substantial amount of money, let’s say \$2,000 and up. It isn’t a matter of trying to publicly shame as many people as possible, but to tell the community about those who may have substantial debts and should be vetted

more thoroughly when doing business with them. Whether that business be underwriting a loan or selling them a car or having them fix your patio, it is beneficial to the community to know the business bona fides of these companies and individuals before business is transacted. The same goes for the bankruptcies that we publish.

There is simply no point in publishing hundreds of persons in the paper when only a dozen or so owe substantial amounts.

The community wants to know, underwriters of loans want to know and our readers want to know.

Fortunately, Chelan County Clerk Kim Morrison understands our dilemma, is working diligently with the new software provider and hopes to remedy the problem by sometime in January.

She told the WBJ that once the software company has finished with the last of the Washington counties it is working with, it will turn its attention to the missing dollar amounts.

Thanks Kim! We hope to start publishing judgments again come the new year.

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Mrs. Bob Cratchit's WILD CHRISTMAS BINGE

by Christopher Durang



Old Time

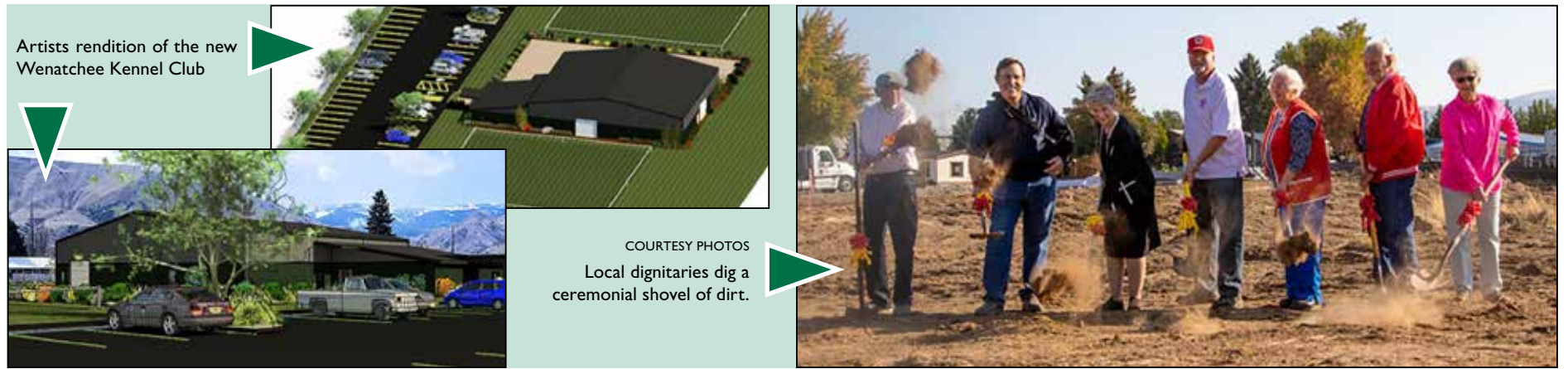
Radio Show

Local performers bring this irreverent romp through Dickens’ classic Christmas Carol to the stage in 1940s-style radio hour as it is broadcast live on KOHO 101.

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[FRI, DEC 21 at 7:30PM]



Artists rendition of the new Wenatchee Kennel Club

COURTESY PHOTOS
Local dignitaries dig a ceremonial shovel of dirt.

Wenatchee Kennel Club breaks ground for training center

WKC news release

The Wenatchee Kennel Club (WKC) broke ground October 22 for a training center at 200 First Street Southeast in East Wenatchee. It is anticipated that the 7,880 sq. ft. building will be complete in spring 2019.

The center will include a 75' x 88' indoor training area, office, bathrooms, storage and two 100' x 100' outdoor rings.

The club has a 30-year lease with option to buy the approximately 2.5 acre site.

The projected cost of the project is \$900,000 including the \$550,000 steel building, \$250,000 site preparation, permits and hook-up fees, landscaping and fencing.

Partners in the project include: Forte Architects, General Contractor Western Ranch, Civil Engineer Forsgren Associates,

Pipkin Construction, and Landscape Designers Doug and Jan Merriman.

The City of East Wenatchee, businesses, and neighbors have been most encouraging of the project.

More than 30 enthusiastic public officials, neighbors, club members and other friends attended the ground breaking.

The lot is being cleaned up and graded and the building materials are staged ready for construction when the pad is poured.

WKC Building Committee Co-Chair John Njus commented at Ground Breaking:

The Wenatchee Kennel Club is 57 years young and still growing. From its beginning WKC has promoted responsible pet ownership through Education, Training and Competition.

Some 16 years ago the club took a leap of faith and rented an old storage building for their own training facility on Valley Mall Parkway.

Club membership increased with the addition of more classes and events. Over the ensuing 10 years members recognized our need for a bigger training center.

A little over three years ago the thought of a bigger training center became more than just whimsy.

The building we were leasing was sold. A building committee was formed.

Plans for a new training center were developed in parallel with finding a location to build it.

After an extensive, and sometimes frustrating, search for property that met the needs of WKC but also fit with jurisdictional requirements, we

found this gorgeous location in welcoming East Wenatchee – just about a mile south of our old location.

We are excited to start the construction of our new training center and look forward to moving into our new forever home.

The mission of the Wenatchee Kennel Club is to promote responsible pet ownership and to engage handlers and dogs in learning activities that exercise the brains and muscles of both handlers and dogs.

We welcome all purebred and mixed breed dogs and their handlers who want to build great canine companionships.

WKC was established as a non-profit organization in 1961, and was granted 501(c)(3) status in 2015. Go to wenatcheekennelclub.com for more information.

WKC Board:

- Chuck Johnson**, East Wenatchee Councilman
 - Lori Barnett City**, East Wenatchee Director of Community Development
 - Walt Gearhart**, WKC Past President
 - Louise Day**, WKC President
 - Lynda Pheasant**, WKC Building Committee
 - Kevin Morris**, Douglas County Sheriff
 - John Njus**, WKC Building Committee Co-Chair
 - Lenka Slapnika**, Forte Architect
 - Tanya Davis**, General Contractor Western Ranch
 - David McCarthy**, Forsgren Engineering
 - Linda Harbury**, WKC Building Committee Event Coordinator
- WKC Presidents and years served:**
Walt Gearhart (2000-2005), **Jack Snyder** (1976-1977), **Louise Day** (2014 – present), **Willard Fields** (1980-1981 & 1989-1990 & 1993-97), **Pat Putman** (1978-1979), **Ed Putman** (1967), **Pat Click** (Ollie 1973-1975)

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North Cascades Bank receives Financial Capability Innovation Award from EVERFI and the Financial Capability Network

Press Release

Washington D.C. – North Cascades Bank was honored with the 2018 Financial Capability Innovation Award presented by the nation's leading technology innovator, EVERFI, Inc. The award recognizes North Cascades Bank's significant efforts to improve the financial capability of Americans through unique digital learning initiatives.

"North Cascades Bank is proud to have empowered so many local students with the essential skills needed to make sound financial decisions. It's a testament to our investment in our local communities," said Charlie Guildner, president of North Cascades Bank.

Honorees were selected

based on a set of criteria that included the scale and reach of their financial education initiatives, the duration of their commitment, and unique employee volunteering activities that supplement their programs.

"Each year, we honor institutions that are truly dedicated to going above and beyond in service to their communities," said Ray Martinez, EVERFI President of Financial Education.

"The Financial Capability Innovation Awards have given us the opportunity to share and celebrate the tremendous investment these institutions are making and continue to make in the communities where they live, work,

and serve. For EVERFI, our time here reminds us just how critical the role innovation continues to play in empowering Americans to pursue economic opportunity and achieve financial security for themselves, their families, and their community."

North Cascades Bank is committed to providing students with the skills and knowledge needed to successfully navigate the increasingly complex financial world we live in. They have partnered with EVERFI to bring Financial Foundations to local students at no cost to schools or taxpayers and have reached more than 250 students in the 2017-18 school year in 6 local schools.

These elementary schools include Morgen Owings, Methow Valley, Abraham Lincoln, Mission View, Mansfield and Pateros. The web-based program uses the latest in simulation and gaming technologies to bring complex financial concepts to life for today's digital generation.

Administered by teachers in a classroom setting, the web-based course offers over six hours of programming on a variety of financial topics including credit scores, insurance, credit cards, student loans, mortgages, taxes, stocks, savings, 401k's and other critical concepts that map to national financial

literacy standards. The platform uniquely tracks the progress and performance of every student.

Further, North Cascades Bank partners with EVERFI to provide a financial literacy and capability adult learning platform for customers, community organizations, and employees.

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About EVERFI

EVERFI, Inc. is the education technology innovator that empowers K-12, higher education, and adult learners with the skills needed to be successful in life.

The company teams with major corporations and foundations to provide the programs at no cost to K-12 schools.

Some of America's leading CEOs and venture capital firms are EVERFI investors including Amazon founder and CEO Jeff Bezos, Twitter founder Evan Williams, and Google Chairman Eric Schmidt. Learn more at everfi.com.

North Cascades Bank
Division of Glacier Bank

About North Cascades Bank

North Cascades Bank is a division of Glacier Bank of Kalispell, Montana. Glacier Bank is a subsidiary of Glacier Bancorp, Inc. (GBCI), a regional bank holding company headquartered in Kalispell, Montana, operating fourteen bank divisions including North Cascades Bank. These bank divisions provide financial services to individuals and community based businesses throughout Montana, Idaho, Colorado, Utah, Washington, Arizona and Wyoming. Additional information about the bank can be found at www.northcascadesbank.com.

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Western Building Material Association names Manson's La Mar president

Submitted story

MANSON – Brett La Mar of Lake Chelan Building Supply in Manson was elected President of Western Building Material Association at its 116th Annual Convention and Building Products Showcase held November 6-8 in Marysville.

Lake Chelan Building Supply was founded in 1979 by Edd and Sharon La Mar on the outskirts of Manson near Lake Chelan with the simple motto "Where Customers Become Friends". In 1993 they added a second store in Chelan.

Brett, who grew up working in the family business on weekends and summers, joined his parents full-time in 1992 after finishing up at WSU.

Giving back to their community is a way of life for the La Mar's. Just about any local cause in need has relied on Lake Chelan Building Supply for assistance.

Schools, Rotary Club, music festivals, cancer walks and the Hospital Guild's to just name a few of the many civic activities it has supported.

In 1993, Lake Chelan Building Supply donated the first Habitat For Humanity home in Lake Chelan and have continued to offer special discounts and donations to Habitat since.

Lake Chelan Building Supply has been recognized as "Best in the Northwest" Washington Family Business of the Year, the 2004 Community Spirit Award from the Washington State Law Enforcement Memorial, 2010's WBMA Dealer of the Year, Lake Chelan Chamber of Commerce Business of the Year in 2006 and 2015 and last year received the Best Mom and Pop Award.

A Distinguished Dealer Award was given to Dave Dittmer – TAL Holdings, LLC, Vancouver, Washington.

This award is for outstanding and distinguished service to the building material industry.

Dave Dittmer became CEO of TAL Holdings LLC in 2013, a family-owned lumber and building material dealer with locations throughout the Pacific Northwest.



COURTESY PHOTO

Brett La Mar (right) receives gavel from 2017 WBMA President Trent Withers of Withers Lumber in Woodburn, Oregon.

TAL Holdings LLC is the parent company of Tum-A-Lum Lumber, Inc. who has celebrated 110 years in business. In 2017, Marson and Marson Lumber, Inc. with over 60 years in business and Browne's Home Center with over 70 years joined TAL Holdings.

TAL recognizes that their employees are the most crucial element to their success. Its family culture drives their actions, and they take great pride in their community of more than 175 excellent employees.

Western Building Material Association is a regional trade association serving the building material industry in the states of Alaska, Idaho, Montana, Oregon and Washington.

REDUCE REUSE RECYCLE

Rep. Mike Steele, Commissioner-elect Bob Bugert, comment on election wins

By Gary Bégin

Re-elected 12th District State Representative Republican Mike Steele stated, "I am looking forward to working with Keith (Goehner). His experience with the County will help tremendously as he begins his service in the Legislature."

Steele, resident of Chelan, was elected to his second term representing the 12th District in Olympia.

"I am honored to be returning to Olympia to continue working on behalf of the people and communities in the 12th Legislative District. My priorities continue to focus on economic and job growth. I also plan to introduce legislation that helps address issues around workforce housing infrastructure and availability," he said.

"This will be a long session and I look forward to heading back to Olympia and working hard for all of the people of my district," concluded Steele.

He defeated Democrat Valerie Sarratt of Twisp in the November general election by a resounding nearly 2-1 margin garnering 64.84% to Sarratt's 35.19%.

Goehner now joins Steele as 12th District representatives after he easily defeated independent Ann Diamond getting 56.84% to Diamond's 43.16%.

Newly elected Chelan County Commissioner Bob Bugert said regarding his narrow victory on November 6, "I



SUBMITTED PHOTO

Bob Bugert

am honored and delighted to have this opportunity to serve the citizens of Chelan County over the next four years. I have many folks to thank for their support, and I now will be focused on garnering the trust of those folks who did not vote for me. As I mentioned repeatedly in my campaign, my goal is to find common ground for many issues that affect the diversity of people in our county."

Bugert went on to say, "While I have years of experience working with county commissioners on a variety of issues, I



SUBMITTED PHOTO

Shon Smith

recognize that I have much homework to do, much to learn, and people to visit with. I look forward to this opportunity."

Bugert defeated restaurateur Shon Smith by less than 500 votes out a total of 26,890 cast.

"Early this December, before I am inducted as a commissioner, I will be attending a three-day training session by the Washington Association of Counties on the specific roles and responsibilities of a county commissioner. The training will have real practical applications, so I am excited to attend this as well," he

said.

Regarding becoming an advocate for area tourism, Bugert, in a previous interview said, "I have been working on outdoor recreation for many years.

There is a clear and documented economic benefit of recreation -- it brings dollars to our community as people come to boat, fish, bike, hunt, ski, parasail, zipline, golf, and participate in the wide variety of recreational opportunities our county offers. We need to capitalize on the fact we have good access to great recreation!

"When I led the Land Trust, we completed a \$8.7 million campaign to create an extensive trails system in the Wenatchee Foothills. People who come to bike, hike, birdwatch or hunt bring considerable sales tax benefits to our communities," Bugert continued.

"I have also been working with the Greater Wenatchee Chamber of Commerce and Port of Chelan County to strengthen our outdoor recreation economy. This has direct benefits to restaurants, motels, and other services in our communities.

"I am currently on the Board of Wenatchee Valley TREAD, the newly-formed nonprofit to promote outdoor recreation and tourism in Chelan and Douglas counties. Our work is done with the financial support and partnership of the Chamber of Commerce and Port

SEE BOB BUGERT, PAGE 10

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It's 'Hush Hush' but the news has leaked, comedy club opens in East Wenatchee

CONTINUED FROM PAGE 1

Saturday, Dec. 8 and Bill Scott on Saturday, Dec. 15.

Quiring has lived all his life in



"DJ Red" is his handle, but some may know him as Jason Rice.



Comedienne Susan Jones opened the club as the featured act.

various Eastern Washington towns, but said he likes the Wenatchee area the best because of its beautiful surroundings and community appeal.

He is currently using a booking service for getting his acts to the Valley, but after a year he will take over as his own booking agent.

The acts that are being brought into town are often times national touring comedians used to performing in Los Angeles, Portland, New York, Seattle and elsewhere.

"We can get acts that are in Seattle and headed to Spokane or vice versa," Quiring said. "It gives them a chance to pick up some extra money during their travel time," he said.

"Laughter is contagious," Quiring pronounced.

"I only book an act once a year because most comedians don't change their act or write new jokes during the same year," he said.

Quiring helps run the entire casino and readily admits to stealing recipes from other places to enhance the dining experience here. For example, he took the Roxys salt and pepper chicken wings recipe for the menu here, but since it is the same owner, it was easy to do.

