

WENATCHEE BUSINESS JOURNAL

ncwbusiness.com

A PUBLICATION OF NCW MEDIA INC.

AUGUST 2017

VOLUME 31, No. 5/ \$2



GARY BÉGIN/WBJ

Umpqua Bank donates to YWCA housing programs

Umpqua Bank donated \$2,500 to the YWCA of North Central Washington July 21 at the charitable organization's Wenatchee headquarters. The Umpqua Bank Charitable Foundation believes there is an integral connection between educational success and economic prosperity," said Umpqua Assistant Vice President and Store Manager Paul Gunn. Pictured from left are Umpqua Vice President, Retail Area Manager Nicalee Smith, YWCA's Kristina Fry, YWCA Housing & Operations Manager Chyvonna Torres, YWCA's Katie Schafer and Gunn. Gunn and Smith drove from Brewster to present the oversized symbolic check to the YWCA staffers and said the money was earmarked for support of the housing programs run by the YWCA Wenatchee office as it is the central hub for services offered in Grant, Okanogan, Chelan and Douglas counties.

Bookmark Tours is a moving experience

By Gary Bégin

Jeremy Waters has five daughters and a wife, is fighting bladder cancer, broke his back a few years ago, but still somehow managed to pull his life together to reinvent the wheel. The wheel Waters reinvented is an 11-passenger diesel-powered 2015 Mercedes Benz Sprinter that he fondly calls "my car."

"I researched all types of business ideas and wondered what I could do to feed my family and make a living," Waters said.

"I have already conducted four wine tours around Lake Chelan," Waters said "and my favorite hiking area is 8 Mile Lake and anything to do with the Icicle

three investors own 16.3 percent apiece, he said.

He started out by personally introducing himself throughout wine country to every winery and making sure he was known and welcomed to bring groups to them from Wenatchee or wherever they came from.

His company charges less than \$900 for a group of 11 to go on a six-hour wine tour, or a shuttle trip to the West Coast or on hikes around North Central Washington. Once



GARY BÉGIN/WBJ

Jeremy Waters poses by his prized possession, an 11-passenger Mercedes.

Then, just a few months ago in June, Waters thought he like to get together with other families and other cancer survivors and just have some fun touring this beautiful country we call Chelan County. Thus began Bookmark Tours.

River. Waters and his family, daughters aged 7 - 22, live in Wenatchee, but he gets around in his 'Benz that he bought with help from several investors that chipped in to buy the fledgling tour company a website presence (Bookmarktours.com), business cards and a social media footprint as well.

Waters was in construction when the accident happened that literally landed him on his back.

When he was younger he was deeply involved in martial arts, but persistent injuries doomed his career and legally blinded him in one eye. That issue caused him to be rejected when he tried to join the military. Little did he know at the time he would get cancer later in life.

Today, he is a self-described cancer survivor and shuns chemotherapy or radiation therapy.

While recovering he decided to radically change his diet and eat raw foods like greens and drink juices and immune system building foods, and foods that help detoxify his body.

"Less than \$100k was used to put everything in place," Waters said. Waters maintains 50 percent control of Bookmark and the

at the winery, tour members are responsible for their own drinks or food. Bookmark also offers four-hour tours. Then there's the hiking.

"I am a Class 1 hiker," Waters said, "I don't do rock climbing or anything like that, but the main idea is to get bosses and workers together or families together in the outdoors. Hiking together and/or touring as a company helps boost morale, according to Waters.

Bookmark charges \$75 per person with a minimum of four people or at least \$340 for the basic charge, but bigger is better and the rates decrease when more people join the fun.

"I'm not just selling a product, I'm selling an experience," Waters said. "I want people to think back on their time with Bookmark as a memorable episode in their lives and to tell friends we are not just a taking folks on a typical tour.

Whether you and your group are interested in wine, hiking, a shuttle to Seattle to see the Seahawks or Mariners or other special events like a bachelor/bachelorette party, to book a tour with Bookmark Tours, call Jeremy at 509-888-2172 or email him: rawgrub2016@yahoo.com.

Lake Chelan gets world class marina

By Erin Rossell

CHELAN – Just a few short months after the ground breaking on Sunset Marina, Scott McKellar and crew are approaching the completion of the first phase in the newest Lake Chelan attraction. The marina portion of the phase has been completed and was celebrated with a grand opening on July 1 and 2, offering free bar-b-que and onsite tours to the public.

The \$14 million project broke ground in April, and has progressed rapidly. The 168-slip marina has been completed and nearly 70 percent of the

24, 30, and 40-foot slips offered have already been sold. The environmentally conscious marina offers convenient amenities such as water and power stations, solar

lighting at each slip, and LED lit ramps, as well as oversized cleats and pilings to ensure sustainability and security.

At the time of interview with Sunset Marina staff, one slip owner offered his testimonial and appreciation for the size of the alleyway between slips, acknowledging difficulties maneuvering in other marina's slips in the past. The marina is open year-round, and able to safely moor boats throughout the seasons with the use of floating slips, which will rise and fall with the changing



ERIN ROSSELL/WBJ

Co-owner, Scott McKellar (left), Homeowner Association (HOA) Manager, April Boosinger (center), and Dockmaster, Mark Evans (right) stand at the entrance of Sunset Marina, Wednesday, July 19, in Chelan.

SEE SUNSET MARINA, PAGE 20

Sangster motors 509-662-6134
Caring about your family is what brings you back to ours!
Ninth & Miller, Wenatchee
www.sangstermotors.com

YOUR **GMC** HEADQUARTERS



IN THIS ISSUE

Vet owned business	7	Business Opinions	19
BNCW Member Messenger	11-14	Business Bookshelf	21
Keeping Up With People	15	SBA Page	23
Real Estate	17	Pybus Market Page	24

GUEST OPINION



Pam Brulotte's "Beer" Commentary
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



Reichert, Murray, Cantwell introduce bill to support jobs, help U.S. ports compete



DAVE REICHERT



PATTY MURRAY



MARIA CANTWELL

WASHINGTON – Reps. Dave Reichert (WA-08) and Senators Patty Murray (D-WA) and Maria Cantwell (D-WA) introduced bipartisan, bicameral legislation to reform the outdated Harbor Maintenance Trust Fund (HMTF).

The Harbor Maintenance Trust Fund Reform Act of 2017 would make sure all of the money collected through the Harbor Maintenance Tax (HMT) each year is returned directly to ports in order to improve infrastructure and keep ports competitive.

Currently, the HMT is not collected or spent in a way that ensures ports can continue to compete on a level playing field. Some ports, including the Ports of Seattle, Tacoma, Los Angeles, and Long Beach, receive just pennies for each dollar contributed to the HMTF from cargo unloaded at their ports.

As so-called “donor ports,” they don’t receive the necessary investments they need to remain competitive.

In recent years, U.S. ports have seen ports outside of the country target and capture U.S.-bound cargo in part because of the cost advantage of not charging the HMT.

The legislation introduced today would address these inequities, enhance economic competitiveness, and support jobs in Washington

state and around the U.S. by ensuring donor ports can access funding for port infrastructure and rebates to shippers transporting cargo through their ports rather than routing cargo through Canada or Mexico to the U.S.

“As one of the most trade-dependent states, strong ports are critical to Washington’s local economy,” said Rep. Reichert.

“For too long, our ports have been put at a disadvantage - contributing much more than their fair share to the Harbor Maintenance Trust Fund and facing the loss of cargo to foreign ports because of the Harbor Maintenance Tax. By increasing funding for rebates to shippers, the Harbor Maintenance Trust Fund Reform Act will help level the playing field supporting jobs and communities in Washington.”

“For far too long, federal funding for seaports has been inadequate and unfair to donor ports like the Port of Los Angeles which contributes far too much into the Harbor Maintenance Trust Fund than it receives,” said Rep. Barragán.

“I am proud to partner with Congressman Reichert in this bipartisan effort to provide equity and more funding for operations and maintenance at our nation’s seaports, enhancing

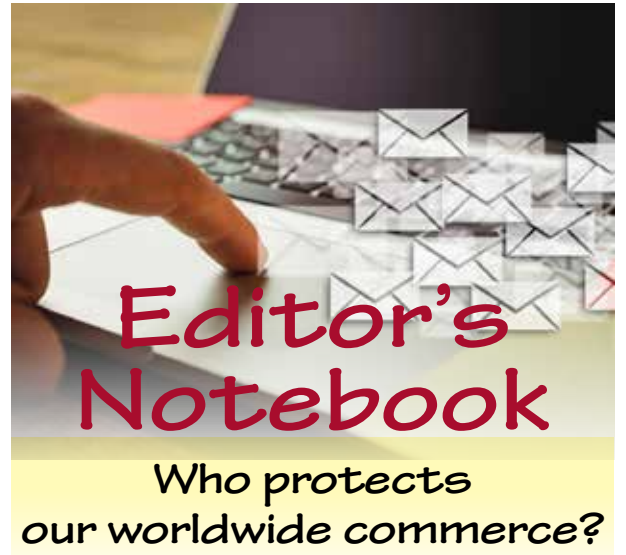
economic competitiveness and creating good-paying jobs.”

“For more than a decade, a number of U.S. ports have been operating at a competitive disadvantage, which is a drag on our economy and on thousands of good-paying jobs,” said Sen. Murray.

“The bipartisan bill we are introducing would be a critical step toward restoring investments in our ports, jobs, and economic development in Washington state and around the country.”

The Harbor Maintenance Trust Fund Reform Act of 2017 would:

- ◆ Establish full use of the Harbor Maintenance Trust Fund each year with interest by creating a direct spending mechanism for the HMTF;
- ◆ Ensure HMTF funds collected are allocated fully and more equitably by establishing a set-aside for donor ports;
- ◆ Address the issue of cargo diversion by increasing investments to donor ports to provide rebates to shippers transporting cargo through their ports or for port infrastructure needs;
- ◆ Support operation and maintenance at our small ports and harbors by updating the baseline for the set-aside for small ports; and
- ◆ Better meet our nationwide harbor and waterway needs.



Who protects our worldwide commerce?

They were from 19 to 37-years-old. Our children and grandchildren ought to be told of their sacrifice.



Gary Begin

They were the seven sailors that were killed by a Japanese cargo ship in June while sleeping on their ship, a destroyer that tirelessly patrols the oceans of the world keeping our shipping lanes free and open to the world’s commerce.

Yet commerce and corporations are bad things in the eyes of too many. Those Americans need to be educated. Without men like these watching our backs, Little Johnny and Little Jane would not have the frivolous luxury of demanding another app for their over-priced smart phones.

Xbox and the latest model of Kia would not be in America, but still somewhere in Asia.

As it turns out, the destroyer apparently ignored warnings by the cargo ship to get out of the way. It is just another example of how “real” reality actually is. People are human and mistakes happen and the consequence in this case was death.

The real “Magnificent Seven” are heroes in my book. They are not the stuff of Hollywood, but the wool and warp, the salt of the earth, that is America’s all-volunteer military.

They deserve the thanks and respect of the nation. Perhaps a national day of remembrance. Johnny Depp is just an actor. Madonna is just a singer. Jimmy Fallon a mere talk show host. Yet our kids and grandkids

praise these folks like they were the cat’s meow.

Most kids know the latest hip-hop lyrics, but not the national anthem.

Why don’t we all take a breath, look around, then realize everything you see and everything you are “free” to do is only “free” because of those sailors who were willing to literally die for their country.

Go ahead and send the kids and grandkids to the college of their choice with your money, but before they start the fall semester, teach them to respect the country that allows them to go there and allows institutions of “higher learning” to even exist in the first place.

It is called gratitude for what they have. It is called love of country. It is called patriotism. Hope you all had a happy 4th of July and a great BBQ and took time to remember those who couldn’t be there to share the fun.

The cliché is actually spot on: Freedom isn’t free. We as citizens, owe these men a debt of thanks. We as businesspeople owe these dedicated folks an even greater debt of gratitude. RIP Magnificent Seven, RIP.

