

# WENATCHEE BUSINESS JOURNAL

ncwbusiness.com

A PUBLICATION OF NCW MEDIA INC.

JANUARY 2018

VOLUME 31, No. 10/ \$2



GARY BÉGIN/WBJ

Sparkle Janitorial owner Robert Gilling grabs a chance to hang with Santa while he visited the Eagles Club on Wenatchee Avenue recently.

## Still 'Sparkling' after nearly two years

By Gary Bégin

Robert Gilling likes to make people happy after he sees their faces gaze on his cleaning results.

"I leave people happy and I can sleep at night," said the 56-year-old Gilling. He and his wife Sylvia have been toiling days, evenings and weekends, but finally after a some business-energizing contracts they were able to hire a few part time employees to lighten the burden.

He states he can sleep now because his previous occupation as a loss prevention manager kept him worried night and day, being called into work on his off days and a myriad of other issues.

Now he is his own employee with a flexible schedule, something most workers don't have.

"I chose this line of work because it is not something that I need to worry about becoming obsolete in a few years," Gilling said.

He refers to other industries and occupations that are subjected to the stress of technology replacing what humans currently do.

"I think I can safely say I will not be replaced by a robot, at least for the foreseeable future, so I expect to stay in this line of work until I retire," Gilling said.

Gilling is a real go-getter and wasn't about to quit so easy, even though it was a rough start as he relied one individual jobs, one after another, to keep the business going.

"The hardest aspect of running the

SEE 'SPARKLING', PAGE 3



## Bitcoin mining taxes Chelan PUD, fires, injury, power outages possible

Chelan PUD is concerned that increasing numbers of homeowners and small businesses may be creating a significant safety risk by employing high-electric-use cryptocurrency mining computers without notice to the utility.

The PUD is getting indications of widespread use of bitcoin mining machines across the county by customers knowingly or unknowingly violating District policies for serving these energy intense loads.

John Stoll, Customer Utilities managing director, said he understands that the financial reward can be tantalizing, but urged customers not to act without talking with PUD staff.

The potential money isn't worth the safety consequences – which can be severe – affecting not only the mining

operator, but their neighbors and PUD line workers too, Stoll said. Unplanned high-electric usage taxes the electric infrastructure potentially leading to a serious fire risk.

Earlier this week, Stoll updated the Board of Commissioners on the unprecedented increase in requests for large amounts of power to serve cryptocurrency and blockchain operations.

Stoll said PUD staff is developing options to tighten policies addressing situations where customers knowingly try to hide their bitcoin mining operation from the utility.

Customers considering a bitcoin mining operation, or those operating one who have not notified the PUD, must contact our Customer Service Department at (509) 661-8002.

## Chelan-Douglas jobless rates lowest since 1990

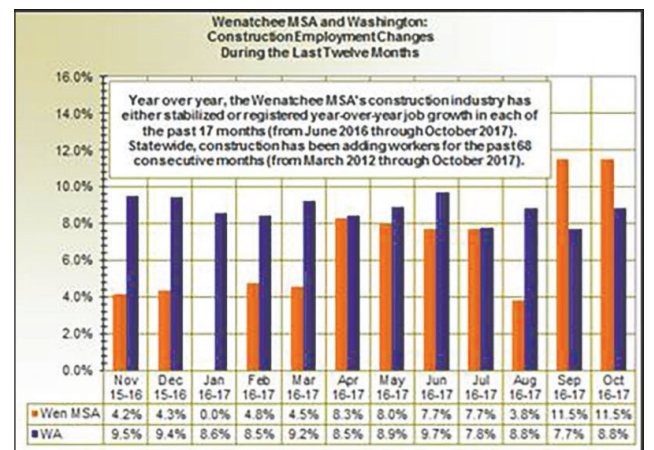
Information provided by Donald W. Meseck, Regional Labor Economist Serving Adams, Chelan, Douglas, Grant, Kittitas, Okanogan, and Yakima Counties Washington State Employment Security Department

County-level employment figures and unemployment rates for October 2017 were released by the Washington State Employment Security Department in November. The Wenatchee Metropolitan Statistical Area (MSA) Labor Area Summary (LAS) analyzes these not seasonally adjusted nonfarm employment and civilian labor force figures for Chelan and Douglas counties, focusing on year-over-year (between October 2016 and October 2017) and average annual trends (between 2015 and 2016).

It is interesting to note that the most current (October 2017) economic data show that the unemployment rate in Chelan and Douglas counties dropped substantially from five percent in October 2016 to 3.8 percent this October – encouraging news for the local economy.

In fact, the current unemployment rate for Chelan and Douglas counties (the Wenatchee

SEE JOBLESS RATES, PAGE 5



**Rotary**  
Club of Lake Chelan  
Washington, USA

'Buzz on Biz'

Manson High School enters business world



SEE STORY, PAGE 9

**MIGHTY LIKE A PRO**



ALL-NEW TERRAIN

**GMC**

**Sangster motors**  
Caring about your family is what brings you back to ours!

662-6134 1-800-450-3600

www.sangstermotors.com

Ninth & Miller, Wenatchee

### IN THIS ISSUE

Editor's notebook.....2 Keeping Up With People ..... 15  
Lake Chelan Rotary selects Top properties ..... 16-18  
outstanding companies .....8 9 Steps to starting a  
BNCW Member Messenger business ..... 22  
.....11-14 Pybus Market Page..... 24

### FEATURED PAGE

**Financial opinions for 2018**

See page 19



\$2

# WENATCHEE BUSINESS JOURNAL

www.NCWBusiness.com

**BILL FORHAN**

Publisher  
 Publisher@leavenworthecho.com

**CAROL FORHAN**

Sales Director  
 carol@leavenworthecho.com

**GARY BÉGIN**

Managing Editor  
 gary@ncwmedia.net  
 (509)-571-5302

**IAN DUNN**  
**MIKE MALTAIS**  
**MIKAILA WILKERSON**  
**ERIN ROSSELL**  
 News Staff

**LINDSAY TIMMERMANS**  
 Advertising Sales Executive  
 Adexec1@ncwmedia.net

**RUTHEDNA KEYS**  
 Advertising Sales Executive  
 ruthk@lakechelanmirror.com

**LINDSEY DOUGLAS**  
 Graphic Design  
 echoads@leavenworthecho.com

**CONTRIBUTOR:**  
 Brad Blackburn  
 Tricia McCullough  
 David S. Murray

**WBJ OFFICES**  
 201 Cottage Ave., Suite 4  
 Cashmere, WA 98815  
 © 2017 NCW Media Inc.

**NEWS LEADS**  
**509-571-5302**  
 The **Wenatchee Business Journal** is published on the first Monday of each month. Subscriptions are \$24 for 1 year or \$35 for 2 years in Chelan and Douglas counties; \$28 for 1 year outside Chelan/Douglas or \$48 for 1 year out of state.

**Circulation:** For circulation information or to sign up for a subscription, call 509-293-6780

**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,  
 117 E. Woodin Ave.

**Pateros**  
 Howard's Super Stop,  
 245 Lakeshore Drive

**Brewster**  
 Brewster Harvest Foods,  
 907 Highway 97  
 Triangle Exxon,  
 405 Highway 97

The **Wenatchee Business Journal** is published monthly by NCW Media Inc., 201 Cottage Ave., Suite 4, Cashmere, WA 98815. Bulk Postage paid at Wenatchee, WA 98801



## Letter to the Editor

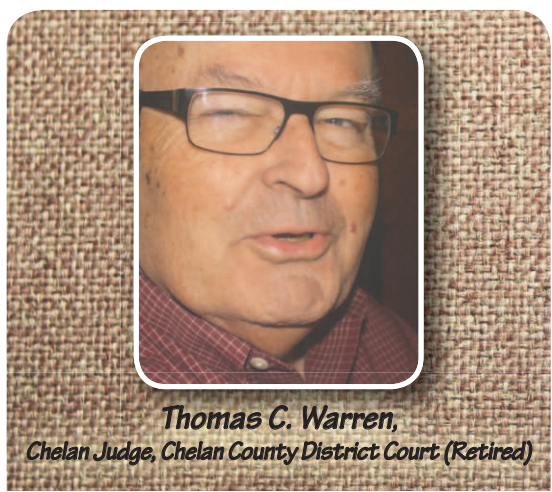
As a member and past president of Lake Chelan Rotary, I want to thank the Business Journal for the generous support of the businesses of our members. Your acceptance and publishing of the weekly "Business of the Week" feature included in our newsletter, which is on the full page of the Wenatchee Business Journal, is a wonderful recognition of our members and their businesses.

Rotary does a great job in supporting community and international projects and it is nice to give our very dedicated members a pat on the back. Lake Chelan Rotary now has 85 members and is working hard on many projects, both here in Chelan and our international projects in Kenya.

By the way, I appreciate the Journal covering so much more than Wenatchee as indicated in the title of your excellent publication. Reading about all of the business activities throughout Central Washington recognizes the importance of all of the region working together.

How about renaming the publication the "Central Washington Business Journal" as it is certainly covering so much more than the Wenatchee business scene.

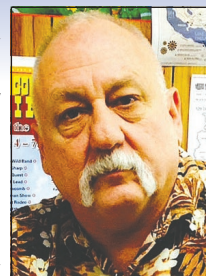
Thanks so much for your support and keep up the good work!



## Editor's Notebook

### Give wealth a chance to develop in 2018

As the American business landscape starts its first quarter of 2018 it behooves skeptics and optimists alike to give President Trump and the Republican-led Congress' new tax bill a chance to reach fruition.



**Gary Bégin**  
 Managing Editor

Trump has promised more money in your worker's paychecks via less taxes starting in February and that is good news for your business. It's like giving all your staff a raise without actually having to do so. Although I'm sure they'd appreciate the extra cash if you did give them one, it is sufficient to say extra money will be welcomed no matter from what source.

Decades ago some guy named Ronald Reagan, now treated like a God of times gone by, was at the forefront of what was called "trickle down economics" and it had mixed effects and opinions as to its efficacy.

Do the rich and do the corporations and do the various financial entities actually pass their new found wealth down the line to the man on the street or does the money remain on Wall Street and in the pockets of the investors, board members and small business owners?

It was not proven that "trickle down" actually trickles down, but maybe this latest tax plan will be the stimulus needed to make it happen?

Anyone who follows politics must understand that it is highly unlikely that the entire Republican universe would willingly destroy themselves and the Grand Old Party by simply selling out to the interests of the billionaires and the corporations by proposing this tax bill.

It would make no sense and certainly no dollars and cents, to sacrifice a year or two of prosperity only to lose the next several election cycles because of perceived greed and kowtowing to the wealthy.

Let's get something straight anyway, there are plenty of millionaire and billionaire Democrats too. If this plan doesn't suit them then they can willingly donate their new found tax savings to homeless shelters and job programs and fighting malaria in Timbuktu.

I imagine it will increase their bank accounts and they will, in fact, be generous and beneficial donors to good causes as will many rich Republicans. Corporations will do likewise, I guarantee. I can say that because it has already begun right here in our backyards with

Boeing and Wells Fargo leading the way.

Liberals and nay sayers must take a deep breathe and recognize the forest for the trees. In America and in capitalism generally speaking, the government shouldn't force any company to do anything other than not break the law. There is no law that states extra revenues or dividends must be given to the poor house residents nor is there any mandate by the middle class to demand that happen.

In America, generosity is a voluntary thing. Compassion is also a voluntary action taken by individuals and companies alike. The government can't, shouldn't and isn't capable of mandating morale authority to those it governs, although God knows it tries.

The best arbiter of the business world and its responsibilities towards its workers and the surrounding community is, in fact, businesses themselves.

If the owner of a company feels the local soup kitchen could use help, it is a decision made by that owner and not Washington, D.C. Likewise a raise or a bonus for employees.

Let us hope the country gives this new tax plan a chance to reach fruition before condemning it, which has already begun in earnest in liberal quarters. 2018 has the potential to grow the economy as never before, but skeptics cannot seize the day or pave the way. Optimism is the key and frugal choices by those who wish to grab the prize from the carousel known as Democracy is the key to success.

Hand-ups and not hand-outs has always been the conservative fiscal mantra and so it should remain so. Some people work more than one job to get ahead and others lie about the couch watching soap operas and collect welfare. Some people make bad choices and then expect others to pay for them. I personally know many people who do just that. I'm not sorry to disappoint them. Eventually those hand-out scenarios must end if America and this new tax plan are to succeed.

**Happy New Year!**

The opinions of Gary Bégin are not necessarily those of NCW Media, management, staff or advertisers. He can be reached at: gary@ncwmedia.net.

### Commercial Real Estate Sales, Leasing & Property Management Services



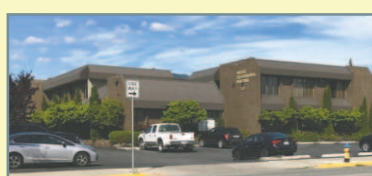
**For Lease - Office suites. 25 N Wenatchee Ave.** Historic Grand Central Building located in the heart of Wenatchee. Tastefully decorated professional office space with three suites available.



**For Lease - 234 S. Columbia** - \$1,900/mo. 2,329 SF. Historic, open-floor plan office space near downtown. Tastefully remodeled. Ready for a new tenant. Abundant parking nearby.



**For Lease - Office suite. 135 S Worthen.** Waterfront views from this 850 SF Class A office space. \$1,400/mo.



**For Lease - Office suite. 610 N Mission.** In the Pacific Professional Building. Excellent location, access, main floor suite with 1,350 SF for \$2,100/mo.

**SAGE**  
 REAL ESTATE SERVICES

**Brad Allen, CVA**  
 Owner ~ Designated Broker

35 S Worthen Suite 200  
 Wenatchee WA 98801  
 509-664-4017  
 www.SageRealEstateServices.com

**SMITHSON INSURANCE SERVICES**

Happy New Year

**Kathy Z. Smithson**

- Life • Long Term Care • Medicare
- Medicare PartD RX • Disability Health Insurance for individuals and employer groups

**509-884-5195**  
 ksmithson@frontier.com  
 720 Valley Mall Pkwy • E. Wenatchee  
 smithsoninsuranceservices.com

## Still 'Sparkling' after nearly two years

CONTINUED FROM PAGE 1

business now is learning to juggle staffing depending on the workload," Gilling states.

Those who have met Robert know they are dealing with a man of integrity. He is licensed, bonded and insured and willing to tackle your dirty floors, bathrooms or what have you in the evenings and weekends as well as regular business hours.

Gilling states, "A clean home or work environment is conducive to more production as well as employee and family morale."

Gilling said he welcomes more office

cleaning contracts, but is always willing to do single day jobs such as folks who want to tidy up before or after they entertain for a holiday or special occasion.

"We clean houses, storage spaces, offices or whatever is needed. It would be great if a real estate firm put us on their "go-to" list when houses are put on the market and need a last minute thorough cleaning," he said.

Whatever your business size or home needs, Robert is ready to put some "Sparkle" in your life.

To contact Sparkle Janitorial, call 509-669-1809.

## Poor PJ Craft Beer & Wine opens in East Wenatchee

By Gary Bégin

EAST WENATCHEE - 1610 Grant Road is the new home to the former Liquor Barn that was located on Valley Mall Parkway for many years next to a pizza joint and the UPS Store.

Why the move?

Owner P.J. Malhi said the old landlord was increasing the rent and he wanted a new, fresh start while breaking up with a former business partner.

The new store features a huge ice cold walk-in beer cooler with a hundred selections of everyday national domestic brands and craft brews from around the state and the world.

Poor PJ also sells snacks, cigars, distilled spirits ("hard" liquor) and wines galore.

There is only one problem as seen in the photo above: no liquor. Malhi blames it squarely on the Liquor & Cannabis Control Board and the red tape folks found in Olympia.

He owned the original liquor, beer and wine license, but when he moved and changed names the fur started to fly. Turns out the rule for moving is that it must be within one mile



GARY BÉGIN/WBJ

Poor PJ Craft Beer & Wine owner P.J. Malhi stands in a melancholy funk brought on by Olympia bureaucracy as he poses for the Business Journal camera.

of the original location. Malhi said he measured the distance via Google Map and it turned out to be one mile and about 200 yards.

He said he has spoken to State Representative Cary Condotta and State Senator Brad Hawkins about the matter and assured them the entire neighborhood he has moved into wants him to stay and appreciates the convenience of having a wine, beer and liquor store nearby so they don't have to drive "into town."

"Town" in this case is anywhere else in East Wenatchee or Wenatchee

where shoppers are surrounded by much heavier traffic.

Malhi also said he has emailed Congressmen Dan Newhouse and Dave Reichert about the situation and awaits their reply.

"They (the neighbors) like the convenience and the cleanliness of the store and the customer service I give them and the beer and wine selection. If I have to get a petition from the neighbors then I will, but I don't think that should be necessary," Malhi said, with a frustrated sigh.

Malhi went so far as to

label all the shelves with the prices of the liquor that will eventually inhabit their rightful spots, but alas, they still they remain empty.

Many customers come in and leave disappointed that they can't get their favorite whiskey, brandy, vodka, tequila or many other types of distilled spirits.

Malhi said he has no choice, but to wait for the bureaucrats to give him the license or perhaps make him re-apply.

In the mean time he states that he is barely keeping his head above water. He lost and is losing many thousands of dollars, especially since he couldn't accommodate customers for the holiday season, traditionally the highest grossing part of the year for most retailers.

Malhi is his only employee, but wants to hire at least one or more part time clerks so he can take a break once in a while. He credits the low rent as being a big help towards his bottom line.

The L&CCB cannot comment on open applications.

For more information call Malhi at 509-881-2500.



"No matter how clever my t-shirt is, there will always be someone with a t-shirt that's cleverer."

# Business expertise driven by desire.

## Not dollar signs.

Making money for your business is way more rewarding than making money off it. That's why our experienced team of business experts works to provide some of the most competitive rates and services in the market. Simply put: Our passion is to help you achieve yours.

Contact an expert today!  
Dennis Janikowski 509.460.4026  
numericacu.com

Federally insured by NCUA.