Quiring is a hands-on type of guy who also doubles as the emcee for the comedy evening. He is there

making things go smoothly from well before opening to after closing.

Eventually Quiring, well aware of this area's large Hispanic population, said he would like to book bilingual comedians who can perform an early show in Spanish and a later show in English (or vice versa).

He said he performed a lot of research and development in the area and understands that culturally speaking, Hispanics frequent night clubs more than others by a 50% - 60% ratio.

"Dancing is also prevalent more in the Hispanic community and so we have a great new dance floor. DJ Red caters his selections to the audience he sees at the comedy show before the dancing starts," said Quiring. DJ Red has a 16' x 30' floor to work with.

"Comedians aren't always



Comedian Spencer O'Neil was first on stage during opening night.

concerned about the money they get paid, but also if they are performing in a full house," Quiring said. "They love playing to a full house."

Newly installed Clearwater Casino Manager Jan Stiverson is excited to tell the world about the recently (Nov. 1) opened venue and sees nothing but good times and growth ahead.

"The sky's the limit. This is a great place for gaming," she said.

Because of the Native American gaming lobby in Olympia, casinos not tied to a reservation can only have certain table games like blackjack and poker, but not roulette, craps or slot machines, according to Stiverson.

Interestingly enough, there is a fine thread that binds Quiring to the casino. He used to be a professional poker player who travelled America, including stints in Las Vegas at the world championships of poker.

Another great feature of both the casino and the comedy club is the delicious menu that includes a variety of burgers, steaks, chicken and Caesar salad. Before the main entree, try some of the appetizers such as fried pickles, shrimp, chicken wings, various tacos and many other items.

To contact the casino or the Hush Hush Comedy Club, call 509-888-2003.

For casino info ask for Jen, for the comedy club, Bobby.



Brianna Abbott tends the main casino bar with a smile.



Hush Hush Manager Bobby Quiring also doubles as emcee.

Chelan PUD 2019 budget includes more investments

Chelan County PUD news release

Chelan County PUD's 2019 budget proposes continued investments at the dams, in substations and technology; paying down debt by another \$41 million and no electric rate increase for the seventh year in a row.

PUD commissioners reviewed the preliminary budget figures at a hearing on Monday.

Next year's spending plan is based on five-year business plans and supports strategic priorities to:

- Invest in employees and assets
- Keep the debt-to-equity ratio below 35 percent
- Continue the Public Power Benefit program

The draft 2019 plan includes continued, significant investments in capital projects of about \$153 million, an increase from last year and perhaps the largest annual investment in the hydro projects and facilities since original construction, said Craig Kunz, strategic financial planning manager.

Some projects originally planned for 2018 were delayed and are now set for 2019, contributing to the higher total.

The top projects include:

- Modernizing cranes and hydro units at Rock Island Dam
- Upgrading warehouse, work space and crew buildings at Rock Island and Rocky Reach dams
- Continuing large unit repairs at Rocky Reach
- Building new substations to meet growth
- Installing a new Customer Information System to offer customers more ways to manage their utility accounts

Chelan PUD expects to end 2019 with a budgeted positive bottom line of \$78 million, up from this year's budget of \$72 million.

Expenditures of \$403 million include paying down debt by another \$41 million and the major investments at the dams and in the power grid to serve forecasted growth in the county.

Total 2019 spending and debt reduction are about 10 percent more than the 2018 budget.

Continued expansion of the fiber network and day use passes for PUD parks operated by the state remain as part of the Public Power Benefit program in the proposed 2019 budget, Kunz said.

Commissioners also reviewed positive financial results through this year's

third quarter, which puts the District in a strong position heading into next year.

The better-than-budget results so far in 2018 are the combination of higher electric revenues, lower

overall operations and maintenance expenses and Alcoa surplus proceeds, said Mark Mullins, Enterprise Risk Planning director.

Forecasts call for the PUD to end this year with a

\$99-million positive bottom line, about \$27 million more than budget.

Staff will seek commission approval for the budget on Dec 3.

Before the budget discussion, commissioners

received an update on Rock Island Dam projects. Dan Garrison, Hydro Operations director, and Brett Bickford, Engineering and Project Management director,

SEE CHELAN PUD PAGE 20

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Annual Percentage Yield is accurate as of 11/13/2018



VETERAN-OWNED & OPERATED BUSINESS

Chelan County gets state award for hiring Vets

By Gary Bégin

The Washington State Department of Employment Security (ESD) asked an old friend and daughter of a U.S. Marine, former state Senator Linda Parlette, to help celebrate the success of a recently enacted statewide initiative to promote hiring veterans called “YesVets.”

It was a sunny, but chilly Veterans Day in Wenatchee as the parade stopped at Memorial Park, next to the courthouse here, where colors were presented by the VFW and a rifle salute by the American Legion was had on behalf of all veterans, whether past or present, especially those who gave their lives in service of their country.

Chelan County Commissioner Kevin Overbay was at the ceremony to accept the award on behalf of Chelan County’s Human Resources department.

Also on hand was



GARY BÉGIN/WBJ

During a Veterans Day mid-parade pause as it arrived at Memorial Park, Chelan County Commissioner Keith Overbay accepted an award on behalf of the county, from former state Senator Linda Parlette who presented it on behalf of the Washington Department of Employment Security. To Overbay’s left is Chelan County Veteran Service Officer Tony Sandoval. To Parlette’s right is, from left, Wenatchee Valley WorkSource’s Terrie Garcia-Hernandez and program Administrator Mary Zavala.

Chelan County Veterans Service Officer Tony Sandoval, Wenatchee Valley WorkSource Administrator Mary Zavala and Terrie Garcia-Hernandez. The award lauded the county’s percentage of

veterans in its workforce and its continuing efforts at outreach to area veterans through job fairs and other events.

The original “Armistice Day” was invented as a memorial to World War One, which officially ended on the 11th day of the 11th month at the 11th hour. It was, but for the hour, exactly 100 years later that Chelan County was chosen as only one of 12 Washington companies to be given such an honor for its hiring of veterans.

The YesVets initiative, House Bill 2040, was

first conceived as a demonstration project to take place in the Yakima Workforce Development Area, but YesVets’ popularity quickly spread across the state. Now any employer can sign up and begin hiring veterans through the program.

Since the state launched the YesVets hiring initiative close to 200 businesses have signed up and more than 183 veterans have been hired so far.

Chelan County employs 540 full-time employees, of which 81 are veterans. During the last year, eight

veterans were hired, representing 44 percent of all new hires. The county also participated in the annual WorkSource Veterans Hiring Event and the Homeless Veterans Stand-Down in Wenatchee.

How it works

YesVets provides public recognition to employers who actively commit to, recruit for and hire veterans into their open positions.

By creating a business environment that publicly recognizes and values employers who commit to hiring veterans, YesVets hopes to continue decreasing veteran unemployment.

The YesVets decal presented to employers who have hired a veteran, also provides a very public way for both customers and veterans to see that the business supports veterans.

To enroll in YesVets, employers visit yesvets.org, entering basic business and contact information. Soon, they will be contacted by local veterans employment representatives who can train them to use WorkSourceWA.com job match site.

Once the employer has hired a veteran, their local veteran’s employment representative presents a YesVets decal to proudly display on their business window.

For more information: yesvets.org or dva.wa.gov or esd.wa.gov.

Wenatchee honors local heroes on Veterans Day and throughout November

We honor our heroes Harold "T." Cornell US Air Force Years of Service: 1942 - 1969	We honor our heroes Harold G. Peart US Air Force Years of Service: 1952 - 1964	We honor our heroes Doug Bittan US Army Years of Service: 1968 - 1968	We honor our heroes Donald J. Gold US Coast Guard Years of Service: 1942 - 1945	We honor our heroes George De Los Santos US Army Years of Service: 1951 - 1976	We honor our heroes Jason L. Porek US Army Years of Service: 1998 - 2017	We honor our heroes Harold Mendenhall US MARINES Years of Service: 1963-1965
We honor our heroes John Mac Williams US Navy 0732 Years of Service: 1967-1971	We honor our heroes Robert E. Snyder US Army Years of Service: 1942 - 1964	We honor our heroes Donk Gevra US Air Force Years of Service: Currently Serving	We honor our heroes Robert "Randy" Ross US Army Years of Service: 1940 - 1966	We honor our heroes William E. Plueker US Navy Years of Service: 1941-1945	We honor our heroes Wes Hensley III US Army Years of Service: 1968 - 1974	We honor our heroes Damon Bessidy US Army Years of Service: 1968 - 1972
We honor our heroes L.L. Bush Gulp US Coast Guard Years of Service: 1908 - 1972	We honor our heroes John B. Spindel US Army Years of Service: 1941 - 1979	We honor our heroes Jorge B. Chacon US Army Years of Service: 1964 - 1966	We honor our heroes Kenneth J. Polvan US Army Years of Service: 1942 - 1955	We honor our heroes Loren E. Lowly US Navy Years of Service: 1954 - 1954	We honor our heroes Lloyd J. Hauge Jr. Corporal US Marine Years of Service: 1943-1945	We honor our heroes Robert P. Brighton US Army Years of Service: 1964 - 1979

CONTINUED FROM PAGE 2

NCW Newspapers moving to a web-first model

of printing often limited the amount of content

News and information doesn't happen in convenient packages that perfectly match advertiser support. It has always been true that advertising pays the bills. Subscription revenue has never covered the cost of producing the paper. At best it was hoped subscription revenue would cover the cost of paper and distribution. With our websites content is only limited by computer storage and server farms are growing. So currently, it is virtually unlimited.

Nearly all consumers are connected to the world through technology

Not everyone has a computer, but nearly everyone today has a cell phone and most have a “smart” phone. That means they have a hand held computer in their pocket or purse. This means they have instant access to the local newspapers website and they can even contribute local

news and photos to share with the community.

All of our online content is tracked

Advertisers for years have asked newspapers how they could determine if their advertising was effective. Newspapers developed a number of strategies to help advertisers gauge the impact of their ad campaigns. But when the Internet came along digital providers began providing advertisers with hard statistics on the number of people who actually “clicked” on their ad. Print advertising did not respond and the result has been a steady decline in advertising. National click through rates aren't especially impressive, generally run in the .01% to .02% range. But they have been responsive to advertiser's concerns.

As it turns out, tracking content is not only important to our advertising customers. It is also important to helping us determine what our readers are most interested

in. This helps us focus our resources on the issues and events of primary importance to you – our readers.

Each of our local newspapers has had active website for years. In the last year we have made significant changes to the functionality of those sites. One big change is to make sure the site automatically adjusts to fit the screen you are using to view it. Those websites now have more unique online subscribers than print edition subscribers, and those subscribers are willing to pay for their on-line subscriptions. In fact, many have expressed that they only want on-line access they don't want the printed paper.

Our unique on-line user counts increased by 41% on average last year, while our print subscribers remained nearly the same.

The first rule of marketing is to give the customers what they want. It takes a while for



COURTESY PHOTO

Parkside staff are ready to assist.



GARY BÉGIN/WBJ

Many VIP's were present at Parkside's new Crisis Stabilization Unit grand opening. Pictured from left are: State Senator (13h District) Judy Warnick, former State Senator (12th District) Linda Parlette, developer and original building donator Carl Campbell, Program Director Dr. Julie Rickard, Wenatchee Mayor Frank Kuntz, Chelan County Commissioner Keith Goehner, Douglas County Commissioner Dan Sutton, Chelan County Commissioner Doug England and Douglas County Behavioral Health Organization Administrator Tamara Burns.

24-bed adult mental health 'Crisis Stabilization Unit' opens in Wenatchee

By Gary Bégin

American Behavioral Health Systems (ABHS) – Parkside held a ribbon cutting complete with speeches from former State Senator (12th District) Linda Parlette October 26. It was a celebration of the grand opening of a 24-bed residential Crisis Stabilization Unit (CSU) serving adults struggling with mental health issues. This new CSU will serve residents in the four-county region of Chelan, Douglas, Grant and Okanogan.

ABHS Parkside, located at 1230 Monitor St. in Wenatchee, is the first major mental health intake facility in the area and has nearly two dozen mental health professionals dedicated to the new unit out of a staff of 50.

Parlette, now the executive

director of the North Central Accountable Community of Health, said she has worked for many years with a variety of community members to see this project come to fruition.

The nationwide opioid crisis is always in the news and a topic of concern for family, law enforcement, our legal system and especially the victims of addiction themselves. The state of Washington has seen the impacts of this crisis and lacks appropriate patient access to Acute Detox Centers and Medication Assisted Treatment (MAT), according to ABHS. Every day, more than 90 Americans die after overdosing on opioids. According to a report published by the University of Washington's Alcohol and Drug Institute (2015), Washington state

has seen a 30.9 percent increase in opioid related deaths since 2004.

The new CSU began admitting patients October 29, and already had two signed up to start treatment before that.

"At ABHS, we are committed to providing our clients with the best treatment available, as their recovery is our goal. Our therapeutic approach is evidence-based, and our trained staff of addiction specialists, care teams, and administration are readily available to serve those in need when they are ready. We have helped thousands enter recovery and go on to live fulfilled lives of happiness, hope, and health," according to the company's news release.

The 32,000 square foot facility cost \$8 million to build, according

to public records. "Parkside Place Apartments" as it was once named, was given to the city in 2009 by businessman and philanthropist Carl Campbell, to be used as a mental health facility. Campbell helped Parlette cut the ribbon to officially open the facility.

Patients can be referred to the CSU via emergency room, law enforcement, ambulance, mental health practitioner, primary care physician, or self-referral 24-hours a day.

If immediate mental health services are needed, call the crisis line, 509-662-7105 or use the crisis text line at 741741.

For additional information about ABHS Parkside or other services provided by ABHS visit americanbehavioralhealth.net.



GARY BÉGIN/WBJ

Former State Senator Linda Parlette addresses the staff and other attendees at the official opening of the Crisis Stabilization Unit.

About ABHS

Since 1997, ABHS has given hope to those struggling with addiction, and we are now also serving those in need of Mental Health Treatment; providing the full continuum of care for persons in need of behavioral health intervention. It has been recognized that substance use disorders and mental health disorders often occur at the same time – known as Co-Occurring Disorder.



Attendee Jennifer Henderson of Express Employment Professionals, standing and facing camera.



Port of Douglas's Ron Cridlebaugh

Port of Douglas County Economic Development Roundtable report

Story and photos by Gary Bégin

EAST WENATCHEE – The Port District of Douglas County enjoyed another packed Economic Leadership Roundtable held at Wild Rivers here, Thursday, Oct. 18.

State Senator Brad Hawkins, Rock Island Mayor Randy Agnew, Douglas County District Court candidate attorney Robert Hunter and NCW Hispanic Chamber of Commerce President Rafael Aguilar were just a few of the 50 or so invitees at the quarterly luncheon meant to educate Douglas County businesses about various economic trends and provide a networking venue for economic issues in the county.

Port of Douglas County Economic

Development Manager Ron Cridlebaugh explained the many statistics he cobbled together showing the county's key indicators regarding employment, home values, taxable retail sales, Pangborn Memorial Airport (PMA) activities, marijuana sales and excise tax reports and school district rankings among others.

Besides the expert explanations of the various charts and graphs provided by Cridlebaugh, the same information was provided to the assembly via handouts so they could follow along with his slideshow.

Also included in the handouts and in a power point presentation by Port of Douglas Executive Director Lisa Parks were the

recommendations from the Blue Ribbon Futures Panel (hereafter known as the "Panel") appointed by the port commissioners to study a variety of major issues facing the port.

Those issues included the following regarding PMA:

1. "Analysis of the airport's current and forecasted impact on the local and regional community and economy ... as part of a 20-year operating and capital forecast." That analysis and forecast would include "consideration of current and potential realistic commercial aviation growth, attraction of aviation related industries that are runway dependent and reinvesting in

general aviation."

- The PMA recommendations also included,
2. Development of the airport's ability to become financially self-sufficient (not requiring any capital or operating budget) and in what time frame.