Here are their names:

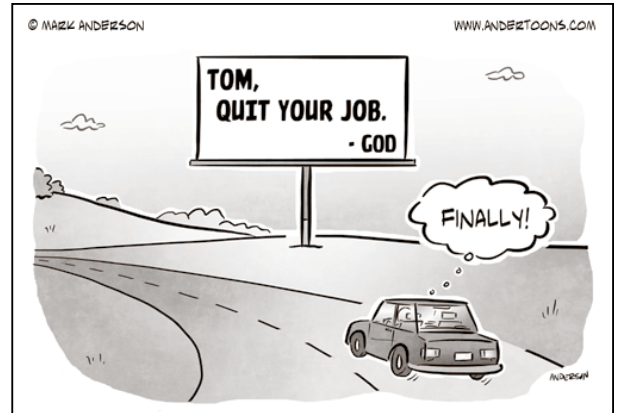
- Dakota Kyle Rigsby, 19, Palmyra, Virginia;
- Shingo Alexander Douglass, 25, San Diego, California;
- Ngoc T Truong Huynh, 25, Oakville, Connecticut;
- Noe Hernandez, 26, from Weslaco, Texas;
- Victor Ganson Sibayan, 23, Chula Vista, California;
- Xavier Alec Martin, 24, Halethorpe, Maryland;
- Gary Leo Rehm Jr., 37, Elyria, Ohio.

LAKE CHELAN AREA FOR SALE RENTAL CABIN PROPERTY

- 16 Turn-key Cabins, 10 less than 4 years old.
- Large office Common area building.
- Pool, Cabana and bathhouses.
- Also 3 bedroom, 2 bath, 2 car attached garage home.
- 2015 F250 4x4, 2014 ATV and Snow mobile plus all to run resort.
- Property manager.
- All on 32 acres with outstanding privacy and views.
- By Echo Valley Ski and Tube hill and Echo Ridge year round trails.
- Original owner 16 years and Licensed Broker Tim.

• New investment Price **\$1,399,000.**
Time to sell, new eyes needed.
• All septs just pumped & certified. Water tested.

Call Tim for a Tour 509 670-8467.
Excellent cash flow, records. see www.ChelanRentals.com
Broker/Owner - Tim at Chelan Realty 509-670-8467



Leavenworth's landmark Tumwater Restaurant loses lease

By Ian Dunn

LEAVENWORTH - The Tumwater Restaurant is gone. That is a tough one, especially for the locals who have grown up with the restaurant, working there, dining there, celebrating there. After decades in business, the Tumwater Restaurant was forced to close its doors last month, a shock to many in the community.

Sandy Owens Carmody has owned the restaurant since 1987. She bought it with her ex-husband. After they divorced in 1995, she took out a bank loan to buy out her husband's interest and become sole owner. It was a tough time, she remembers, because of the '94 fires.

"The restaurant has always had the iconic reputation in the valley. Folks would come go dancing. There was bowling downstairs. It's tremendously sad for me and my team, but it really has been one of those iconic businesses in the Wenatchee Valley," Owens-Carmody said.

When she first bought the restaurant, the building was going into foreclosure. Folker Maninger bought the building and gave it the Bavarian theme. Bob Duncan built the overhang roof, Herb Scraml did the paintings on the outside and the late Chet Endrizzi did all the signage.

Owens-Carmody was very appreciative of Maninger's work to maintain the building over the years. "Folker did the major remodel in '92-'93. They were part of the community, donated time to festivals, just did all kinds of things. As time went on, Folker listed the building in 2001-2002, a Seattle man bought the building. That was our first absentee owner," she said.

As turned out, when that first out-of-town owner took over, the difficulties began. "If they don't live in a community, they're not invested in it. They are in it for them and to make money. That is not to sound mean. There are many people in this town who have businesses in buildings that are going through difficulty. Even when we have a huge fire, the person who owns the building is still getting their rent. The person taking the impact is the business owner," Owens-Carmody said.

The people that own the building now are Eric and Kathy



IAN DUNN/WBJ

Beckes of Mercer Island.

"It appears their intention is to be absentee owners. It's unfortunate because if you want to have a building in this town, we're a four season town. We're busy. You have to do the

"It appears their intention is to be absentee owners."

— Sandy Carmody

maintenance and do the upkeep. You can't expect your businesses to be running the show," she said. "Particularly from 2005 to 2015, we were home alone, so

to speak. That is just a really sad way to run a building. This is my opinion based on what I've lived. I'm not trying to slam anyone. Unless you are physically someplace, you can't understand what is going on."

Owens-Carmody said they listed the

restaurant for sale in 2015 mainly because of the terrible amount of deterioration that was going on at the building. With no sale forthcoming, she said they fully planned on renewing their lease and started discussions with the Beckes on that 20-months ago.

It seemed everything was going well. Out of the blue, they were informed by mail the lease would not be renewed.

"I had it listed through that year, then these folks bought the building. They assured us they would fix it up. They wanted everyone to do well in the building. They just want to be good landlords. We believed them. Call it naive. Call it too trusting. That is how my husband and I feel. I feel

so stupid," she said.

It really did not come down to money, she said. "We never thought for a minute they were not going to renew our lease. We had a 4-and-a-half hour meeting with them in January of 2016, 20 months ahead of the deadline. My only worry was how much they were going to increase the rent. I wonder how we were going to afford that," Owens-Carmody said. "Since being closed, this person told me they were contacted by them about renting this spot. It's really hurtful this was all going on behind our back. Why not just be honest? They want to see a fancier restaurant in there or whatever their vision."

Tumwater is a family style restaurant, she said.

"We're not on the caliber of Visconti's or the Watershed Cafe. We've always been a locals' place, family restaurant. A lot of people in the valley have good memories there. They come during the holiday season or birthdays. That was the niche we filled. You need something for everybody and that's what we tried to do," Owens-Carmody said.

Owens-Carmody said they received the letter on April 3. There was no call, no conversation.

"It's frustrating to have a

SEE TUMWATER RESTAURANT, PAGE 10



When your bank bases its decisions solely on your unique, long-term needs.

That's **Watrustology**
Wisdom. Vision. Passion. Strength.

Learn more at watrustology.com

Steve Clive | 509.884.9875 | NMLS# 796307
Commercial Banker

Washington Trust Bank
Member FDIC





Chelan PUD fleet ranks in top 100 nationwide

Chelan PUD press release

The National Association of Fleet Administrators, an industry trade association, announced 2017 top performers at its annual conference held in Tampa, Florida. Judging was based on an application completed by the PUD and reviewed by peers, best practices and site visits by industry judges.

Some of the factors that contributed to the award recognition included:

- Overall availability of vehicles in the fleet – the PUD had a 99 percent availability on critical equipment – well above industry standard

- Reduced emissions due to use of biodiesel fuels

- Overall stewardship and maintenance of the fleet

- Personal accountability by Fleet personnel to ensure efficiency and cost savings by doing more work in-house rather than outsourcing it.

Judging included performance factors such as: accountability; use of technology; collaboration; creativity; evidence of a high-trust culture; overall performance; operational costs; doing it right the first time; staff development; and resource stewardship.

“We maintain 329 road vehicles and more than 531 additional assets that support the District including cranes, marine vessels, snow cats, backhoes, parks equipment and the like,” said Lance Knudtson, Fleet Services supervisor.

“This is a significant industry recognition for our team and it demonstrates how much effort and pride they put into the work they do every day on behalf of customer-owners. Our technicians are trained to work on the District’s specialty equipment unique to our industry.

Seeing our trucks roll up when there is an outage or service emergency in reliable equipment is something our customers count on... and our fleet crew makes it happen.”

This is the first year the PUD Fleet group has earned this distinction and demonstrates the commitment of all employees to live the goals of the District’s strategic plan by doing the best for the most for the longest period of time.

The PUD has made it a priority to invest in its assets and its people in order to create value for customer-owners.



Chelan PUD commissioners continue support for public power benefit projects

From a Chelan PUD news release

Chelan PUD commissioners in June affirmed support for Power Benefit project funding for the rest of 2017 and for 2018.

Board members allocated \$4 million for 2018 that includes \$2.5 million for fiber network expansion and continuing the day use parking pass for PUD parks managed by the state.

Board members also continued support for funding three hydro research projects to improve operations, better predict unit conditions and outages and identify research opportunities. They allocated \$250,000 from remaining 2017 funds and \$250,000 from 2018 funds.

In earlier discussions, commissioner heard that in addition to the value for the PUD and customer-owners,

the hydro research projects are attracting interest from other hydro operators. City of Wenatchee and Port of Chelan County officials also support the projects for potential benefits to the local economy if the work attracts new firms to the area.

The project began with an initial allocation of \$250,000 in 2016. Earlier this year, Kirk Hudson, Generation and Transmission managing director, said focusing on two areas – improving data analysis and developing sensor technology – is expected to put the District in a much better position to identify research opportunities and assess the feasibility of a hydro research institute locating in Chelan County.

Commissioner Garry Arseneault, said the research projects are an exciting use of technology

that reflect the PUD’s vision to be an innovative utility.

Also allocated is \$1 million from remaining 2017 funds to renovate Rocky Reach Visitor Center’s fish viewing area. Plans include new windows that are double the size of the originals and a new exhibit on the “anatomy” of a river from bank to streambed, plus building work to improve safety. Visitor Services Manager Debbie Gallaher said the work will be the first major improvements for the center since it opened in 1963.

In other June business commissioners:

- Honored long-time Visitor Center and community volunteer Jack Pusel of Monitor. The great-grandson of Monitor pioneers, Jack and his wife, Nadine, moved to the area after he retired. He got involved in the community, serving on the Monitor Community Council

and becoming Rocky Reach Visitor Center’s first regular volunteer. In 11 years he has led hundreds of dam tours and taught “the wonder of hydropower” to thousands of students. He and his wife also portrayed his grandparents in the living history program, “People of Our Past.”

- Congratulated the PUD Fleet group on being ranked in the top 100 in North America out of some 38,000 public agency fleets. 2017’s top performers were announced at the National Association of Fleet Administrators annual conference in Florida. Judging was based on an application by the PUD and reviewed by peers, compared with best practices and judged on site visits by industry experts. “This is a significant industry recognition for our team and it demonstrates how much

SEE CHELAN PUD, PAGE 5

Need to apply for a loan?

Let us help you keep it local!

BUSINESS | REAL ESTATE | PERSONAL | HOME EQUITY | AUTO



Alex Cruz
NMLS ID# 788510
Cashmere
782-5496



Josh Price
NMLS ID# 1204653
Cashmere
782-2184



Russ Jones
NMLS ID# 782061
Lake Chelan
682-2969



Kellen Parton
NMLS ID# 1273162
East Wenatchee
884-9850



Steve Lee
NMLS ID# 800164
Wenatchee
665-7840



Mike Kintner
NMLS ID# 592439
Wenatchee
665-1094



Claudia De Robles
NMLS ID# 790042
Wenatchee
665-9960



Xochitl Velazquez
NMLS ID# 1547094
Wenatchee
665-1095



Gary Waunch
NMLS ID# 785244
Leavenworth
548-2905



Darrin Rylaarsdam
NMLS ID# 785142
Leavenworth
548-2903



Kimmy Bonjorni
NMLS ID# 845599
Leavenworth
548-2902



Equal Housing Lender, Member FDIC

www.CashmereValleyBank.com

Se Habla Español



FREEDOM FOUNDATION *BECAUSE PEOPLE WANT TO BE free.*

WSDOT workers decertify union

Freedom Foundation press release

OLYMPIA - Washington state collective bargaining laws make it easy for unions to organize public employees, but difficult for the employees to ever change unions or decertify. However, with the Freedom Foundation's assistance, a group of state workers in the Real Estate Services Division of the Department of Transportation (DOT) managed to do just that in April.

For many years, the bargaining unit of about 80 people had been represented by Professional and Technical Employees Local 17 (PTE 17).

Recently, however, employees began to question the value of the union's representation.

"Many of us simply felt like the service we were getting from the union wasn't worth the dues we

paid every month," said employee Michelle Newlean, who filed the decertification petition. "When we brought our concerns to the union, too often we were met with eye rolling and insufficient answers."

Newlean and a number of her co-workers wanted to decertify PTE 17, but weren't sure how to go about it. Unlike political elections, current state law doesn't provide public employees with the ability to regularly vote on their union representation.

Instead, the employees have to initiate an election by gathering signature cards calling for a vote from at least 30 percent of the bargaining unit. All the signatures and paperwork must be submitted during a 30-day window period once every contract cycle — in this case, every two years. If successful, the state Public Employment Relations Commission (PERC) will



conduct an election.

While union lawyers are intimately familiar with the process and know how to fight a decertification effort, employees are left to try and navigate a foreign process on their own.

That's why Newlean and her colleagues reached out to the Freedom Foundation for help.