Life moves. Live well.™





Comfort Station Rendering



Link Transit - Leavenworth Park & Ride Rendering



Bus Shelter Rendering

# Link Transit moves forward with Leavenworth Park and Ride

By Ian Dunn

LEAVENWORTH – Plans are moving forward for a new Link Transit Park and Ride in Leavenworth adjacent to Safeway. Link Transit held an open house at Leavenworth City Hall on Nov. 15. Link Finance and Planning Manager Nick Covey said this has been in the works for a few years.

“We had to purchase the property and put the design down. Now, we’re going out to get public comment on our design work. We hope to go out to bid in January with construction starting as soon as the snow melts, having it completed by about October, 2018,” Covey said.

It will be a 90-car park and ride, for the Link Transit route 22, which serves Leavenworth. A new transit-only access road is to be constructed just east of the new Hampton Inn. Covey said the 22 bus will go into town until 11 a.m. daily with a new shuttle serving the downtown corridor from 11 a.m. to 7 p.m.

“This will hopefully take care of some traffic issues on Highway 2 during the day and help our bus stay on schedule. Right now, during the holiday season,

Thursday, Friday and weekends, they get behind just because of all the traffic,” Covey said.

The plan at present is for the shuttle to be complimentary service, according to Lauren Loeb sack, Link planning officer.

“The shuttle is going to do the same thing the 22 does. It’s going to the Shell station at the end, turn around and come back. It should be able to do that three times an hour and meet our bus when it comes in every hour,” Covey said.

The Link Transit Board likes the concept, he said. The Nov. 15 meeting was the first public hearing for the actual concept.

“The city is very supportive of it. The WSDOT (Washington State Department of Transportation) is very supportive of it. Anything to get this corridor cleared off any way, shape or form, is helpful to everybody,” Covey said. “We’ve had a lot of good agency support. Everyone we’ve talked to in the area has supported it as well. It has been good. Hopefully it

will work as well as we think it will.”

The new access road will be transit only, at least at first. Covey said the city has been deeded the property and has the right-of-way to put a full 60-foot street there with sidewalks on both sides.

“It will be road we can go both ways on eventually. Until the WSDOT signs off on right hand turns of it, and the money comes along to finish

schedule. Right now, there is commuter service every half-hour in the morning that spreads out to an hour in the afternoon, then comes back to half-hour.

“The 45 minute route should satisfy pretty much everybody on it. We’re seeing some trips with very few people on it. It’s a little bit less expensive. We can save ourselves a bus,” he said.

The Leavenworth 22 route

able to extend that beyond the 10 p.m. range soon. Don’t have any plans now, but we’d like to hit that extra shift so people can get back to Wenatchee,” he said.

Plans are to open the new station in September or October next year. Darrell Smith with Pertect Engineering said the design on the new station is quite unique.

“First of all, this will be the first Bavarian themed park and ride in the state. We’re really excited to be involved with that. It’s going to involve a 90-plus stall parking facility. It’s going to have two transit bay areas. One is for the 22 route that goes between Wenatchee and Leavenworth,” Smith said. “Then, there’s going to be a local circulator that will also come into it that will go through downtown. We’re improving access into that greater Safeway area. There will be a new roundabout and a new connection onto Highway 2.”

The roundabout will be connected to the new Zelt Strasse, which will serve the KOA, and the new access road, which at present, does not have a name. Currently, only a driver bathroom is planned for the site. City officials are talking to Link about adding public restrooms.

In terms of coming up with a Bavarian theme for the station, Smith said they worked with TCF Architecture.

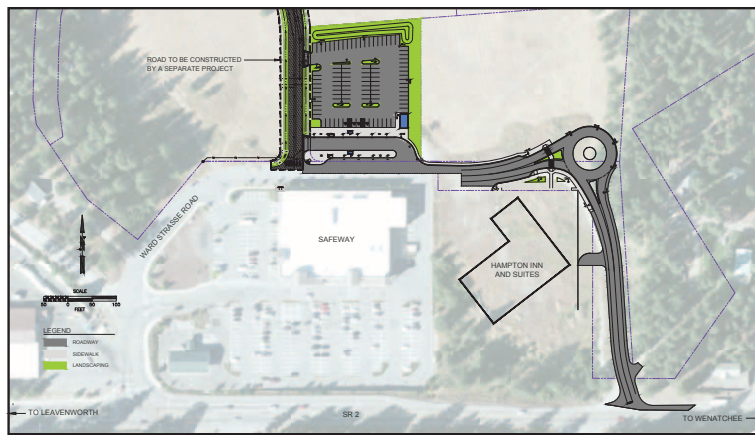
“They did a lot of different research to come up with the different accents. I think for a park and ride, they’ve done a really nice job getting the traditional type chairs incorporated. They will be metal, but they will look very Bavarian,” Smith said. “The operator comfort station is more a ski chalet type look. They are putting in some nice accents, some traditional lettering on the side of the buildings.”

The design has not gone before the Design Review Board, because there has been no final decision on the restrooms.

“Right now, the way it is configured, there is a tiny break room. There are two bathrooms on the inside and a maintenance room in the back. There will be a glass type structure on the outside for good weather protection,” Smith said.

For Smith, the design of the station is real revelation for a public project.

“Years ago, I worked for the state of Washington. Sometimes government agencies are very structured. You’re not going to find something like that in a design book. I think Link is doing some really nice work here and pretty darn cost effective, as well,” Smith said.



Project overview

the road, that may or may not happen when we build it out next spring. It may just be transit only for the first year or two. That is up to the city of Leavenworth,” Covey said.

The Link Transit schedule will be changing slightly next July. Covey said the 22 route will be on a 45-minute

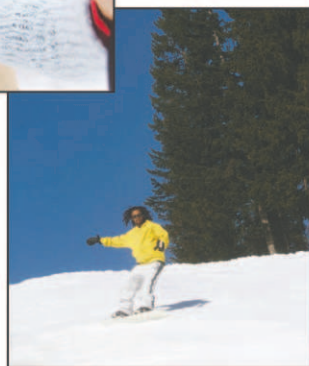
is one of the best routes in the whole system. It is very well supported in Leavenworth, he said.

“We get a lot of commuters and reverse commuters, coming to Leavenworth to work, then getting home. Our last bus leaves here at 9 p.m. Hopefully we’ll be

will also come into it that will go through downtown. We’re improving access into that greater Safeway area. There will be a new roundabout and a new connection onto Highway 2.”

The roundabout will be connected to the new Zelt Strasse, which will serve the KOA, and the new access road, which at present, does not have a name. Currently, only a driver bathroom is planned for the site. City officials are talking to Link about adding public restrooms.

## Get outside & have fun this winter...



Your financial success is secure at CVB!



Cashmere Valley Bank

Member FDIC



## Paid sick leave law starts now

Starting January 1, 2018, employers in Washington will be required to provide their employees with paid sick leave.

Initiative 1433, which was approved by Washington voters in fall 2016, contains four primary changes to state law:

- ✓ Requires employers to provide paid sick leave to most employees beginning January 1, 2018.
- ✓ Increases the minimum wage over the next several years.
- ✓ Ensuring tips and service charges are given to the appropriate staff and,
- ✓ Protects employees from retaliation when exercising their rights under the Minimum Wage Requirements and Labor Standards Act.

Want more information and the opportunity to ask questions? [Learn about the new law at Ini.wa.gov](http://Learn about the new law at Ini.wa.gov).



PHOTOS COURTESY OF CITY OF BREWSTER

Brewster Mayor Art Smyth, City Clerk Misty Ruiz, Director of Public Works, Lee Webster, and J-U-B engineer Steve James pose with the IACC Drinking Water Award.

## City of Brewster honored with IACC's 2017 Drinking Water Award

renovation impressed IACC enough to bestow the award "and this is just the first part of our project," Ruiz said.

During the IACC's morning session, Ruiz was asked to address the conference on Brewster's water upgrade program including the seven-year struggle to win approval of the U.S.D.A. Rural Development funding to help finance the ambitious project.

Ruiz explained how Brewster's dedication and persistence enabled the city to compress a projected 20-year water upgrade into less than half that time and corral some \$6.3 million in funding, over 70 percent of which qualifies for loan forgiveness.

The conference chair cautioned the audience that in today's public

infrastructure financing climate, funding on that scale is all but nonexistent and forgiveness rates are more typically in the 30 percent range

"Receiving the award was wonderful," said Public Works Director Lee Webster.

It was also a complete surprise to the Brewster attendees since the city's engineering consultants, J-U-B Engineers of Spokane quietly nominated them for the award.

"The reservoir project was a great project from start to finish," said Webster, "made possible with help from State Legislators Cary Condotta, Mike Steele, Jim Honeyford, Brad Hawkins and many others."

Last year, the City of Pateros was recognized by the IACC for the

decorative tiles that were added to the exteriors of its two prominently visible reservoirs.



Looking appropriately like a large drop of water, the IACC annual Drinking Water Award was presented to the City of Brewster for its recently completed reservoir renovation.

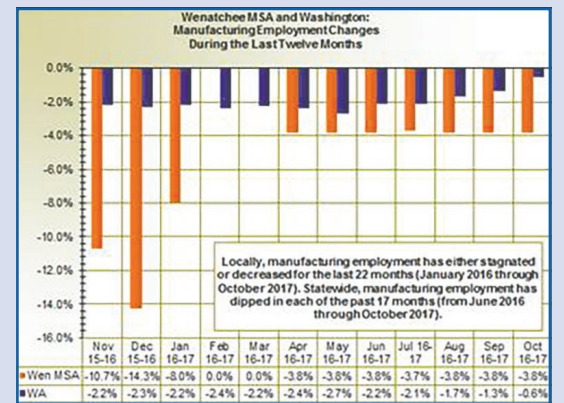
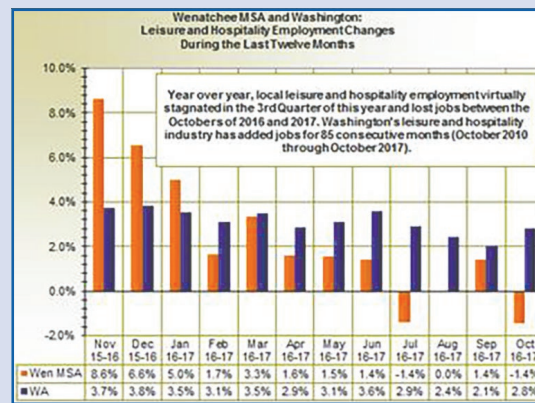
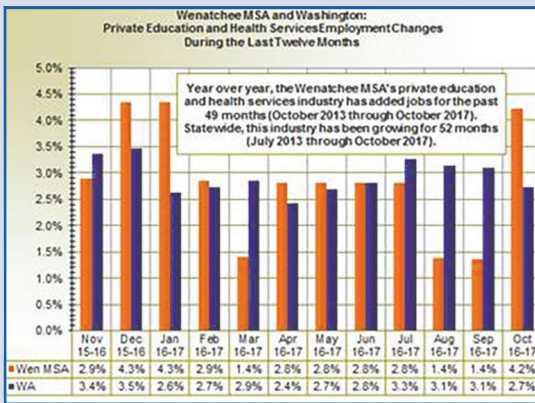
## Chelan-Douglas jobless rates lowest since 1990

CONTINUED FROM PAGE 1

MSA) is the lowest reading for the month of October since electronic records were implemented in 1990 -

27 years ago. Four graphs comparing year-over-year job changes in construction, manufacturing, private education and health services,

and leisure and hospitality in the Wenatchee MSA and in Washington during the last twelve months are presented here.









Thrive in every direction!

### Featured Property



**Industrial Building #5**  
**210 Olds Station Rd., Wenatchee**

- 38,000 sq. ft.
- 10 foot ceilings
- Two loading docks
- 3-Phase Power
- Located near Hwy 2 and Hwy 97 junction

Contact Craig Larsen for more information  
 Craig@PortofChelanCounty.com

## ChooseChelanCounty.com

- Search for available buildings and lots
- Online industry analysis tools
- Interactive demographic and business search
- Community profiles and labor force

**Start your search today**

# 2018 WEDDING DIRECTORY

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

## Perfect Engagement Photos

Green Shoot Media

After celebrating with friends and loved ones, one of the first things you will want to do is capture the moment in engagement photos.

You've most likely seen engagement photos before — the good, the bad and the outright cringe-worthy. To avoid the latter, consider the following elements.

### Do Your Research

Choosing a local photographer is key. Look through portfolios and other engagement sessions each professional has photographed.

Keep in mind that many photographers include an engagement photo shoot in their wedding photo package, so you will save in the long run if you book the same photographer for your wedding as your engagement session.

### Schedule Early

There are many benefits to snapping your engagement photos as early as possible. Not only will you want to capture the moment while

your emotions of excitement are at their peak, but if you have them in hand early, you can incorporate them into your save-the-date cards and your wedding website or publish it with an engagement announcement in the local paper.

Even if you choose to do none of these things, it will be one task complete. This will give you the free time to focus your attention elsewhere later — when you will need to make many decisions very quickly.

### Choose a Style

Your engagement photos should reflect who you and your fiance are as a couple. You, your fiance and your photographer should discuss overall style and location, as well as any outfit changes you might have planned.

Keep in mind how you plan to use the photos, as well as who will want them. Think of what you wouldn't want hanging on your grandmother's wall.

### Plan Your Outfits

Stick with styles that complement one another



and stay within the same color pallet. You also want to avoid looking like a "matching set."

Many brides-to-be incorporate white attire into

their engagement sessions, which is a classic choice and allows the groom to choose colors he is comfortable in, as everything matches white.

**DJ Shelda**  
Playing great music for Wenatchee and beyond

**Good prices, Great people, Excellent MUSIC!**  
509-670-0242  
Visit [djshelda.com](http://djshelda.com) to view my portfolio  
email: [djshelda@gmail.com](mailto:djshelda@gmail.com)

Find me on **facebook**

*Private Natural Historic*

**Hampton Hideaway** (509) 668-1122, Wenatchee  
[hamptonhideaway.net](http://hamptonhideaway.net)

"Where Love & Cherries Grow"

*Let us plant for your event!*

**The Cutting Garden**

Lake Chelan grown flowers from Arrangements to Bouquets and Corsages.

[lakechelanguarden.net](http://lakechelanguarden.net)  
509-687-3806

*Your Lake Chelan Wedding*

[YLCWedding.com](http://YLCWedding.com)

**BEECHER HILL HOUSE**  
Weddings of a Lifetime

(509) 548-0559 • [info@beecherhill.com](mailto:info@beecherhill.com)  
[www.beecherhill.com](http://www.beecherhill.com)

## Choosing Bridesmaids Dresses

Green Shoot Media

Nothing can cause more drama than choosing bridesmaids dresses — especially if you have a large bridal party or opinionated attendants.

The smart bride understands that this aspect

of her wedding is less about her and more about her maids.

### Have Key Info in Hand

You should know your wedding colors and have your venue booked and your own gown ordered. All of these items will impact the style and hue of the gowns you choose.

Will you be choosing the gown or have you decided to allow your maids to choose their own (with your final approval, of course)? Do you want your maids in the same style?

Will they be wearing

various colors or hues of the same color? Know the answers to each of these questions before stepping foot inside a bridal salon.

### Start with Pictures

Look through many photos before you begin shopping. Also keep in mind, as much as you love them, your friends are not models (unless they are) — so what you see in photos will look different in person and on each individual person.

### Consider the Cost

Not everyone is going to have the same budget, and

a compassionate bride-to-be will be mindful of this. Unless you are picking up the tab, don't choose a pricey gown. Not everyone views your wedding as the investment you see it as.

### Be Flexible

This applies both to your expectations of the dress and your maids. Keep in mind that the color you see in a magazine might be slightly different in person.

Be flexible in terms of what is will look good on different skin tones. Remember, as much as you might love a color, above all, you want everyone to look their best.

### Order at the Right Time

Many dresses require one to three months to ship, so be sure to allow for this. After the dresses arrive, you also will need time for your maids to pick them up (unless they are being shipped directly) and for the gowns to be altered.

So don't wait too long before checking this item off the bridal to-do list.

**Floral Designs for any bride's budget.**  
**Over 35 years of design experience.**

**KASHMIR Gardens**  
Est. 1949

509-782-2071  
[kashmiringardenswa.com](http://kashmiringardenswa.com)

[topcolorcatering.com](http://topcolorcatering.com)  
509-699-6067  
LOCALLY SOURCED \* CRAFTED WITH LOVE

**NANCY'S party rentals**

*Friendly & Affordable!*  
[www.nancyspartyrentals.com](http://www.nancyspartyrentals.com)  
509-664-6666

*Memory Lane Weddings*

**WE DESIGN YOUR CEREMONY TO BE MEMORABLE & MEANINGFUL FOR THE TWO OF YOU.**

**ELLIE OWNBEY -OFFICIANT-**

**WEDDING OFFICIATING, COORDINATING & CONSULTING**

[ELLIE@YFN.NET](mailto:ELLIE@YFN.NET) 866-521-1859  
[WWW.LEAVENWORTHWEDDINGS.NET](http://WWW.LEAVENWORTHWEDDINGS.NET)

# WEDDING DIRECTORY 2018

## An Intimate Affair

Green Shoot Media

### Get Married Where You Want

Think of all the gorgeous venues you could either price yourself out of, or not be able to fit into due to the size of your party. Keeping your guest list small gives you more options.

It also opens up venues that don't traditionally host weddings — or charge "wedding prices." Think of places such as an art museum, a zoo or a greenhouse.

### Spend More Quality Time With Guests

An intimate wedding typically has less than 75 guests, which means you will have a lot more time to spend with each person.

Walk around to each table and personally thank people for coming. Depending on the size of your party, consider seating everyone at one long table — creating an intimate dinner party atmosphere.



### Do More With Your Money

Small weddings can cost less, saving you thousands. Alternatively, you could spend the same amount as you would have set aside for a larger affair and splurge on the luxurious extras you want most.

A smaller wedding can be a way for you to ensure your guests have a night they will always remember, and that you have the wedding you always dreamed about.