3. Exploring options to spread near and mid-term subsidy requirements region-wide, including to other local governments.

4. Treating capital need separately from operating needs and 5) options for governance and funding. Those options would include creation of a regional entity with the transference of ownership and operation to that entity; possibly allowing the Port of



Sergio (left) and Seth performed at the Bourbon Bash



A huge variety of spirits, mostly Bourbon.



Lacey (left) and Shelton Shipman enjoy a craft cocktail.

Sexy view, great dessert, 50 of the world's greatest Bourbons



Coast Hotel staffer Rochelle Brooks "baked most everything" served at the Bash.

CONTINUED FROM PAGE 1

Bash, which will be held about the same time of the year as this one," said Warren.

Warren estimates about 60 people bought tickets to the first Bash and he expects more next year as the word spreads around the Valley.

Without divulging specific numbers, Warren said, "We definitely ended up on the

positive side of the ledger."

Jim Beam, Woodinville (Washington) Evan Williams, Makers Mark, Old Camp Pecan Peach Whiskey (Created by the country duo Florida Georgia Line), "Isle of Whidbey" Cadée Distillery (Clinton, Washington), Dry Fly Whiskey by Washington Wheat Whiskey (Spokane) and many others too numerous to mention had bottles and shots ready for the guests.

The Coast Wenatchee Center Hotel is within walking distance to an array of great entertainment and shopping as well as loads of waterfront activities – and the sky-bridge will take you right to the Wenatchee Convention center. The Rivertop Bar & Grill offers casual rooftop dining with great views of the Valley and is just one of the many featured amenities. The Coast chain has more than 35 properties in the N.W. U.S. and Canada as well as Alaska and Hawaii.

For more information, call 509-662-1234.



Woodinville Whiskey Company National Brand Ambassador Ariel Jahn pours a drink for one of the many attendees.



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CONTINUED FROM PAGE 5

Bob Bugert: Independent beats Republican Smith for Chelan Commissioner #2

of Chelan County, and many recreation businesses and nonprofits in the area, said Bugert.

“Our goal is to promote recreation to improve the quality of life and health in the region, and to develop recreation-based jobs as part of a strong and diverse economic mix that supports this region,” Bugert said.

“As a County Commissioner, I will continue to work with the chambers of commerce, port districts, and our cities to strengthen that approach.

“My goal is to bring all stakeholders

together (motorized, non-motorized, water, snow and land) to provide the best outdoor recreation experiences in our communities, improving the quality of life for everyone who lives in or visits the region,” he concluded.

Bugert is the former executive director of the Chelan-Douglas Land Trust.

Several other winning candidates were solicited for comments after the election results were announced, but as of press deadline only Bugert and Steele have replied.

CONTINUED FROM PAGE 8

Port of Douglas County Economic Development Roundtable report

Chelan County to govern and operate on its own; consideration of a broader base to support capital shortfalls.

The airport currently operates under joint funding from both the ports of Douglas and Chelan counties, but is managed by the Port of Chelan.

Related to the PMA issue is the Airport Business Park initiative which seeks to extend economic activities “beyond bit coin mining to develop a more secure revenue stream.”

The Panel also stated in its report that “partnering with the private sector to develop vertical construction on individual available sites” would be of economic benefit. Also, “creation of an R&D (research and development) center for blockchain technology in conjunction with the Port, Wenatchee Valley Community College, private sector and the Douglas County PUD (public utility district).”

Another major project underway, according to the Panel, is the continued effort at Rock Island to repurpose and develop the former smelter site, but it was made clear in the report that condemnation of the two major buildings at the site should be done only after all other considerations have failed.

The Panel also called for a public/private partnership but not the creation of a separate entity such as a “Public Development Authority” as it deemed the existing Port to be “best suited and equipped to take it to the next step.”



Port of Douglas's Lisa Parks

The Panel also stated it would “not recommend implementing an industrial development tax pending further financial analysis of the need.”

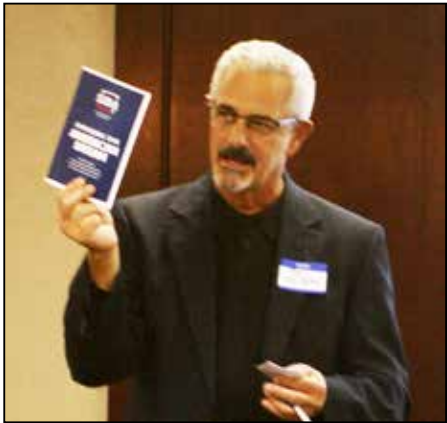
The Panel also made recommendations about the future operations of the Orondo River Park and the Mansfield and Waterville general aviation airfields. Consideration should be given to the transfer of operations and ownership of both facilities, according to the Panel.

Ken Mattson of SCORE and Joel Nania of the SBA's Spokane office also spoke to the gathered public and private sector executives.





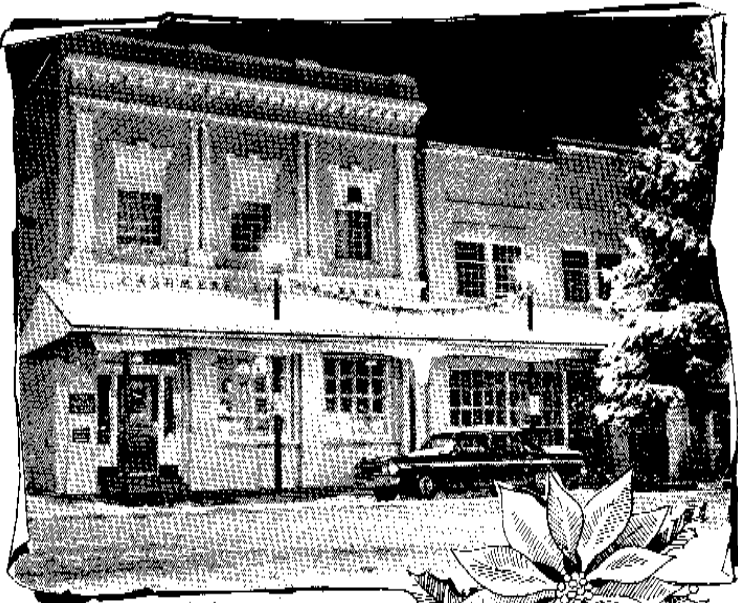
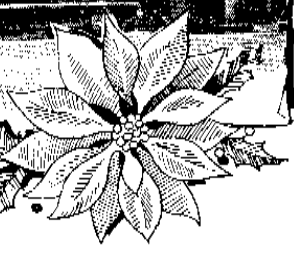
The next Port of Douglas Economic Leadership Roundtable seminar is scheduled for Thursday, January 17, 2019. The location may be moved to another venue, according to Port officials, due to the elbow-to-elbow full house it has experienced at the last several seminars.

Besides providing information and networking to the movers and shakers of the Wenatchee Valley, the meetings are also catered buffet affairs offered at no charge to those in attendance.

Parks said it was not easy to find large enough venues in East Wenatchee to suit the purpose of the seminars, but efforts might be made towards that goal.



SBA's Joel Nania

One Solitary Life

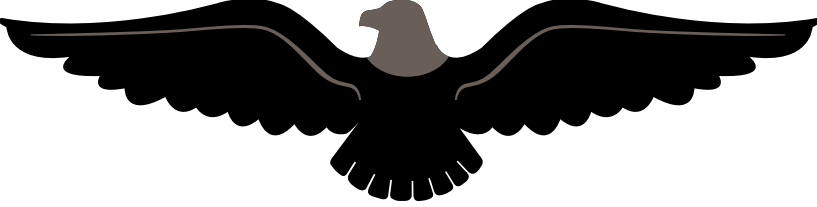
He was born in an obscure village.

He worked in a carpenter shop until he was thirty. He then became an itinerant preacher.

Nineteen centuries have come and gone and today he is the central figure of the human race.

All the armies that ever marched and all the navies that ever sailed, all the parliaments that ever sat and all the kings that ever reigned, have not affected the life of man on this earth as much as that One Solitary Life.

Adapted From DR. J A Francis 1926



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MEMBER MESSENGER

"Driven to Promote and Protect Small Business"

DECEMBER 2018 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!

- Cascade Powder Coating – 6 years
- Cascade Woodcrafters, Inc. – 11 years
- Clean Air Connection – 7 years
- Exterior Solutions – 16 years
- Gale Contractor Services – 21 years
- Jake Davison Agency, American Family Insurance – 2 years
- Moore Law Firm – 5 years
- Nelson Geotechnical Associates, Inc. – 3 years
- Stimac Construction, Inc. – 21 years
- Story Construction, LLC – 5 years
- The ADG Media Group, LLC – 10 years
- Tidd Tax & Accounting LLC – 1 year

Thank You Chairman Pfluger!

As 2018 winds down, we want to take a moment to recognize BNCW's 2018 Chairman of the Board, Lee Pfluger – Pfluger Craft, LLC – for a job well-done! As Chairman, Lee was instrumental in continuing to advance our Association forward this year!

During Lee's leadership year, the Association was involved in many issues that impact housing affordability, as well as addressing the changing regulatory environment in NCW.

Lee's vision and commitment to Building North Central Washington has brought great value to not only the strategic discussions in the boardroom, but has helped to pave the way for BNCW's successes moving forward. We owe a debt of gratitude to Lee as our organization has reaped the benefits of his leadership!

We look forward to his continued leadership on our Board of Directors while fulfilling his duties on the executive committee as our Immediate Past Chairman in 2019! Thank you, Lee, for all that you do in support of BNCW and our mission – you are sincerely appreciated!

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WELCOME NEW BNCW MEMBERS!

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

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Justin Fox
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- Berggren Pool & Spa Services LLC
Michael Berggren
509-699-9685



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



MEMBER MESSENGER

"Driven to Promote and Protect Small Business"

DECEMBER 2018 ASSOCIATION NEWSLETTER

PAGE 2

BNCW's:

**FROM
A DIFFERENT
PERSPECTIVE**

GDP Gains

"At 3.5%, 18Q3 GDP growth was strong, but noticeably down from 4.2% growth in 18Q2. Household consumption grew a healthy 4%. Government spending rose a vigorous 3.3% and inventories rose by 2.1%, but both gains are transitory and thus short lived. Net exports fell 1.8%; investment in structures (residential and non-residential) fell 0.3%. 18Q4 GDP growth will come in at a solid but weaker 3.1% as the economy continues cooling."

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

2019 BNCW Membership Directory & Buyer's Guide

Members, please be looking for your 2019 BNCW spiral bound membership directory & buyer's guide to be in your mailbox in late January.

These tabbed directories contain not only BNCW member company contact information, but also important local, state, and national agency contact information, as well as other useful and pertinent material, too.

If you need more than one copy, please do not hesitate to drop by the office and pick one up. They're handy to have in your vehicle and office, too.

We will be distributing the directories to the public during the BNCW Home Show in February, as well as throughout the year – helping to connect consumers with trusted member companies.



Recent Lien Law Class

We're grateful to **Danielle Marchant**, **Steve Smith** and **Mike Bradford** of Davis, Arneil Law Firm for once again putting on a fantastic Lien Law and Construction Contracts seminar for our members!

If you missed the opportunity to attend this free class, we strongly encourage you to make a point of attending the annual class we will have scheduled for members in 2019. In the interim, you will find very helpful information on both topics utilizing the "Members Only" area of BNCW's website.

Protecting our valued members is an important objective for BNCW. Ensuring that member contractors understand and follow the very specific requirements for preserving their lien rights, as well as ensuring they're utilizing sound contracts, are two very important aspects in this endeavor.



Attention Member General And Sub-Contractors

Control of silica dust has become more focused with the new OSHA/WISHA standards, and **enforcement that began on October 1, 2018.**

Occupational exposure to respirable crystalline silica occurs when cutting, sawing, drilling, and crushing of concrete, brick, ceramic tiles, rock, and stone products. Occupational exposure also occurs in operations that process or use large quantities of sand, such as the glass, and concrete products industries.

The new rule is clear, a **Silica Exposure Control Plan is required whenever there is an employee exposure to silica.** Like fall protection plans that require protective measures for all employee's exposed to falls of 10 feet or more, the same requirement for

silica exposure is now required on every job-site.

With the **high potential for STUTE general liability parallel citations to the general contractor, subcontractors** should be on high



alert to produce silica exposure control plans and assure their own compliance.

When your employees are exposed to silica, this new rule requires employers to follow requirements in the **Crystalline Silica rule, Chapter 296-840 WAC**, to protect workers from crystalline silica – implementing a site/project specific plan with controls to mitigate exposure.

L & I has already begun issuing fines to both contractors and sub-contractors who are not following the requirements of the new rule.

As an aid to our valued members to avoid these fines and to help keep employees safe, we encourage you to visit the "members only" area of the BNCW website for excellent, easy-to-use tools. If you require assistance, please do not hesitate to call BNCW at (509) 293-5840.

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

BNCW's Board of Directors and Staff would like to wish our member companies, their employees and families, along with all those in the communities we serve, a very...

Merry Christmas and a Happy New Year!

Marc Kim Lindsay Sarah
2018 BNCW Board of Directors

BNCW MEMBER DISCOUNT PROGRAM

Sprint

Members of Building North Central Washington have access to

22%
Discount off your monthly service plan and pay **NO** activation fees!

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Why wait to start saving \$\$ on your monthly cell plan...
Call Sprint TODAY and start taking advantage of this great BNCW membership benefit!

For further information contact:
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Building! MEMBER MESSENGER

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

DECEMBER 2018 ASSOCIATION NEWSLETTER

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

TOP 5 REASONS

why you should be in the **February 8th - 10th** 2019 BNCW home show



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

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

Contact Sarah Daggett at 509.293.5840 or email Sarah@BuildingNCW.org
 www.BuildingNCW.org



Become a 2019 BNCW Home Show Vendor

Vendor registration for the 2019 BNCW Home Show is open. Booth space is limited due to the number of returning vendors from our 2018 Show. This alone is another great testimony to the quality and effectiveness our Show has earned over the years! We look forward to adding new, quality vendors who are eager to get in front of qualified folks seeking to do business with quality, trusted professionals!

For more information on the 2019 BNCW Home Show, including booth pricing, and other marketing opportunities, please contact Sarah Daggett at 509-293-5840. Registration will be open until all booths are filled. Don't wait until the last minute to get your registration secured, as this is a first-come-first-served opportunity to give your 2019 business year the kick-start it deserves!

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

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

*Robert and Jessica Guerin, Owners
 Wenatchee Valley Glass*

**BNCW Members
 SAVE
 on your cell and
 health insurance costs!
 CALL 293-5840
 TO LEARN HOW**



BNCW is Seeking 2019 Home Show Planning Committee Members!

The BNCW Home Show is NCW's Premier Home Show! This is a high-visibility community event that provides member volunteers a unique opportunity to help plan and execute an event that is multi-faceted.

The planning committee has recently started meeting and we would like to have you bring your creativity and ideas to the table! Sound interesting? It is!

Please contact Lindsay Rey at (509) 293-5840 for more information!





MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

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➤ You must **develop a formal accident-prevention program (APP)**, tailored to the needs of the particular plant or operation and to the type of hazard involved.

➤ The following are the **minimal program elements** for all employers: A safety orientation program describing the employer's safety program and including:

- a) How, where, and when to report injuries, including instruction as to the location of first-aid facilities.
- b) How to report unsafe conditions and practices.
- c) The use and care of required personal protective equipment.
- d) The proper actions to take in event of emergencies including the routes of exiting from areas during emergencies.
- e) Identification of the hazardous gases, chemicals, or materials involved along with the instructions on

- f) A description of the employer's total safety program.
- g) An on-the-job review of the practices necessary to perform the initial job assignments in a safe manner.
- You must **outline each accident-prevention program (APP) in written format.**
- You must **conduct crew leader-crew safety meetings** as follows:
- a) You must hold crew leader-crew safety meetings at the beginning of each job, and at least weekly thereafter.
- b) You must tailor crew leader-crew meetings to the particular operation.
- Crew leader-crew safety meetings must address the following:
- a) A **review of any walk-around safety inspection**

- conducted since the last safety meeting.
- b) A **review of any citation** to assist in correction of hazards.
- c) An **evaluation of any accident investigations** conducted since the last meeting to determine if the cause of the unsafe acts or unsafe conditions involved were properly identified and corrected.
- d) You must **document attendance.**
- e) You must **document subjects discussed.**
- You must **prepare minutes** of each crew leader-crew meeting and you must maintain a copy at the location where the majority of the employees of each construction site report for work each day.
- You must **retain minutes of crew leader-crew safety meetings** by the employer for at least one year and you must make them available for ➤➤

➤➤ review by personnel of the department, upon request.