"The Freedom Foundation was indispensable in helping us understand how to decertify," she said. "They guided us through every step of the way and made a process that can be somewhat confusing and intimidating far more manageable. Their support really made the difference and allowed us to get rid of a union that we felt no longer represented our interests."

After gathering the

colleagues, union organizers can utilize the "cross check" process to attempt to pressure individual employees to sign union cards one-on-one. If they can gather cards from a majority of the bargaining unit, the union can be recertified as the exclusive bargaining representative automatically, without a secret-ballot vote.

Still, as of April 17, PERC withdrew PTE 17's certification and the bargaining unit is currently union-free.

Even though they are no longer union-represented, the DOT property acquisition specialists are still covered by an array of workplace protections provided in Washington's Civil Service laws (Chapter 41.06 RCW) and regulations (Title 357 WAC). Their salary schedule is no different than it was under the union and any raises will still have to be awarded by

the state legislature.

While it is possible for employees to change unions or decertify under current law, much more needs to be done to give public employees more control over their workplace representation and make unions behave less like unaccountable monopolies. One such reform supported by the Freedom Foundation would require PERC to conduct automatic union elections for public employees every few years.

After experiencing it firsthand, Newlean agrees the process could be improved to give employees more control. "I'm not categorically opposed to unions," she noted, "but they need to be more accountable to the workers they're supposed to represent."

The Freedom Foundation is a member-supported, West coast think and action tank promoting individual liberty, free enterprise and limited, accountable government.

Chelan PUD commissioners continue support for public power benefit projects

Continued from page 4

effort and pride they put into the work they do every day on behalf of customer-owners," said Lance Knudtson, Fleet Services supervisor.

• Joined the city of Wenatchee and Chelan County in proclaiming June 29 "Julio Cruz Day in Chelan

County." The speedy second baseman for the Seattle Mariners in the late 1970s and early '80s will throw out the first pitch at PUD Night at AppleSox on Thursday after spending the day helping with a youth baseball clinic, meeting community leaders and spending time on the field pre-game with AppleSox

players. "The Cruz" held the team's career record of 290 stolen bases for 25 years until Ichiro broke it in 2008. Julio was inducted into the Hispanic Heritage Baseball Museum Hall of Fame in September 2004. He's now a commentator on the Mariner's Spanish-language broadcasts.

• Authorized up to \$2.1 million for insurance premiums for 2017-2018. Ron Gibbs, insurance and claims manager, said a favorable insurance market and minimal claims history allowed the PUD to increase general liability coverage by \$25 million while lowering premiums an estimated 5.5 percent.

Chelan PUD's Wright to make \$345k-plus with new contract

Chelan PUD Press Release

Acting a year ahead of General Manager Steve Wright's five-year contract end, Chelan PUD Commissioners unanimously approved a new three-year contract that would run from Sept. 3, 2018, through Dec. 31, 2021. Wright's base annual salary of \$345,547 was not adjusted under the new contract. A retention clause was added providing a 1% growing to 5% annual retention payment for each year Wright remains with the District beginning at the end of 2017.

Commission President Randy Smith stated, "Since we started our strategic planning process

in late 2014, we have been operating under period of time. Leading us in that effort has been our General Manager, Steve Wright. He guided us through a highly successful planning process that highlights the PUD's efforts to reach out and engage all customer-owners with openness and transparency. The PUD and the community have benefited greatly from his vision, strategy and tireless efforts on behalf of the utility's customer owners."

Smith went on to add, "Steve Wright's legacy at Chelan PUD will be his commitment to an open and transparent dialogue with the District's customer-owners, employees and many business partners

about utility priorities. Steve's vast industry experience and focus on public service best positions us to meet our mission of enhancing the quality of life in Chelan County. The Board was eager to secure Steve's continued leadership."

Wright expressed appreciation for the Commissioners' confidence in his leadership: "My family and I have enjoyed getting to know people and becoming a part of the Chelan community. It has been an honor and a pleasure to work at a world class utility that is has such a dedicated, hard-working staff. I'm appreciative of the Board's faith in me and am committed to giving my best effort every day."

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

(509) 884-0555
www.westernbuildings.com

4968 Contractors Drive
East Wenatchee, WA 98802

RESIDENTIAL • COMMERCIAL • INDUSTRIAL • AGRICULTURAL

SMITHSON INSURANCE SERVICES

Information You Can Rely On!

Kathy Z. Smithson
ksmithson@frontier.com
720 Valley Mall Pkwy
East Wenatchee

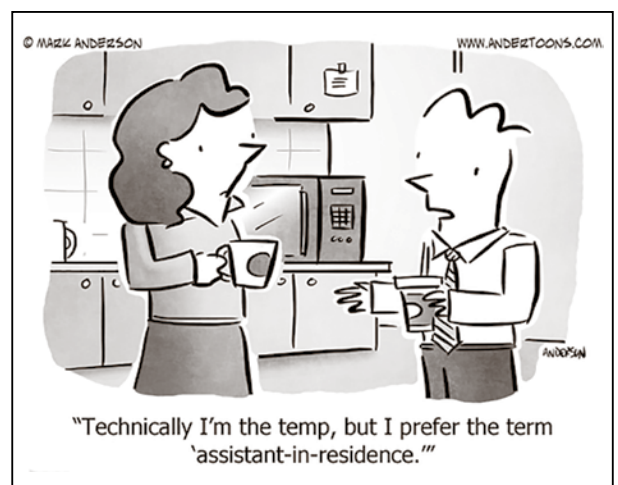
Let Kathy assist you with answers to your questions about:

- Life Insurance
- Long-term Care
- ALL Medicare Plans
- Health
- Disability And Annuities

509-884-5195
SmithsonInsuranceServices.com

“The road to success and the road to failure are almost exactly the same.”

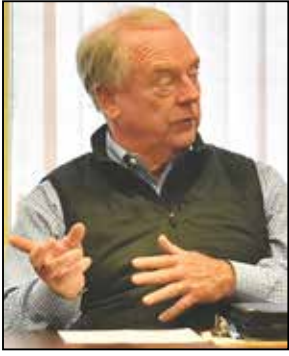
— Coltn R. Davis



LCCH plans for next three years of construction

By Zach Johnson

CHELAN - Now that the new hospital levy has passed, the countdown



PHOTOS ZACH JOHNSON/WBJ
Barry Leahy gives his advice to the LCCHC Board of Commissioners at their meeting on Wednesday, June 14.

toward construction has begun.

But before commissioners don their work boots and grab shovels to break ground a few steps have to be taken first.

The first step is to present to the Project Review Committee about the project, which will be handled by Lake Chelan Community Hospital and Clinic CEO Kevin Abel, project manager Barry Leahy and general contractor Dick Bratton on July 27.

"We'll present the application with the qualifications of the individuals working with

us, the financial piece, a schematic of what we're looking at and the reasons why a General Contractor / Construction Manager (gc/cm) is a better option for the community than the traditional design and build process," Abel explained to the LCCH Board of Commissioners at their meeting on Wednesday, June 14.

"There has been a lot of interest already in the contracting community, and most are over \$400 million annual volume," Leahy stated.

Leahy expects to have a contractor on board by

the first part of September. In the meantime, he has already solicited a number of local firms to do civil and structural landscape and mechanical and electrical design.

LCCHC also formed a facilities committee consisting of Abel, CFO Vickie Bodle, board members Mary Signorelli and Phyllis Gleasman, Dr. Ty Witt, CNO Carol Velasquez, Director of Facilities Ken Peters and Leahy to help gather and provide input from caregivers and staff for the layout of the new building.

"I think it is a wise decision

because it will be there for the next 50 years, so in the first 10 lets get it as best as we can," Leahy stated. My goal is to produce the facility for less

than we were allocated."

Construction will start mid year in 2018, which would put an end date around the middle of the year in 2020.



Commissioner Mary Murphy (right) was in favor of sending out designs to local mechanical and electrical firms to get feedback. At left is Commissioner Fred Miller.

Lake Chelan area says yes to new hospital

By Zach Johnson

CHELAN - Patience and perseverance. Those are the qualities the Lake Chelan Community Hospital and Clinics (LCCHC) have held since their first bond failed in 2006. Over a decade and two previous bond failures later, the LCCHC finally has a new hospital.

The proposition received 64.87 percent of the total 4,239 votes cast. The measure needed a 60 percent supermajority to pass.

One building in particular full of ecstatic people after the news broke was the Lake Chelan Chamber of Commerce office, which was filled with the LCCHC board members, administrators, staff and supporters from the community.

"Do you see how many people are in this room," LCCHC Board Chair Mary Signorelli said amongst the cheers in the building, "it took that plus all of the community to get on board and to make this a reality. It is great to see and as a group we have been working on this for 10 years. Finally we have the super majority."

In the hospital's previous two bond attempts they received 58 and 57 percent of the votes, so they were unable to move forward.

Signorelli attributed the difference between this vote and the past two to the hard work of the yes committee and supporting community.

"Our group of talented people were working enthusiastically to hit the social media and keep communication out there and to keep accuracy and consistently tell the truth," Signorelli explained.

"People know this is the right thing to do because we have not been consistently lying to them. When you drive and see whatever million the hospital is going to cost (on billboards) and they gets exponentially more than that as you go, and you hear ridiculous things on the radio, our community is smart and this vote is an indication of how smart we are."

The Vote-No side was not as pleased.

"Well, we're disappointed," Chelan County PUD Commissioner Ann Congdon admitted after the result came out. "I'm surprised, I thought

it would be very close or I thought we would squeak by. I thought we got the message out there that the bond proposal is a huge financial risk for the community."

Although the vote has passed, Congdon was clear she wouldn't get behind the decision.

"I wouldn't say we will switch gears, we're still going to be involved, this is just the first step and there is no guarantee they will get the USDA loan," Congdon said. "It is going to be challenging for the hospital commissioners to lead effectively with the polarization of the community."

Congdon also hinted at a possible change of leadership.

"There are two positions this fall ... hopefully people in the community who understand financial risk and fiduciary responsibility will ...run. We need new leadership," Congdon stated.

Lake Chelan Community Hospital board member and retired Judge Tom Warren, said "I am ecstatic about the passage of the bond for a new hospital."

For the time being though, the LCCHC will

go forward in obtaining the blueprints for the new facility, get certified contractors to bid on it and then send in their final application for federal funding.

"It is a relief that this step has been taken and it has been successful,"

Guy Evans, member of the Citizens for a New Hospital Now committee said. "The commissioners have work ahead of them to work with administration and not only build the building, that is the easy part, but to also lead staff and providers into the new building and

allow the caliber of the hospital to raise to a new level. Tonight represents a milestone, but the journey is not over yet."

The project will take about 12 months to get the preliminary things done and then two years for construction.



ZACH JOHNSON/WBJ

From left are: LCCHC CEO Kevin Abel, COO Brad Hankins, Wellness Coordinator Agustin Benegas, CFO Vickie Brodie, Dr. Ty Witt, pharmacist Christy Nielsen and LCCHC Board Commissioner Tom Warren celebrate after the special elections results were announced April 25.



JESSICA JOHNSON
BUSINESS ADVISOR
COMMERCIAL LENDER

"As a Yakima native, I am invested in the growth and success of businesses throughout the Valley. I work with clients to reach their fullest potential and leave a legacy that lasts for generations."

BAKER BOYER
FAMILY LEGACIES GROW LOCALLY
Yakima, Washington

JOHNSONJ@BAKERBOYER.COM
(509) 576-5784

Banking products are provided by Baker Boyer, Member FDIC and an Equal Housing Lender.

D.S. Baker Advisors provides its clients access to a broad array of products and services, including FDIC insured banking products as well as non-FDIC insured trust and investment products.

Investment products: Are Not FDIC Insured; Are Not Bank Guaranteed; May Lose Value

WWW.BAKERBOYER.COM | 909 TRIPLE CROWN WAY, YAKIMA

**Call the Wenatchee Business Journal
with your business news!
509-571-5302**

VETERAN-OWNED & OPERATED BUSINESS



PHOTOS GARY BÉGIN/WBJ

Steinburg is shown here painting an auto part in his Wenatchee body shop. He does whatever needs to be done to keep customers satisfied.

By Gary Bégin

He answered the call of duty more than a decade ago when he joined the Marines and served in Iraq 2005-2006. While in the Corps he specialized in nuclear, biological and chemical warfare (NBC), which often entailed the wearing of hot and cumbersome gear for protection. Other Marines will tell you, "NBC" is a nasty job, but a vital skill to learn for survival in the face of unethical and unpredictable enemies.