### Put Your Money Toward Your Future

Your wedding day is a magical day and will most likely always hold a distinct place in your heart. But remember, it is just one day.

Hosting a smaller wedding means you are free to put additional money toward future goals, such as putting a down payment on a house or saving to start a family. Remember, your lives together are just beginning.

A small, intimate wedding has loads of romance to it — as well as many other advantages. While the large wedding has become a staple of contemporary American culture, the small wedding is making a comeback, and for good reason.

Before you set your final budget and guest list, consider the following motivations for staying small.

BRIDAL PREMIERE 2018 - JAN. 6, 9-4,  
TOWN TOYOTA CENTER - WENATCHEE

## All About the Hair

Green Shoot Media

Your hair is a central component of the overall bridal look. What you choose to do with it — and adorn it with — can dramatically change your finished appearance.

How you look will be an obvious focus of wedding planning since everyone else's eyes will be on you. But don't fret just yet. Follow these tips and tricks, and you are sure to be happy with the results.



### Veils: The Long and Short of It

The veil has become a classic wedding accoutrement and is available in many lengths, styles and fabrics. Consider the style of your dress when choosing a veil; ideally, these items will be purchased at the same time.

Will you want to show off the back of the dress? Stick with a veil of sheer silk netting. Is your dress an ankle-length, vintage chic stunner? A birdcage veil is the likely choice. When choosing a hairstyle, be sure it allows for the veil of your choice to be easily secured.

### Headpieces and Hair Jewelry

Another option is to forgo the veil altogether. Baubles designed specifically with your locks in mind are getting more and more popular.

Think golden floral combs, delicate headbands and whimsical bun wreaths. You can leave behind jewels and metals of all kind, and go floral; a wreath of delicate rosebuds or one elegant magnolia bloom can add a breath-taking touch of romance.

### Updo — or Down?

Before you choose a hairstyle, you must take into consideration the style of your gown, as well as the overall tone you are hoping to set for your wedding. Your hairstyle should complement these aspects — not compete with them.

Your face shape also will play a role in your overall decision. Just remember, the goal is to look like the best version of yourself — not someone completely different. So consider styles that don't stray far from your everyday look.

If you regularly wear your naturally wavy hair loose, a simple side-swept bun with a long veil will look more appropriate than tight ringlets and a tiara.

**Cake Chic**  
STUDIO

509-668-1151  
1010 Crescent St.  
Wenatchee WA 98801

cakechicstudio@yahoo.com  
cakechicstudio.com

*Award Winning Wedding Cakes,  
French Macarons & Desserts*

Winner of **CAKE WARS**

**BUMFIELDS**  
PARTY RENTAL & SUPPLIES

509-470-6200  
bumfieldspartyrental.com

Rental Equipment • Catering Supplies

**Get the Honeymoon  
You've Dreamed of!**

**Journey**  
TRAVEL & TOURS  
Where Your Journey Begins

**Register Now**  
[www.journeytours.com](http://www.journeytours.com)  
(509)662-7775 for appt.

Where your Journey Begins

*Find your future in our past.*

lauren Bentley photography.com

Hold your wedding, exchange vows, or take photos in our charming Pioneer Village.

**HISTORIC MUSEUM AND PIONEER VILLAGE**  
CASHMERE, WASHINGTON

509-782-3230 • [cashmeremuseum.org](http://cashmeremuseum.org)

jennanoaks@yahoo.com

TA

Tracy Andre  
PHOTOGRAPHY

509-670-0092 • [tracyandre.com](http://tracyandre.com)

Button  
JEWELERS

444 N MISSION ST. WENATCHEE, WA 98801  
509-663-4654 • [www.buttonjewelers.com](http://www.buttonjewelers.com)

IJO MASTER  
JEWELER

BRILLIANCE YOU DESERVE®

BRIDAL  
*Nouveau*

# Rotary



## Lake Chelan Rotary selects outstanding companies



**Gleasant Family Orchards**



Is it Gleasant Family Orchards, or Mazana Ranch, or Alta Mazana, or FOB? Actually it is all of these entities which are operated by **Phyllis Gleasant** and members of her family. She worked at Chelan Fruit Cooperative for a career of 35 years of employment and is an orchardist in the Lake Chelan Valley and owns/manages 70 acres of apples.

She has served on a number of Boards including: Wenatchee Valley College Board of Trustees, Farm Service Agency, Washington Growers Clearinghouse Board of Directors, and the Washington AgForestry Leadership Foundation Board.

She is a member of a number of local organizations and has service records on some of their Boards: Lake Chelan Community Hospital Foundation, Treasurer; Lake Chelan Community Hospital Board of Commissioners (current); Lake Chelan Rotary Member; and Chelan Chamber of Commerce Board of Directors.

Because of her busy schedule Phyllis regularly attends the Rotary Satellite meeting at the Vogue. She has been a member of Lake Chelan Rotary since 2002. Need a box of apples? Give her a call.



**Phyllis Gleasant**



Did you know that **Phil Moller** owns and operates a local coffee company? You can find him at the Saturday Manson Farmer's Market, or just order online on his website. Or I bet, you can stop in to the chamber (his day job!) and order up any of his coffees. Also Phil provides private labeling and naming, so if you have a project or need gifts, this is a great opportunity. Lake Chelan Rotary has used his products for rider gifts of the Century Challenge. They offer small and large batch roasting with custom labeling and naming. The coffees make for the perfect gifts or daily drinking. The Lake Chelan Coffee Company is your personal roaster. Order your personalized coffee today!

From the shores of Lake Chelan, the Lake Chelan Coffee Company offers our customers the finest in roasted coffee beans sourced from around the world. We can custom roast and blend coffee to meet your unique tastes.

Phil has been a member of Lake Chelan Rotary since 2014 and presently serves on the Board of Directors. He is the Director of Membership Sales for the Lake Chelan Chamber and Visitor Center. Website: <http://www.lakechelancoffee.com/>



**Phil Moller**



LaPorte Financial Alliance, Inc.

LaPorte Financial Alliance is a very fancy name for the wonderful things that happen in the accounting offices of **Jordana LaPorte** and her staff. You will get accounting services and the excellent advice and tax assistance from Certified Public Accountant Jordana. Jordana and her staff members are very generous with their time in contributing to the success of the Chelan community.

Jordana was the President of Lake Chelan Rotary in 2015-2016 when she was able to put her mark on the club in the 90th anniversary of the club founding in 1926. It was a great year and her service did not stop there. You can always see her at the NCW Fair and Chelan County Fair making sure that the kids of 4-H and FFA can show their animals and get fair prices for their sale. She loves working with youth, and she and her husband Jeff have been very generous in their support of the Rotary Youth Exchange program, with their hosting of several visiting international high school students. This year she is the Chair of the Youth Exchange program. Jordana has been a member since 2005 and is a Paul Harris Fellow+4. Also thanks to Jordana for loaning Linda O'Brien as our club meeting cashier.

If you need accounting, financial, or business advice contact Laporte Financial Alliance which is located at 410 East Woodin Ave.



**Jordana LaPorte**



Save a Rhino, Save Africa! Sadly in 2016, 1054 rhino's just like the ones in the picture above were brutally slaughtered in South Africa by ruthless killers. In response to this **Dr. Tom Tocherman** founded Rhino Mercy, a 501 ©(3) charity to address this killing and provide a sanctuary for rhinos in South Africa. The sanctuary is unfenced and adjacent to Kruger National Park. Please view the website at: <http://rhinomercy.org/index.html>

After a career in real estate he returned to college and became an environmental and ecological scientist. He is now the CEO of Rhino Mercy and other charitable entities in South Africa. Tom has moved to Chelan and is now one of the newest members of Lake Chelan Rotary. He has transferred from Mill Creek Rotary and before that was a President of Bellevue Overlake Rotary. He is a Paul Harris Fellow +2.

The mission of Rhino Mercy is to support a variety of anti-poaching programs, environmental education initiatives, and raise global awareness of the beauty and awe of the rhinoceros and its habitat to stimulate civil public outrage over growing rhino deaths due to poaching.



**Dr. Tom Tocherman**

**NCW MARKET.COM**  
CLASSIFIED ADS

**ECHO** **RECORD** **MIRROR** **HERALD** **BUSINESS JOURNAL**

**CLASSIFIEDS**





PHOTOS COURTESY OF LC ROTARY CLUB



## Manson High School enters business world

Submitted by  
Lake Chelan Rotary

MANSON - In late November Lake Chelan Rotarians had the opportunity to listen to and assess nine different business plans presented by sophomore students from Manson High School's entrepreneurial training program "Buzz on Biz."

This program is sponsored by Lake Chelan Rotary Club in partnership with the high school.

Headed by Rotarian Dan Hodge and assisted by teachers and administrators from the school and Chelan Valley communities, these

students worked over the course of 10 weeks to develop a business plan.

The project culminated with team presentations by the students which were evaluated based on components including business names and logos, mission statements, marketing and financing plans, short and long term goals and risks. Following the presentations, students and supporting community members all attended the general membership lunch meeting, where the winners were announced.

All of the teams did an excellent job presenting



and answering questions, with the following business plans chosen as **top winners:**

1. **Divine Donuts:** Specialty donut shop
2. **Air Bound:** Trampoline

recreation facility  
3. **Paintballerzz:** Paintball recreation facility

Thanks to Tsillan Cellars for donating their beautiful tasting room for this event.



SUBMITTED PHOTO

Sen. Hawkins at the WSTFA awards luncheon.

## Hawkins awarded tree fruit prize

OLYMPIA - Sen. Brad Hawkins was recently named the 2017 Legislative Champion by the Washington State Tree Fruit Association for his work supporting the tree fruit industry across the state.

Hawkins represents the 12th Legislative District, which is renowned for its tree fruit production.

He introduced legislation this past session to address challenges for growers presented by a 2015 court decision.

"Agriculture is a huge part of the 12th District and state economy," said Hawkins. "I am honored to be recognized by the Tree Fruit Association for my work to ensure a strong and

vibrant industry." Hawkins' work includes bipartisan legislation aimed at improving compensation and settlement negotiations for the tree fruit industry.

"We need to ensure that workers and producers are able to resolve issues fairly," Hawkins added. "My bipartisan bill provided a way for the industry to fairly compensate workers and protect producers who are working in good faith. Although it did not become law, it raised awareness of the issue that was hanging over the tree fruit industry and led to improved outcomes for all involved."

The State Tree Fruit Association presented the inaugural award at its

annual luncheon.

"This award recognizes Senator Hawkins' active leadership in support of the state's tree fruit producers," said WSTFA President Jon DeVaney.

"Our members greatly appreciate the senator's understanding of and support for our industry's issues, and this is an opportunity to publicly thank him."

*Editor's Note: Sen. Hawkins is releasing weekly informative statements which the WBJ has condensed here for the sake of space and clarity. We will continue to bring readers updates from Sen. Hawkins each month until the session ends in April.*

## Brewster Marketplace owners announce acquisition of Brewster Drug

By Mike Maltais

BREWSTER - Customers of Brewster Drug and True Value Hardware found a new look and new name to go along with new ownership and management as Brewster Marketplace owners Sabrina O'Connell and Yvonne and Victor Vargas assumed the day-to-day operations of the store on Monday, Nov. 6.

The trio had been in negotiations with Brewster Drug owner Brian Johnson since about Sept. 1, to purchase the next-door business with a projected closing date of Dec. 1 of this year. Unanticipated developments early in November prompted O'Connell and the Vargas's to accelerate their involvement in the hardware and pharmacy to avoid an interruption of services to the community.

"Brian came to us on Nov. 1 and said that he had some medical reasons that he was going to need to physically step away with a two-or three-day window," said O'Connell. "On Saturday, Nov. 4, we executed a special power of attorney that he and his wife signed that gave my sister and I and Victor acting management duties in his absence until the purchase and sale can actually close."

Until the new owners are approved for their

pharmacy license, the store cannot dispense controlled substances. The initial closing date has been extended to accommodate the extra time needed to acquire a new pharmacy license.

"That process takes anywhere from eight to 12 weeks, so the purchase and sale will have to coincide with the issuance of the license for the pharmacy," said O'Connell "so that's why we had to stretch that out."

O'Connell said that as soon as they have the license to own and operate the pharmacy they can proceed to the next step of applying for the Drug Enforcement Agency registration that will allow the ordering and dispensing of controlled substances.

The new name of the business will be the Brewster Marketplace Pharmacy and True Value Hardware.

"We actually have filed that name and UBI tax number with the Secretary of State," said O'Connell. "We had to do that as part of our application for the pharmacy license." To help with the transition process, Trent Danielson, owner of Okanogan Valley Pharmacy will serve as pharmacy manager while the owners search for a permanent one.

Pateros resident, Thomas

Steggall, has been brought in as store manager.

In the meantime, it's "boots on the ground," said O'Connell as the new owners take it one day at a time, cleaning, rearranging, moving overflow inventory and making the aisles more accessible for those using wheelchairs "which has been a problem in the past," O'Connell said.

Store hours and staffing remain the same as the new owners work to maintain a "business as usual" atmosphere.

"As we go through each day we are focusing on baby steps," said O'Connell. "One square inch at a time, has become our slogan."

"For all of us involved it's just about preservation for the communities we serve," said O'Connell. "We're doing this to keep the doors open, make it better and keep serving our customers because they're everything and in a small town we don't want them to have to go without anything."

Pharmacy hours will remain from 9 a.m. to 6 p.m. Monday-Friday with regular store hours from 9 a.m. to 7 p.m. Monday - Friday and 9 a.m. to 6 p.m. on Saturdays.

Qualified individuals interested in the position of pharmacy manager are invited to contact Danielson or O'Connell at 509-689-2421.



MIKE MALTAIS/WBJ

A new name and sign will replace the current Brewster Drug as new owners and managers assume control of day-to-day operations at the store.

**NUMERICA PERFORMING ARTS CENTER**  
Stanley Civic Center • 509-663-ARTS • www.NumericaPAC.org

**L.A. THEATRE WORKS**

**A W**

SUSAN ALBERT LOEWENBERG,  
PRODUCING DIRECTOR  
PRESENTS

**The Mountaintop**  
by Katori Hall

[ JAN 12 at 7:30PM ]

Sponsored by

Karen Pugh

VETERAN-OWNED & OPERATED BUSINESS



# From the high seas to high finance

By Gary Bégin

The Wenatchee Business Journal sat down with Angela Gaston and Tony Velickoff of The Solution People, a Cashmere-based independent financial advisor company, at the 59er Diner in Cashmere last month to find out how and if serving in the U.S. Navy influenced Velickoff.

This is Tony's take on the company he runs and owns with partner Gaston: "The Solution People's main purpose is to help people do things better than they are. Our focus building relationships and getting to know people and their families, this is

how we know how to help them. Our main avenue for that is financial services but we don't just tell people things like 'just put your money here, leave it there and ride out the storms 'til you retire'.

Velickoff believes more in an activist attitude to handling other's money. "We have a much more holistic and hands-on approach. Our main focus is to get people into or as close to the 0 percent tax bracket as possible when they retire, in case taxes go up. This can also keep their social security income from being taxed as well. We're teaching a continuing education class at Wenatchee

Valley College starting in January/February for anyone interested in learning more about this. It's in the Winter quarter catalog. We always offer the students (and everyone else) a complimentary consultation so we can get to know them and their situation better, he said.

"From there, we evaluate and figure out the most tax-favorable roadmap for each person. Educating the community is a very important goal for us. We enjoy working with the college and appreciate the opportunity to work with them to bridge the gap between the business community and WVC. We hope others will

join us and make educational proposals for the college to consider as well. We work to encourage people to come grow with us," Velickoff said.

Regarding his Navy service, Velickoff started serving his country as a teenager. "When I was 17, I served in the US Navy for six years. I learned a lot about people and how to serve. I was also blessed to see a lot of the world. It gave me an even stronger appreciation for America and everything we have access to here. I was trained as an Electronics Technician and Nuclear Reactor Operator. I made it to Petty Officer Second Class (E-5) before my time was finished and made lifelong friendships with some very good people," he said.

Velickoff is a sociable fellow, as one must be in this line of work. Locally, he enjoys a cold brew and a good talk with old Navy friends and civilian "friends-to-be" at whatever venue he finds himself at.

"We still get together and share sea stories of our times onboard. I'm always open to having a beer at Badger Mountain Brewing and swapping stories with anyone who wants to share."

Velickoff's time on the high seas taught him more than just camaraderie and seamanship.

"We had a very high "OpTempo", which is a fancy way

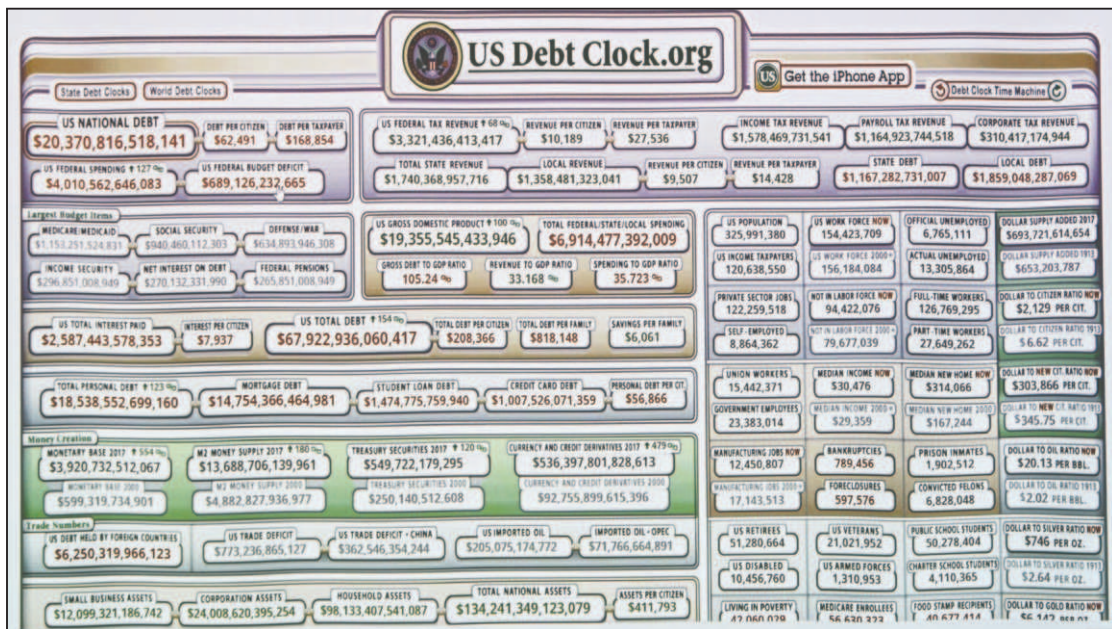


Tony Velickoff

to say we were at sea a lot (about 75-85 percent) of my time on the USS Truxtun (CGN-35), a guided-missile cruiser. We traveled to every continent except Europe and Antarctica during my service. I have since been to Europe so Antarctica is the only continent I have not yet been to," he said.