➤ You must **conduct walk-around safety inspections** as follows:

a) At the beginning of each job, and at least weekly thereafter, you must conduct a walkaround safety inspection jointly by one member of management and one employee, elected by the employees, as their authorized representative.

b) You must **document**

walk-around safety inspections and such documentation must be available for inspection by personnel of the department.

c) You must **maintain records of walk-around inspections until the completion of the job.**

As a valued BNCW member, we can assist you with maintaining compliance. Give us a call at (509) 293-5840.

Why have an Accident Prevention Program?

It's required by L & I - DOSH Rules
(Division of Occupational Safety & Health)

Safety & Health Core Rules
- WAC 296-800-140

Safety Standards for Construction
- WAC 296-155-110

Other standards - agriculture, logging, etc.

DOSH

APP rules are nearly identical for all types of businesses. In most cases, if you are visited by a DOSH inspector, he or she will look for your APP. If the inspector finds serious hazards and no APP or major deficiencies in the APP, you could receive a citation with monetary penalty.

Secure your 2019 NBN event date now before they're snapped up!

BNCW's Nothing But Networking functions are a fantastic and effective way to showcase your business to fellow BNCW member companies, guests and others!

Networking has become today's most essential way to make new contacts and relationships that help to grow your business!

As a host of a networking event, you have a unique opportunity to share who you are and what you do - all in a fun, casual and engaging way! Don't have a retail or office location but would still like to showcase your company? No problem! *We can help...* just give us a call!

For more information about hosting one of the available NBN slots in 2019, please contact BNCW Membership and Events Director, Lindsay Rey, at (509) 293-5840 or via email at Lindsay@BuildingNCW.org.

BNCW EVENTS

BNCW's December Board of Directors Meeting

- December 19, 2018, 7:00am to 9:00am

Building North Central Washington
2201 N. Wenatchee Ave, Wenatchee

Chairman: Lee Pfluger

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

Our Directors meet the Third Wednesday of each month in the boardroom of the BNCW offices.

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

BNCW's January CPR & First Aid Training

- January 15, 2019, from 4:00pm to 6:00pm

Held at Building North Central Washington,
2201 N. Wenatchee Avenue, Wenatchee

\$45/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.

Why choose us?

- Augustedge is a team that surpasses expectations when it comes to taking care of our client's needs; we are your solution for success!

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Tricia McCullough
CPA, CMA, EA, FP

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Ceinwyn Rudnick earns Enrolled Agent status with IRS

Ceinwyn Rudnick, owner of Veritas Accounting, has tested and successfully earned her Enrolled Agent license with the Internal Revenue Service in late October. With her new status, Rudnick can now contact the IRS via phone, in person or by mail on behalf of her clients regarding tax matters, including negotiations for tax debts and monthly installment agreements.

Ceinwyn Rudnick



Brian Vincent

the critically important role that appraisal review plays in risk management and mitigation for many clients/users of appraisal services.

The designation shows both education and experience that significantly surpasses the threshold needed for state certification, demonstrating professional knowledge, understanding, and ability. Brian has been appraising for over 17 years and specializes in litigation, eminent domain and agriculture.

for over 17 years and specializes in litigation, eminent domain and agriculture.



Jen Carey

Cordell, Neher & Company, PLLC adds Carey to team

Cordell, Neher & Company, PLLC has announced the addition of Jen Carey as Paraprofessional.

Carey brings 25 years of experience to the Firm.

Carey's areas of expertise include payroll and quarterly reports for a

number of external clients, as well as internal accounts receivable and collections for the Firm.

In addition, she provides and analyzes weekly and quarterly reports. She is a member of the American Payroll Association.

"I am thrilled to join CNC. I appreciate the commitment to education for both our clients and the community, and the focus on community service," Carey explained.

Cordell, Neher & Company, PLLC, has been providing businesses, not-for-profit organizations and individuals with financial and tax planning assistance for more than 30 years.



Shawna Annis

Shawna Annis attends continuing education seminar

Shawna Annis, RN, BSN, and owner of Professional Skin Solutions Medical Spa attended the GAIN 2018 Art of Innovation Nestle conference in the Seattle area in mid-October. The area of educational focus was on Dysport and dermal fillers. The seminar took place Oct. 12 - 14.

Pacific Appraisal's Vincent receives AI-GRS designation

Pacific Appraisal Associates is pleased to announce that Brian Vincent, MAI, has been awarded the AI-GRS designation from the Appraisal Institute.

The AI-GRS designation is given to appraisers who have demonstrated advanced education and experience in appraisal review.

The designation is for professionals who recognize



Ann George

North Cascades Bank, division of Glacier Bank, announced today the addition of Ann George and Cathy Rixey to its staff. George will serve as Vice President, Real Estate Loan Manager and Rixey as Assistant Vice President, Real Estate Loan Officer, both working at the bank's Wenatchee branch at 614 North Mission Street.

George has been in the mortgage loan business for nearly 20 years, starting her career as a mortgage loan originator. She most recently managed a Real Estate Loan team of 3 loan officers and 2 processors, and she will manage a similar sized team at North Cascades Bank.

Rixey has been in the mortgage business for over 25 years in loan origination, lending, and management. She is a graduate of Central Washington University where she earned a BA in Business Administration.

"We are very excited to have Ann and Cathy join the North Cascades Bank Team. Ann's strong leadership skills will be instrumental in growing our market share in the Mortgage business in North Central Washington, and Cathy's experience and strong ties to our Wenatchee market will make an immediate impact." said Josh Stendera, Chief Credit Officer of North Cascades Bank.



Cathy Rixey

North Cascades Bank is a division of Glacier Bank of Kalispell, Montana. Glacier Bank is a subsidiary of Glacier Bancorp, Inc. (GBCI), a regional bank holding company headquartered in Kalispell, Montana, operating fourteen bank divisions including North Cascades Bank. These bank divisions provide financial services to individuals and community based businesses throughout Montana, Idaho, Colorado, Utah, Washington, Arizona and Wyoming. Additional information about the bank can be found at www.northcascadesbank.com.

C-D Action Committee adds three to staff

The Chelan-Douglas Community Action Council recently hired three new staff members. Jessica Lara as the AmeriCorps/RSVP Program Director; Chyonna Torres as a Housing Specialist and Molly Draben as an AmeriCorps VISTA member.

Jessica stated, "Having the opportunity to join CDCAC provided the opportunity to serve our community at the grassroots level. The potential to grow National Service in our valley is huge and taking the lead on that development is an exciting new phase in my career."

Chyonna said, "I am delighted to join the team at C-D Community Action Council! I look forward to working with the wonderful



folks in CDCAC's Housing Department and helping folks in our community."

Molly shared a favorite quote of inspiration, "Anything that we can do to help foster the intellect and spirit and emotional growth of our fellow human beings, that is our job. Those of us who have this particular vision must continue against all odds. Life is for service." - Fred Rogers



Jessica Lara



Chyonna Torres

Editor's Note:

Keeping up with People page, please submit your information the first of each month to be approved by the editor for upcoming editions. Thank you



Gwata welcomes new administrative assistant Camille Dahlstrom

GWATA recently added an additional staff member to the team. Camille Dahlstrom started on September 24, 2018 as GWATA's Administrative Assistant. Her role will focus on providing support to GWATA Members, GWATA Partners, and supporting the 30+ community events that the non-profit hosts.

"I am excited to have the opportunity to work with GWATA because the work we do and the relationships we develop have such a tangible impact in the community," Dahlstrom said. "It is rewarding to see the work you do affect the people and the world around you so positively."

Dahlstrom moved to the Wenatchee Valley 11 years ago after graduating from Mt. Si High School in Snoqualmie. With a degree from Wenatchee Valley



Camille Dahlstrom

College in Business Computer Technology, Dahlstrom was first introduced to GWATA during her time volunteering for the college's Center for Entrepreneurship. She has spent the past several years raising her family and is excited for the opportunity to go back to work through her new position at GWATA.

GWATA's team includes Executive Director Jenny Rojanasthien and Communications Manager Becca Freimuth.

"I have seen tremendous growth for GWATA in the past four years and adding Camille to the team will

allow us to further impact our initiatives in technology, entrepreneurship, and STEM education," Rojanasthien said. "We are looking forward to making 2019 an impactful year of events, education, and resources for North Central Washington."

For more information on other upcoming events visit gwata.org.

About GWATA

Since 1999, GWATA (the Greater Wenatchee Area Technology Alliance) has served as the region's tech alliance, championing growth and development in North Central Washington. As a 501(c)3, GWATA's mission is to bring people and technology resources together to create a thriving community.



BILL FORHAN/WBJ

Sleeping Lady Mountain Resort

Business owner, philanthropist Harriet Bullitt gifts 'Sleeping Lady' to Icicle Fund

Icicle Fund news release

LEAVENWORTH – Harriet Bullitt, iconic philanthropist and the founder of many mission-driven businesses and non-profits, will transfer her ownership of the Sleeping Lady business to Icicle Fund effective December 31.

“Well I have to have a plan because I’m going to be 95 this year,” said Bullitt. “I want to pass on Sleeping Lady so the resort can keep growing, but not necessarily get bigger. I think it’s possible to grow by getting better rather than bigger”

Sleeping Lady is a 58-room destination resort and conference center outside Leavenworth and will continue to operate as a for-profit business, under the same management team.

Icicle Fund is a 501 (c)(3) non-profit that was founded by Harriet Bullitt to enhance the health and quality of all life in North Central Washington by engaging people with arts, history and the natural environment.

“You will still experience the same great food, excellent customer service and accommodations, but now a portion of your dollars will directly support a region that celebrates the arts, its history, and its natural environment through



Harriet Bullitt

SUBMITTED PHOTO

Icicle Fund’s giving,” said Sleeping Lady’s General Manager, Paula Helsel. “We are grateful to Harriet for choosing Icicle Fund as Sleeping Lady’s next owner. It is a very strong organization and its mission is well aligned with that of the resort.

“For 20 years, Icicle Fund has connected locals and visitors to this special place by supporting more than 100 nonprofit organizations with over \$40 million,” said Christine J. Morgan, Executive Director of Icicle Fund.

“These organizations have conserved large areas of open space for the benefit of people and wildlife and have provided access to high quality arts experiences in this rural region. With Sleeping Lady as part of our team, we can support more charities in doing good.”

“I feel proud when people walk up to me on the pathways of Sleeping Lady, telling me how much they enjoy staying here and how friendly and helpful all the employees are,” said Bullitt. “What they’re describing is what we envisioned when we designed the resort - a place for gathering with an enjoyable, calm atmosphere. I thank each person for their kind words and tell them I’ll pass it along, just as I am now passing along my vision for Sleeping Lady to the Icicle Fund.”

About Sleeping Lady Mountain Resort

Set on the banks of Icicle Creek, just outside of Leavenworth. Sleeping Lady Mountain Resort was established by Harriet Bullitt in 1995 as a new kind of Pacific Northwest hideaway and conference center. From the area’s Native American roots, to the 1930s when it was home to Camp Icicle and the Civilian Conservation Corps, to its role today as a leading Northwest destination resort, Sleeping Lady and the land it occupies enjoy a rich and storied past. The Resort embraces the site’s natural setting for visitors seeking an experience off the beaten path and was certified as a B Corporation in 2010, following in Harriet’s path of conservation. Leisure packages including accommodations, gourmet dinner and hearty breakfast start at \$296 per night, based on double occupancy. Complete Meeting Packages are available starting at \$295 per night, based on single occupancy. For more information, visit sleepinglady.com.



About Icicle Fund

The Icicle Fund is a 501(c)(3) not-for-profit organization established in 1998 by Harriet Bullitt to support the work of Icicle Creek Center for the Arts, Wenatchee River Institute, Chelan-Douglas Land Trust, The Trust for Public Land, Methow Arts Alliance, and The Nature Conservancy in protecting the environment, advancing the arts and promoting the natural and cultural history of North Central Washington. Harriet gave the Fund a founding story, “The Parable of the Long Spoons,” to convey the caring and cooperative spirit with which it would operate. To advance the Fund’s mission, the six organizations promote collaboration and capacity building with other organizations and agencies in the region. For more information, visit iciclefund.org.



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City of Wenatchee New Business Licenses October 2018

Gonzalez Handyman Construction East Wenatchee, WA 98802 (206) 280 – 9170	Ricardo Gonzalez General Contractor
Dee Builders Inc. East Wenatchee, WA 98802 (509) 679-6142	Vincent Stimac Jr General Contractor
Delta's Professional Foot Care Wenatchee, WA 98801 (509) 664-6079	Delta J Cope Foot/nail care for elderly or poor health individuals
Grand View Landscaping East Wenatchee, WA 98802 (509) 885-6839	Ariana Alvarado Patio/Wall Retaining
MP Millwork & Design Inc. Otis Orchards, WA 99027 (509) 994-6895	Mike Pirolo Millwork Contractor
Waynco Construction Spokane Valley, WA 99206 (509) 624-3777	Robert Rosier General Contractor
Winay Arts Seattle, WA 98133 (206) 354-8669	Sisa Dias Retail – Clothing, Jewelry etc.
Bo Lenker Maintenance & Repair Wenatchee, WA 98801 (509) 433-4277	Irvin Lenkes Jr Repair & Maintenance on homes
Barry's Bookkeeping 340 N Wenatchee Ave Wenatchee, WA 98801 (509) 669-5346	Pam N Barry Bookkeeping Services
E&S Home Builders LLC Wenatchee, WA 98801 (509) 387-1868	Saul Moreno General Contractor
Level Headed Hair Wenatchee, WA 98801 (509) 860-5749	Andrea Shewfelt Beauty Salon
Los 2 Amigos #2 LLC 2127 N Wenatchee Ave Wenatchee, WA 98801 (509) 888-4669	Viridiana Montanez Grocery, Meats
Massage Wellness 6 First St, Suite 10 Wenatchee, WA 98801 (512) 497-9198	Joanna Moses Massage Therapy, Yoga, Essential Oils
The Moon Witch 10 First St #108 Wenatchee, WA 98801	Corrin DaCosta Massage Therapy
Oral Prosthetic Dental Laboratory 249 N Chelan Ave Wenatchee, WA 98801 (509) 622-5631	Darci McGuire Manufacture Crowns & Brides
Osteo Strong Wenatchee 1250 N Wenatchee Ave, Wenatchee, WA 98801 (425) 760-9693	Matt Tait Suite F Wellness Clinic
Radar Station 115 S Wenatchee Ave Wenatchee, WA 98801 (509) 860-3750	Ron Evans Art Boutique
Screaming Octopus PLLC 10 First St, Suite 108 Wenatchee, WA 98801 (509) 888-4840	Cherise Hassett Massage Clinic, Holistic Modalities
The Sidecar Lounge 101 S Wenatchee Ave, Suite 101 Wenatchee, WA 98801 (509) 393-4913	Spencer Lail Cocktail Lounge
Vintage Air East Wenatchee, WA 98802 (509) 860-2584	Jeremy Lovold Irrigation Blowout & Sprinkler Repair

REAL ESTATE

DECEMBER 2018

WENATCHEE BUSINESS JOURNAL / NCWBUSINESS.COM

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TOP PROPERTIES – September 2018