Now, when he has to, Steinburg still dons protective gear, but it's so he can paint auto parts in his Wenatchee Body and Fender shop at 126 Benton St. Being a dad, husband and veteran wasn't the end of the road for Steinburg, he still had other motivations to fulfill.

He was sick and tired of Douglas County, where he lives, not growing its tax base by not attracting new business and home development. Steinburg saw the walls placed by

Marine veteran Steinburg still marches to the drum of service on many levels

county and some local governments on developers and he'd had enough. He decided to run for a seat on the county commission to put an end to it and was elected to office last fall.

Wearing all these hats may seem burdensome to the average person. Steinburg said, "it's definitely time consuming, but you have to be flexible and organize your day."

Leadership skills he learned in the Corps "are applicable to any avenue you may choose in life." Handling diverse jobs and diverse people are two more aspects of life in the Corps, "The Marines taught me how to work with a variety of people who came from different ethnicities and geographical regions."

Steinburg now applies those lessons to helping his auto shop customers as well as the people of Douglas County.

Another common trait to all Marines is the work ethic needed to get the job done no matter what.

"Long hours, hard work and tenacity is what anyone going into business should expect on a regular basis," he said.

His advice for those leaving active military service and wanting to start their own business?

"I encourage them to at least try the experience, especially at a younger age. Go for it. The experience can be rewarding."

His advice to the next generation of vets entering the business world also comes with a gentle warning about the reality of life running your own company, "be prepared to fill in at any position when necessary."

Steinburg, on the day of this interview, was doing just that, filling in for a missing auto body paint employee. He dutifully donned his protective mask and overalls and went to work. (See photo)

Steinburg also owns another shop in Pasco, which he says is "doing good and experiencing

continued growth in the special area of commercial truck and school bus repair as well handling its usual body shop customers."

Steinburg wants all aspiring veterans to know "there are a lot of good programs out there" so they ought to take advantage of them.

As far as his role of Douglas County Commissioner? Steinburg ran on a platform of increasing growth for the county by reducing burdensome bureaucratic red tape and breaking down barriers whenever he could.

This is another area where Steinburg pauses to give a warning to those with ideas perhaps larger than public coffers will allow.

I always ask, "How is this new program or idea going to be paid for? Where's the money coming from? I am against just raising taxes to pay for everything."

Just like his business, Steinburg believes good service will cause growth and giving the best service will encourage even more people and companies to patronize his company ... and Douglas County.



Tools of the trade. Many types of paint "heads" are needed depending on the vehicle, type of paint and style desired.



Veteran-Owned Businesses

If you are a veteran or service-disabled veteran, SBA has resources to help you start and grow your small business. From creating a business plan to finding your first customer, we're here to help you succeed.

- Starting a Business
- Writing a Business Plan
- Registering a Business
- Licenses & Permits
- Laws & Regulations
- Preparing Business Taxes
- Growing a Business
- Hiring Employees
- Employee Benefits
- Marketing a Business
- Business Exporting
- Financing a Business
- Estimating Startup Costs
- Financing Basics
- Preparing for Financing
- Mentoring & Training
- Find a Business Mentor
- Online Training
- Find Local Resources
- Returning to Your Business
- Getting Veterans Back to Business Guide
- Selling to the Government
- Government Contracting Resources
- GSA Contracting Guidance

SBA Resources for Veterans

- Small Business Assistance:
- Office of Veterans Business Development
- Offers a number of programs and services to support and empower (link is external) aspiring and existing veteran entrepreneurs and military spouses. SBA

provides training and mentorship, access to capital, preparation for opportunities in federal procurement, and cultivation of connections within commercial supply chains and disaster relief assistance. Each year, SBA serves over 200,000 veterans, service disabled veterans and military spouses across the United States and at military installations around the globe.

- Boots to Business
- The two-step entrepreneurial program offered by the SBA on military installations around the world as a training track of the Department of Defense (DOD) Transition Assistance Program (TAP).
- Boots to Business|Reboot
- Extends the entrepreneurship training offered in TAP on military installations to veterans of all eras in their communities.
- Veterans Women Igniting the Spirit of Entrepreneurship (V-WISE) (link is external)
- An SBA funded program provided by the Institute for Veterans and Military Families. V-WISE includes online training, a conference that harnesses the unique esprit de corps of women veterans and female military spouses, and follow-on mentoring through a community of partners.
- The National Center for Veterans Institute for Procurement (link is external)
- Extends the entrepreneurship training offered in TAP on military installations to veterans of all eras in their communities.
- Veterans Business Outreach Center (VBOC)

- Provides entrepreneurial development services such as business training, counseling and mentoring for eligible veterans owning or considering starting a small business.
- Financing for Veteran-Owned Businesses:
- Leveraging Information and Networks to Access Capital (LINC)
- This online matchmaking service, connects small business owners with nonprofit lenders that offer free financial advice and specialize in microlending, smaller loans (SBA Community Advantage program), and real estate financing (SBA 504 loan program).
- SBA Veterans Advantage
- Guarantees loans approved to businesses owned by veterans or military spouses during fiscal year 2017 (October 1, 2016 through September 30, 2017) will receive the benefit of its regular guaranty fee reduced by 50%, when the loan is over \$150,000.
- SBA Veteran's Entrepreneurship Act of 2015
- Reduces the upfront borrower fee to zero dollars for eligible veterans and military spouses for SBA Express loans up to \$350,000.
- Deployment:
- Military Reservist Economic Injury Disaster Loan Program (MREIDL)
- Provides loans up to \$2 million to eligible small businesses to cover operating costs that cannot be met due to the loss of an essential employee called to active duty in the Reserves or National Guard.

Your Future, Planned with Care.



Brad Blackburn, CFP®
Investment Management
Retirement Planning
Financial Planning

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



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

June 2017 Wenatchee Metropolitan Statistical Area (MSA) statistics

Labor Area Summary (LAS) report:

The most current (June 2017) economic data, show that the Wenatchee MSA's unemployment rate dropped substantially from 5.1 percent in June 2016 to 4.0 percent this June. Certainly this is good news for the local economy.

In fact, the current unemployment rate for the Wenatchee MSA (Chelan and Douglas counties) is the lowest reading for the month of June since electronic records were implemented in 1990 – 27 years ago.

An analysis of annual average wage trends in Chelan County for the past 13

years (2004-2016, inclusive) shows that total covered employment rose from \$984.7 million in 2004 to \$1.62 billion in 2016, a \$635.3 million and 64.5 percent upturn.

The agricultural payroll (a subset of total covered wages) increased from \$132.7 million in 2004 to \$251.3 million in 2016, a \$118.6 million and 89.4 percent uptrend.

In 2004 Chelan County's agricultural industry accounted for 13.5 percent of total covered wages and by 2016 agricultural wages tallied 15.4 percent of total covered payroll, showing that the agricultural share of wages increased 1.9

percentage points (from 13.5 to 15.4 percent) in Chelan County during this period. Hence, the agricultural industry was slightly more influential (in terms of payroll) in Chelan County's economy in 2016 than in 2004.

July 2017 county-level employment figures and unemployment rates for Washington State's 39 counties will be released on Tuesday, 22 August 2017.

Information courtesy of: Donald W. Meseck, Regional Labor Economist

Serving Adams, Chelan, Douglas, Grant, Kittitas, Okanogan, and Yakima counties, Washington State Employment Security Department.

Rep. Cary Condotta against tax increase in new budget agreement, education funding

OLYMPIA - Just hours before the end of the state's fiscal cycle last month the Washington House of Representatives passed a two-year state operating budget of \$43.7 billion. Senate Bill 5883 was approved by a vote of 70-25.

In addition to the budget, lawmakers took action on an education funding bill that would pump an additional \$7.3 billion into K-12 education over the next four years. House Bill 2242, which passed 67-26, is primarily funded through an 80-cent increase per \$1,000 of assessed valuation in the state property tax. School districts may also enact an "enrichment levy" of \$1.50 per \$1,000 of assessed valuation.

A third measure, House Bill 2163, would enact several tax increases, including sales tax on bottled water and self-produced refinery fuels, and collection of sales tax on Internet sales. That measure passed the House, 53-40.

Rep. Cary Condotta, R-Wenatchee, voted against all three measures and provided the following statement:

"I give credit to our negotiators for the education policy in the new operating



CARY CONDOTTA

budget. However, this new budget increases spending by \$5.2 billion — a 27 percent increase over four years — and that's just too much. I question the sustainability of such a large increase in the budget.

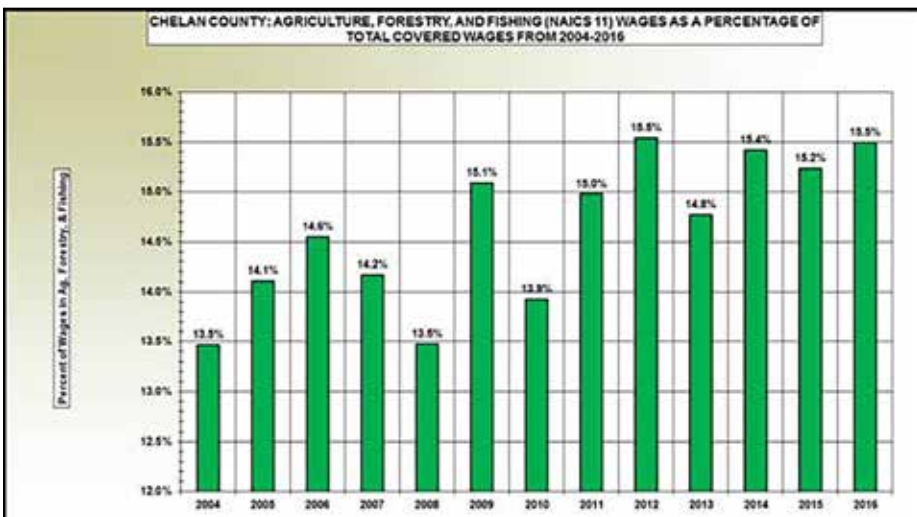
"It also enacts a substantial increase in taxes. I'm very concerned many people and small businesses across the 12th District will be paying higher property taxes under this plan. We already had \$3 billion of additional revenue coming in to the state without tax increases. This adds another \$2.2 billion in tax increases. Plus, it sweeps several important dedicated resources, such as the state's Public Works Assistance Account, which makes loans to local municipalities for important water and sewer infrastructure.

"Some are also taking a victory lap for reducing the business and occupation tax on manufacturing, bringing the rate down to the same as Boeing pays. While that is a good thing, the reduction is less than \$60 million, versus \$5 billion in new spending. We could have done better by giving all businesses the same rate as Boeing, which would have helped balance the spending.

"While there are positives, especially in the policy of education, there are just too many negatives that would hurt small businesses and people across our district. And that's why I could not support this package of bills."

Success seems to be connected with action. Successful people keep moving. They make mistakes, but they don't quit.

— Conrad Hilton



Destination San Francisco Bay Area and Beyond

FLY

WENATCHEE

WHERE WILL YOU GO TODAY?

PANGBORN MEMORIAL AIRPORT

PLEDGE TODAY

Only \$45,000 to Go!

Every Pledged Contribution Counts

Connecting Business

Connecting Friends

Connecting the World

Find out more at FlyWenatchee.com/Bay-Area-Flight or 509-663-5159

WENATCHEE BUSINESS JOURNAL

SHOP LOCAL DIRECTORY



Did you Know?

Money spent with a locally owned business generates 3.2 times more local economic Benefit than when it is spent with a chain store.

Reppas takes over at iconic Prey's Fruit Barn

By Ian Dunn

LEAVENWORTH - Retired local businessman, Chuck Reppas, has entered into agreement to lease the iconic Prey's Fruit Barn, which sits on U.S. Highway 2 east of Leavenworth.

Reppas said he has known the owner, Rudy Prey Jr. for the past 10 years. They had done some business together.

"He said he would rather just work on the orchard and not be in the Fruit Barn. I suggested to him, maybe I lease the building and the business and run the Fruit Barn," Reppas said. "He thought it was great idea so we proceeded. I retired from Upper Valley MEND and did not need to work, but this seemed like a lot of fun for me. Most of all for me, I just love fruit. It's a very easy thing for me to bring in good fruit and sell it to folks who also like good fruit."

One thing that was very important and a key part of the discussion, was keeping the name the same, Reppas said.