"Being in the nuclear field prepared me for the regulations that come from being a fiduciary and for the attention to detail that is such a critical part of every good business. It also prepared me to study and learn new things and I have used these skills almost everyday since. One of the biggest lessons I learned is how important it is to capitalize on good deals. This has allowed me the ability to make good deals for others, which, in my opinion, is what being a good advisor is all about," he concluded.

Gaston and Velickoff have a brick and mortar location at 133 Cottage Ave. Ste B2 in Cashmere or you can call them at 509-293-7799.



SUBMITTED PHOTOS

U.S. debt clock as displayed by The Solution People

## Judge declares Clean Air Rule invalid

Employer groups challenged Department of Ecology's authority to implement rule without approval of legislators

Submitted by the Association of Washington Business

OLYMPIA — A Thurston County judge blocked the state Department of Ecology's Clean Air Rule from moving forward Friday, saying the state lacks the authority to implement it without legislative approval.

The Department of Ecology implemented the rule in 2016 at the direction of Gov. Jay Inslee. A coalition of employer groups led by the Association of Washington

Business filed a lawsuit in September 2016 challenging the department's authority to implement the rule without approval by the Legislature.

Judge James Dixon sided with the employer group Friday afternoon following oral arguments, ruling that the Department of Ecology does not have authority to regulate suppliers of natural gas and petroleum products because they are not an emitting party.

The Department of Ecology's authority is limited to those that directly introduce contaminants into the air, not those that sell the products, Dixon said.

"We are pleased with the judge's decision," said AWB President Kris Johnson. "AWB and its members remain committed to reducing greenhouse gas emissions. Washington is a low-carbon leader in the nation and world, and our state's employers will continue to reduce carbon emissions through innovation and private investment."

The carbon rule required certain manufacturers, natural gas providers and fuel distributors to comply with emission reduction limits. Covered industries would have been forced to comply by either reducing overall emissions or purchasing credits to cover emissions.

"We did not believe this rule was the right way to accomplish the goal of reducing emissions," Johnson said. "It was unnecessary and, if the rule was allowed to stand, would have made it more expensive to heat homes, drive to work and grow a business in the state of Washington because it would have put Washington

manufacturers at a competitive disadvantage to national and international companies. We can and will do more to reduce our state's carbon emissions in a way that keeps businesses in Washington's clean economy instead of driving them to other states and nations with less stringent standards."

### About the Association of Washington Business

Formed in 1904, the Association of Washington Business is Washington's oldest and largest statewide business association, and includes nearly 7,000 members representing 700,000 employees. AWB serves as both the state's chamber of commerce and the manufacturing and technology association. While its membership includes major employers like Boeing, Microsoft and Weyerhaeuser, 90 percent of AWB members employ fewer than 100 people. More than half of AWB's members employ fewer than 10. For more about AWB, visit awb.org.



WESTERB984CF

**WESTERN RANCH BUILDINGS**  
STEEL & POST FRAME BUILDING CONTRACTORS

Your building can be customized just the way you want!

Sold and erected by an independent, locally owned builder

BUILDINGS SINCE 1976

(509) 884-0555      4968 Contractors Drive  
www.westernbuildings.com      East Wenatchee, WA 98802

RESIDENTIAL • COMMERCIAL • INDUSTRIAL • AGRICULTURAL

# Building! MEMBER MESSENGER

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

JANUARY 2018 ASSOCIATION NEWSLETTER

PAGE 1

The Floor Factory is...  
**Flooring America**  
 where friends send friends  
**13 S Wenatchee Ave • 662-1421**  
[www.thefloorfactory.com](http://www.thefloorfactory.com)

**COMPLETE DESIGN, INC.**  
 "Construction Design Specialists"  
 Custom House Plans  
 509-662-3699 [www.completedesign.com](http://www.completedesign.com)

**CENTRAL WASHINGTON CWC CONCRETE**  
 • Ready Mixed Concrete  
 • Sand & Gravel  
 • Crushed Rock  
 • Concrete Supplies & Blocks  
 • 3 Locations to Serve You  
 "We are creating a team of highly skilled people working safely to build long-term relationships with our customers and communities. Integrity, superior quality, and exceptional service will continue to be the foundation of our future."  
**886-4853** 5515 Enterprise Drive E. Wenatchee  
**886-1070** 400 Parkway Drive Rock Island  
 Billing: 662-6375

**Serving North Central Washington since 1955**

- Full Service Lumber Yards
- Fleet of Delivery Trucks
- Roof Truss Plant
- Design Center - Cabinetry
- Tile, Carpet, Hardwood Flooring
- Door and Custom Millwork Shop
- Vinyl and Wood Windows
- In-House Takeoffs & Estimates
- TREX Decking
- Drywall - Boomtruck Delivery with Stocking - 663-5154
- Outside Sales Representatives

**marson and marson lumber**  
 Leavenworth 548-5829  
 Wenatchee 663-5154  
 Chelan 682-1617  
 Cle Elum 674-0777  
[www.marsonandmarson.com](http://www.marsonandmarson.com)

**PAPÉ MATERIAL HANDLING**  
**Yale**  
 Wenatchee 3500 State Highway 97A  
 509-884-2934  
 Sales • Service • Rental

**Call now for new construction and remodeling**  
 Serving the Wenatchee Valley for 37 years  
**GOLD Construction**  
**Randy Gold**  
**Gold Construction Inc.**  
 509-663-4946 [www.goldconstruction.org](http://www.goldconstruction.org)  
 GOLDCI\*077NO

**Covey and Guerin Join BNCW's Board of Directors**

In December, BNCW members elected two fellow members to serve on the Association's governing board. We're proud to welcome **Shane Covey** - Custom Construction & Cabinetry by Shane Covey - and **Robert Guerin** - Wenatchee Valley Glass - to BNCW's leadership team. Both Robert and Shane have been active, involved members year-after-year and will no doubt prove to be valuable assets to BNCW's Board over the next four years. Welcome Shane and Robert and thank you for your service!



**Robert Guerin**



**Shane Covey**



## Lee Pfluger installed as 2018 BNCW Chairman

At last month's Annual BNCW Christmas Party and Auction, **Lee Pfluger** - Pfluger Craft, LLC - was installed as BNCW's 2018 Chairman. Lee has been a member of the Association, served on many committees, as well as served on the Board of Directors for a number of years. Lee is passionate about BNCW's mission and the work the organization does for our members, the local building industry and for small business in general. Lee has established a few important objectives that he wants to implement during his leadership year and is eager to get to work! Congratulations, Lee and we're all eager to help you carry the water!

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

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

**NCHBA**  
 NORTH CENTRAL HOME BUILDERS ASSN.


**LOCATED AT:**  
 2201 N. Wenatchee Ave.  
 Wenatchee, WA 98801  
**PHONE:** (509) 293-5840  
**FAX:** (509) 665-6669

Email us for more information:  
[Info@BuildingNCW.org](mailto:Info@BuildingNCW.org)

Visit us online at:  
[www.BuildingNCW.org](http://www.BuildingNCW.org)

**Thank You Chairman Blair!**

Once again, we would like to take this opportunity to sincerely thank **Jim Blair** for his service as BNCW's Chairman in 2017!



**BNCW MEMBER HIGHLIGHTS**

**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](http://www.BuildingNCW.org) and click on the membership directory tab. Thank you!

- **Dan Beardslee Consulting**  
 Dan Beardslee  
 509-670-4318
- **Chavolla Roofing**  
 Pablo Chavolla  
 509-264-3540
- **Midway Building Supply**  
 Chris Wood  
 509-486-2888

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!

- **CPW Insurance**  
 Nicole Holderness  
 509-664-2929
- **Paramount Financial Advisors**  
 Greg Lone  
 509-662-1100
- **Quality Restoration and Repair LLC**  
 Nicholas Dumas  
 509-531-8164

**Powder Coating & Metal Fabrication!**

**CASCADE POWDER COATING**

- Railing
- Beam Bracketry
- Certified Welding
- CNC Plasma Cutting
- Patio Furniture
- Wheels

509-663-9080 • [www.cascadepowdercoating.com](http://www.cascadepowdercoating.com)

**DIRTY DEEDS: DONE.**

**NuClear**  
 Building Maintenance  
 Licensed • Bonded • Insured  
 509.669.0069 [www.NuClearNW.com](http://www.NuClearNW.com)

Window Cleaning  
 Gutter Cleaning  
 Pressure Washing

Construction Clean-up  
 Housekeeping  
 Janitorial

Commercial - Residential Locally Owned & Operated 100% Satisfaction Guarantee



# MEMBER MESSENGER

*“Driven to Promote and Protect Small Business”*

JANUARY 2018 ASSOCIATION NEWSLETTER

PAGE 2

## BNCW's:

### FROM A DIFFERENT PERSPECTIVE

#### Invisible Inflation

**T**he number of times the Fed boosts rates a quarter-point in 2018 will depend entirely on GDP growth and inflation. If both perk up, expect four hikes, if they both remain weak, expect two. The low and falling unemployment rate suggests that inflationary pressures should build. However, researchers find that declines in the unemployment rate today have only 30% as much influence on inflation rates as they did decades ago.”

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

## BNCW's 2018 Leadership at a Glance

### Meet the Board of Directors:

It's important to us that our valued member companies know who comprises Building North Central Washington's Board of Directors – the leadership team charged with the responsibility of advancing our Association's mission, as well as helping to ensure that your membership investment is protected.

Each one of these individuals is always available to speak to our members. You will find their contact information noted on BNCW's website at [www.BuildingNCW.org](http://www.BuildingNCW.org) or in the 2018 BNCW Membership Directory.

We're very proud to introduce BNCW's officers for 2018!

These member leaders serve on BNCW's executive committee and the organization's Board of Directors, working closely

with their fellow directors and the CEO in guiding the Association forward to serve our valued member companies and advancing its mission, objectives and goals for the year.

They are:

- ◆ **Chairman of the Board: Lee Pfluger**, Pfluger Craft, LLC
- ◆ **First Vice Chairman: Amy Gustin**, The ADG Media Group
- ◆ **Second Vice Chairman:**

**Greg White**, G.L. White Construction, Inc.

◆ **Treasurer: Jeff Story**, Story Construction, LLC

◆ **Secretary: Ed Gardner**, E.D.Y. Construction Corp.

◆ **Immediate Past Chairman: Jim Blair**, North Meridian Title & Escrow

Joining the officers on the Board of Directors will be the following *BNCW* directors:

◆ **Dan Beardslee**, Dan Beardslee Consulting

◆ **Marcy Collins**, Collins Fashions

◆ **John Corning**, The John's Real Estate Corp.

◆ **Shane Covey**, Custom Construction & Cabinetry by Shane Covey, LLC

◆ **Tina Hofstetter**, H & H Construction NW, LLC

◆ **Jake Holt**, Central Washington Concrete

◆ **Robert Guerin**, Wenatchee Valley Glass

◆ **Ryan Kelso**, Complete Design, Inc.

◆ **Steve Sadler**, Sadler Construction, Inc.

BNCW's Board of Directors meets the third Wednesday of each month. Meetings begin at 7:00am and BNCW members are always welcome to attend!

For more information, please do not hesitate to contact Marc Straub at (509) 293-5840.

We look forward to serving our valued members in 2018!



## From one Ugly Sweater to Another... Thank You!



*Thank you Sponsors, Donors and Committee Members!*

- A-1 Asbestos
- A Chalet at the River
- Aaron Jones Concrete
- Ag Supply Hardware & Feed
- Ag Supply East Wenatchee ACE
- Alt12 Fitness
- Artisan Flooring, LLC
- Austin's NW Adventures
- Banner Bank
- BeYOUtiful Hot Yoga
- Below the Surface Cleaning
- Building NCW
- Bremmer Construction, Inc.
- C&C Investment Properties
- Cascade Autocenter
- Cascade Woodcrafters
- Central Washington Concrete
- Chief Fitness - Heath Frazier
- Club Pet
- Coastal Farm & Ranch
- Collins Fashions
- Columbia River Steel
- Complete Design, Inc.
- Deepwater Electronics
- Designs For Living
- Dutch Bros. Coffee
- EDY Construction Corp.
- Escape Tactics
- G. L. White Construction, Inc.

- Glaze Bakery
- Golfer's Edge
- H.D. Fowler
- Highgate Senior Living
- Highlander Golf Club
- Icicle Brewing Co.
- Icicle Broadcasting Co.
- Jason Austin Productions
- JetPro Autowash
- Jones of Washington
- Karen's Kleening
- Kelley Imaging Services
- Keyhole Security
- Kim Fenner
- Lacy Bennett
- Legend Ice Cream
- Lisa Bee's
- Lindsay Everhart
- Lopez Design, LLC
- Lowe's Home Improvement
- Malaga Springs Winery
- Marc & Juli Straub
- Marson & Marson Lumber
- Michele Stutzman
- Mission Ridge Ski Team
- Mitchell, Reed & Schmiten Ins.
- Moonlight Tile & Stone
- Mountain View Lodge
- New American Funding

- North Meridian Title & Escrow
- Ohme Gardens
- ProBuild
- Riverfront Rock Gym
- Riverside Pub & Catering
- Riverway Contractors, Inc.
- Sadler Construction, Inc.
- Sangster Motors
- Sarah Daggett
- Shades Window Tinting
- Sportsman's Warehouse
- Story Construction, LLC
- TC Slingers
- The ADG Media Group
- The Floor Factory
- The John's Real Estate Corp
- The Wash Station
- The Windmill Restaurant
- Tonka Landshaping & Excavation
- Town Toyota
- Town Toyota Center
- Travis & Tina Hofstetter
- Travis Knoop Photography
- Washington Federal
- Wenatchee Wild
- Wenatchee World
- Western Materials, Inc.
- Western Ranch Buildings
- Wok About Grill





# MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

JANUARY 2018 ASSOCIATION NEWSLETTER

PAGE 3

## Member employers be aware! New rules began January 1<sup>st</sup>

As we explained in previous issues of BNCW’s Member Messenger, Washington voters approved Initiative 1433 (in 2016), which increases the state’s minimum wage each year until 2020 and requires employers to provide paid sick leave.

### Minimum Wage:

■ Minimum wage will increase each year for the next three years. **2018** - \$11.50; **2019** - \$12; **2020** - \$13.50.

■ Minimum wage applies to all jobs, including ag and all employees age 16 and older.

■ Beginning in 2021, minimum wage increases will be calculated by L&I using a formula tied to rate of inflation.

### Beginning January 1<sup>st</sup>:

■ Employers will be required to provide *most* employees with paid sick leave.

■ Employees will accrue 1 hour of paid sick leave for every 40 hours worked – including part-time and seasonal workers – and must be paid to employees at their normal hourly compensation.

■ New employees will be entitled to accrue sick leave beginning on the 90th calendar day after beginning employment.

■ Unused paid sick leave of 40 hours or less must be carried over to the following year.

### Usage of Sick Leave:

■ Employees may use paid sick leave to care for themselves or family members.

■ Employees may use paid sick leave when the workplace or their child’s school or care provider is closed by a public official for any health-related reason.

■ Employees may use paid sick leave for absences that qualify for leave under the state’s Domestic Violence Leave Act.

While employers are not required to have a written paid sick leave policy to be in compliance with the new leave rules, it’s a very good idea to implement one. However, if employers wish to apply specific elements such as “employee reasonable notice” or a “shared leave program” or verification requirements, the employer must implement and maintain a written policy.

For more specific information about implementing the new paid sick leave requirements, please visit [www.BuildingNCW.org](http://www.BuildingNCW.org) for a link to access L&I’s Employer Resource Center for Paid Sick Leave.

## Many contractors are still risking substantial fines... Get certified!

Does your business involve the renovation, repair or painting of structures built before 1978?

If so, there are federal regulations in effect which may prevent you from performing your work. Under the U.S. Environmental Protection Agency’s Lead-Based Paint Renovation, Repair, and Painting (RRP) Program construction firms must apply for and receive EPA Certification to disturb paint as part of their work in pre-1978 homes, childcare facilities and schools. In addition, all of these jobs must be performed by an EPA Certified Renovator (individuals who have completed an EPA-accredited, full-day training course) working for an EPA Certified Firm and specific work practices must be implemented to prevent lead contamination.

Specifically, this training course is required for any



contractor that is involved in any activity that will - or has the potential to - disturb six square feet of lead-based paint in a room, or 20 square feet on the exterior.

The rule does not apply to minor maintenance or repair activities; however, window replacement is not considered minor maintenance or repair under the federal regulations.

### Who Should Take This Class?

- Home Improvement/

Renovation Contractors

- Remodelers/Carpenters
- Painters
- Plumbers
- Electricians
- Maintenance Personnel
- Residential Property Managers/Owners
- Workers Removing or Modifying Painted Surfaces
- Anyone disturbing more than 6 sq. ft. (interior) & 20 sq. ft. (exterior) of lead-based paint.