Buyer	Seller	Sale price	No.	Street	City	Acreage	Sq ft.	Year Built	Bedr	Bathr	Pool	Firepl
MCCLURE ANTHONY J & PAMELA L	WASHUT RICHARD G	\$1,600,000		LAKESHORE	DR MANSON	0.6500	0	0			N	N
INGALLS DEREK & JOY	INGALLS DUSTIN M & MICHELLE L	\$1,150,000	85	WALL	ST MANSON	0.3200	3768	2007	5	3	Y	Y
ANDERSON RICHARD & LAUREN TRUSTEES	ANDERSEN ALEXANDRIA	\$1,129,500	37	SIENNA	CT CHELAN	0.5500	2093	2016	5	3.5	Y	Y
GEBRIL UMAR & KALINAH	JONES THOMAS R	\$950,000	17118	S LAKESHORE	RD CHELAN	0.4000	2357	1993	3	2.75	N	Y
OLSON ANDREW R & PATRICIA M	PATMONT CLAYTON & CHRISTINE	\$925,000	15102	S LAKESHORE	RD CHELAN	0.3600	1008	1977	3	2	N	Y
VON FUCHS MARIAN & ERIK	SPURGEON KEITH & PATTI	\$920,000	14772	S LAKESHORE	RD CHELAN	0.1000	1611	1970		2	N	Y
WEBLEY RICHARD & JENNIFER	SIVERTSEN RILEY M & MARIANNE C	\$897,500	4155	W EAGLEROCK	DR WENATCHEE	1.0400	4411	1995	4	4	Y	Y
MCCOLLOUGH THOMAS R & BRITTANY M	STANLEY FAMILY LP	\$880,000	4126	S LAKESHORE	RD CHELAN	0.1000	660	1986	3	1.75	N	Y
KELSEY MICHAEL & DARLENE	ROBINSON LINDA G	\$869,500	905	BOYD	RD CHELAN	6.4900	3255	2010	4	4	N	Y
ROME MERCY & TERRANELLA ANTHONY	PEDERSEN CARL J & LAURA A	\$809,000	12622	RANGER	RD LEAVENWORTH	1.1000	2740	2012	3	2	N	Y
FERGUSON JOHN M & SUSAN M	FALCONER JEFFREY R	\$795,000	12745	SHORE	ST LEAVENWORTH	1.6000	2758	2007	3	3	N	N
SECTION 26 DRY CREEK LLC	WEYERHAEUSER COMPANY	\$780,000		SECOND CREEK	RD LEAVENWORTH	120.0000	0	0			N	N
SPEARS PROPERTIES LLC	STEWART & STEWART LLC	\$704,000		N DRYDEN	RD CASHMERE	20.4600	0	0			N	N
VETROVSKY TOMAS & LUCIE	JORDAN MITCHELL A & TAMIKO A	\$703,000	9020	E LEAVENWORTH	RD LEAVENWORTH	1.1000	1920	1979	3	2.5	N	Y
WOODRING APARTMENTS LLC	SMITH RANDALL L	\$675,000	305	WOODRING	ST CASHMERE	0.2100	6580	1907			N	N
FAJARILLO TRACY & CHARLIE	EVANS TIMOTHY & AUTUMN	\$675,000	103	CRYSTAL CREST	DR CHELAN	0.4200	4086	2006	4	5.25	Y	Y
ANDERSON WILLIAM & TARA	CLASEN RENE & CORY	\$670,000	9511	E LEAVENWORTH	RD LEAVENWORTH	0.4100	1582	2014	3	2	N	N
EWING KAREN & PATRICK	LOVE PETER A	\$650,000	18485	BEAVER VALLEY	RD LEAVENWORTH	8.2600	1548	1979	2	2	N	Y
SPEICHER STEPHEN C	J & O LLC	\$650,000		SKI HILL	DR LEAVENWORTH	1.8100	0	0			N	N
GERITY PHILIP & SHANNON	GORDON ROBERT E	\$613,000	16755	FIR	RD LEAVENWORTH	0.6700	2888	1991	2	2	N	Y
HEWITT JOEL L & ASHLEY A	RLH HOMES LLC	\$600,000	885	AUTUMN CREST	DR WENATCHEE	0.3900	1778	2018			N	N
SMITH ERIC & SHANNON	GALLEGOS JOHN R & SALLIE E BECKER	\$590,000	20647	MIRACLE MILE	LEAVENWORTH	0.4300	1917	1997	3	2	N	N
CHRISTOPHERSON THOMAS G & MELINDA	SEUBERT RICHARD E & TERESA	\$590,000	916	W PARKVIEW	RD CHELAN	0.3700	1473	2007			N	Y
JING CHEN & WENBO JIA	EGN LEGACY LLC	\$589,000	2121	SUNRISE	CIR WENATCHEE	0.8200	3876	1975	5	4.5	N	Y
RICE JAMES & FERNANDEZ LISA	KNUTSON LUKE C & NOWELLE M	\$580,000	2309	PINE TREE	RD LEAVENWORTH	0.4900	2565	1987	2	2	N	N
HUB AND SPOKE HOLDINGS LLC	DAVID RODSTOL INC	\$570,000	14	N WENATCHEE	AVE WENATCHEE	0.2100	18000	0			N	N
RANNFELDT DEBORAH L	ISRINGHAUS JEFFREY G	\$555,000	1606	HORSE LAKE	RD WENATCHEE	0.3100	2486	1997	3	3.5	N	N
FISHER KYLE & VICTORIA	MEYER WILLIAM L	\$554,000	24500	WHITE RIVER	RD LEAVENWORTH	6.8400	1746	2001			N	N
LENDERMAN MICAH & CHELSEA	KOSMACH DAVID/KIMBERLY	\$550,000	27932	NAPEEQUA	DR LEAVENWORTH	0.4100	1153	2004	2	2	N	N
SAMS LARRY N	RUBY BEGONIA LLC	\$535,000	125	BOGEY	BLVD CHELAN	0.3200	3614	2005	3	3.5	N	Y
UHLES RICK & JENNIE	EASY STREET INVESTMENTS LLC	\$535,000	332	TERMINAL	AVE WENATCHEE	0.2600	4688	1992			N	N
EASTRIDGE ALAN DEAN & AMBER HOPE	PHIPPS KENNETH & JOYCE	\$526,000	12787	ENTIAT RIVER	RD ENTIAT	9.6300	2894	1980	4	3	N	N
HOLLAND JOANNA & HARRISON PAUL	WITTGOW SHIRLEY R	\$525,000	1823	ROCKLUND	DR WENATCHEE	0.3600	2119	1994	3	3	N	Y
HELF ANTHONY J	COLLEEN DONAGHY-AMEES	\$514,090	4356	ANNA	LN WENATCHEE	2.8000	1964	1990	4	3	N	Y
BOWEN CHRISTOPHER J & EMILY K	R & B INVESTMENTS UNLIMITED LLC	\$500,000	63	N SHUGART FLATS	RD PLAIN	2.3100	2236	2017	1	1	N	Y
JOHNSON GAVIN N & BROOKE N	CLARK KENNETH A REVOCABLE TRUST AGMT	\$499,000	10380	NORTH	RD LEAVENWORTH	1.8900	1925	1990	3	3	N	N
T INVESTMENTS LLC	CASCADE COLUMBIA HOLDINGS LLC	\$499,000		BRIMSTONE	LN CHELAN	0.8800	0	0			N	N
FALLIS SCOTT M & HILLIARD KRISTINE L	PIROTTO MICHAEL & KAREN TRTEES	\$498,000	2615	LARCH	DR LEAVENWORTH	1.0600	1480	1992	2		N	N
GRIMES JUSTIN A & SMITH COLLEEN M	LANGE CONSTRUCTION LLC	\$494,000	1702	BRAMBLING BRAE	LN WENATCHEE	0.1900	2470	2018	3	2.5	N	N
REED BENJAMIN A & SHANNON M	MARTIN STEVEN & KATERINE	\$487,000	12607	ICICLE	LN LEAVENWORTH	0.2900	1824	1995		2.5	N	N
WRIGHT WILLIAM EDWARD & KELLI JEAN	WATTS RONALD R	\$486,000	2546	NUMBER 2 CANYON	RD WENATCHEE	6.7300	2548	1988	3	2.5	N	Y
STONE MATT & EMILY	FORSMANN MARK & BARBARA	\$460,000	108	OAK	ST CASHMERE	0.2200	2200	1945	3	2	N	N
NATAPOC IOI LLC	FARMER JAMES T	\$459,000	20701	CLUB HOUSE	DR LEAVENWORTH	1.0500	1854	0			N	N
MARTIN STEVEN & KATERINE	STIRLING ROBERT J & JULIA A	\$458,000	1412	IST	ST WENATCHEE	0.2900	2172	1963	4	3	N	Y
KNOTT BRUCE A & JOANNE L	REINBOLD JAMES & DONNA	\$440,000	100	SUMMERSET	BLVD MANSON	0.3100	2169	2002	3	1.5	N	Y
KILBOURN TOBY L & TANA D	MOONEY NORMAN D & ERIN A	\$422,000	548	CHRISAND	LN WENATCHEE	0.2800	2112	2004	3	2	Y	N
PURDOM JAKE & LALANI	PACKER KELLY S & DAVID C	\$415,000	1832	AGATE	PL WENATCHEE	0.2400	1438	1992	4	3	N	Y
GANGER KEITH R	HEYDUCK BRUCE & MYUNGAE TRUSTE	\$415,000	6214	FOREST RIDGE	DR WENATCHEE	0.5300	984	1986	3	3	N	Y
STIRLING ROBERT & JULIE	BEIDLER RUTH M	\$415,000	352	PICKENS	ST WENATCHEE	0.3900	2303	1994			N	Y
BG INVESTMENT PROPERTIES LLC	WALTON WILLIAM G	\$400,000	605	PRINCETON	AVE WENATCHEE	0.2100	2932	1987		1	N	N
TINDER IVAN L & CHERYL A	RUMLEY-WELLS MICHAEL A	\$399,000	6380	STEMILT CREEK	RD WENATCHEE	15.0000	1488	1999	2	1	N	N
COVEY JON & TAMI	D & T CAMPBELL INVESTMENTS LLC	\$395,000	163	MANZANITA	DR MANSON	0.2300	1805	2018	4	3.5	N	N
RUMLEY-WELLS MICHAEL & KIMBERLY	BATES GARY D	\$394,900	1650	LEXINGTON	PL WENATCHEE	0.3000	1564	1976	3	3	N	Y
ANDERSON JEFFREY & LORI	EASTERN WA CONSTRUCTION INC	\$394,000	302	VILLAGE	DR MANSON	0.1100	998	2018	3	2.5	N	N
HEARTVISION LLC	BEEM MARILYN J	\$390,000		ICICLE	RD LEAVENWORTH	2.1400	0	0			N	N
OCKERMAN JAMES P & KELLY M	ELEMENT HOMES LLC	\$389,900	10006	NUMERAL POINTE	PL ENTIAT	0.4100	1806	2018	3	2.5	N	N

TOP PROPERTIES – September 2018

Buyer	Seller	Sale price	No.	Street	City	Acreage	Sq ft.	Year Built	Bedr	Bathr	Pool	Firepl
VAN WINKLE VIRGIL & SUE	C & C INVESTMENT PROPERTIES LLC	\$389,000	2016	WESTHAVEN	WENATCHEE	0.1600	1792	2018	3	2	N	N
MORTENSEN JEFFREY & TENILLE	TRUDEAU DANIEL B	\$388,430	307	KRAY IKE	CT WENATCHEE	0.5000	2116	2006	3	3	N	N
EISENHART SUSAN	ARENA RODNEY B & PAMELA D TRUSTEES	\$385,000	2104	N WESTERN	AVE WENATCHEE	0.2500	1705	1991	3	2.75	N	Y
DARLINGTON RANDALL & BARBARA ETAL	THOMAS CLYDE & HELEN	\$380,000	5643	E CASHMERE	RD CASHMERE	0.2500	1812	2000	4	2.5	N	Y
BREAKEY RYAN W & JACQUELINE L	FRANKLIN ADAM & ALISA	\$380,000	1041	SUNNY BROOKE	LN CHELAN	0.1900	1859	2015			N	N
US BANK NA AS TRUSTEE C/O CITI MORTGAGE	GANAS DAVID B	\$376,596	291	SKI HILL	DR LEAVENWORTH	0.6900	2336	1973	4	2	N	Y
CONNER BOBBY L & RUEANNE C	EASTERN WA CONSTRUCTION INC	\$375,000	310	VILLAGE	DR MANSON	0.1200	896	2018	3	2	N	Y
SHOAF DEREK J	WALTON ANTHONY L & KRISTIN D	\$365,000	1725	SKYLAR	CT WENATCHEE	0.1700	1723	2016	3	2	N	Y
ROSEBAUGH DAVID & DEBORAH	RATHBUN BEVERLY	\$355,000	8975	ICICLE	RD LEAVENWORTH	0.0000	1512	0			N	N
LOZANO SERGIO & MA DE LOURDES	JRB NW CORPORATION	\$350,000	104	SHIMMERING VISTA	LN CHELAN	0.3300	0	0			N	N



Can multifamily continue to outperform other properties?

By Catherine Liu

Aided by the decreasing affordability of single-family homes and shifting demographic preferences for renting over homeownership, the multifamily CRE sector has outperformed the broader CRE market in terms of financial and occupancy performance over the past two years. In the years following the US housing collapse, multifamily properties backing CMBS loans have consistently reported annual net operating income (NOI) growth figures that exceed the national average for all other commercial property categories. However, can the apartment sector continue to outperform other property types with economic pressures looming?

The multifamily sector fared slightly better in the midst of the economic downturn than other CRE asset classes like lodging. As a result, annualized multifamily NOI dipped by the second-lowest amount among all major property sectors in 2009. Annual growth rates exceeded the 5% mark between 2011 and 2012 and peaked at 6.64% in 2015. NOI growth for the property type has since decelerated slightly (3.97% in 2016 and 2.61% in 2017)

as growth in CRE sectors nationwide has decelerated.

Geographic Breakdown: West Coast is the Best Coast

For a closer look at the sector's performance by geographic region, Trepp examined its database of consecutive year-end financials reported on roughly 23,223 multifamily loans across the nine census divisions delineated by the US Census Bureau.

Similar to our results from Trepp's NOI research on retail CMBS, states in the Pacific US (Alaska, California, Hawaii, Oregon, and Washington) once again gained a notable lead ahead of all other regions with a growth index which reached 172 for the time period between 2004 and 2017. Much of the growth in this region can be attributed to robust California markets like San Francisco, Los Angeles, and Riverside, where skyrocketing rent and home prices have contributed to major issues in available housing and affordability.

Looking at the multifamily sector broken out by subtype classification, apartments that fall under the mid- to high-rise housing category topped the NOI performance rankings with a growth index of 162 over the time frame that was analyzed. Specialized living accommodations, such as those constructed to meet senior and student housing needs, logged the lowest year-over-year NOI gains since they are heavily impacted by supply-side headwinds and cyclical fluctuations in demand.

Revenues are up, adding \$360M to state budget, 'outperforms nation'

Opportunity Washington news release

The official revenue forecast on November 20 adds nearly \$360 million to anticipated revenue

collections through the next biennium. The Economic and Revenue Forecast Council's last official forecast for 2018 contains more good news

for state budget writers and taxpayers.