"I very much respect the family, the longevity of the Fruit Barn. It was established in 1979. A lot of things we want to do very similarly to the way they are being done. Having said that, we've already made a few tweaks and changes," Reppas said. "When you come in, it feels maybe more inviting because we simply took out the checkout stand from the middle and moved it to one side. The other room is a gift shop we are running called, Dilly Dallies."

Reppas' wife, Lynn, has operated the Leavenworth Quilt Company at the Fruit Barn. For Chuck Reppas, the location of Prey's Fruit Barn was important.

"I would not have done this, if not for the location. In retail, location is everything. The huge flag is our best marketing. People come all the time because of the huge flag," he said. "These are the types of things I did not want to change, like the name, the flag."

The staff consists of four people including Reppas himself. He's usually there on Monday, Tuesday and Wednesday. He said he is feeling his way through the process in terms of staffing, figuring out how much volume of customers to expect on a weekend, related to how much fruit to purchase.

"We're learning, making a few mistakes. We'll, of course, feature all local fruits. If it's not in season here, I will work with other possibilities. We had great success in the early season with a variety of melons coming out of California. They taste great and people are really enjoying them," Reppas said. "The thing that is the hardest is how much to buy, the quantity at any given time, because it is perishable. We have to move quickly. I have thrown out quite a bit of fruit that has gone bad on me because I bought too much in a few cases."

Over the years, Prey's Fruit Barn has been a seasonal business. Reppas said he would like to keep it open year round, if possible.

"I don't know if I can do this. I'm going to work on weathering the building and being open year round. There are opportunities to have intriguing and interesting types of fruit in the wintertime that aren't from here," Reppas said. "Of course, we can have apples and pears throughout the winter. We have our raw honeys that we package. Our apple cider is pressed for us. There are products we can have throughout the year. We won't have as much local fruit in the winter. Our first chore is how to weather in the building to make it work."

Rudy Prey Jr. said it was not a tough decision to lease the Fruit Barn, because this gives him more time to farm and enjoy life. He took over operating the Fruit Barn in 1996. It has taken a lot of his time over the years.

"There were a lot of



IAN DUNN/WBJ

phone calls during the day, looking for fruit. Once in awhile, I have to go get it too, so I was on the road

more than I would like," Prey Jr. said.

Prey Jr. said he had thought about finding a

manager for the Fruit Barn, but then Reppas approached him about leasing it.

"His wife was already leasing the quilt shop. I think this was great timing. We talked about it and came to terms on it. We went from there," Prey Jr. said.

Prey Jr. said there is a big learning curve for Reppas.

"If you don't have some type of background in fruit, it's tough. Retail is one thing, but fruit is a whole different game. If you make mistake, it is a perishable item, so it is a bit tougher.

There are a lot of people that come and go that want to sell," Prey Jr. said. "You have to know about the quality of the fruit, ripeness, things like that. So there is a quite a bit of a learning curve. Mom and I have been trying to help him as much as possible. I think they've been doing quite well."

Since Reppas took over, Prey Jr. said he's been able to spend more time in the orchard with his guys.

"We're making a few changes in the orchard. The last memorial weekend was the first time in 20 years that I left the farm. That was kind of nice," Prey Jr. said.



S.P.O.R.T. GYMNASTICS CLASSIC GOLF TOURNAMENT

SUNDAY, SEPTEMBER 10 HIGHLANDER GOLF COURSE

- **Registration: 11 am-1:30 pm**
 - Shotgun Start 1:30 pm
 - Putting Contest: 11 am
- Sponsor: *CrosSport Performance*
- **Closest to the Pin Awards**
- **Women's & Men's Long drive Prizes**
- **Games & Events will be held throughout the course at specific holes**
 - Hole in One Sponsor: *Town Ford Lincoln*
 - Best Dressed Teams: 1st & 2nd place
- **Dinner, Raffle & Auction following tournament**
 - Sponsor: *Crunch Pak*
 - Bid on Trip

Register your team of 4 or as an individual at sportclassicgolf.com

Presenting Sponsor





Leavenworth's landmark Tumwater Restaurant loses lease

CONTINUED FROM PAGE 3

meeting like that, then all the communication, like the parking lot being paved, seeing these people, calling, texting," she said. "They wanted to rename the mall Tumwater Mall. That sign is up on the building. In our mind, we figured we were their anchor business. There had been a lot of turnover because the downstairs locations are hard. It's like Front Street to a side street."

For a business that had been there for decades, Owens-Carmody thought a decent landlord would at least give them a year. When the doors finally closed, it was a shock to everyone. There were even flowers on the front porch, like there was a death or something.

The Carmody's hired an attorney in hopes of being allowed to operate until the end of the year. The restaurant is in its worst cash position on June 30, their best on Dec. 31.

"Let us operate through then. Let our staff operate through then, so they can make some money. We

close Dec. 31. Remodel in the winter. I do three to four times the business in December that I am doing in March and April. Their attorney fired off a letter, saying they would seek every legal obligation in court, no matter what, if we were not out by Aug. 14," she said. No conversations.

Through all the conversation we've had with Eric and Kathy. In a way, it is comical. Just so sad. I feel really stupid."

An emotional Owens-Carmody is evaluating what to do next. Owning another restaurant is out of the question unless they can also own the building.

"I know other businesses in this town dealing with landlord situations that are similar. It is heartbreaking. Going through cancer, it gives you a whole new dimension on humility and empathy. It was a huge learning curve," she said. "I'm going to miss so much of our staff."

On a given day, the Tumwater might have 18-20 employees. Through December, they'll have as many as 24. Many of the staff has been there for years.

"Kelly, my lead server,

has been with me since '95. Her sister, Jerry, is at Cascade Medical. She hostesses on the weekend or at night. Tiffany McEachern has been working with us part time for 15 years. She's a nurse in Wenatchee," she said.

"We have these people that have worked there for years. Diana Zumini was my first employee. Full time seven years, part time another 10 years. If I called her today, we are in a jam, I need a server, she would be there johnny-on-the-spot."

Most of the main staff is over 40-years-old.

"My lead breakfast cook is 49-years-old. He's been with me 18 years. These are good, hardworking people. These are the ones I worry about," she said.

As you might expect, there are two sides to every story, including the issues surrounding the closing of the Tumwater Restaurant. Building owner, Kathy Beckes, said they did not blindside anyone with the

lease. "We never told them we'd give them a new lease or extend a lease. We have never ever talked to them about an extension or renewal," Beckes said.

"The reason we're not going to renew the lease or give them an extension is because we've had leak after leak after leak coming from their space. They are never accountable. They never say they will fix them."

Beckes said there is a hole in the building right now from the toilet overflowing at the Tumwater.

"It's very upsetting to come to the building and have puddles of water. It has come through ceiling. They are the only ones in the above space where we have continued water problems," she said.

The leaks are the responsibility of the tenant, Beckes said, not the building owner. There have been other tenants at the building with water issues, but those tenants repaired the leaks immediately.

"They call insurance, they call the contractor who fixes it. They are accountable people and are great tenants because the few leaks they've had, they've repaired them immediately," Beckes said of the other tenants. "We treat our tenants great. We want our tenants to treat us really well. With the Tumwater space, it's 30-years-old. They don't repair their leaks. They never know where the water is coming from."

As new tenants come into the building, Beckes said they cannot have the Tumwater damage the building further, particularly because the other tenants are doing expensive improvements.

"We did not want to extend their lease for one month because we don't want to repair any more of their leaks," Beckes said. "We don't want any more leaks through Oktoberfest. We don't want any more leaks through Christmas Lighting. We are done with their water leaks."

Beckes disputes the notion they are out-of-town owners who care about nothing, but the bottom

line. She said it is obvious they care about their tenants.

"If you talk to our other tenants, they love us and we love them. They are great tenants. They take care of any issues immediately. We've done a lot of cosmetic work. The building is in outstanding shape. It's just very outdated," Beckes said. "We are cosmetically improving it for our tenants because we are proud of our building. We want to keep it nice. That is the type of people we are."

In terms of plans for the Tumwater space, Beckes said they are planning to do some major repairs on the pipes, bathrooms, drains, toilets.

She said they will not make a decision on what to do with the space until they've gutted it.

Certainly, closing such a beloved restaurant is hard, but Beckes said they were left with no other choice.

"It's sad that they didn't take accountability for their water leaks and update their space. We can't continue to have it damage the building. It doesn't make common sense," Beckes said.

"If you talk to our other tenants, they love us ..."

— Kathy Beckes

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.™



Building! MEMBER MESSENGER

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

AUGUST 2017 ASSOCIATION NEWSLETTER

PAGE 1



Pamela Cooke
 "DON'T MAKE A MOVE WITHOUT ME."
 Realtor, Managing Broker, CRS, SRES
 Pam@Windermere.com
 517 N. Wenatchee Ave., Wenatchee, WA 98801
 (509) 679-4625 • www.WenatcheeValleyProperty.com

BNCW's July Nothing But Networking Event was awesome!

If you missed our July NBN, you missed a truly great networking event!

On July 20, well over 70 BNCW members and guests enjoyed an amazing Nothing But Networking event hosted by North Meridian Title & Escrow!

Jim Blair and his staff did an awesome job putting on an event that had people talking the next day! Guests enjoyed delicious food prepared by Ravenous Catering and an assortment of great beverages, too! If you couldn't make July's NBN, our next NBN is October 19th and is being

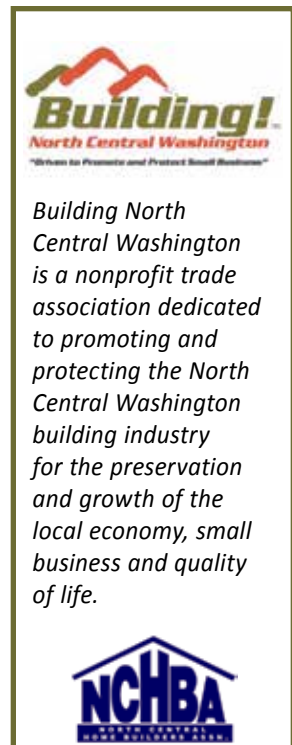
hosted by Standard Paint & Floor Coverings. Be certain to mark it on your calendar now - you won't want to miss it!





COMPLETE DESIGN, INC.
 "Construction Design Specialists"
 Custom House Plans
 509-662-3699 www.completedesign.cc




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 886-1070
 5515 Enterprise Drive E. Wenatchee 400 Parkway Drive Rock Island
 Billing: 662-6375



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.


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 and click on the membership directory tab. Thank you!

- **Apple Valley Fence**
Jody Greer
509-387-1531
- **TYCO Excavation & Grading**
Tyler Tastad
509-699-0036
- **MKW Furniture**
Craig Dixon
425-698-5045
- **Eagle Home Mortgage**
Angie Knutson
509-888-4001

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!



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

Leavenworth 548-5829
 Wenatchee 663-5154
 Chelan 682-1617
 Cle Elum 674-0777
www.marsonandmarson.com

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
 Visit us online at:
www.BuildingNCW.org

Need a Meeting Room?

As a valued BNCW member company, you're welcome to utilize the BNCW conference room if you require a place to meet with clients or prospective clients, or simply need access to a meeting room. The room will seat up to 16 people comfortably, has wireless internet access and other amenities.
 This is a membership benefit and is available to you at no additional cost!

Please contact **Kim Fenner** at (509) 293-5840 to make the necessary arrangements.




PAPÉ Rents
 We Rent: Aerial Equipment, Forklifts & Generators
 Genie DOOSAN
 Wenatchee 3500 State Highway 97A
 509-884-2934



Call now for new construction and remodeling
 Serving the Wenatchee Valley for 37 years
 Randy Gold
Gold Construction Inc.
 509-663-4946 www.goldconstruction.org
 GOLDCL#077NO



Powder Coating & Metal Fabrication!
CASCADE POWDER COATING
 • Railing • Beam Bracketry • Certified Welding
 • CNC Plasma Cutting • Patio Furniture • Wheels
 509-663-9080 • www.cascadepowdercoating.com



DIRTY DEEDS: DONE.
 Window Cleaning
 Gutter Cleaning
 Pressure Washing
 509.669.0069
 Commercial - Residential Locally Owned & Operated 100% Satisfaction Guarantee
 Construction Clean-up
 Housekeeping
 Janitorial
NuClear
 Building Maintenance
 Licensed • Bonded • Insured
www.NuClearNW.com



MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

AUGUST 2017 ASSOCIATION NEWSLETTER

PAGE 2

BNCW's:

FROM A DIFFERENT PERSPECTIVE

Seattle Slew

“Seattle raised its minimum wage from \$9.47/hour to \$11/hour in 2015 and \$13/hour in 2016. While the first increase had minimal employment impact, the second damaged low-wage workers. At \$13/hour, the number of low-wage hours worked declined by a whopping 9%, while wages rose just 3%. As a result, low-wage worker income fell on average by \$125/week! Small increases are manageable, large increases incentivize employers to bypass low-wage employees.”