**What:** EPA Certified Lead-Safety for Renovation, Repair & Painting Training

\$235 Members

\$285 Non-Members

**Instructor:** NICA Staff

Class size is limited to 8 students. Pre-registration is required

**When:** February 21, 2018

8:00am – 5:00pm w/ Check-in at 7:45am

**Where:** BNCW Conference Room, 2201 N. Wenatchee Avenue

**How:** Register online at [www.BuildingNCW.org](http://www.BuildingNCW.org) or call the BNCW office at (509) 293-5840.



## BNCW’s 16th Annual Home Show Kicks Off to the Public on February 9 – 11!

For consumers, this is the perfect opportunity to experience a big open house with industry professionals! The BNCW Home Show brings together scores and scores of industry professionals for three days, providing both the public and the professionals with a unique opportunity to interact face-to-face all under one roof!

One-on-one time opportunities like this can prove to be invaluable when searching for the right contractor, service or product provider. The Show makes it possible for attendees to visit and interact with so many professionals in one day that the odds of finding the perfect contractor or tradesperson are pretty good!

Just about every single aspect of home buying, building, or remodeling is personal. You need to feel comfortable with those that will be in your home, working in your personal space. When it comes to building a new home, it isn’t just about finding the right builder; you also need to find the right tradesmen, materials, lenders and so on. What more efficient way to do all of this in short order than by attending the 2018 BNCW Home Show?!

If you aren’t quite ready to pull the trigger on buying, building or remodeling, the BNCW Home Show is still your opportunity to see what’s new, what’s trending and what you might want to incorporate into your project when the time is right!

No matter what your needs are, the BNCW Home Show has something for everyone! Kids will enjoy the ever-popular Lowe’s Kids Zone, including jumping fun with Trinity Inflatables and building with Lowe’s professionals, and so much more! And, if you’ve been entertaining the idea of being a vendor in this year’s show, there’s still opportunity to make that happen. Call Sarah at (509) 293-5840 and learn more!

Mark your calendars for February 9th, 10th and 11th and plan to visit the 2018 BNCW Home Show at the Town Toyota Center! Check out [www.BuildingNCW.org](http://www.BuildingNCW.org) for more updated information!




NCW’s Premier Home Show



experts. ideas. innovations. inspiration

TOWN TOYOTA CENTER

**FEBRUARY 9<sup>TH</sup> | 10<sup>TH</sup> | 11<sup>TH</sup>**

**Thousands of Ideas Under One Roof!**

Fri 2-7pm • Sat 10-7pm • Sun 10-4pm -- Adults \$6 ~ Seniors \$4 ~ Kids 12 and under FREE



Media Partner



BNCW Office (509) 293-5840 [www.BuildingNCW.org](http://www.BuildingNCW.org)

**Presented by**



“Construction Design Specialists”

**Supporting Sponsors**






**Associate Sponsors**










# MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

JANUARY 2018 ASSOCIATION NEWSLETTER

PAGE 4



## Announcing the City of Wenatchee Online Permit Center!

The online permit center will allow City of Wenatchee permit holders (contractors and homeowners) to check the status of their permit application, schedule and view inspections, and review inspection activity and results.

The online permit center also has a parcel search function to quickly find ownership information and any permit(s) associated with the parcel.

To register for access, please call 509-888-3200 to obtain your access code. **STAY TUNED!** In early 2018 the City of Wenatchee will be offering electronic document review with electronic

permit submittal. As part of their online permit center they are working to coordinate a stream-lined process for submittal and review processes.

Due to the nature of the electronic plan review software, all plans can be examined by multiple departments at the same time. This increases efficiency and precision throughout the project. All correspondence with the applicant regarding the project will be communicated via email.

Please visit our Online Permit Center at <https://ci-wenatchee-wa.smartgovcommunity.com/Public/Home>

**Have Questions?** Please call 509-888-3200.

## BNCW EVENTS

### BNCW's January Board of Directors Meeting

■ January 17, 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 24, 2018, 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](http://BuildingNCW.org).**

“ 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 2018 BNCW HOME SHOW

1. **Thousands of Qualified Buyers** in three days, all in one place!

2. **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.

3. **Seven times** as many prospects can be reached at a trade show than through any other lead generating system. **Source: Business Marketing Magazine**

7x

4. **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



5. **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

February 9<sup>th</sup> - 11<sup>th</sup>



**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](mailto:Sarah@BuildingNCW.org) [www.BuildingNCW.org](http://www.BuildingNCW.org)**



**EDY CONSTRUCTION**  
REMODELS | ADDITIONS  
KITCHENS | BATHROOMS

Voted 2013 BNCW Home Tour PEOPLE'S CHOICE Award



**Ed Gardner (509) 293-2921**

View our photo gallery at [www.edyconstruction.com](http://www.edyconstruction.com) Lic. #EDYC00C9480G



**Northwest GEODIMENSIONS**

Subdivisions • Short Plats • ALTA Surveys  
Boundary • Construction • Topographical  
GPS Survey • Mapping • Legal Descriptions

TURNING YOUR IDEAS INTO REALITY THROUGH INNOVATION INTEGRITY AND PERSONAL SERVICE

15 N. Chelan Ave. Wenatchee, WA 98801  
Tel: 509.663.8660 • Toll Free: 1.888.767.3743  
Fax: 509.663.6278 • [www.nwgsurveys.com](http://www.nwgsurveys.com)

**INDUSTRIAL CUTTING & CORING, INC.**

**(509) 886-4114**  
Cell 670-2021

Pat Brown  
Lic# INDUSCI011L3

101 South Roland  
East Wenatchee, WA 98802

**Marcy Collins**  
Owner  
[www.collinsfashions.com](http://www.collinsfashions.com)  
2 South Wenatchee Ave.  
**509-665-7600**

**COLLINS**  
Gifts & Womens Fashions

## New WVC MESA program hires staff



Dr. Karina Vega-Villa



Dr. Bobbi Johnson

A program director and retention specialist have been chosen for the new MESA program at Wenatchee Valley College.

The MESA program recruits underrepresented and minority students to pursue science, technology, engineering and math (STEM) majors. It is designed to provide academic and support services to MESA students.

In addition, the MESA grant will also fund outreach efforts to recruit underrepresented high school students into STEM programs and career pathways. Wenatchee Valley College was one of six community and technical colleges selected in fall 2017 to receive a MESA grant.

Dr. Karina Vega-Villa is the new MESA program director at Wenatchee Valley College. She is currently an adjunct faculty member at WVC in the biology department.

Dr. Vega-Villa is an Ecuadorian-American scientist and educator. She earned a bachelor of science at the University of Idaho in 2004 and a doctorate in pharmaceutical sciences from Washington State University in 2009.

Dr. Vega-Villa is interested in science

communication projects that reform the culture of communication within science and focus on improving collaboration, discovery, education and public policy in STEM.

Dr. Bobbi Johnson is the retention specialist for the new MESA program. Dr. Johnson currently serves as the STEM specialist for the College Assistance Migrant Program (CAMP) at WVC. She earned a bachelor of science in wildlife and fisheries science from South Dakota State University in 2010 and a doctorate in biology from Washington State University in 2016.

Dr. Johnson is interested in the relationship between self-concept and academic attainment.

Wenatchee Valley College enriches North Central Washington by serving educational and cultural needs of communities and residents throughout the service area.

The college provides high-quality transfer, liberal arts, professional/technical, basic skills and continuing education for students of diverse ethnic and economic backgrounds.

Visit our website, [www.wvc.edu](http://www.wvc.edu)

## Local dentists volunteer in Tacoma



PHOTO COURTESY OF TANYA MCCOMBS

Dr. Adrian Tomarere, DDS, PS, right, of Brewster, and daughter Adeline, left, shown here helping a Guatemalan dental patient, recently spent a day providing professional services at the Amen Free Clinic in Tacoma.

Dr. Tomarere, along with Keith Hanson, MD, (Brewster), Merlin Ekvall, DDS, MS, (Omak), and Rob Lamberton, PA, (Brewster), and their families, are among Seventh-day Adventists who spend much of their time helping in the medical mission field, from Christmas vacations to weekend trips.

### KEEPING UP WITH PEOPLE

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

UNITED STATES DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS

**PPI for final demand rises 0.4% in November; goods increase 1.0%, services advance 0.2%**

The Producer Price Index for final demand increased 0.4 percent in November, as prices for final demand goods increased 1.0 percent and the index for final demand services climbed 0.2 percent.

The final demand index rose 3.1 percent for the 12 months ended in November.

CASHMERE™ MAILING HOUSE, LLC  
and Bonded Warehouse Storage & Shipping for Wineries

**Save 40% on your next bulk mailing! Let us show you how.**

**782-1581**  
Jayne@cashmeremailing.com

203 Mission Avenue, Suite 110, Cashmere  
Also, Bonded Wine Storage and Shipping for Wineries

**Your Future, Planned with Care.**

**Brad Blackburn, CFP®**  
Investment Management  
Retirement Planning  
Financial Planning

509-782-2600 • 121 Cottage Ave • Cashmere, WA 98815



## The AgForestry Leadership Program welcomes new members and officers to the Board of Trustees

Spokane – Elected to serve on the Board of Trustees of the Washington Agriculture and Forestry Leadership Program, Washington's premier leadership development program for those who work in agriculture, forestry and natural resources, are:

### Officers

**Chris Lunde**, Forester, Port Blakely U.S. Forestry, Olympia, Class 28 – Chair  
**Michael Broeckel**, Relationship Manager, Washington Trust Bank, Kennewick, Class 37 - 1st Vice-Chair  
**Hannah Poush**, Organizational Development Manager, Auvil Fruit Company, Orondo, Class 38 - 2nd Vice-Chair  
**Marcus Miller**, President, Airfield Estates Winery, Prosser – Treasurer

**Emily Bautista-Herd**, Commercial Manager, AgroFresh, Wenatchee, Class 38 - Secretary  
**Craig Crider**, Senior Vice-President, Northwest Farm Credit Services, Kennewick - Past Chair

### Re-elected Trustees

**Bruce Grim**, Marketing Manager, The Marketing Associations, Wenatchee  
**Charles Laird**, Managing Broker/Owner, Tippet Company, Pasco, Class 32  
**Dan Miller**, President, 4-Way Farm, Othello, Class 35  
**Hannah Poush**, Organizational Development Manager, Auvil Fruit Company, Orondo, Class 38  
**Jason Schlagel**, Chief Operating Officer, Taggares Friut Company, Pasco, Class 32  
**Kevin Paulson, Sr.** Vice-

President Specialty Asset Mgmt, US Trust/Bank of America, Spokane, Class 21

### Newly Elected Trustee

**Bill Eller**, Regional Manager, WA State Conservation Commission, Selah, Class 38

The Trustees are responsible for governance and long-range strategic planning to provide continuity in fulfilling goals and objectives for the operating, development and financing of the Foundation.

The Trustees are a diverse representation of commodity sectors, natural resource industries and related services throughout the state.

AgForestry is a leadership development program for emerging leaders in agriculture, forestry &

natural resources. Over 18 months, the program presents 11 educational seminars throughout Washington State on topics pertinent to leadership in natural resources, a 1-week seminar in Washington DC and 2-weeks in a selected foreign country. AgForestry cultivates the next generation of leaders to be a voice for natural resources.

The program helps participants develop the skills needed to positively impact and enrich lives and communities in Washington State and throughout the world with leading edge solutions for challenges faced by agriculture, forestry and natural resources.

Primarily supported by private contributions, more than 90 cents of every dollar contributed goes directly to Program Services.