The Near General Fund-State (Near GF-S) revenue forecast for the 2017-19 biennium has increased

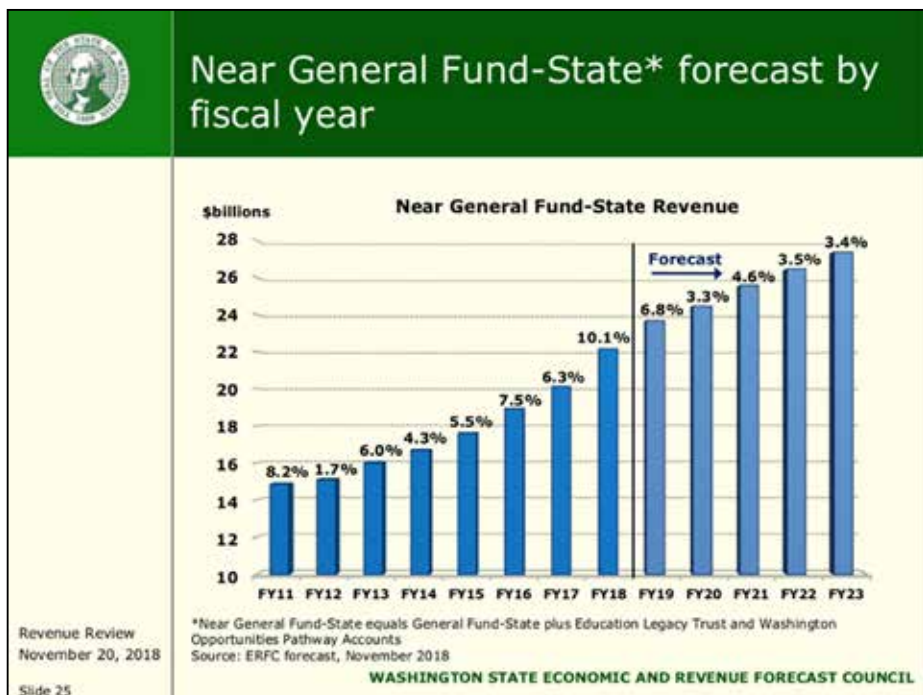
by \$163.4 million, and revenue for the 2019-21 biennium has increased by \$195.5 million. The Near GF-S includes the General Fund-State, Education Legacy Trust Account and Washington Opportunity Pathways Account and provides the fullest picture of resources available for budget purposes.

The boost was expected, following another monthly collections report showing revenues coming in ahead of the forecast.

State revenues have been on a remarkable growth run, which is forecast to continue as the graph shows.

This forecast will frame the revenue side of the governor's budget proposal, to be released this month.

The next official forecast will be on March 20, 2019.



City of Wenatchee
 New Business Licenses August 2018

▶▶▶ CONTINUED FROM PAGE 16

The Synergistic Dog LLC	Sara Shindel
dba Dawg Paw Designs	Design, Create, & Embellish
Orondo, WA 98843	Gift Items for Sale
Proline Concrete Cutting, LLC	James Youngblood
Omak, WA 98841	Asphalt/Concrete cutting and
(509) 826-5861	coring. General Contractor
Duke's Grooming	Dario Duke
955 Day Rd Dog	Grooming and Skin Care
Wenatchee, WA 98801	
(509) 393-0977	
Leone & Keeble Inc.	Jeramie Keeble
Spokane, WA 99021	General Contractor
(509) 327-4451	
JJ Scott Construction	Jerry Scott
East Wenatchee, WA 98802	General Remodels &
509-881-0329	Home Repairs
iClean Services, LLC	Rocio Gonzales
East Wenatchee, WA 98802	House Cleaning
(509) 885-0820	
Appliance Liquidators Northwest	Alex Grundland
1500 N Wenatchee Ave	Selling Appliances
Wenatchee, WA 98801	
(509) 670-7950	
Dr. Glenn R Hoey ND PLLC	Glenn R Hoey
620 N Emerson, Suite 300	Naturopathic Facility
Wenatchee, WA 98801	Holistic Approach to Med.
(509) 662-1302	
Mission Street Holdings	Annie LaCroix
dba Wenatchee Wellness and	Massage Therapy Services
Bodywork	
247 N Chelan Ave	
(509) 433-1372	
Covers Unique Primitibo Farias	
1250 N Wenatchee Ave, #E1	Prepaid Cell Phones &
Wenatchee, WA 98801	Accessories
(509) 886-5044	
Kissler Enterprises Environmental	Eric L Kissler
Products, Inc.	
George, WA 98824 Hauling	The City of Biosolids
(509) 430-2421 Wenatchee	

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WENATCHEE BUSINESS JOURNAL

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It's not about the midterms

Although President Trump recently chalked up the weak stock market to the result of the midterms and threat of "Presidential harassment" by Democrats, I think that's old news. Had the Democrats surprisingly won both the House and the Senate, perhaps the markets would have reacted.



MARKET UPDATE

Brad Blackburn

However, for months, the expectation was that the Democrats would win the House and we'd be dealing with at least two years of what Trump is calling "Presidential harassment." However, I don't think the stock market cares. After all, the stock market soared under Obama, who dealt with plenty of harassment himself. Even if it gets as ugly as an impeachment, I'm not sure why that would

matter to the stock market in any significant way.

So, if it's not the midterms giving the stock market heartache, what is it? The answer is that it's a lot of little things: Interest rates and the dollar are rising, the trade war is lingering, and inflation has shown signs of picking up. Outside of America, Europe is still dealing with Brexit, and Chinese economic growth is slowing. By themselves, none of those things are incredibly scary. However, they add up to a significant headwind for the stock market.

Another important layer to this is that our economy probably peaked in the 2nd quarter when our GDP reached 4.2%. In the 3rd quarter, it fell to 3.5%, and estimates for the 4th quarter are closer to 2.8%. That is still a strong economy, but the best times appear to be behind us. Whatever stimulus we got from the tax cut is fading, and for the next couple years at least, our government will probably do more damage than good. So, I think the markets are looking ahead, and seeing very little to get excited about.

Of course, none of this means we're headed for a crash. The stock market is essentially flat for the year, and we are far away from a recession. However, even if we fall into a recession sometime soon, it's important to remember that not every recession becomes a disaster for the stock market. I worry that recent experiences have trained investors to be constantly looking for the next major crisis. That's because over the last 20 years, we've seen two recessions – and both times, the stock market crashed. However, those were two of the worst stock markets in history. It won't get that bad every time. Of course, that doesn't mean you should be eager for our next recession. But take solace that it won't necessarily be a major crisis.

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.

Stop building firewalls

How many times have you experienced inability to make contact with the key principals or decision makers within a firm regarding a specific issue? With today's computerization and automated phone systems, lack of personal contact seems to have become the norm. Some companies have eliminated the ability to make contact by phone or email altogether. In other words, have built "firewalls". Building firewalls puts a company at a disadvantage. This article speaks to the gravity of firewall building and how to eliminate it from your culture.



BETTER BUSINESS

David S. Murray

Firewalls can best be described as a self-induced method of avoiding and or acknowledging the day to day issues that arise each and every day. Most often these issues are customer or client related but can also be from your own staff. Whenever you have a disconnect of the very people who support your firm, that base of business is at risk of declining. Keeping this in mind, no key staff member should be insulated to the point whereby they are disconnected from the customer, client or employee because of firewalls. Everyone within a firm should be accessible

to resolve the issues that arise. This also goes to accountability to those who are charged with solution management.

So how does an owner or manager avoid the cancer of firewall building? The first step falls on you, the owner or manager. Simply stated, be available to your customers, clients or employees whenever there is a need. The old saying "the buck stop here" applies. As an example, my business cards always included the normal company information but also listed my personal email, cell phone, and my home phone. In 40 years, I think I only received 10 calls at my home. But the fact that the customer knew if they had an issue, they could call me was a great way to keep a loyal account. If I was traveling or in a meeting, my calls would automatically be directed to my assistant who would advise me of the issue as soon as I was available. Don't hand the ball off to someone else to make contact. If the person bringing the issue to your attention makes the effort to contact you, it is you who should respond. Test your internal systems to make certain firewall building is not taking place. Don't be a firewall victim. It is a cancer and can grow without vigilance

In a recent personal experience, I asked the sales person of the company I was communicating with to send all our

SEE BETTER BUSINESS, PAGE 20



Joel Frank

FRANK TALK

How to define your investment strategy

Whether you're new to investing or a bit more experienced, you probably already know there isn't a one-size-fits-all strategy for building a strong portfolio. Everyone's needs and goals are a little different, and before you make investment decisions, it's important to honestly review your situation.

Ready to start planning? Here's what to consider as you work towards shaping the approach that will help take you where you want to be.

Define Your Goals

Start by identifying the purpose of the money you want to invest. Do you plan to use these funds in the near future for a wedding, a home upgrade or college tuition? Or are you working with a long-term milestone, such as your retirement that's still years away?

Knowing your "why" helps pinpoint the "how" so you can more easily identify the right funding amount, investment type and variety of accounts to consider.

Stay Balanced

Chances are, the goals you have today look different than the ones you had 10 or

20 years ago. It's normal for priorities to change, which is why it's crucial to review your goals every year to confirm that your investment strategy is still on track.

For example, ask yourself if your tolerance for risk has increased or lowered. A major life shift like marriage, divorce or a new career can create an opportunity or obligation that requires reworking your approach to saving, spending and investing.

Enlist Guidance

When in doubt, reach out for assistance. It can be challenging to translate your hopes, dreams and lifestyle factors into an investment strategy that's truly a good fit, but you don't have to do it alone.



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I learn by listening

One thing that I have learned throughout my public service, both during my school board years and



GUEST OPINION
Brad Hawkins

in the Legislature, is the importance of being a good listener. Unfortunately, I think we have all observed politicians who mistakenly think that “talking” is their most important skill. It’s actually the “listening” that helps people become good policymakers.

That’s why I was pleased to host my second annual 12th District “listening tour” Sept. 11 through Sept. 14, during which my staff and I travelled throughout the district to hear directly from you.

The listening tour idea was something I started last year to be

creative, and people responded very positively.

The listening tour requires plenty of advance planning and coordination and is a busy time, but the feedback I received and the things I learn help me to serve you better. It also provides my staff and me an opportunity to prepare legislative ideas and budget requests prior to the start of session.

Our tour schedule this fall took me to all four counties in our district, starting in Leavenworth and continuing to Cashmere, Wenatchee, Chelan, Coulee City, Soap Lake, Waterville and Bridgeport, concluding in Twisp.

Last year’s tour wrapped up with a community hike up Saddle Rock, which proved to be a fun way to enjoy a great outdoor recreational opportunity and to connect with each other in a special and unique way. We concluded the tour this year on Sept. 14 with a similar idea involving a community

hike up the Patterson Mountain trail near Winthrop. It was a beautiful hike.

Like last year’s tour, this year’s tour provided me an opportunity to meet with many constituents (individuals, employers, local governments, and community groups) and we discussed a host of issues, including rural economic development, healthcare, wildfire management, and education.

I pride myself in being accessible to you – the people who elect me – and hearing your thoughts and ideas. Whether here in the district or in Olympia, please feel free to contact me anytime. Thank you for the opportunity to serve you as your 12th District state senator.

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

BETTER BUSINESS

Stop building firewalls

CONTINUED FROM PAGE 19

communications to the CEO of the firm for his review and response. My request was not executed because it was outside “company policy”. I tried to call the CEO directly only to find the call went to a recorder. Nobody ever did respond. Firewall after firewall. They lost all my business and to this day not one person has called. They lost a great deal of dollar value business. Sadly this goes on daily.

I encourage every businessperson reading this column to take the time to review your policies and procedures as it relates to this important customer service issue. If you find firewalls, knock them down.

I leave you with three quotes from some very savvy business leaders.

Bill Gates once stated: “Your most unhappy customers are your greatest source of learning.”

Ross Perot wrote: “Spend a lot of time talking to customers face to face. You’d be amazed how many companies don’t listen to customers.”

And finally, Doug Warner said; “In the world of internet customer service, it’s important to remember your competitor is only one mouse click away.”

Bottom line; it’s all about how a business response to a customer’s problem and if there is a built in firewall in the way, that customer will go away.

Dave Murray is a retired CEO, COO and VP of Sales and Marketing now living in Wenatchee. He is associated with several organizations along with a private consulting firm. He may be reached at tmtm4@aol.com.

His views and opinion expressed or implied should be reviewed by a recognized professional prior to any implementation. This article is not intended as a substitute for professional business advice.

CONTINUED FROM PAGE 6

Chelan PUD 2019 budget includes more investments

recapped accomplishments and lessons learned so far during rehab of units in the first powerhouse. Challenges with additional repairs for those units have led to delays in 2018 and likely will increase costs, Bickford said. He also reviewed a revised schedule for finishing the work.

In other business, commissioners:

- Heard an update on the North Mid-Columbia Joint Transmission project and concurred with staff’s recommendation to move ahead on the 9-mile line with BPA and Grant and Douglas PUDs to reduce regional transmission

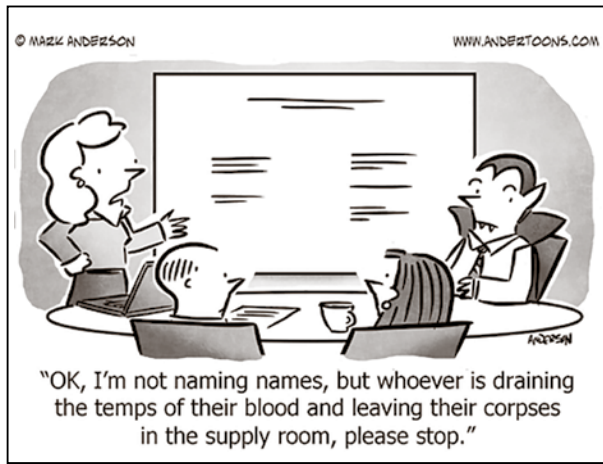
congestion and provide capacity for growth.

- Reviewed progress on the District’s performance plan through the third quarter of 2018. The PUD is on track to finish about 73 percent of the work planned by the end of the year. Response to cryptocurrency issues took focus away planned work, but there is an end in sight with proposed new rates set for board action by the end of the year, said General Manager Steve Wright.

- Celebrated the news that Corporate Communications Manager Suzanne Hartman is the 2018 recipient of the

Jay Rockey Lifetime Achievement Award from the Public Relations Society of America, Pacific Northwest chapter. Hartman was named to the national PRSA College of Fellows earlier this year.

Upcoming events:
 • Dec. 3 – Cryptocurrency rate and 2019 budget resolutions
 • Dec. 14 – Fiesta Decembrina, 8-10 p.m., Wenatchee Valley Chamber Visitor Center.