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

Attention Chelan County Property Owners

Chelan County is in the process of updating what is known as the Shoreline Master Program.

It affects all properties in the unincorporated portions of Chelan County that lie within 200 feet of all major water bodies, including some of the more minor streams.

The changes could have significant impacts to Chelan County property owners in areas mentioned above, such as the ability to rebuild after a loss, setbacks from the water body, or ability to use the property in other ways.

BNCW and NCWAR sought assistance in identifying all unique property owners in the County that would potentially be affected and sent out 4,400 of these post cards (see above) with the intent of notifying them - most of whom likely have no idea that this process is taking place.

Property owners can contact the



County and see if they will be affected by any of the changes by calling (509) 667-6225.

Be prepared to tell them your Assessor's parcel number. A public hearing is scheduled before the Chelan County Commissioners on August 15, at 1:00 p.m.,

at 400 Douglas Street, Wenatchee.

You can communicate any concerns that you may have to the Commissioners at this meeting.

For more information, visit Chelan County's website at www.co.chelan.wa.us.

ATTENTION BNCW MEMBERS!

Did you know that we have a members-only area on our website?

We do, and it has some very valuable and useful information for you.

Go to www.BuildingNCW.org, and then click on the Resources Tab/Members-Only Content and you will have a wealth of information available to you:



- Lien & Construction Defect Information
- Lead Renovation, Repair, and Painting Rule
- Required Compliance Posters
- LNI Workplace Safety Requirements
- General Small Business Support Information

SEE ATTN MEMBERS, PAGE 13

Building! North Central Washington
Sangster motors
2017 HOME TOUR
and REMODELING EXPO
FRIDAY Sept. 15 noon to 7
SATURDAY Sept. 16 10 to 7
SUNDAY Sept. 17 11 to 4
THURSDAY Sept. 14 4 to 9
Chefs On Tour
www.BuildingNCW.org

Presenting Sponsors: COMPLETE DESIGN, INC., BANNER BANK
Media Partner: KOTV, KOTL
Associate Sponsors: PROBuild, Artisan Planning LLC, CLEAN AIR CONNECTION, BOYER MOUNTAIN, STANDARD
Chefs on Tour Sponsor: EDV CONSTRUCTION

DID YOU KNOW...?

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

Accrual

■ Most employees shall accrue paid sick leave at a minimum rate of 1 hour of paid sick leave for every 40 hours worked as an employee.

■ Paid sick leave shall be paid to employees at their normal hourly compensation.

■ Employees are entitled to use accrued paid sick leave beginning on the 90th calendar day after the start of their employment.

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

■ Employers are allowed to provide employees with more generous carry over and accrual policies.

Usage

Employees may use paid sick leave:

■ To care for themselves or their family members.

■ When the employees' workplace or their child's school or place of care has been closed by order of a public official for any health-related reason.

■ For absences that qualify for leave under the

state's Domestic Violence Leave Act.

Employers may allow employees to use paid sick leave for additional purposes.

Rulemaking for paid sick leave

In 2017, the Department of Labor & Industries (L&I) will develop rules to explain and enforce the new requirements.

These rules will include procedures for employers to notify their employee(s), recordkeeping and reporting requirements regarding paid sick leave, and protecting employees from retaliation for the lawful use of paid sick leave.





MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

AUGUST 2017 ASSOCIATION NEWSLETTER

PAGE 3

CONTINUED FROM PAGE 12

- Monthly Building Permit Tracking
- Member Logo Use

In the LNI Workplace Safety Requirements area, there are sample required Accident Prevention Plans (APP) that every member business should have readily available at your office or worksite.

Please check that out, as we are here to assist you in personalizing the APP to meet your specific needs.

If you have any problems logging into the members-only area of our website or would like assistance in personalizing your Accident

Prevention Program (APP), please give us a call at (509) 293-5840, or email Kim at kfenner@buildingncw.org.

Remember, we're here to promote you, refer you and protect you!

Never hesitate to call us when we can be of assistance to you!



New Electrical WAC Rules Available Online

The Electrical WAC 296-46B revision process is complete and the 2017 NEC® is now effective for all electrical permits purchased on or after July 1, 2017.

You can download a copy of the 2017 WAC 296-46B from the Laws and Rules page of the Labor & Industries website.

For your convenience, you can also find a quick link to the document on BNCW's website.

A printed version will soon be available for purchase in all L&I service locations. The cost of a printed copy is \$5.80.



Group Retro Program

WHAT IS RETRO?

The Washington State Department of Labor and Industries began its Retrospective Rating program (Retro) as a financial incentive program to assist Washington employers in cutting the cost of their industrial insurance premiums. Enrollment in a retro requires your active participation to help control costs. By keeping claim costs to a minimum, you have an opportunity for a financial refund.

Retro gives you a financial incentive to increase your safety awareness, reduce workplace accidents and get more involved in minimizing the costs of the claims that do occur. In addition to helping you earn retro refunds, you'll be reducing your experience factor and premium rates.

WHO IS ELIGIBLE?

Your company can participate in retrospective rating on its own or through "group plans" sponsored by many trade associations. Minimum premium levels are usually required for group participation and will vary by Association.

HOW DO REFUNDS WORK?

L & I adjusts each retro plan year three times. The first adjustment is 11 months after the end of the plan year, with the second and third adjustments each following a year and two years after that. A percentage of the refund is distributed to the individual retro participants at the first adjustment, based on the recommendation of the participants in the retro group. At the time of final adjustment, all remaining refund monies are distributed to retro participants on a premium/performance ratio compared with the rest of the participants in the group.

The group's refund is based on a comparison between the standard premium paid by the group to the Washington State Department of Labor and Industries and the claim losses incurred by the group within the plan year.

BNCW AFFILIATED RETRO GROUPS

BNCW is proud to be able to offer our member companies access to a few high-quality Retro groups sponsored by both the **SMART** and **PITB** organizations. Both SMART and PITB groups utilize **Approach Management Services (AMS)** as the third-party administrator for their programs. AMS' history with group refunds is an exceptional one. **The SMART Retro programs include a fantastic Retro group designed specifically for general contractors and sub-contractors.** In addition, **SMART has a group designed specifically for the retail, wholesale, and professional service industries, too.**

The **PITB Retro programs include Retro group options for member companies in the transportation, manufacturing, and food processing industries.**

To learn more, please visit www.BuildingNCW.org or, contact BNCW at (509) 293-5840 to see if your company might qualify to participate in one of these quality Retro groups.



OUR VALLEY, OUR FUTURE launches Regional Housing Survey

July 11, 2017

Contact: Steve Maher, Our Valley Our Future project coordinator, info@ourvalleyourfuture.org or (509) 630-2090

With housing prices continuing to rise sharply and housing availability at a premium, Our Valley, Our Future / Nuestro Valle, Nuestro Futuro launched an online survey to get a better idea of housing challenges residents and businesses are facing — and how the region can shape potential solutions.

The survey (available in both English and Spanish) can be found at www.ourvalleyourfuture.org.

The self-administered survey takes an about 20 minutes to complete on average.



MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

AUGUST 2017 ASSOCIATION NEWSLETTER

PAGE 4



We're looking for great volunteers!

The 2017 BNCW and Sangster Motors Home Tour and Remodeling Expo is quickly approaching! This keystone event will be held September 15-17. Each year we look to our valued and dedicated members to help support the Tour by volunteering in a few different areas of the event. This truly is an enjoyable way to be involved in the Annual Home Tour & Remodeling Expo!

opportunities are as follows:

- Chefs on Tour (Thursday, September 14, 2017)
 - Assisting with ticket sales at each Tour Home or at the Remodeling Expo
 - Assisting with the Builder and Volunteer hospitality effort
 - Visitor / Guest support
- Again this year, we're also blessed to have help from the Wenatchee Valley College athletes. These student athletes provide tremendous support

and do a great job! Each volunteer will receive 2 complimentary adult tickets to use for the event or to simply give away.

Our volunteer sign-up form is available online at BuildingNCW.org, or simply give Kim a call anytime at (509) 293-5840, or email her at kfenner@buildingncw.org.

We deeply appreciate our members' help each year in supporting this great event. All our volunteers are simply AWESOME!

Home Tour Event App Available

To add convenience and help improve the overall experience our Home Tour attendees' have during this year's Sangster Motors and BNCW Home Tour & Remodeling Expo, there will be a useful event app available.

The app is designed to provide attendees with on-the-go information about the Tour, including a navigation tool that will make driving to the Tour Homes more convenient!

Attendees will be able to access the mobile event app for their smartphones or tablets by visiting BNCW's website at BuildingNCW.org



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

BNCW EVENTS

BNCW's July Board of Directors Meeting

- August 16, 2017, 7:00am to 9:00am
Building North Central Washington
2201 N. Wenatchee Ave, Wenatchee
Chairman: Jim Blair

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 July CPR & First Aid Training

- August 15, 2017 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.

The Floor Factory is... Flooring America



13 S Wenatchee Ave • 662-1421
www.thefloorfactory.com



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 Lic. #EDYC0009480G

Bringing Your Dream Home



Office: 509-665-9200
175 E. Penny Rd. ~ Wenatchee, WA
www.LauraMounter.com

INDUSTRIAL CUTTING & CORING, INC.

(509) 886-4114
Cell 670-2021

Pat Brown
Lic# INDUSCI011L3

101 South Roland
East Wenatchee, WA 98802

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

COLLINS Gifts & Womens Fashions



Marcy Collins
Owner
www.collinsfashions.com
2 South Wenatchee Ave.
509-665-7600



Port of Chelan county hires Monica Lough as Finance and Administration Director



Monica Lough

Monica Lough has joined the Port of Chelan County as the Director of Finance and Administration.

Lough brings more than 19 years experience in the accounting and management of local government finances. "Monica has a

longstanding background in local government finance and administration," said Port Executive Director Patrick Jones. "Her knowledge of and experience with local governments in the region, combined with her expertise in airport and port district finance issues, makes her the ideal candidate to join our team."

Her duties as Finance and Administration Director will include development of port business policies; operations and budget responsibility for the administration, contracts, finance and IT; and ensuring the port complies with local, state and federal regulations and laws governing port operations and records.

Lough is a Certified Public Accountant and graduated from the Central Washington University with a Bachelor of Science in Accounting. Prior to joining the Port, she was with Cordell, Neher & Co., PLLC and specialized in government consulting. She is married to Shaun Lough, has three children, and is an accomplished hiker and mountain climber, having recently completed her second successful ascent of Mount Rainier.

"I look forward to what the Port has in

store for the future. The Port has an important role in strengthening our communities and I'm excited to participate in the process," Ms. Lough stated.

Tsillan Cellars Winery appoints Ray Sandidge as head winemaker

CHELAN - Well known Washington winemaker Ray Sandidge has been appointed head winemaker for Tsillan Cellars Winery. With more than 30 years of national and international acclaim, Ray is one of Washington States most experienced and notable winemakers.



Ray Sandidge

He was first attracted to the potential of Chelan viticulture many years ago by Steve Kludt of Lake Chelan Winery. Ray will be managing both vineyard and winemaking for the 2017 Tsillan Cellars harvest.

Ray says "I respect the marriage between vineyard and the art of winemaking" and am excited to work with and craft wines from Tsillan Cellars' award winning vineyards. With almost 40 acres of estate fruit and 14 varieties of wine grapes Ray is looking forward to taking Tsillan Cellars wines to the next level of excellence. It is anticipated that the 2017 harvest will produce 125 tons of estate fruit adequate to make 7,500 cases of red and white wines with the Tsillan Cellars label.

Devon Griffith will also be taking on the role as Assistant Winemaker, working under the guidance of Ray. Devon graduated from Washington State University with a degree in Integrated Plant Sciences, ma-

joring in Fruit and Vegetable Management as well as attaining a minor in Viticulture and Enology. Tsillan Cellars is excited for the skill and passion that the two will bring to the winery.