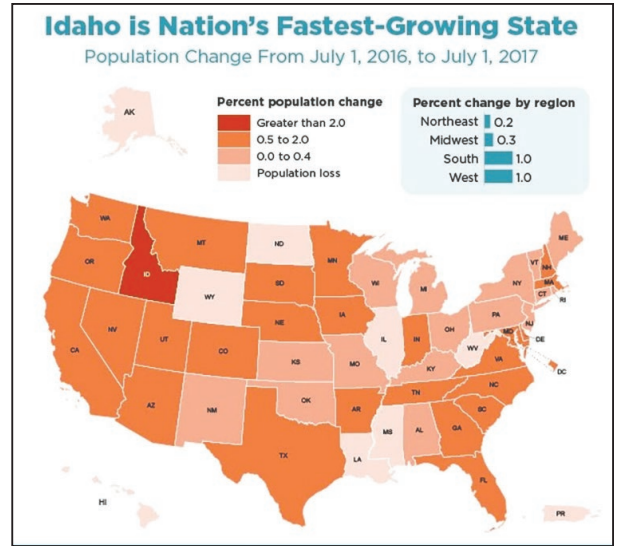
TOP PROPERTIES

Sale Price	Sale Date	Street	City	Acreage	Buyer	Seller
\$1,049,025	2017/09/19	BANDERA	CHELAN	0.29	BLOCH BARRY C & TERESA A	BARTH SUSAN M
\$1,465,000	2017/09/27	RANGER	LEAVENWORTH	1.30	PINTEK KELLY	SEXAUER RANDY
\$1,642,500	2017/09/13	ICICLE	LEAVENWORTH	1.15	HEARTVISION LLC	ANDRING RICHARD J & KATHRYN L
\$100,000	2017/09/14	SADDLE	LEAVENWORTH	0.33	FOUTS DANIEL A & AMBER L	WIEMANN JOHN C
\$100,000	2017/09/15	BAINARD	MALAGA	2.23	ROCKWELL JEROD J & ANGELIQUE R	RICHMOND LEROY A
\$100,000	2017/09/14	COULTER CREEK FS 6930	LEAVENWORTH	20.00	CASCADE ECO PROPERTIES LLC	WEYERHAEUSER COMPANY
\$100,000	2017/09/20	DEEP POWDER	LEAVENWORTH	2.50	MYNATT LYNDISAY D & JORDAN	BCW INVESTMENTS LLC
\$108,000	2017/09/21	LAKESHORE	MANSON	0.70	STATA DANIEL W	MC CLELLAN PATRICIA A
\$11,000	2017/09/19	PARK & WOODIN	CHELAN	0.00	ALHADEFF MICHAEL S & ELAINE E	ERIKSEN-BOOKER ROBIN & JODI P MATHISON
\$110,000	2017/09/14	KNOWLES	WENATCHEE	0.44	AMAREL KEVIN & TERESA	SUNNYSLOPE MEADOWS LLC
\$111,800	2017/09/08	FAIRVIEW	WENATCHEE	0.00	MYERS JOHN D & JANICE L	LARSEN LOUISE H
\$115,000	2017/09/19	LOCUST	WENATCHEE	0.30	VAZQUEZ JOSE & IRMA	VALENTINE LANA K
\$115,000	2017/09/25	E WAPATO	CHELAN	0.10	TAYLOR DONALD M & SUSAN L	HADLEY MARIANA C
\$12,000	2017/09/01	CHESTNUT	CHELAN FALLS	0.14	ROSAS JOSE	DAVIS TAMI L
\$120,000	2017/09/20	EASY	WENATCHEE	0.25	TELECKY EZEKIEL D & AMANDA	C&C INVESTMENT PROPERTIES LLC
\$120,000	2017/09/01	RIDGEVIEW	CHELAN	0.56	PFEIFER MIKE & SUSAN	SMILEY RONALD & AMBER
\$125,000	2017/09/22	S DIVISION	CASHMERE	0.32	LAVON LLC	WILLET MICHAEL A
\$125,000	2017/09/29	SR 150	CHELAN	0.30	BLUEWATER LEGACY ESTATES LLC	KUNTZ JOHN L
\$130,000	2017/09/20	CHERRY	WENATCHEE	0.12	OCHAMPAUGH WAYNE	ORDAZ RAFAEL M
\$130,000	2017/09/08	PINOT NOIR	MANSON	0.47	JAMES PAMELA D & DANIEL T	MEKEEL GEORGE E
\$139,000	2017/09/15	METHOW	WENATCHEE	0.15	RUSSELL JASON M	MC DONALD RYAN J
\$139,000	2017/09/12	WEDGE MOUNTAIN ESTATES	PESHASTIN	2.50	MC MAHON CARSON	DE CORIA MICHAEL A & CINDY R
\$140,000	2017/09/25	LAKESHORE	MANSON	0.84	SIGVARTSON RODNEY R & VICKI J	WILSON KIM A
\$145,000	2017/09/14	CEDAR BRAE	LEAVENWORTH	0.46	ZULETA PAUL & WHITNEY ALEXANDER	MURREN H E
\$149,000	2017/09/22	NORDIC	LEAVENWORTH	0.14	KUHN DOUG & HEIDI	NORDIC VISTAS LLC
\$150,000	2017/09/10	W WOODIN AVE	CHELAN	0.00	CLARK WILLIAM G & ANGELL L	SUNSET MARINA LLC
\$150,027	2017/09/14	PERRY	CASHMERE	0.15	KA APUNI TITUS-JOHN TOTHA T M & MIRANDA C	CENOTTO RICKY J
\$150,027	2017/09/14	PERRY	CASHMERE	0.15	KA APUNI TITUS-JOHN TOTHA T M & MIRANDA C	CENOTTO RICKY J
\$154,000	2017/09/21	NORDIC	LEAVENWORTH	0.14	VERNON ALICE D	NORDIC VISTAS LLC
\$155,000	2017/09/08	CASTLEROCK	WENATCHEE	0.00	FOSETTA TAMARA L	WOOD TANA E
\$155,000	2017/09/25	BOODRY	WENATCHEE	0.11	HERNANDEZ-NIETO ANA L	COVENANT DAVID & MELISSA
\$155,000	2017/09/07	W WOODIN AVE	CHELAN	0.00	SIMMONS DAN D & SYLVIA C YOUNG	SUNSET MARINA LLC
\$160,000	2017/09/20	UTAH	WENATCHEE	0.19	STIPE BETH A & DAVID L	SADIE BEE LLC
\$165,000	2017/09/11	S GARFIELD	WENATCHEE	0.22	B L JOHNSON INVESTMENTS LLC	STEELE ANNA R
\$165,000	2017/09/27	RIVER WALK	WENATCHEE	0.33	ROBERTS CONSTRUCTION LLC	KK & R LLC
\$169,500	2017/09/26	SR 971 NAVARRE COULEE	CHELAN	6.75	GODWIN KIM & LYNNE	BAFARO GARY & KELLY
\$169,900	2017/09/19	WASHINGTON	WENATCHEE	0.09	BEATTIE KYLE	JONES GEORGE W JR
\$170,000	2017/09/05	BRETZ	LEAVENWORTH	3.16	ALLEN ALEXANDER & ALISON ETAL	GUTTERSEN MARGARET W
\$170,000	2017/09/26	ORONDO	WENATCHEE	0.19	RAMIREZ-DURAN J REFUGIO & ROSE M RAMIREZ	CATON RUTH E
\$176,400	2017/09/25	N DELAWARE	WENATCHEE	0.13	BANK OF AMERICA NA	WHITMAN KARYN
\$184,900	2017/09/27	S DELAWARE	WENATCHEE	0.00	WALLA MERLY V & CARROLL C	FERGUSON STEPHEN R
\$186,900	2017/09/14	JOHNSON	WENATCHEE	0.19	GONGIA DORINDA	LONG ROBERT L
\$189,000	2017/09/12	AMHERST	WENATCHEE	0.14	MORA VICTOR & HERENDIRA RIVERA	HONOR MATTHEW A
\$190,000	2017/09/18	3RD	CHELAN FALLS	0.58	HERNANDEZ GUADALUPE E	STANFIELD RANDY L
\$190,000	2017/09/25	FRANCES	WENATCHEE	0.09	JOHNSON MARK L & MAUREEN R	CASTANEDA GUZMAN GEORGINA
\$191,052	2017/09/06	HIDDEN	CHELAN	0.86	BOMBACIE JESS & ERIN	BCS VENTURES LLC
\$192,000	2017/09/12	AMHERST	WENATCHEE	0.21	GREENE KENNETH S & SARI K	MURREN CONSTANCE E
\$195,000	2017/09/28	SUNRISE	MANSON	0.16	STREIB GREGORY C ETAL	HORTIN JEFFREY D & ROD A K SANCHES
\$199,000	2017/09/06	W WOODIN AVE	CHELAN	0.00	DE GROOT DAVID E	SUNSET MARINA LLC
\$199,900	2017/09/26	S MISSION	WENATCHEE	0.10	PHILLIPS DAVID S & LINDA J ETAL	BOHR TERESA M
\$2,000	2017/09/28	SLEFS MOTEL	CASHMERE	0.00	HAUETER ROY B	TOLENTINO PATRICIA
\$2,000	2017/09/14	SR 150	CHELAN	0.00	BOESE TERESA M & DOUGLAS M	WATSON DORIS M
\$2,000,000	2017/09/12	SKI HILL	LEAVENWORTH	14.40	J & O LLC	BRENDER FRANCES M
\$2,000,000	2017/09/12	SKI HILL	LEAVENWORTH	18.21	J & O LLC	BRENDER FRANCES M
\$2,300,000	2017/09/15	HAWLEY	WENATCHEE	3.16	MICHELSEN PACKAGING CO	CITY OF WENATCHEE
\$20,000	2017/09/28	IROQUOIS	WENATCHEE	0.33	REYES ESTEBAN D & ROBERTA D	RUST ROBERT & JANET TRUSTEES
\$200,000	2017/09/14	ICICLE	LEAVENWORTH	20.09	GEHRING SPENCER	KACEL REBECCA A
\$200,000	2017/09/22	DIVISION	LEAVENWORTH	0.00	WIX STEVEN L & RUTH A ETAL	UNDERLAND ROBERT
\$200,000	2017/09/14	SPADER BAY	CHELAN	0.11	BEEKSMA BARNEY & JOYCE E ETAL	DONNELL CLARK ETAL
\$205,000	2017/09/01	W PROSPECT	CHELAN	1.06	MAEDA ELAINE M & GUY	BRAY STEPHEN S
\$206,800	2017/09/20	S DELAWARE	WENATCHEE	0.51	CHAVEZ GABRIELA	FLETCHER DAVID W & SARAH N
\$209,000	2017/09/15	COLT	LEAVENWORTH	0.33	BECKNER TROY T & MARGARET E JONES	HILL DELBERT
\$209,000	2017/09/15	COLT	LEAVENWORTH	0.34	BECKNER TROY T & MARGARET E JONES	HILL DELBERT
\$210,000	2017/09/05	2ND	WENATCHEE	0.14	LAK COURTNEY	NAPIONTEK GAYLA E
\$210,000	2017/09/14	MIRA VISTA	CHELAN	0.35	EGECK KENNETH L & DEBRA A	CRYSTAL VIEW ESTATES
\$217,500	2017/09/21	N BUCHANAN	WENATCHEE	0.10	BOYLE PATTON L	EASY STREET INVESTMENTS LLC
\$220,000	2017/09/26	DIXIE	MALAGA	2.10	MONTES BENJAMIN ETAL	BUGBEE ROGER C TRTEE
\$223,000	2017/09/19	QUAIL	WENATCHEE	0.00	WOOD TANA E	PARKHILL FLOYD M & BARBARA J
\$225,000	2017/09/22	N GARFIELD	WENATCHEE	0.15	MORRELL BLAKE A & TALENA A	KIRK LONNIE D
\$228,000	2017/09/05	CHUMSTICK	LEAVENWORTH	1.50	CARSON STACEY ETAL	ROBBINS MOLLY & JAMES
\$228,000	2017/09/25	S FRANKLIN	WENATCHEE	0.14	TATE BROOKE M	HAYES JEAN M
\$229,900	2017/09/01	COLT	LEAVENWORTH	0.39	LAMBERT LEE M & ADRIENNE THOMPSON	GOCO RENE & AMY LYNN C
\$230,000	2017/09/01	S LAKESHORE	CHELAN	0.59	CALLAN DANIEL P & KATHARINE LUDWICK	LUDWICK WILLIAM S
\$236,000	2017/09/19	N GARFIELD	WENATCHEE	0.15	SIFUENTES JENNIFER K	HARNACK STEVE & RENEE
\$238,000	2017/09/20	PERRY	CASHMERE	0.07	STROKE ASHLEY N ETAL	KUPFERMAN JESSICA S ETAL
\$239,000	2017/09/12	S DELAWARE	WENATCHEE	0.14	DEVERS MARVIN	STONICH LINDA
\$239,900	2017/09/18	PERRY	CASHMERE	0.12	VEVERKA KIMBERLY S & JOSEPH	MCLEOD ANDREW B & JENNIFER
\$24,000	2017/09/23	STINE HILL	CASHMERE	0.00	MILLER ROBERT D & ARDIS P	CAPELL AMILEE J
\$240,999	2017/09/14	WATERVIEW	CHELAN	0.41	DI BENEDETTO SCOTT M & MICHELLE R	BEAUMONT PETER A & MARY C
\$242,500	2017/09/07	TILLY	WENATCHEE	0.34	WAGNER CORWIN & SANDRA	ANDERSON RICHARD



Columbia Basin Project: 'The Unfinished Promise'

The Columbia Basin Project is the largest comprehensive reclamation project in the United States. The plan was to siphon water from the Columbia River to 1.1 million acres of land in the Columbia Basin. The water was to be stored in reservoirs, pumped, and diverted via canals, so farmers could harvest billions of dollars worth of crops ensuring food security for the nation and economic growth for Central Washington. The Columbia Basin Project was originally authorized by Congress in 1943, but it still remains unfinished.



WENATCHEE BUSINESS JOURNAL'S RESTAURANT GUIDE

**GOLDEN EAST**  
230 Grant Road, East Wenatchee

*Wonderful Customers! Happy 2018! Dine In! Order Out!*

- Delicious Lunch Specials (Served until 3:00 pm!)
- Dinner Specials & Combos
- Two 7-Course Family Meals (Minimum 2 orders!)
- Hot & Spicy
- Vegetarian
- Beer & Wine

GoldenEastWenatchee.com  
MENU IN PHONE BOOKS!  
(509) 884-1510

Open Tues. to Sun.!

**iwa SUSHI GRILL**

Delicious, healthy and artistic all in one!

WORLD'S BEST 2017  
DOWNTOWN'S BEST BITE THE SUSHI AND GRILL 2017

(509) 66-SUSHI  
(509) 667-8744  
www.iwaSushi.com

8 N. Wenatchee Ave., Wenatchee  
M-Th 11-3, 5-9:30, Fri 11-10, Sat 12-10

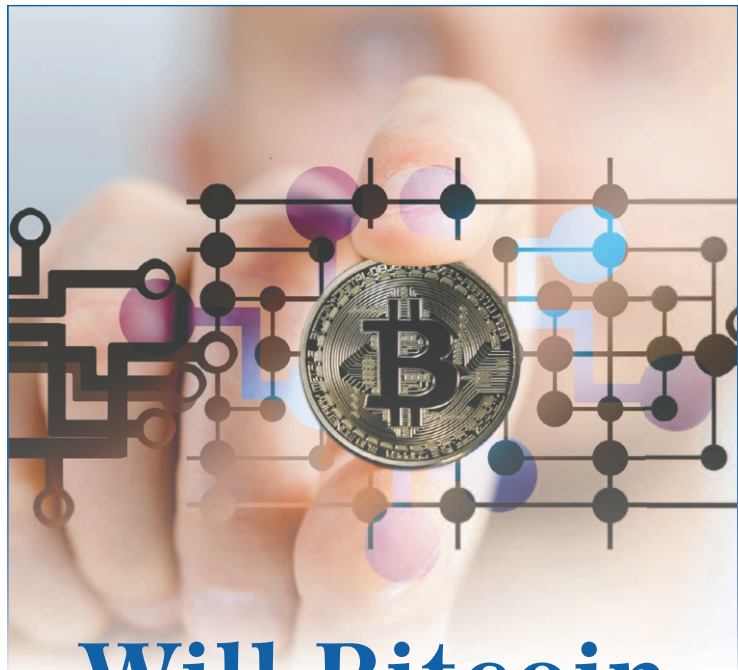
for weekly specials

Advertise your business lunch specials!  
Call Carol Forhan, 509-548-5286  
or Lindsay Timmermans, 509-860-7301









## Will Bitcoin bite the dust?

As the Bitcoin craze has grown into a frenzy, I've shied away from writing about it. That's primarily because I struggle to make sense of it. I'd like to think that's because it doesn't make sense. However, a lot of smart people believe in it, and it's made a lot of people rich



**MARKET UPDATE**  
Brad Blackburn

over the last year (at the time I'm writing this, it's up more than 1,000% this year).

Despite its growth, Bitcoin still has many doubters. Jamie Dimon, JP Morgan's star CEO, recently called Bitcoin a "fraud." I wouldn't use that word. I believe in

the idea of electronic currencies and think the concept is here to stay. But the rapidly rising price of Bitcoin is based on a pretty weak foundation.

A big problem with Bitcoin is how complex it is. It's relatively easy to wrap your head around a stock. If a business grows, the stock tends to grow. But with bitcoin, it's not that easy.

How do you determine the proper value of a Bitcoin? It doesn't produce any income, and it holds little inherent value. It's a lot like gold in that way. However, unlike gold, which has been traded for centuries, Bitcoin has no historical precedent to study. For those reasons, anyone who thinks they know the proper value of a Bitcoin is too confident to be trusted.

In addition, many of the most difficult issues around Bitcoin are highly technical. I'm not sure you can understand all the risks without being a high-level computer programmer.

There are issues with the amount of energy Bitcoin transactions take; there are issues with the sheer computing power needed, and there are issues with the risk of hackers. I'd like to go into more detail, but you wouldn't understand (and neither do I).

Another worry I have is that a newer, better electronic currency could come out tomorrow and

make Bitcoin obsolete. The most vital aspect of Bitcoin isn't Bitcoin itself, it's the infrastructure of Bitcoin, which is called Blockchain. There's not much to stop another electronic currency from using Blockchain in an even better way. In that way, Bitcoin could become a modern version of MySpace.

Another risk for Bitcoin is government regulation. Because of the confidential nature of Bitcoin, it has been a haven for crime and money laundering.

The first time a major terrorist attack is funded through Bitcoin, you could see a government crackdown. Bitcoin also weakens the control governments have over currencies. Perhaps that's a good thing, but policymakers aren't usually eager to give up control.

The Nobel Prize winning economist Joseph Stiglitz recently said Bitcoin should be "outlawed." Those words should send a chill up the spine of Bitcoin investors.

There has never been anything quite like Bitcoin. Clearly, I wish I would have invested all my client's money into it years ago. That regret has kept me up at night.

But Bitcoin is not an investment, it's speculation. If you've been fortunate enough to ride the rising Bitcoin tide, this might be a good time to get out of the water.

*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.*

## Today's business revolution

We are about to experience the next phase of the technology revolution. Any business owner who doesn't believe we are in a revolution should access what has, and is, taking place at lighting speed. This article will discuss areas that are advancing and what you need to implement in order to protect and advance your business.



**BETTER BUSINESS**  
David S. Murray

First, an overview. One of the biggest advancements already underway is the next generation of wireless technology. It will be faster, with better internet,

and less expensive, more flexible, and most importantly, more secure.

Artificial intelligence (AI), autonomous-driven cars and over the road trucks, drone delivery, on the fly change to robotic manufacture of products, and online consumer purchasing of any product will be the new norm.

The core business functions will remain but the technology side of your business will need to change as this next wave becomes a reality.

Keeping this in mind, when one looks at new companies that were formed based on the digital format, they changed how the consumer made a buying decision. It also changed the talent they needed to staff their operation.

Take for example, Uber, Netflix, Spotify, eBay, Boxed and Amazon. All successfully challenging their established brick and mortar competitors. Its companies like these, and many others that are driving customers' expectations and those same expectations will drive your future sales. These companies will grow even stronger as this next wireless revolution becomes reality. Another example is Airbnb and other home sharing digital based companies that are having an impact on the hotel industry. Morgan Stanley Research forecasts Airbnb alone will decrease US and EU hotel revenue per room by 2.6% by 2018. That's no small hit to revenues.

Another study states that by year 2030 only 40% of the vehicles on the road will be internal combustion engine driven.

There isn't one car company not working on vehicles that this next generation of wireless technology will make possible. If you plan on staying in business you need to be looking to the future of this next revolution in technology. Time to think out of the box.

Let's assume you're in the automobile service/repair industry with all the equipment and software to service today's vehicles that have internal combustion motors and computers systems on board. If the study is correct, as noted above, your business will drop 50% in just 13 years.

However, if you plan for this shift in consumer buying preferences, you will survive. I just order a number of automotive parts from an on line company that had great pricing and free delivery and they hold no inventory. They accepted the order sent it to the manufacturer and the manufacturer shipped it directly to me. That's the type of shift you must plan for or your future is at risk.

Frankly, before I read these reports I had little knowledge of this next technology advancement and its possible effects on business as we know it. Shame on me. It will happen and in fact is well on its way. It will be driven by the consumer. What are some of the actions you can take to stay in front of this upcoming change?

If you have IT people on staff or use an outside IT vendor, I would encourage you to take the time to inquire what your team needs to do in advance of this revolution. Make contact with people outside your industry to see what action they have taken and how it might fit into your business. Secondly, be open to innovative ideas as it relates to technology. Look for creative, imaginative ideas that

would work in your business.

Stay informed on this subject. Finally, technology will displace much of our current work force. As such, the talent you have today may not work tomorrow. Study what your business will look like and staff your workforce with the skills of the future.

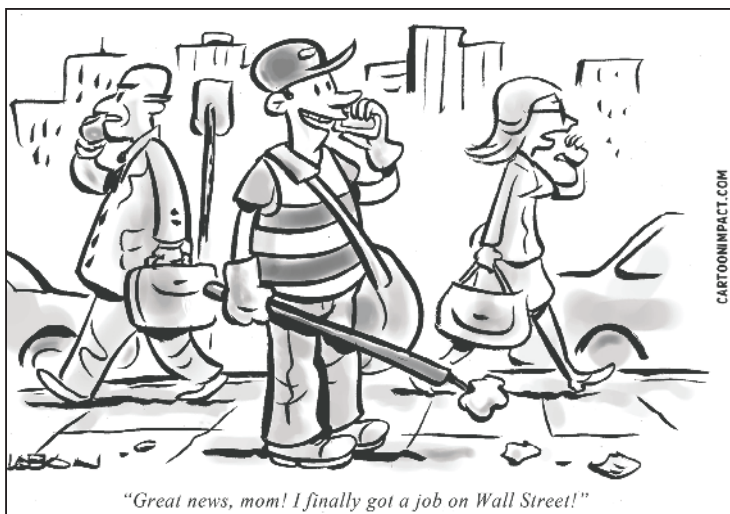
The bottom line: As the owner and or manager of any sized business, you must be informed, be creative, be curious, and focused on the future of technology in order to compete in this new environment.

Businesses large or small must recognize and acknowledge that the next technology revolution is upon us and is a force in today's marketplace. Whoever could have envisioned the advancement in transportation, medical, manufacturing, finance, distribution, and the internet's effect on consumers purchasing habits.

Hundred year old companies forced to close their doors do to first, the change in consumer habits and second, their inability to change. Look at any main street or mall in America and the picture becomes clear. It is today's world, embrace it or you will be playing catch up when it might be too late.

Jack Welch, former CEO of GE made two very profound statements on this subject. "Face reality as it is, not as it was or as you wish it to be". He also continued; "Control your own destiny or someone else will".

*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 tmtdm4@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.*





Most Americans work 40 to 50 years. That's a huge time investment when you stop and think about it. That's a long time to toil and end up getting little, if any, financial security out of all that hard work.



**GUEST OPINION**  
Peter J. D'Arruda

Everybody wants financial independence in their golden years, but without a sound retirement planning strategy, many lose the freedoms they could have enjoyed.

"Some freedoms are often taken for granted in this country, such as those you earn by maximizing your earning potential," says Peter J. D'Arruda, president of North Carolina-based Capital Financial & Insurance LLC [capitalfinancialusa.com](http://capitalfinancialusa.com).

"It's critical that you use your time for the most advantageous gains and invest your assets wisely. Even well-off and wealthy Americans fail to develop a sound financial plan that will carry them through retirement."