United States Bankruptcy Court Eastern District of Washington

Report Period: 10/25/2018 - 11/30/2018

Case No./Title	Judgment Description	Judgment Date
03-13000-TJJ13 Jon Doe Test and Jane Doe Test	Avoid Lien Document: 123	11/5/2018
	Avoid Lien Document: 146	11/16/2018
11-02005-FLK7 Julio F. Requena and Nora A. Requena	Avoid Lien Document: 34	10/31/2018
	Avoid Lien Document: 33	10/31/2018
12-03644-FLK7 Patricio Andrade and Maria Socorro Andrade	Avoid Lien Document: 30	10/26/2018
	Avoid Lien Document: 31	10/26/2018
	Avoid Lien Document: 30	10/26/2018
15-00162-FPC13 Kimberly Keith Johnson	Avoid Lien Document: 32	10/26/2018
	Avoid Lien Document: 64	11/2/2018
15-03802-FLK13 Alicia PALOMINOS	Avoid Lien Document: 36	10/31/2018
	Avoid Lien Document: 35	10/31/2018
16-03048-FPC7 Bob Wayne Branscum and Phyllis Jean Branscum	Allowing Sale Free and Clear of Liens Document: 234	10/30/2018
	Allowing Sale Free and Clear of Liens Document: 235	10/30/2018
17-02338-FLK13 Larry BOWEN	Avoid Lien Document: 54	11/16/2018
	Avoid Lien Document: 54	11/16/2018
	Avoid Lien Document: 55	11/19/2018
	Avoid Lien Document: 55	11/19/2018
18-01223-FPC13 Hernan Tercero and Sarah Tercero	Avoid Lien Document: 67	11/14/2018
	Avoid Lien Document: 68	11/14/2018
18-02138-FPC7 Jay Mitchell Johnson	Allowing Sale Free and Clear of Liens Document: 49	11/15/2018
18-02366-FLK7 Norma L. SILVA	Avoid Lien Document: 20	11/26/2018
18-02440-FPC7 Christopher M Triplett and Diana V Triplett	Avoid Lien Document: 30	11/15/2018
	Avoid Lien Document: 29	11/15/2018

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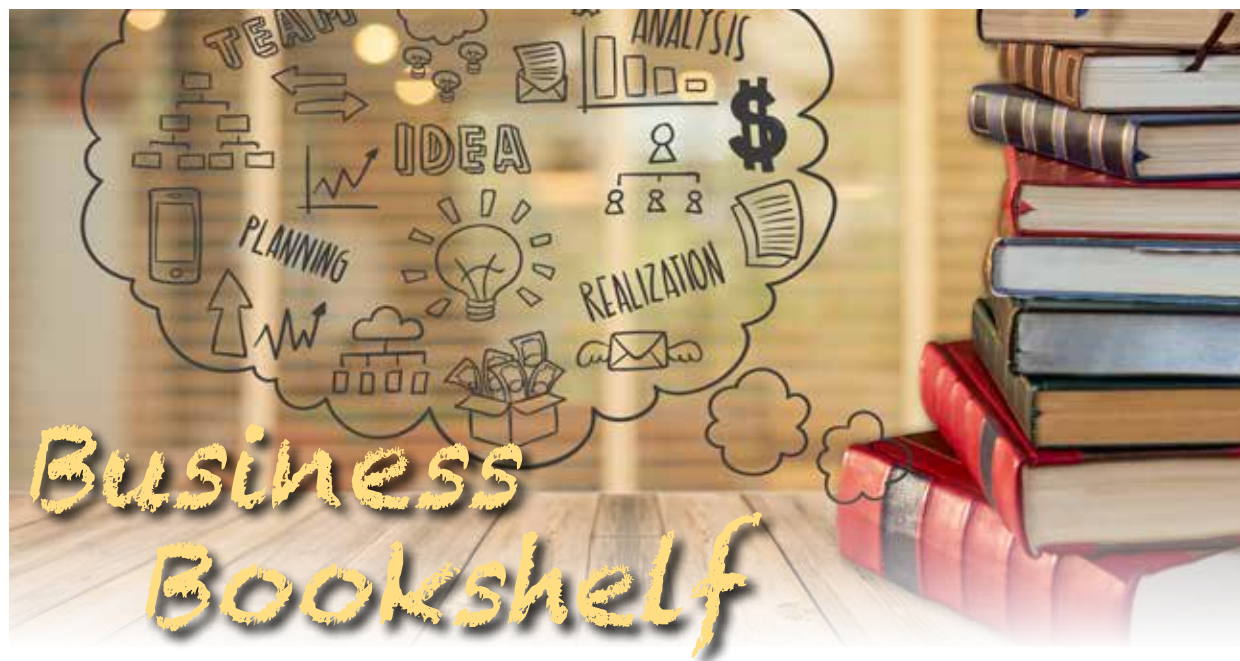
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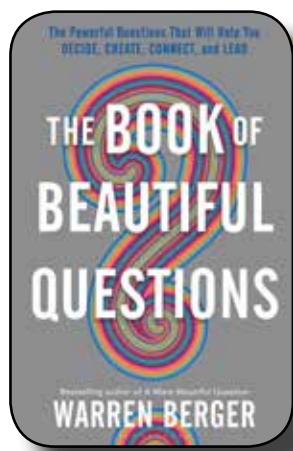
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The Book of Beautiful Questions: The Powerful Questions That Will Help You DECIDE, CREATE, CONNECT, and LEAD



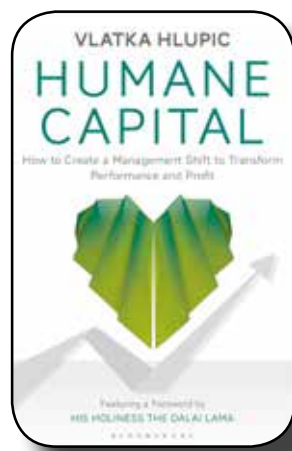
By Warren Berger

and to better connect with others. **Warren Berger** has studied hundreds of leading innovators, entrepreneurs, and creative thinkers to learn how they ask questions, generate original ideas, and solve problems.

Questioning is now increasingly seen as a key leadership skill and a tool for success in many areas of work and life, and Berger shares the right questions to ask at the right time to help in the four critical areas of decision-making, creativity, leadership, and relationships.

In today's uncertain world, when critical thinking is in crisis and we're swamped with unreliable information, thoughtful questioning can help us make better judgments and decisions,

Humane Capital: How to Create a Management Shift to Transform Performance and Profit



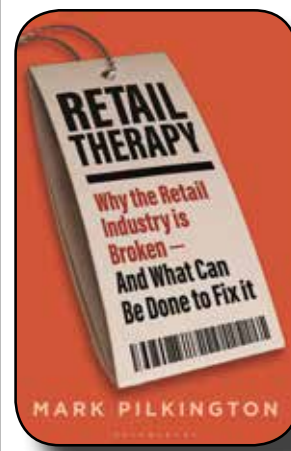
By Vlatka Hlupic

featuring a foreword by His Holiness the Dalai Lama

Humane Capital despite decades of research illustrating the benefits of enlightened leadership, the high-performance workplace is still not the norm.

Vlatka Hlupic has spent 20 years investigating this paradox, and in this book she forms a penetrating critique of why such strong evidence has had limited impact, and provides an alternative practical approach that any employer can implement to overcome these challenges.

Retail Therapy: Why The Retail Industry is Broken – And What Can Be Done to Fix it

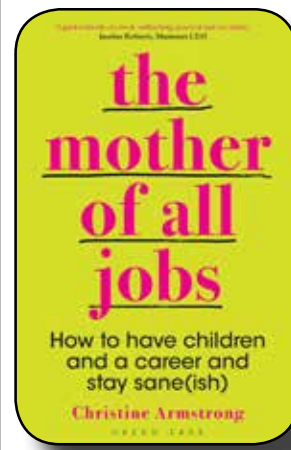


By Mark Pilkington

sector by **Mark Pilkington**. While it's popular to blame the "Amazon effect" for the decline of the retail industry, Mark argues that there are deeper forces at work presenting a cogent analysis of the longer-term trends that are shaping retailing and outlines a clear road map for sustainable success in the future.

Retail Therapy is a detailed and insightful examination of the collapse of the traditional retail

The Mother of All Jobs: How to Have Children and a Career and Stay Sane(ish)



By Christine Armstrong

appearing in the front pages of Sunday Times magazine and the Australian, laying bare the truths of working parenting. Unlike Sheryll Sandberg's *Lean In*, **Christine Armstrong's** *The Mother of All Jobs* explores the dark and often messy reality of what is happening across households all over the developed world.

The Mother of All Jobs is taking the world by storm,

Viebrock new executive director at RiverCom 911

The RiverCom Administrative Board has announced that Misty Viebrock has been offered the position of Executive Director at RiverCom 911.

Viebrock will replace Jim Fosse, the current Director, who is retiring after six years with RiverCom and more than forty two years of service in public safety.

The position opening was advertised nation-wide to the 9-1-1 profession.

The Board selected four candidates who then interviewed for the position; the process included a meet and greet event with executives from RiverCom user agencies and a panel interview.

The selection process was challenging and the Board appreciated the strong qualities each candidate brought to the table. The Board is looking forward to working with Misty Viebrock.

Viebrock has worked in public safety communications for the past twenty years and brings in-depth operations experience to the position and she remains dedicated to the 9-1-1 profession.

She started as a dispatcher for Wenatchee Police and Fire before transferring to RiverCom as part of its consolidation process in 2004 and then shortly after became a Supervisor.

Viebrock was again promoted and has served in the position of Operations Manager since October 2013, where she has guided the day-to-day operations of



SUBMITTED PHOTO

Misty Viebrock

the 9-1-1 center and overseen all dispatch Supervisors and Telecommunicators within the organization.

For the past several years she has fostered relationships with RiverCom's first responder agencies.

She has also participated in the implementation of several technical upgrades to RiverCom's communications and dispatching systems which have resulted in significant benefits to the community.

Viebrock currently lives in Douglas County with her family.

Viebrock is excited about this opportunity and is scheduled to begin her duties as Executive Director on January 2, 2019.

CONTINUED FROM PAGE 7

NCW Newspapers moving to a web-first model

an old dog to learn new tricks, but it is abundantly clear what our readers and advertisers want is accountability and more timely and relevant content.

So, we have begun to make some big changes in the way we publish.

Effective immediately, we are posting stories directly to the websites first. We will no longer hold them until they have appeared in the print edition.

Our goal moving forward is to have new content posted

every day. That doesn't mean the entire site will change every day, but we will endeavor to post something new every day.

We hope to start posting a "photo of the day" every day. We need your help with that since we do not have a full time photographer at any of our community papers. So, we encourage readers to send us their best photo of life in your local community. We will post an email address in the newspaper and on-line telling you where to send

your photos – make sure to include your name and a brief description of what the photo represents. If you have people in the photos try to identify them by name.

The Internet gives us the opportunity to provide more timely and relevant content. Content that will make your life better and our community stronger. Instead of putting us out of business, the Internet is positioning us to be the best source of local news and information for the next 100 years.

Wenatchee MSA (Chelan and Douglas Counties) Labor Area Summary – September 2018

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 September 2017 and September 2018) and average annual (between 2016 and

2017) changes in the labor market.

Unemployment rates

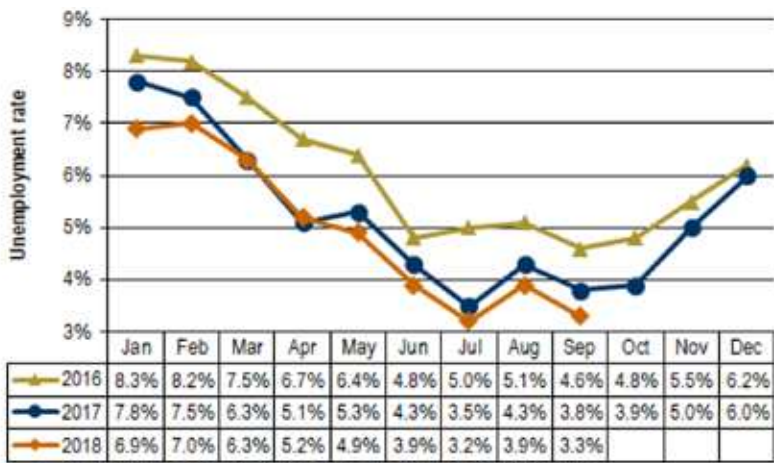
Preliminary Civilian Labor Force (CLF) data show that Washington's not

seasonally adjusted average annual unemployment rate fell five tenths of a point between 2016 and 2017, from 5.3 percent to 4.8 percent. Between the Septembers of 2017 and 2018 the rate dropped six-tenths point, from 4.5 to 3.9 percent.

In the Wenatchee MSA, the annual average unemployment rate fell from 6.0 to 5.1 percent between 2016 and 2017, a nine-tenths percentage point decrease. Year over year, monthly rates declined for 17 months (from October 2016 through February 2018), stagnated in March 2018, rose a tick in April 2018, before declining again for the past five months (May through September 2018) – great economic news.

Unemployment rates, not seasonally adjusted Wenatchee MSA, January 2016 through September 2018

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 decreased five-tenths of a percentage point between the Septembers of 2017 and 2018.

Total nonfarm employment

Between 2016 and 2017, Washington's labor market provided 77,900 new nonfarm jobs, an annual average increase of 2.4 percent.

In September 2018, businesses and government organizations across Washington supplied 3,454,700 nonfarm jobs (not seasonally adjusted), compared to 3,355,000 jobs in September 2017, a 3.0 percent year over year employment increase.

The state's economy has posted year over year nonfarm employment increases for the past 96 consecutive months (October 2010 through September 2018).

The Wenatchee MSA's nonfarm labor market

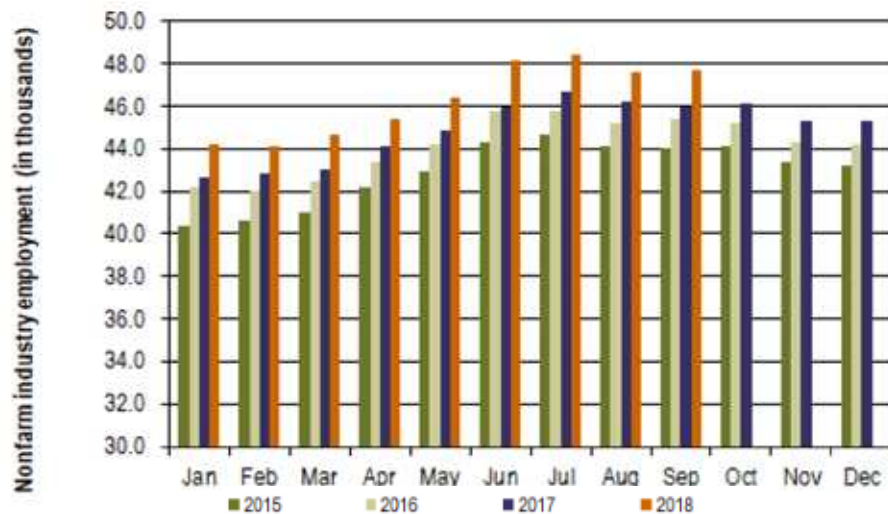
provided 700 new jobs between 2016 and 2017, an increase of 1.7 percent, less than Washington's 2.4-percent job growth rate during 2017. Total nonfarm

employment in this two-county MSA has increased or stabilized, year over year, in each of the past 77 months (May 2012 through September 2018). Between

the Septembers of 2017 and 2018 the number of nonfarm jobs in the Wenatchee MSA (Chelan and Douglas counties) rose by 1,700 - a 3.7 percent upturn.

Nonfarm industry employment Wenatchee MSA, January 2015 through September 2018

Source: Employment Security Department/WITS



Nonfarm employment in the Wenatchee MSA rose 3.7 percent between the Septembers of 2017 and 2018.

Employment and unemployment

Washington's Civilian Labor Force (CLF) expanded by 89,522 residents (a 2.5 percent upturn) from 2016 to 2017. The state's labor force has grown, year over year, for the past 56 months (February 2014 through September 2018). In September 2018, Washington's CLF tallied 3,792,764 residents versus 3,761,882 in September 2017 equating to 30,882 more Washingtonians in the labor force (up 0.8 percent).

The Wenatchee MSA's CLF grew from 63,825 residents in 2016 to 65,530 in 2017, a 2.7 percent upturn. Year over year, the Wenatchee MSA's Civilian Labor Force (CLF) advanced

0.8 percent between the Septembers of 2017 and 2018 (meaning there were 535 more residents in the labor force this September than in September 2017). Although this labor force growth was modest, the number of unemployed dwindled by 296 (down 11.5 percent) during this timeframe. The result: the rate fell from 3.8 percent in September 2017 to 3.3 percent in September 2018. The current, 3.3 percent unemployment rate is the lowest reading in the Wenatchee MSA for the month of September since electronic records were implemented by our agency in 1990 (28 years ago) – encouraging news for the local economy.

Nonfarm industry employment

Between the Septembers of 2017 and 2018 total nonfarm employment in Chelan and Douglas counties (the Wenatchee MSA) rose 3.7 percent, from 46,000 to 47,700 jobs. Washington's nonfarm market expanded by 3.0 percent during this timeframe. Highlights of year-over-year changes follow:

■ In the mining, logging and construction category (see Figure 3) most jobs are in "construction." Year over year, the pace of job growth in the Wenatchee MSA's construction industry has surpassed the pace of growth statewide from July 2017 through September

2018 (for 15 consecutive months). Construction provided 2,900 jobs across Chelan and Douglas counties in September 2017 versus 3,200 in September 2018, a strong 10.3 percent upturn ranking it as the fastest growing local industry in the Wenatchee MSA this September. There were 0.9 percent more home or condo sales (i.e., closed sales) in the first three quarters of this year versus January through September 2017 across the Wenatchee market (i.e., in Wenatchee, Malaga, East Wenatchee, Orondo and Rock Island, WA) according to the September 2018 Real Estate Snapshot newsletter published by Pacific ➤➤

➤➤ Appraisal Associates. Specifically, the number of single family homes or condominiums sold from January to September 2018 was 786 versus 779 closed sales Year-to-Date (YTD) in September 2017. The number of active listings rose from 170 in September 2017 to 213 in September 2018 (up 25.3 percent). Meanwhile the median sales price of homes/condos sold in the Wenatchee Market continued to climb, from \$290,000 in the first nine months of 2017 to \$325,905 YTD in September 2018, up 12.4 percent. Statewide, construction has been adding workers for the past 79 consecutive months (from March 2012 through September 2018).