Laura Mounter Real Estate hires Navarro

My name is Domenica Navarro. I was raised in beautiful Wenatchee, Washington. My husband and I are proud to raise our



Domenica Navarro

daughter in this tight knit community. I love spending one on one time with people and helping them find their dream home in this area. I truly love Real Estate and pride myself on my resourcefulness, inventory knowledge and ethics.

My education background is in Marketing and Business and my previous work experience has always been client centered. I am a customer driven Realtor that is dedicated to achieving results and providing exceptional service to my clients. Real Estate is the perfect fit for me as I can bring my marketing experience to get your home sold. In addition, I am up to date on the latest technology to keep my clients savvy to the market.

If you are in the market to buy or sell a

home, I will put my marketing and negotiation skills at your service. I would be honored to hear about how I can help you sell your current home or get you into your dream home. "I am the key to the home of your dreams!"

Century 21 Exclusively appoints Holland

Howard Syria of CENTURY 21 Exclusively announced that JoAnna Holland is the real estate company's new Sales Manager.



JoAnna Holland

JoAnna is responsible for the training of the agents.

JoAnna has ten years of experience in owning and operating her own business and has been in Management and Sales for the last five years and with Century 21 Exclusively for three

years.

"JoAnna is a welcomed addition to the management team at Century 21 Exclusively," said Howard. "As we look to grow our business and create the best possible real estate experience for the home buyers and sellers residing in or relocating to the Wenatchee and East Wenatchee area, talented and experienced professionals such as JoAnna are crucial to our overall success."

McBride receives leadership award



Director of WASA and Lois Davis, Superintendent of the Pateros School District during the Summer Conference held on June 26 in Spokane.

North Central Educational Service District (NCESD) Superintendent Dr. Rich McBride was presented with the 2017 Leadership Award by the Washington Association of School Administrators (WASA).

The honor was bestowed by Bill Keim, Executive

Director of WASA member who demonstrates and exemplifies outstanding leadership abilities and who has made significant contributions to the field of education on a statewide level. This is the second time Dr. McBride has received this honor.



SUBMITTED PHOTO

Superintendent Dr. Rich McBride

CliftonLarsonAllen



Janet Boen



Jana Bryan



Adam O'Dell

CliftonLarsonAllen welcomes two new members to our Wenatchee Bookkeeping Team - **Janet Boen** and **Jana Bryan!**

Before joining CLA **Janet** was the HR Manager at Washington Tractor, Inc. (previously named Liberty Farm & Lawn). Before that, she worked at Columbia Colstor Inc. at the Corporate office in Moses Lake, as Controller Assistant for 17-plus years. Janet has three wonderful grown children (2 WSU graduates and 1 Central Washington graduate). She was a city council

member in George, Washington for 7 years.

Before joining CLA, **Jana** worked as a legal assistant/paralegal for twenty-four years in Skagit, Chelan and Douglas Counties. She recently received an ATS in Accounting from Wenatchee Valley College, and is excited to be starting her second career in the accounting industry. In her free time she enjoys boating, camping, and hiking with her husband, daughter, and dogs.

Adam O'Dell is the newest member of our

Wenatchee Tax Team. Before joining CLA, he worked for ALCOA from 2005 until the plant closed. Having graduated in 2004 from Eastern Washington University with a bachelor degrees in finance and economics, Adam went back to school at Central WA University to graduate with a bachelors degree in Accounting. His favorite thing to do is to be with his family; his wife (Lisa), and three kids (Wes, Mac, and Finn). He is very thankful for the opportunity at CLA, it is something he has always wanted to do.

NUMERICA CREDIT UNION



Greg Olson



Sarah Whaley

Numerica Credit Union hires new staffers

Numerica Credit Union has hired **Greg Olson** as a senior home loan officer. Olson brings over four years of experience working with financial institutions, most recently as assistant branch manager for Washington Federal. He has a bachelors' degree from Western Washington University.

Sarah Whaley joins the Numerica team as external recruiter. Whaley brings with her over seven years

of talent acquisition experience and was most recently a senior recruiter at Pacific Northwest National Laboratory in Richland, Wash. She is a Washington State University graduate with a degree in liberal arts - ethic studies.

Numerica Credit Union currently has over 130,000 members throughout Central and Eastern Washington and Northern Idaho and \$1.8 billion

in assets. It offers a full line of financial products and services, including mortgages and business products, and is committed to giving back four percent of their earnings to the community each year. Numerica is federally insured by NCUA and an Equal Housing Opportunity lender. Membership is open to anyone who lives or works in the State of Washington or the Idaho Panhandle.

Brian Sloan named as new West Coast League president

West Coast League Interim President Tony Bonacci - WCL Vice President and owner of the Cowlitz Black Bears - announced the hiring of longtime baseball executive Brian Sloan as the league's new President this morning. Sloan assumes his President's duties effective immediately.

Sloan is a baseball marketing specialist who has established and cultivated many high profile community and advertising partnerships. After spending 24 years in minor league baseball, Brian has a keen understanding of what it takes to operate a successful baseball franchise.

Sloan's vision and acute business sense are complemented nicely by his engaging personality and unique and friendly rapport with his expansive network.

"I'm excited to have a leader with the integrity, energy and enthusiasm the West Coast League deserves," said WCL Secretary and Wenatchee AppleSox owner Jim Corcoran. "Brian Sloan's passion for quality baseball will be a huge asset for our league as we enter our second decade. We're excited to have him join us as we move forward."

As an executive with the Everett AquaSox, Sloan was honored in 2010 as the Northwest League's Executive of the Year. He was a key contributor under four different AquaSox ownership groups. Everett has been the Seattle Mariners Short-Season A affiliate since 1995.

Prior to his time with the AquaSox, Brian served as General Manager and Assistant



General Manager for Pittsburgh Pirates affiliates in Welland, Ontario and Erie, Pennsylvania.

Currently, Brian works as Director of Business Development with Alexander Global Promotions in Bellevue, Washington. He will continue working with over 100 professional and collegiate teams; helping each partner plan their annual promotional calendars while also serving as the President of the premier summer collegiate baseball league west of the Mississippi - the West Coast League.

"I am extremely honored

to be named President of the WCL, which is a pretty amazing opportunity for me and my family to be a part of," said the WCL's new president, Brian Sloan. "I've got to know many of the league directors since the inception of the WCL and now I get the opportunity to work with them on a daily basis and help strengthen the WCL brand. I can't wait to get started."

Brian holds a BA in Psychology from the University of Western Ontario and a Masters in Sport Management from Concordia University in Montreal.

Sloan has worked with many of the WCL's member teams while



SUBMITTED PHOTO

Brian Sloan

with Alexander Global. He has great respect and admiration for the league and its members; and is dedicated to student-athlete development, memory making, increasing member attendance, growing revenues and enriching the league's member communities.

AWBI Leadership Washington graduates

SPOKANE — The Association of Washington Business (AWBI) Institute honored the third class of Leadership Washington in June during graduation ceremonies at the Association of Washington Business' (AWB) annual Spring Meeting in Spokane at The Historic Davenport Hotel.

Leadership Washington is the state's premiere business leadership development program that takes place over nine months and spans seven different regions and industry sectors throughout the state. The program's goal is to give the next generation of Washington business leaders and understanding on the diverse industry sectors and how they work together to create a strong economy.

"This year's graduating class is leaving the program with a better understanding of the many business sectors that drive Washington's economy and how policies at the state and federal level impact them," said Amy

Anderson, director of the AWB Institute. "To day's graduates are tomorrow's leaders. I am very excited to see what they accomplish with the knowledge they gained and friendships and connections they made through Leadership Washington."

The Leadership Washington program was founded in 2014, with the help of founding sponsor Battelle, to help bridge the workforce's generational gap and educate the next generation of industry leaders on the many different industry sectors and the challenges and opportunities they face as public policy is debated at the state and federal level and as the generational shift takes place in the workforce.

"Leadership Washington provides its graduates with the knowledge and tools to advocate on behalf of and serve their employees, employers and communities in ways that promote economic opportunity across the state," said AWB president Kris Johnson. "This program

helps the next generation of leaders understand how their business fits into the larger picture of our state's diverse economy. I can't wait to see how these graduates use what they've learned to expand opportunity and prosperity in Washington and beyond."

Members of Leadership Washington's 2016-17 graduating class are:

- **Tricia Cauthers**, State Farm
- **Robyn Denson**, Washington Office of Measured Intentions
- **Kyle P. England**, Kaiser Aluminum
- **Maggie Grega**, Lane Powell
- **Peter Guzman**, State Board for Community & Technical Colleges
- **Todd Kiesbuy**, Avista Utilities
- **Brittany Marshall**, Inland Northwest Health Services
- **Sean V. O'Brien**, U.S. Rep. Dan Newhouse, R - 4th Congressional District
- **Rich Rhodes**, State Farm Bank
- **Jake Riddell**, WGU

Washington

The AWB Institute is currently accepting applications for its fourth class, which will hold its first meeting at the AWB Policy Summit Sept. 19-21. For more information on the Leadership Washington program and how to apply, contact Amy Anderson at 360.943.1600 or AmyA@awb.org. The deadline for program applications was June 1.

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 more than 7,900 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, 92 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.



COURTESY PHOTO

Jonas gets 20-year service award

During its July 10 regular meeting, Douglas County PUD Commissioners Ronald Skagen, Aaron Viebrock and Molly Simpson awarded Scott Jonas (third from left) his 20-year service award.

Commissioner Skagen thanked Scott on behalf of the citizens of Douglas County for his years of service. Scott thanked the Commission and said "It's been nice to work in a variety of facilities from hydro and transmission to distribution and substations."



SUBMITTED PHOTO

Gov. Inslee signs Rep. Dent's House Bill 1018.

Dent legislation to increase aviation grant threshold signed into law

The governor has signed Rep. Tom Dent's bill into law that will increase the maximum grant amounts from \$250,000 to \$750,000 for general aviation projects provided by the Washington State Department of Transportation (WSDOT). Dent says House Bill 1018 was long overdue.

"The maximum grant amount has not been changed in decades and is outdated," said Dent, R-Moses Lake. "We are updating this law to keep up with the increasing costs of projects. This is also an efficiency measure. Projects can be done quicker instead of taking multiple grant cycles to complete."

The maximum grant amount has been capped at \$250,000 for more than 35 years. The grant is available through the WSDOT's Airport Aid Grant Program. Increasing the cap will also help maximize opportunities in successfully seeking federal funds for local airports. Dent added that increasing the grant threshold will give Washington state more flexibility to invest in high-priority projects. The law will go into effect in late July.

WENATCHEE BUSINESS JOURNAL'S RESTAURANT GUIDE

GOLDEN EAST

230 Grant Road, East Wenatchee

Back from Vacation on: Aug. 23 (Wed.) 11:00a.m.

Dine In! Order Out!

GoldenEastWenatchee.com

MENU IN PHONE BOOKS!

(509) 884-1510

Open Tues. to Sun.!

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

Delicious, healthy and artistic all in one!

(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

DOUGLAS COUNTY

June commercial construction permits

COMPANY NAME	ADDRESS	CONTRACTOR
Speidel Properties	176 Grant Road	Catholic Solutions
Davita Dialyses	300 N. Colorado Ave.	Graybeal Signs
Three Eagle Holdings, LLC	50 Simon St. SE	Whitebird, Inc.
VCG - Wenatchee Valley Mall	511 VMP	Alegis
Confluence Prop. Mgt. LLC	290 9th St. NE	Primary Electric & Design
Vintage Real Estate	511 VMP	Horizon Retail Const.
Ernest Radillo	349 Simon St.	Graybeal Signs



GARY BÉGIN/WBJ

Roof support delivered for new apartments

This was one of several trusses delivered to a new apartment building being erected at the Rylee Ann Apartments, 339 9th St. NE in East Wenatchee. A total of two new buildings are being constructed, which will add 24 units to the existing complex. One building will have nine apartments and the other 15. Site work and construction began last fall, but the units will not be ready for occupancy until August or later, according to Property Manager Alison McClendon. All but four of the apartments will be 2 bedroom, 2 bath. The other four will be 3b, 2b. They are pet friendly and start at \$1,250 monthly.