D'Arruda lists five freedoms you're surrendering by not protecting your assets:

**Guaranteed income.** The day you stop working is the day you surrender your paycheck and guaranteed income. That's a painful reality some aren't ready for, thinking they had enough money from other sources, but miscalculated how new expenses, inflation and other factors would affect them. They lean on a finite Social Security check and watch their savings dwindle. "The transition from a lifetime of gainful employment to being unemployed and retired is a drastic change, especially without a strategic plan that would have ensured continued income through retirement," D'Arruda says.

**Travel flexibility.** Retirees rank among the top three groups of travelers in the U.S.; on average more than 20 percent of their retirement income is spent on travel. Even though they are no longer restricted to two or three weeks of vacation a year, they may find themselves home-bound in retirement if they didn't protect their assets. "Without guaranteed income and

establishing a smart financial plan that allows for travel, you may be seeing the world mostly through travel magazines," D'Arruda says. "Didn't you work too hard, too long to end up with no freedom to go anywhere?"

**Leaving a legacy.** An inheritance left to children can be complicated and significantly compromised by taxes. "Unfortunately, the process of passing family heirlooms and other assets to the next generation can be a fiscal and legal nightmare, both to the giving and receiving ends," D'Arruda says. "Without drafting proper documents with explicit details about how your assets are to be divided, you're surrendering your freedom of legacy."

**Having autonomy.** Children rely on their parents. Some parents, running out of money, end up relying on their children. Some are forced to go back to work in old age. "It shouldn't have to be that way," D'Arruda says. "People need a plan with a diverse portfolio to ensure they won't have to surrender their freedom of autonomy."

**Choosing your retirement age.** By not calculating your planned retirement age and future cost of living, you're surrendering your freedom to choose when you don't want to work anymore. "There are a lot of factors that go into this number," D'Arruda says. "Unfortunately, many people have given more thought about when they want to retire rather than what it will cost for them to do so."

"Some people learn the hard truth that they have to work much longer than they expected," D'Arruda says. "Again, it doesn't have to be that way if you've planned well ahead to protect your assets."

*Peter J. D'Arruda is the president and founding principal of North Carolina-based Capital Financial & Insurance LLC [capitalfinancialusa.com](http://capitalfinancialusa.com), and president of the International Association of Registered Financial Consultants. Known as "Coach Pete," he has authored six books on finance, including his most recent, "7 Baby Steps to a Ridiculously Reliable Retirement Income." He also hosts the nationally syndicated "Financial Safari" radio program.*



# Money: Something worth talking about

Money can be one of the most contentious topics of discussion in a romantic relationship, making open and honest communication vital to overcoming common financial concerns like debt and child-related expenses.



**GUEST OPINION**  
Joel Frank

What's the best way to address finances as a couple?

*Should you combine your finances or keep them separate?*

In the past, the default was for couples to combine all finances.

This strategy can boost household spending power, dilute risk and promote shared goals, which can help keep the relationship financially aligned.

Today's couples, however, are often carrying six-figure student loan debt and prefer a sense of autonomy in spending, which can make separate accounts preferable.

The best solution will depend on your unique situation, and you may even benefit from a blended approach.

*Consider your personal habits and personalities.*

Financial harmony isn't just about balancing the books. Taking the time to explore one another's strengths and weaknesses can help bring clarity to the

situation, and discussing family histories might uncover different perspectives or deeper narratives about money.

Doing this important work can offer context to a spouse's particular approach to spending or saving.

*Sometimes 50/50 isn't fair.*

Don't hold fast to rigid mathematics when smoothing financial turbulence in a relationship.

For households where one person significantly outearns the other, splitting spending in half can cause undue stress on the lower-earning spouse.

It may be more reasonable to reduce that person's financial obligations, especially if they are able to contribute more in other areas, such as household management or child-rearing.

Whatever you decide, always take the time to communicate with your partner about major financial decisions. After all, every decision you make affects your shared future.



When a business doesn't pay its tax obligations, the state can file a lawsuit against that business and obtain a judgment. **Judgments are filed in Chelan County Superior Court.**

Readers should be aware that some or all of these judgments may have been satisfied (paid) since the filing:

Overpaid benefits and unpaid taxes, judgments, fines, etc. in November and December are:

- Leavenworth Pizzeria - \$19,979
- The Bubblerly - \$2,408
- Stone Masters, Inc. - \$31,048
- Revolution Glass Gallery - \$5,360
- Leavenworth Outdoors Center - \$1,778
- Second Times A Charm - \$788
- Robbie Reed - \$1,148
- Rob Smith - \$1,515
- Ivan Magdaleno - \$2,645
- Jeremy Alfaro - \$1,606
- Z Land Landscaping - \$1,877
- Smallwoods Harvest, LLC - \$797,544
- Mow Time Landscaping - 2,788
- DKC Corp., The Academy - \$2,687
- Rafa's Satellites, LLC - \$1,325
- Logan Murphy - \$2,083
- Arturo Perez - \$722
- Jason Scott - \$829
- Tosten Kulaas - \$5,261
- Blaydes, LLC - \$1,573
- Chelan Boat Rentals, Inc. - \$56,669
- De Mora Water Technologies - \$450
- Ryans Professional Coatings, LLC - \$2,137
- Garage Door Services - \$10,115
- Cruz Services, LLC - \$3,995, \$7781
- Airro Conastruction Co. - \$2,629
- Hitching Post - \$4,398
- Element Construction - \$31,697
- James W. Wallace - \$40,735
- J&J Concessions - \$6,210
- Nahed, LLC - \$39,643
- Cesar Adiel Herrera - \$8,152
- Douglas C. Clarke - \$979
- Rachel D. Viveros - \$494
- Von T. Smith - \$1,454
- Jennifer S. Blades - \$1,695
- Ryan P. Downing - \$4,393
- Irene Moreno - \$4,430
- Jason Schaller - \$1,737
- Keila Arroyo - \$1,010
- Okanogan Valley Nursery, LLC - \$1,967
- Evergreen Landscaping - \$584

# Okanogan County Labor Area Summary - October 2017

## Overview

This report provides an update on the Okanogan County economy incorporating not seasonally adjusted, nonfarm

employment and civilian labor force data. Analysis focuses on year-over-year (between October 2016 and October 2017) and average annual (between 2015 and

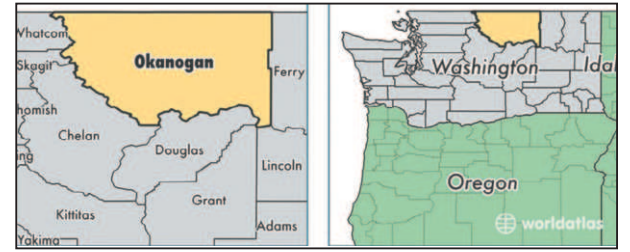
2016) changes in the labor market.

## Unemployment rates

Civilian Labor Force (CLF) data show that

Washington's not seasonally adjusted average annual unemployment rate dipped two-tenths of a point between 2015 and 2016, from 5.6 percent to 5.4 percent. Between the Octobers of 2016 and 2017 the rate fell eight-tenths of a point, from 5.0 to 4.2 percent.

Okanogan County's not seasonally adjusted unemployment rate decreased one-tenth of a percentage point between 2015 and 2016, from 7.0 to 6.9 percent. Between the Octobers of 2016 and 2017 the rate decreased from 5.3 to 4.7 percent, a six-tenths percentage point downturn. Although the civilian labor force retrenched slightly between the Octobers of 2016 and 2017, the number of unemployed contracted at a greater pace causing the unemployment rate to dip by six-tenths of a point



## Okanogan County Profile

### Regional Context

Okanogan County borders Canada to the north. The Columbia River Basin and Lake Roosevelt form its southern and eastern borders and the North Cascade Mountains form its western border.

It is one of the largest counties in the state at 5,268 square miles, but has the fifth fewest residents per square mile. It is an agricultural county with many outdoor recreation activities that draw tourists.

The Colville Confederated Tribes reservation includes

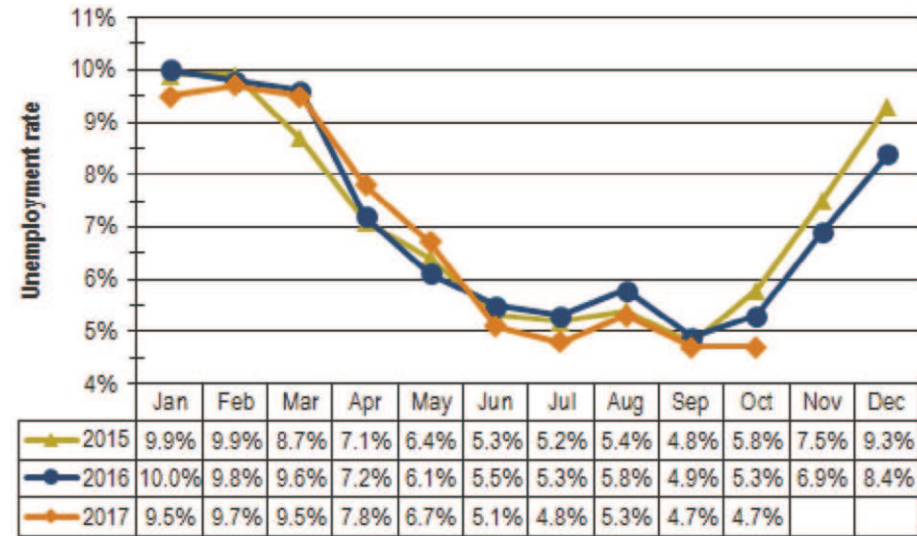
southeastern Okanogan County and the southern half of Ferry County.

Its total size is 1.4 million acres. As of 2015, the Colville Confederated Tribal enrollment was 9,500 descendants of 12 aboriginal Bands.

The Bands, commonly known by English and French names, are: the Colville, the Nespelem, the San Poil, the Lakes, the Palus, the Wenatchi (Wenatchee), the Chelan, the Eniat, the Methow, the Okanogan, the Moses-Columbia and the Chief Joseph Band of Nez Perce.

### Unemployment rates, not seasonally adjusted Okanogan County, January 2015 through October 2017

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



The Okanogan County unemployment rate dipped six-tenths of a point between the Octobers of 2016 and 2017.

## Total nonfarm employment

Between 2015 and 2016, Washington's labor market provided 96,600 new nonfarm jobs, an annual average increase of 3.1 percent.

This October, businesses and government organizations across Washington supplied 3,387,600 nonfarm jobs (not seasonally adjusted), compared to 3,281,800 jobs in October 2016, a 3.2 percent year over year employment increase.

The state's economy has posted year over year nonfarm employment increases for the past 85 consecutive months (October 2010 through October 2017).

Okanogan County's nonfarm labor market averaged 12,890 jobs in

2016, an average annual increase of 2.5 percent and a 320 job advance from the 12,570 job average in 2015.

However, the County's labor market has registered

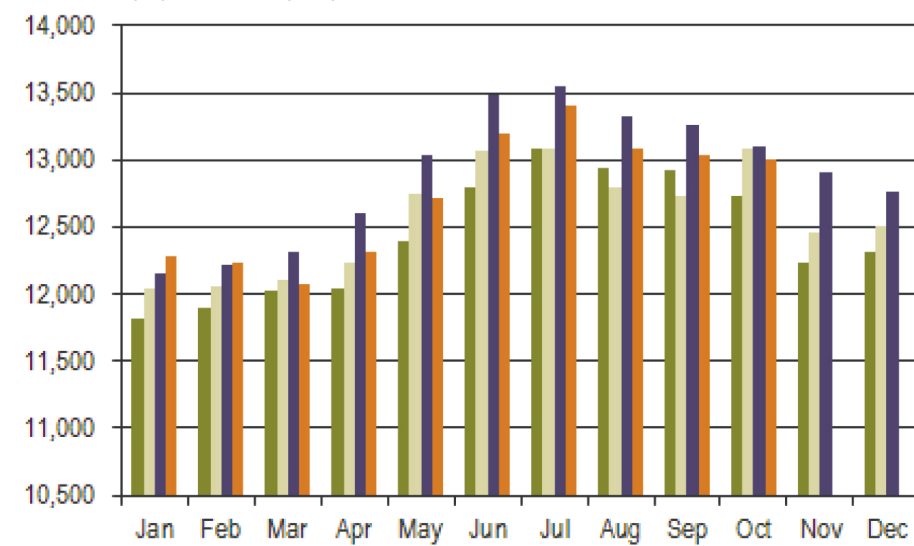
year over year job losses for the past eight months (March through October 2017).

Employment decreased by 0.8 percent between the

Octobers of 2016 and 2017, as the number of nonfarm jobs slipped from 13,100 to 13,000 – certainly not good economic news.

### Nonfarm industry employment Okanogan County, January 2014 through October 2017

Source: Employment Security Department/LMPA



Okanogan County nonfarm employment was 13,000 in October 2017, a 0.8 percent decrease since October 2016.

## Employment and unemployment

Washington's Civilian Labor Force (CLF) expanded by 98,209 residents (a 2.8 percent upturn) from 2015 to 2016. The state's labor force has increased, year over year, for the past 45 months (February 2014 through October 2017). In October 2017, Washington's CLF tallied 3,762,673 residents versus 3,681,300 in October 2016 equating to 81,373 more Washingtonians in the labor force (up 2.2 percent).

Okanogan County's CLF grew a modest 1.5 percent in 2016. However, year over

year, the Okanogan County labor force has contracted in each of the past three months. Between the Octobers of 2016 and 2017 the labor force shrank by 2.6 percent, declining from 22,276 residents to 21,692 (meaning that there were 584 fewer residents in the local labor force during this timeframe). Fortunately, the number of unemployed decreased sharply during this period; from 1,183 in October 2016 to 1,021 this October (meaning that 162 fewer residents were out of work). Hence, the County's unemployment rate declined

six-tenths of a point, from 5.3 percent in October 2016 to 4.7 percent this October.

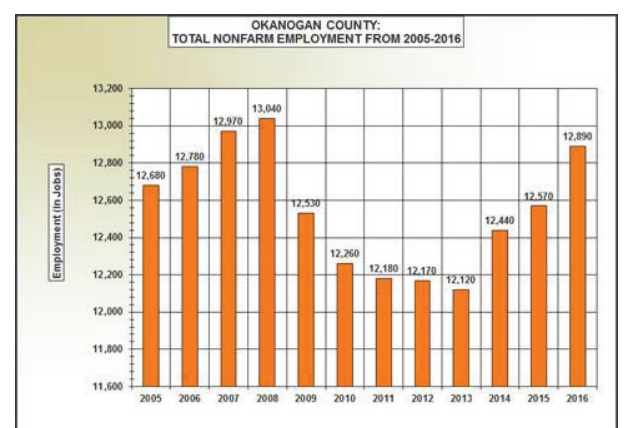
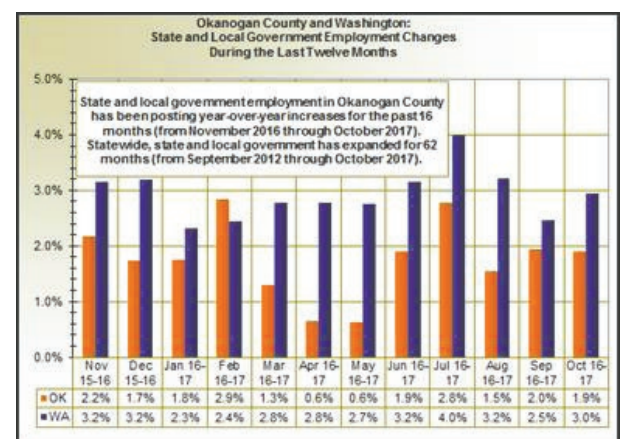
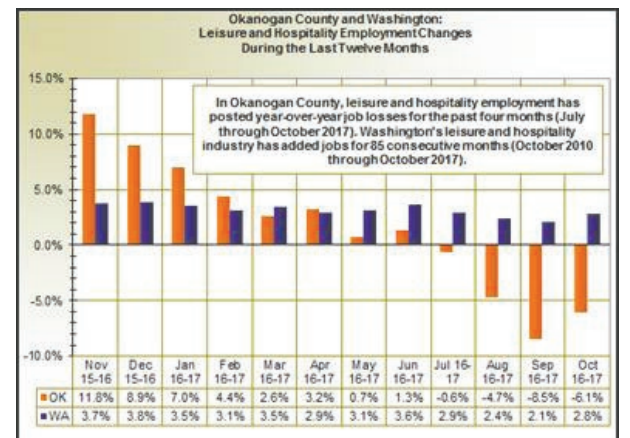
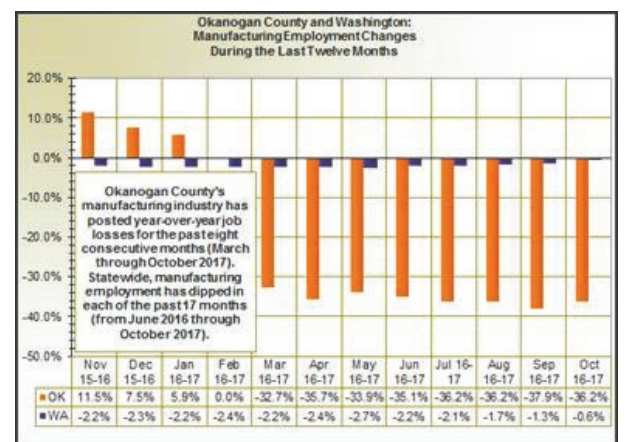
### Nonfarm industry employment

Preliminary estimates indicate that Okanogan County's nonfarm employers netted 100 fewer jobs in October 2017 than in October 2016, a 0.8 percent downturn. Conversely, Washington state's nonfarm market expanded at 3.2 percent clip during this period. Following is a summary of recent over-the-year changes in Okanogan County, by major industry: Mining,

logging and construction employment (with the majority of these jobs in construction) in Okanogan County provided 760 jobs in October 2016 versus 720 in October 2017, a 40 job and 5.3 percent downturn.

Okanogan County's construction industry employment has retrenched in each of Okanogan County Labor the past 14 months (September 2016 through October 2017).

Statewide, construction has been expanding for 68 consecutive months (from March 2012 through October 2017).