(August 2013 through September 2018). Local government accounted for 7,100 jobs in September 2017 versus 7,300 jobs in September 2018, a 200 job and 2.8 percent increase. Local government includes such organizations as local public schools (primary and secondary), public utility and health districts, police and fire departments, public libraries, etc. Statewide, local government has also been in a hiring mode for 62 consecutive months (August 2013 through September 2018).

Agricultural employment/production

The Bureau of Labor Statistics' Quarterly Census of Employment and Wage (QCEW) program, conducted by the Washington State Employment Security Department provides agricultural and nonagricultural employment and wages for firms, organizations and individuals whose employees are covered by the Washington State Employment Security Act. Frequently termed "covered" or "QCEW" data, this information provides a reliable data set for comparing employment and wage trends at the county level. In September 2018 revised annual average QCEW data for calendar year 2017 became available. An analysis of industry employment changes from 2007 through 2017 shows that in Chelan County:

■ Year over year, local leisure and hospitality employment (primarily at hotels and restaurants) in the Wenatchee MSA has contracted for the past five months (May through September 2018). This September, leisure and hospitality employers (primarily hotels and eating and drinking places) tallied 6,600 jobs, a 300-job and 4.3-percent downturn from the 6,900 jobs this industry provided across the Wenatchee MSA in September 2017. Washington's leisure and hospitality industry has added jobs for 96 consecutive months (October 2010 through September 2018).

■ Year over year, local government in Chelan and Douglas Counties (the Wenatchee MSA) has either expanded or stabilized each of the past 62 months

■ Total covered employment rose from 39,447 in 2007 to 43,920 in 2017, a 4,473-job and 11.3-percent upturn. The number of agricultural jobs (a subset of total covered employment) increased from 9,036 in 2007 to 10,418 in 2017, a 1,382-job and 15.3-percent uptrend. In 2007 Chelan County's agricultural industry accounted for 22.9 percent of total covered employment. In 2017 agricultural employment accounted for 23.7 percent of total covered employment countywide. Hence, the agricultural share of employment edged upwards eight-tenths of a percentage point (from 22.9 to 23.7 percent) in Chelan County during this ten-year period.



Donald W. Meseck, Regional Labor Economist
Employment Security Department

Yakima WorkSource, 1205 Ahtanum Ridge Drive, Union Gap, WA 98903
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Get Ready for Taxes

Renew ITINs by year's end to file a return next year

IRS news release

WASHINGTON – The Internal Revenue Service reminds taxpayers with expiring Individual Taxpayer Identification Numbers (ITINs) to submit their renewal applications as soon as possible.

Failing to renew them by the end of this year will cause refund and processing delays in 2019.

This is the second in a series of reminders to help taxpayers get ready for the upcoming tax filing season. Additionally, the IRS has recently updated a special page on its website with steps to take now for the 2019 tax filing season.

The IRS mailed more than 1.3 million letters to taxpayer households that include an ITIN holder with middle digits 73, 74, 75, 76, 77, 81 or 82.

Affected taxpayers who expect to file a tax return in 2019 should submit a renewal application now.

To help taxpayers, the IRS has prepared a variety of informational materials, including flyers and fact sheets, available in several languages on IRS.gov.

In addition to English and Spanish, ITIN materials are available in Chinese, Korean, Haitian Creole, Russian and Vietnamese.

Those who must renew their ITIN can choose to renew their family's ITINs together, even if family

members have an ITIN with middle digits other than 73, 74, 75, 76, 77, 81 or 82. Family members include the tax filer, spouse and any dependents claimed on the tax return.

Who needs an ITIN?

ITINs are used by people who have tax filing requirements under U.S. law but are not eligible for a Social Security number.

ITIN holders should visit the ITIN information page on IRS.gov and take a few minutes to read and understand the guidelines.

Taxpayers who are eligible for a Social Security number (SSN) should not apply for or renew an ITIN. They should notify IRS of both their SSN and previous ITIN so their accounts can be merged.

Spouses or dependents residing in the United States should renew their ITINs. But those who live elsewhere need not renew them unless they anticipate being claimed for a tax benefit or if they file their own tax return.

That's because the tax reform law suspended the deduction for personal exemptions for tax years 2018 through 2025.

Consequently, spouses or dependents outside the United States who would have been claimed for this personal exemption benefit and no other benefit do not need to renew their ITINs

Who should renew an ITIN?

Taxpayers with ITINs set to expire at the end of the year and who need to file a tax return in 2019 must submit a renewal application. Others do not need to take any action.

◆ ITINs with middle digits 73, 74, 75, 76, 77, 81 or 82 (for example: 9NN-73-NNNN) need to be renewed if the taxpayer will have a filing requirement in 2019.

◆ Taxpayers whose ITINs expired due to lack of use should only renew their ITIN if they will have a filing requirement in 2019.

◆ ITINs with expired middle digits 71, 72, 78, 79 and 80 need to be renewed if the taxpayer will have a filing requirement in 2019.

How to renew an ITIN

To renew an ITIN, taxpayers must complete a Form W-7 and submit all required documentation.

Although a tax return is normally attached to the Form W-7, a taxpayer is not required to attach a return to ITIN renewal applications.

There are three ways to submit the W-7 application package:

◆ Mail the Form W-7, along with original identification documents or copies certified by the issuing agency, to the IRS address listed on the Form W-7 instructions.

The IRS will review the identification documents and return them within 60 days.

◆ Taxpayers have the option to work with Certifying Acceptance Agents (CAAs) authorized by the IRS to help them apply for an ITIN.

CAAs can certify all identification documents for primary and secondary taxpayers, can certify that the applicant is not eligible for an SSN and has provided the required documentation to obtain an ITIN.

CAAs can also submit the application to the IRS for processing. A CAA can also certify passports and birth certificates for dependents. This saves taxpayers from mailing original documents to the IRS.

◆ In advance, taxpayers can call and make an appointment at a designated IRS Taxpayer Assistance Center instead of mailing original identification documents to the IRS.

When making an appointment, make sure to let telephone assistants know the visit involves an ITIN renewal application.

Avoid common errors now; prevent delays next year

Several common errors can delay an ITIN renewal application or associated refund. The mistakes generally center on

missing information and/or insufficient supporting documentation.

Here are a few examples of mistakes taxpayers should avoid:

◆ Filing with an expired ITIN. Federal returns that are submitted in 2019 with an expired ITIN will be processed. However, exemptions and/or certain tax credits will be disallowed.

Taxpayers will receive a notice in the mail advising them of the change to their tax return and their need to renew their ITIN.

Once the ITIN is renewed, any applicable exemptions and credits will be restored, and any refunds will be issued.

◆ Failure to indicate reason for applying. A reason for needing the ITIN must be selected on the Form W-7.

◆ Missing a complete foreign address. When renewing an ITIN, if Reason B (non-resident alien) is marked, the taxpayer must include a complete foreign address on their Form W-7.

◆ Mailing incorrect identification documents.

Taxpayers mailing their ITIN renewal applications must include original identification documents or certified copies by the issuing agency and any other required attachments.

They must also include the ITIN assigned to them and the name under which it was issued in line 6e-f.

As a reminder, the IRS no longer accepts passports that do not have a date of entry into the U.S. as a stand-alone identification

document for dependents from a country other than Canada or Mexico, or dependents of U.S. military personnel overseas. The dependent's passport must have a date of entry stamp, otherwise the following additional documents to prove U.S. residency are required:

◆ U.S. medical records for dependents under age 6,

◆ U.S. school records for dependents under age 18, and

◆ U.S. school records (if a student), rental statements, bank statements or utility bills listing the applicant's name and U.S. address if over age 18

The ITIN renewal requirement is part of a series of provisions established by the Protecting Americans from Tax Hikes (PATH) Act enacted by Congress in December 2015. These provisions are outlined in IRS Notice 2016-48.

IRS encourages more applicants for Acceptance Agent Program to expand ITIN services. IRS continues to recruit Certifying Acceptance Agents (CAA) and accepts applications year-round.

With a fast approaching filing season, becoming a CAA will allow eligible practitioners to expand service to their existing clients and attract new ones.

Interested individuals, community outreach partners and volunteers at tax preparation sites are encouraged to review all program changes and requirements.

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CF MOBILE BLASTING INC	502 N PERRY AVE	EAST WENATCHEE
CHRISTIANSSEN CONSTRUCTION	1605 N ASTOR CT	EAST WENATCHEE
CONSTRUCTION CONSULTING LLC	2810 10TH STREET NE	EAST WENATCHEE
EDWINS CONSTRUCTION LLC	70 DEPOT ST #8	WENATCHEE
GRAND VIEW LANDSCAPING	804 NE ELLA ST	EAST WENATCHEE
GREG'S HANDYMAN SERVICES LLC	1006 POPLAR AVE	WENATCHEE
HUBBS CONSTRUCTION LLC	926 HIGHLAND DR	WENATCHEE
IMPERIAL PAINTING/ LANDSCAPING	211 PACE DR #46	EAST WENATCHEE
JACOBUS CONSTRUCTION	1525 MAPLE ST APT 4	WENATCHEE
JEDI DOOR LLC	1611 EASTMONT AVE	EAST WENATCHEE
LOPEZ MASONRY, LLC	PO BOX 799	MANSON
MOUNTAIN DESIGN/BUILD LLC	PO BOX 5506	WENATCHEE
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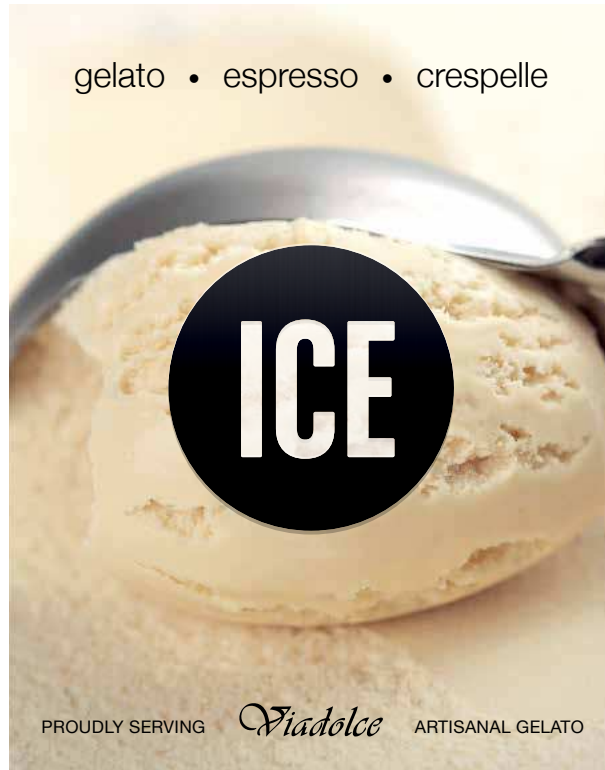
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Pybus December Events

December 3, 4, 5, 6, 9, 10, 11, 12, 13
Indoor Playground 9 a.m.- 12 p.m.

December 3

- Pybus University: "The Healer Within: Nurturing Lifelong Vitality" 7- 8:15 p.m.

December 5

- Wenatchee Big Band in Concourse- 7- 8:30 p.m.

December 6

- 3rd Annual Winter Health and Wellness Expo 4- 6:30 p.m.

December 7

- PBJ & M Perform Live for Friday Night Music from 6-8 p.m.

December 8

- Oh What Fun! 9-11:30 a.m.

December 8, 9

- Free Photos with Santa 1-3 p.m.

December 9

- Gingerbread House Factory, Session #1 at 1 p.m. Session #2 at 2:30 p.m.

December 12

- A "Jazzy Classy Christmas" Concert 6- 8 p.m.

December 14

- Albert Rookard Performs Live for Friday Night Music from 6-8 p.m.

December 15, 16, 21

- Free Photos with Santa 1-3 p.m.

December 22

- Last Day for Photos with Santa 1-3 p.m.

December 25

- A Special Christmas Message from Pybus Public Market

December 31

- New Year's Eve Celebration 7-9 p.m. and 10-midnight

For more activities go to
PybusPublicMarket.org

Anderson Family Farms Selected as New Merchant at Pybus Public Market

Press release

Pybus Market announced today that Anderson Family Farms (AFF) has been selected as the new merchant to replace Cha' Fine Teas. AFF was selected from 20 applicants.

AFF creates artisan goat milk body care products on their farm in central Washington. Their products are unique because they are made with 100% high performing products and no water. Andersons have raised dairy goats for over 21 years and their chosen breed's goat milk is very high in butterfat, which contributes rich moisturizing qualities and over 50 different vitamins, minerals and enzymes to be absorbed by the skin. AFF is a family-owned business that uses sustainable farming methods, integrity



testing, organic standards and is environmentally sensitive.

AFF is a regular day table vendor at Pybus Market and also sell their products and numerous trade shows and farmer markets around Washington State. AFF has over 90 body and skin products for sale.

AFF intends to open for business in space W-2 at Pybus market in mid November.

"We are honored and thrilled to be selected as a year-round merchant at Pybus Market," said Rick and Kimberly Anderson, co-founders of AFF. "Our retail name at Pybus Market

will be "Farm to Face and Body," consistent with our philosophy that food for the skin begins on the farm using natural products, just like food for the body," added Andersons.

"After considering about 20 other interested parties, we believe that AFF's business model combines unique products that are

of very high quality, with strong consumer appeal, and unparalleled customer service, making them a natural fit as a merchant at Pybus Market," said Steve Robinson, Pybus Market executive director.

For more information, please contact Rick & Kimberly Anderson at: andersonfamilyfarm@live.com or 425-766-4867.
See also:
• Web: www.andersonfamilyfarm1979.com
• Facebook: <https://www.facebook.com/andersonfamilyfarm/>
• Instagram: <https://www.instagram.com/aff1979/>

ABOUT PYBUS MARKET

Pybus Market is built in the historic Pybus steel warehouse located next to the Columbia River at the foot of Orondo Street in Wenatchee. The property is a year-round marketplace for restaurants, wine, food boutique merchandise, retail boutique items, fruit and vegetable vendors and local craftsmen. It also serves as the permanent home for Wenatchee Valley Farmer's Market. Pybus Market is a private-public partnership between Pybus Market Charitable Foundation and the City of Wenatchee. Pybus Market opened May 11, 2013.



Patients will be welcomed in a new airy lobby on the second floor of the Hillcrest Building.



PHOTOS COURTESY OF THREE RIVERS HOSPITAL
New TRH orthopedic, general surgery and OB/GYN clinics opened for business earlier this month.

Three Rivers Hospital unveils new Hillcrest clinics

By Mike Maltais

BREWSTER—Three Rivers Hospital (TRH) unveiled two new clinics that have moved and opened on the upper level of the Hillcrest Building at 415 Hospital Way here.

Three Rivers Orthopedics, the orthopedic surgery and specialty clinic, and Three Rivers Family Medicine, the General Surgery and OB/

GYN surgical special clinic opened Oct. 8. Dr. Gordon Tagge, Dr. Ty Witt, Dr. Jonathan Miller and Rob Lamberton, PAC will all be working in the new bright and comfortable spaces.

Patients will still have all the benefits of access to radiology, labs and other vital services by a connecting breezeway.

The space vacated by the two clinics at 507 Hospital Way will now be converted into the new emergency room thanks to funds made available through community support of the levy lid lift that passed last August 2016.

Work began on the new ER on Oct. 8, with the target of having the new facility

operational by end of December.

"This move is vital to the hospital's strategic objectives," wrote TRH Business Development Coordinator Chris Majors in a media release.

"This is another way Three Rivers Hospital is striving to provide the ideal patient experience."

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