Donald W. Meseck, Regional Labor Economist  
 Employment Security Department  
 Yakima WorkSource, 1205 Ahtanum Ridge Drive, Union Gap, WA 98903  
 Phone: (509) 573-4564; E-mail: [dmeseck@esd.wa.gov](mailto:dmeseck@esd.wa.gov)  
 Website: <https://esd.wa.gov/labormarketinfo>



# 9 Steps to Starting a Business While Working Full Time



## STEP 1: Select a Business

Perhaps you already know what kind of business you want to start; perhaps you just know you want to be an entrepreneur. To find the perfect business, consider:

**1. Your skills and experience.** Many people start businesses related to past jobs. For example, if you're an IT manager for a big corporation, you might start an IT consulting service.

This approach simplifies startup because you already have the skills, knowhow and business connections to get your business off the ground. On the other hand, after working all day in IT, will you want to spend nights and weekends doing it, too? Also keep in mind that you can't approach your employer's clients as potential customers.

**2. Your interests and hobbies.** Some entrepreneurs decide to

change course entirely and start businesses based on their hobbies or personal interests. After a long day at work, it's energizing to shift gears to a completely different business. On the other hand, your fun hobby may not seem as much fun when it becomes a serious business.

**3. Your personality traits.** It's important to select a business that fits you. If you're shy and dislike talking to strangers,

a consulting business that requires cold calling and constant networking to attract clients may not be the right fit. If you're social and love interacting with people, on the other hand, you probably won't enjoy running an ecommerce site from your spare bedroom and connecting with customers only on-screen.

Is your heart set on a business that requires traits you lack?

Partnering with someone who possesses those qualities can put you on the road to success.

**Will It Work Part Time?** When starting a business while working full time, you must choose a concept that lends itself well to part-time operation and meshes with your personal and job commitments.

## STEP 2: Write Your Business Plan

When you're starting a business part time, you may think you don't need a business plan. However, a business plan is important for any startup – big or small.

Much more than a tool for obtaining a business loan, the business plan is the road map you will use to keep your startup on the

right track.

Business plans typically include these sections:

**1. The Business:** This section explains your business model – what your business does and how it will make a profit.

- Describe your business, your product or service and why there is a need for it.

- Explain who your target market is and how you will market to them.

- Describe the sales channels you will use to sell your product or service.

- Detail who your competition is and what characteristics will enable your business to compete effectively.

- List your experience and background, and that of any cofounders or partners.

**2. Financial Forecasts:** Explain how much it will cost to start the

business, where the money will come from and how you will spend it, and your financial projections for growth.

- List the equipment you'll need to buy and any other investments you must make to get started.

- Explain where your startup money will come from, such as personal loans, savings or salary.

- Project your income and expenses for the first year in

business and estimate how long it will take to break even.

- Include any outside investors or grants as an option of where your startup money may come from.

**3. Supporting Data:** Like an appendix for the business plan, this section provides backup evidence for the information you included elsewhere, such as the size of the market for your product or service.



PUBLISHES APRIL 1 OF EACH YEAR  
200,000 ARE DISTRIBUTED IN PUGET SOUND, THE CASCADE LOOP AND ALONG THE I-5 & I-90 CORRIDORS

Where to Eat...Where to Stay...Unique shopping...  
World-class Entertainment and Recreation

Award winning Wineries and Tasting Rooms  
Local Craft Breweries and Agricultural Tourism

So much to do in one trip, visitors return again and again... whether it is for mountain or ice climbing, wine touring, or rest and relaxation.

Tourists find their adventure through our awarding winning visitors guide *Sonnenschein auf Leavenworth*



FOR CONSULTATION AND A COMPLETE MEDIA KIT CONTACT:

**CAROL** (Leavenworth area) 509-548-5286 • carol@leavenworthecho.com  
**LINDSAY** (Cashmere Area) 509-860-7301 • adexec1@ncwmedia.net

## Initiative 1433- Mandatory Paid Sick Leave- How Does This Affect Me?

When the Fair Labor Standards Act passed it not only increased the minimum wage to \$13.50 by 2020 but it also enacted a mandatory paid sick leave addition to the RCWs beginning January 1, 2018. Do you have employees in any capacity? Then this law affects YOU!

**Question:** Who gets Paid Sick Leave?

**Answer:** Everyone considered an employee in your business. This includes part-time and temporary employees.

**Q:** How much sick leave do employees get?

**A:** An employee accrues 1 hour per 40 hours worked. There is no cap on the amount of hours they can accrue. This means if you have employees who work overtime they are still accruing sick leave after 40 hours.

**Q:** How/When can my employees use their paid sick leave?

**A:** An employee can use paid sick leave after they have worked for your company for at least 90 days. The authorized reasons for taking sick leave are very broad and include "mental or physical illness, injury, or health condition or an employee's need for preventative medical care". Employees may also use sick leave to care for sick family members, for acts under RCW 4.76 (domestic violence), or if a child's school or daycare had been closed for health reasons.

**Q:** Can I require my employees to provide a doctor's note?

**A:** Yes, but only for absences exceeding three days. Also, this verification may not create an "unreasonable burden or expense on the employee". Unreasonable is not defined by the act.

**Q:** What do I have to pay my employees when they take sick leave?

**A:** The greater of their regular wage or minimum wage. If you have variable wages then the amount they would have been paid for the time worked.

**Q:** Does sick leave carry over from year to year?

**A:** Only to a limit of 40 hours which may be transferred to the next year.

**Q:** If my employee quits/ is fired do I have to pay them for accrued sick leave?

**A:** No you do not have to remit a paycheck for accrued sick leave.

**Q:** What if I don't want to give my employees sick leave or I hate recordkeeping?

**A:** According to the revised RCWs an employer who does not provide paid sick leave or keep adequate records shall, upon conviction, be guilty of a Gross Misdemeanor.

Want to learn more? These changes are codified in RCW chapter 49.46



### STEP 3: Goal Setting and Planning

Starting a business can seem overwhelming, especially when you're also holding a full-time job. Goal setting and planning are crucial to success.

Use your business plan to map out your goals and the steps necessary to achieve them.

When you know your overall business goals, such as how many sales you expect to make in your first quarter of business and when you anticipate reaching profitability, you can set smaller,

interim goals to reach these larger milestones.

For instance, suppose your business model is an ecommerce website selling apparel and accessories for teenage girls.

In order to get this business up and running, there are several goals you'll need to accomplish, including:

- Developing a website
- Finding sources of inventory
- Finding prospective

customers

- Setting up mailing and shipping systems

Each of these goals can be broken down into smaller steps. For example, steps to developing a



website would include:

- Choosing a domain name for your website
- Registering the domain name
- Finding a web hosting company
- Finding a web designer, website development company or website templates to create your website
- Determining what elements your website needs and how they will be laid out
- Choosing shopping cart and inventory

software for your website

The more detailed you can be in laying out each step to startup, the better. For example, "Choosing a domain name" could be broken down into even smaller steps:

- Brainstorm domain names by myself
- Brainstorm domain names with friends and family
- Choose top five to 10 domain names
- Visit domain registrars to see which names are available
- Narrow down options and select one

### STEP 4: Choose Your Marketing Methods

Marketing spreads the word about your new business to potential customers. It includes print and online advertising, direct mail, public relations, social media, word-of-mouth and more.

Start by creating a mission statement that succinctly and memorably expresses your business's purpose, your target customers and what

differentiates your business from the competition. For example, if you're starting a children's tutoring business, your mission statement might be, "Our mission is to help children grades K-12 reach their full potential through fun, individualized instruction that develops a lifelong love of learning."

The next step is to develop a consistent brand identity for your company. Your brand is the "personality" of your business.

Visual elements such as your

logo, packaging and website design; your marketing copy; and even the marketing methods you use all help convey your brand. In the example above, the brand is educational, personalized, caring and fun. Warm, bright colors; friendly, conversational copy; and lively design will all help convey this brand.

To choose your marketing methods, ask:

- Who are your target customers? (Are they businesses or consumers? What are their

demographics?)

- What media do they use? (Do they read print newspapers or prefer online blogs? Which radio or TV stations do they tune in to?)

- Where do they normally buy products or services like yours? (Online or in stores? From big-box retailers or small independents?)

- How will you sell your product? (Online, by wholesaling to stores, through sales representatives?)



### STEP 5: Figure Out Your Finances

As a part-time entrepreneur, you'll rely on your own savings and loans or investments from family or friends to finance your new business.

Banks rarely lend money to part-time startups. Managing your business finances professionally not only helps you make the most of your precious startup funds, but also prepares you to obtain loans or investors as your business grows.



#### Projected Startup Costs

How much it will cost to launch your business, and where is the money coming from? Startup costs include equipment, inventory, legal costs (such as incorporating the business or obtaining licenses), insurance, wages and taxes.

#### Sales Projections

To project sales, figure out the units in which your products or services will be sold. Depending on your business, units could be products, hours or discrete services (such as preparing a tax return).

#### Gross Profit Margin

Your gross profit margin is the dollar amount of sales, minus the direct costs of sales. Direct costs vary based on sales volume; for example, an ecommerce's business's direct costs include shipping and handling. Indirect costs (also called fixed costs or overhead) are those not affected by sales volume, such as salaries.

#### Breakeven Analysis

The breakeven point occurs when your gross margin (sales minus cost of sales) equals your

fixed operating expenses. To calculate the breakeven point, divide Total Operating Expenses by Gross Margin (as a percentage of sales).

#### Cash Flow Statement

The cash flow statement details collections and payments – that is, cash coming into and going out of your business. Similar to a checkbook register, the cash flow statement shows your opening balance, expected deposits and withdrawals, and an ending balance for the month.

### STEP 6: Know the Rules

To stay on your current employer's good side while launching your business, here's what you need to know.

#### Terms of Agreement

If you signed a contract or employment agreement when you were hired, review these documents. (They should be in your employee manual, which you should also review). You may be prohibited from starting a competing business or soliciting your current employer's clients.

Your employer may even claim ownership of your business or product if the idea was developed on company time, using company resources or while you worked for the company. If you're uncertain about your legal rights, consult an attorney. Breaching terms of employment could put your job and your new business at risk.

#### To Tell or Not to Tell?

Should you tell your employer



you're starting a business? In most cases, it's wisest to keep quiet. Your boss might assume that you'll quit soon, that you're less dedicated or that you're

expendable if he or she knows you have a business of your own.

In addition, it's best not to mention your new business to your coworkers.

Don't ask co-workers to buy products from you or refer clients to you. Rumors travel quickly, and gossip from co-workers could spread and harm your reputation.

#### Do the Right Thing

Never use your current

employer's time, premises or equipment to work on your startup. This applies not only during work hours, but after hours as well. You can't work at your desk from 9:00 to 5:00, then work on your business until midnight just because you're "off the clock." Nor should you use employer-provided computers, tablets, smartphones, networks or email accounts to do anything related to your business. Your current employer can legally access these devices and communications.

### STEP 7: Set Up Your First Office

Your home is the logical place to set up a part-time business – but first, find out if your community is zoned for home-based businesses.

Many communities restrict or prohibit:

- Storing hazardous materials
- Creating nuisances (noise, odors, waste)
- Doing business outside
- Modifying a home's structure or adding signage
- Creating traffic
- Taking up excessive street parking with delivery, customer and employee vehicles, or commercial vehicles

Stay in your neighbors' good

graces by keeping your business as unobtrusive as possible.

#### Find Your Space

Take the time to create a home office space that fits your needs.

■ **Do you need to meet with clients at home?** You'll want a separate office (such as a converted garage or guest house) or a room with an outside entrance.

■ **Do you need to make products or package items for shipping?** You'll need plenty of space to spread out, or you may want to consider having your shipping services outsourced to a shipping expert if your product category or volume requires it.

■ **Do you need inventory or**

materials? Make sure you have a secure space to store them.

If you don't have a spare room, create a separate workspace by curtaining off a corner of the bedroom, screening off a spot in the dining area or buying a desk armoire for your business. Separating business and personal space helps you and your family see your startup as a real business, not just a hobby.

#### Business Equipment and Services

You probably have some of the equipment you'll need to run your business, such as a computer, printer and smartphone.

It's best to have a computer just for your business so you don't risk

your kids accidentally deleting key client files. An all-in-one printer that scans, copies and faxes is an affordable printing solution. Or, save on startup costs by handling printing, faxing and copying at a business service center.

If your equipment needs

are more specialized, talk to a SCORE mentor who can help you prioritize your purchases and find affordable sources of equipment, such as liquidators or equipment leasing companies.

#### MEET AND GREET

If you need to meet with clients, but don't have space for a separate office at home, search online for executive suites or co-working spaces where you can rent conference rooms on an as-needed basis.





Need to advertise your business on this special Pybus Market Page?  
Call your advertising executive for more details.

Carol - 548-5286  
Lindsay - 860-7301  
Ruth - 682-2213

### Pybus January Events

- Sunday, December 31, 2017 – Happy New Year New Year's Eve Free Concert, 7 p.m. to 9 p.m. and 10 p.m. to Midnight; Apple Drop at 9 p.m. and Midnight
- Pybus Market Closed New Years Day
- Tuesday, January 9
- Seattle Mariners Visit, 4 p.m. to 5:15 p.m.
- Sunday, January 14
- Empty Bowls Community Bowl Painting



7 North Worthen,  
Pybus Market

509-667-ROSE (7673)  
fullbloom@charter.net  
www.wenatcheefloral.com

**Fire**

**WOOD OVEN PIZZA**

proudly serving **cured** artisanal salumi

**FRESH ~ HOT ~ LOCAL**

gelato • espresso • crespelle

**ICE**

PROUDLY SERVING *Viadolce* ARTISANAL GELATO

CONTINUED FROM PAGE 23

### STEP 8: Business Licenses, Taxes and Insurance

Choose the legal form of your business with an eye to future growth. Your options include sole proprietorship (one individual owning and operating the business) or partnership (two or more individuals owning the business). These simple forms of business are fine for most startups' needs.

However, you should also take the time to understand other options, including the C corporation, S corporation and limited liability company (LLC). In these more complex forms of business, the business is a separate legal entity independent of its individual owner/s. While these forms of business have more paperwork and legal requirements, they provide important tax and liability advantages that can protect your personal assets. They



can also make it easier to attract investors as your business grows.

#### Licenses and Permits

Every business must register for a business license either in the state where it does business (for LLCs and corporations) or the county of residence (for sole proprietors and partners). Registration fees are typically less than \$200; you'll also pay annual renewal fees.

Depending on your industry, you may also need state, county and/or municipal licenses. Visit your state, city and county websites for more

information.

#### Tax Time

You can deduct many of the costs associated with starting a business when you file your taxes. Deductible business expenses include:

- Equipment and furnishings
- Office supplies
- Business travel, entertainment and meals
- Mileage traveled for business purposes
- Health insurance

If you want to take a home office deduction, 1) your home must be your principal place of business and 2) the part of the home you deduct must be used exclusively

for business. In 2014 the IRS introduced a simplified home office deduction option that streamlines recordkeeping. Get details by visiting IRS.gov and searching for "home office deduction."

Keep detailed expense records; this simplifies accounting and protects you in case of a tax audit. Talk to an accountant or tax

preparer to make sure you're filing your business taxes correctly for your form of business.

#### Business Insurance 101

Most homeowners' or renters' insurance policies don't cover business equipment or furniture. If your equipment is minimal, such as a computer and printer, adding a rider onto your homeowners' coverage may be sufficient. However, if you have a separate office space, store inventory at home or have customers or suppliers visit, you will need additional protection.



New name, same great treats!  
Specializing in local and seasonal pairings.

Thursday evening from 3 - 7 p.m.,  
and Saturday morning from 8 a.m. - 1 p.m..

*A cheese for every season!*



Open at Pybus Market  
M-F from 10:00 a.m.-6:00 p.m.  
Sat 9 a.m. - 6 p.m., Sun 10 a.m. - 5 p.m.  
Call 888-9930 or see us online  
at [www.cheesemongersshop.com](http://www.cheesemongersshop.com)

### STEP 9: Invest in Your Image

If you want people to take your startup seriously, you must present a professional image.

Fortunately, technology makes it easier than ever to give the impression that your business is bigger, more established and more successful than it really is.

To create a professional image:

■ **Get a full-service business mailbox.** When your business is run from your home, a full-service mailbox gives your business a professional mailing address, as opposed to an obviously residential one like 22 Cherry Tree Lane. I

■ **Obtain a separate phone number for your business.** Smartphones typically let you host more than one number on a

phone. Record a professional message on your business voicemail.

■ **Set up a separate email address for your business.** It's best to use an email affiliated with your website domain (such as yourname@yourbusinessname.com), but using a Gmail address is widely accepted as well.

■ **Invest in professionally designed and printed business cards, brochures, fliers, letterhead and marketing materials.** Business cards or letterhead printed out on your computer create a low-budget image you want to avoid. Visit your local print shop or business service center for help with your printing needs.

■ **If you sell or ship products, quality packaging makes a**

**big difference in how customers perceive you, and can even enable you to charge more than you otherwise might.** Pay attention to everything from the box your products ship in and the padding inside to the color and fonts of the label on the outside.

■ **There's nothing less professional than losing an important document.** Ensure you always have key data or customer files accessible by using cloud

storage options to securely store your data online. OneDrive, Dropbox and Google Drive are popular options for small business use.

■ **Last but not least, invest in yourself.** If your new business involves meeting with clients, make sure you are well groomed, dress professionally and carry quality accessories.

Keep the vehicle you use for business clean inside and out.



## 10 SMART STARTUP IDEAS

Looking for a business idea? The following businesses don't need a commercial location and can easily be run from home.

Any meetings with customers can take place in the early mornings, evenings or on weekends, at their homes or businesses.

1. **Ecommerce website**
2. **Tutoring service**
3. **Children's extracurricular activities (i.e., language, art or music lessons)**
4. **Catering business**
5. **Housecleaning/home services**
6. **Personal training**
7. **Interior decorating**
8. **Writing/editing service**
9. **Pet grooming**
10. **Photographer**