CHELAN DOUGLAS

Newly registered companies June 2017

COMPANY NAME	ADDRESS	CITY
Assembly Services Company	1516 4th Street	Wenatchee
BLJ Construction	206 S Miller St	Wenatchee
Blue Face Tile	14954 Golden Delicious St	Entiat
Browtime Construction	21025 Lower Chiwawa River Rd	Leavenworth
Cascade Central Constnction LLC	1285 W Wenatchee Ave	Wenatchee
Central Contracting LLC	Po Box 552	Leavenworth
Columbia Concrete LLC	2672 Semolina Loop	East Wenatchee
Efrain S Trucking & Excvtm LLC	Po. Box 646	Manson
E&V Drywall LLC	1831 5th St Ne	East Wenatchee
Gann Construction LLC	1406 Kirby Ln	Wenatchee
Human Scale Builders LLC	11111 Eagle Creek Rd	Leavenworth
Kriska LLC	Po Box 512	Peshastin
Meredith Carpentry LLC	1746 Skylar Ct	Wenatchee
M & I Lawncare	701 Gehr St	Wenatchee
Pinedrops Painting LLC	9283 Icicle Rd	Leavenworth
P & P Remodeling Services LLC	Po Box 556	Dryden
Register Carpentry LLC	75 Elizabeth Ct	Wenatchee
Roys Flooring LLC	510 Fairfield Ln	Wenatchee
Saddle Rock Excavation	1209 Ormiston St	Wenatchee
Superior Carpet Cleaning	514 Marjo St	Wenatchee
Two Rivers Contracting	Po Box 367	Ardenvoir

Wenatchee Area Real Estate **SNAPSHOT** June 2017
Provided by Pacific Appraisal Associates

Residential Real Estate Market

Closed Sales
112 from June 2016
0% change
112

Sold Last 90 days: 289

Closed Sales Year-to-Date
YTD: 2016 2017
482 450

Avg DOM 91
Pendings 207
New Listings 142

2016 YTD 2017 YTD Change
720 636 -12%

Active Listings
146
12% increase from May 2017
-28% decrease from June 2016

June 2016 2017
202 146

Sold Trend - Residential Single Family

Median Sales Price
\$280,500 6% increase from 2016 YTD
YTD \$264,550

Last 90 days: \$287,500

Average Sales Price
YTD: 2016 2017
\$286,334 \$299,977

Building Permits - YTD

	2016	2017
Single Family	105	124
Plex Units	10	4
Apartments (units)	0	0

Average SP to LP Ratio
(Sold Price to Original Listing Price)
YTD Average: 98% (2016), 97% (2017)
6 Month Average: 98% (2016), 98% (2017)

Wenatchee Market - Single Family Homes / Condominiums

Price Range (thousands)	0-150	151-200	201-250	251-300	301-350	351-400	401-450	451-500	501-550	551-600	601-650	651-700	701+	All Ranges
Number of Active Listings & Pendings	19	20	49	63	50	32	31	27	9	10	11	8	24	353
Average Number Sold per Month	4.0	8.3	12.8	20.3	10.8	8.3	3.7	3.2	1.3	0.7	0.5	0.5	0.8	75.3
Indicated Mos. Present Supply	4.8	2.4	3.8	3.1	4.6	3.8	8.5	8.5	6.8	15.0	22.0	16.0	28.8	4.7

The 2nd Quarter of 2017 ended with 450 sales, down 7% from 482 sales this time last year.

The median home price has reached an all time high of \$280,500.

Active listings increased by 12% over last month, but year-to-date there has been a 28% decrease in homes available for sale.

	2016	2017	Change
Condo	2%	0%	-100%
Single Family Homes	2%	0.5%	-78%
Multi-Family	1%	1%	0%
Plex	1%	0.5%	-55%
Overall	2%	1%	-50%

Rental housing vacancies remain low, with an overall vacancy rate of 1%.

Residential Market: Single Family Homes and Condos

For past Snapshot Issues, visit us at www.pacapp.com

135 S. Worthen St., Suite 100
Wenatchee, WA 98801

Wenatchee Market: Wenatchee, Malaga, East Wenatchee, Orondo and Rock Island

NOTE: This representation is based in whole or in part on data supplied by the North Central Washington Association of Realtors or its Multiple Listing Service. Neither the Association nor its MLS guarantees or are in any way responsible for its accuracy. Data maintained by the Association or its MLS may not reflect all real estate activity in the Market.

TOP PROPERTIES

Sale Price	Sale Date	Situs	Situs_city	Acres	Buyer	Seller
\$2,000,000	2017/06/14	1230 W Woodin Ave	Chelan	0.29	Bulandet Properties Llc	Chitty Family Trust Etal
\$1,385,000	2017/06/01	122 Spader Bay Rd	Chelan	0.36	Donnell Joan & Clark	Stephens David R & Patricia A
\$1,350,000	2017/06/18	582 Hyacinth Rd	Manson	0.42	Ildhuso Gunnar & Heidi	Reid Gregory Etal
\$1,250,000	2017/06/20	17333 N Shore Dr	Leavenworth	0.25	Sauntry David & Patricia	Summers Jon K
\$1,250,000	2017/06/20	17333 N Shore Dr	Leavenworth	0.25	Sauntry David & Patricia	Summers Jon K
\$1,200,000	2017/06/21	15340 Cedar Brae Rd	Leavenworth	0.34	Walter Norland W & Lorna J	Dream 6 Llc
\$1,200,000	2017/06/21	15340 Cedar Brae Rd	Leavenworth	0.34	Walter Norland W & Lorna J	Dream 6 Llc
\$999,999	2017/06/23	347 Highpoint Ln	Chelan	2.51	Pietromonaco Nicole D & Eric A Campbell	Morris Mary J
\$950,000	2017/06/14	340 Hawks Meadow Rd	Chelan	20.44	Gill Lori & Josh	Myers Michael
\$900,000	2017/06/01	420 Kutil Pl	Manson	0.29	Strecker Joseph P & Dyann	Zuluaga Charitable Unitrust
\$900,000	2017/06/26	12700 Spring St	Leavenworth	1.24	Peterson Kurt A & Celeste A	Morisola Gregory A & Cindy M
\$832,000	2017/06/15	1516 S Lakeshore Rd	Chelan	0.12	Prill Andrew D & Michelle L	Bender Aaron S & Deborah J Mauro-Bender
\$820,000	2017/06/29	525 Rosemary Ct	Chelan Falls	3.83	Dalf 1031 Exchange Facilitator Llc	Bangart Richard
\$805,000	2017/06/28	11798 Us Hwy 2	Leavenworth	2.3	I1Worth Llc	Ravenhaus Llc
\$795,000	2017/06/16	4231 April Dr	Wenatchee	1.87	Marsh Richard A & Sandra E Wallace Rev Trt	Carrithers James R & Donna
\$710,000	2017/06/12	7934 E Leavenworth Rd	Leavenworth	1.19	Korsgaard Matt Etal	Mode-Booth Norma J
\$699,000	2017/06/12	3695 Viewmont Dr	Wenatchee	1	Campbell James P & Victoria J	Westlund Joshua E & Michelle
\$667,000	2017/06/27	11358 River Bend Dr	Leavenworth	0.5	Mc Kenzie Zona	Demarest Stephen H & Deborah A
\$625,000	2017/06/26	2066 Maiden Ln	Wenatchee	0.37	Lions Robert C & Nicole E Etal	Evans Camille M
\$615,867	2017/06/08	1301 Walla Walla Ave	Wenatchee	1.08	Draggoo Braden L & Jessica Creel	Cetto Timothy & Janet
\$610,000	2017/06/13	2106 Maiden Ln	Wenatchee	1.07	Kawonu Acres Llc	Cooper Michael E & Susan V
\$610,000	2017/06/20	828 Golf Course Dr	Chelan	0.37	Steiner Jennifer S	Wallis Family Trust
\$600,000	2017/06/27	38 Lakeshore Dr	Manson	0.34	Breezy Point Llc	Wilaby Justin D & Shannon M Pennington
\$581,300	2017/06/15	17956 Thoroughbred Ln	Leavenworth	1.94	Hauptert Jessica E Etal	Freund Erwin&Simha Trustee
\$581,050	2017/06/05	10465 Fox Rd	Leavenworth	1.05	Larson Kenneth D & Audra M	Peterson Tom & Michelle
\$580,250	2017/06/27	127 Whitfield Ct	Chelan	0.39	Smith Jill M & Gregory B	Gentry Donald L Etal
\$580,000	2017/06/08	30 Windy Ridge Ln	Chelan	15	Beebe Thomas & Kimberly	Bonnell-Jones Cliff R
\$575,000	2017/06/01	2420 Salal Dr	Leavenworth	1.86	Moffat William F & Nancy A	Dickinson Robert D Iii
\$575,000	2017/06/01	2420 Salal Dr	Leavenworth	1.86	Moffat William F & Nancy A	Dickinson Robert D Iii
\$575,000	2017/06/05	2607 Larch Dr	Leavenworth	1.03	Econ Eugene N & Angela C	Peterson Karol L
\$575,000	2017/06/22	3846 Squilchuck Rd	Wenatchee	1.45	Young Lance H & Ann K	Lounsbury Mark A
\$549,000	2017/06/26	10406 Simpson Rd	Leavenworth	2.73	De Coria Michael A & Cindy R	Gunderson Scott
\$517,950	2017/06/07	402 Lars Ln	Wenatchee	0.23	Pierce Clyde & Mareena	Amarel Kevin
\$510,000	2017/06/01	418 Whisper Pl	Chelan	0.18	Stephens David R & Patricia A	Aho Kevin W & Lana N
\$506,000	2017/06/12	6679 Forest Ridge Dr	Wenatchee	0.52	Bakker Niels & Helen	Picini Ronald A
\$505,000	2017/06/09	4599 Yaksum Canyon Rd	Cashmere	10.22	Kenoyer Kevin	Kimes Kenneth L
\$505,000	2017/06/26	14152 Idlewild Rd	Leavenworth	0.17	Willcuts Andrea M & Anthony J Fredicine Etal	Lynch Kevin & Camiekae
\$500,000	2017/06/20	73 Graham Ln	Leavenworth	0.49	Eberhard Properties Leavenworth Llc	Graham Doug

Judgments Filed

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.*

The following are some of the unpaid Department of Revenue (Rev) and/or Labor and Industries (L&I) penalties and/or Department of Employment Security (ES) taxes and/or overpaid benefits filed against Chelan companies/individuals as of April, May, June and July 2017 of \$1,000 or more.

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

- Lorie J. Scott - May 24, \$8,037, ES
- Lorie J. Scott - June 13, \$12,851 Rev.
- No Way Jose, LLC - June 13, \$16,459 Rev.
- The Ivywild Inn, LLC - June 2, \$10,604, Rev.
- Lake Entiat Investments, LLC - June 1, \$2,326, Rev.
- Gather Wenatchee, LLC - May 26, \$4,102 Rev.
- Kevin Arthur Landdeck - May 24, \$2,339 ES
- Ian Mason Kinnear - May 30, \$2,125, Rev.
- Richard/Ashley Kitos - April 19, \$26,679, Rev.
- Alphabet Garden Design, LLC - April 26, \$5,598, Rev.
- Jeffrey/Melinda Raven/Warren - May 4, \$31,506, ES overpaid benefits
- Overhead Garage Door Services - May 4, \$5,121, Rev.
- Z Land Landscaping - May 4, \$75,061, Rev.
- Yadira E. Saucedo - May 10, \$1,961, ES overpaid benefits
- Tracy L. Backman - May 10, \$1,233, ES overpaid benefits
- Stephen S. Greenwood - May 10, \$1,676, ES overpaid benefits
- Jessica M. Walker - May 10, \$2,260, ES overpaid benefits
- Christina A. Ferry - May 10, \$3,554, ES overpaid benefits
- Deirda L. Broderon - May 10, \$6,610 ES overpaid benefits
- DR Superior Construction, LLC - May 11, \$5,371, Rev.
- Wenatchee Valley Pharmacy CC - May 11, \$2,265, Rev.
- Jan E. Rowe - May 15, \$79,546, Rev.
- ROC General Contracting, Inc. - May 17, \$33,597, Rev.
- Ruben/Brenda Damian - May 18, \$1,323, L&I
- Airro Construction Co., Inc. - May 18, \$3,288, L&I
- Wayne/Christina Hensey - May 18/22, \$6,649/\$14,723, L&I
- Northwest Silk Screen, LLC - May 18, \$1,445, L&I
- Rodney Dale Beck, July 11, \$3,733, L&I
- Lukas K. Wolff, July 12, \$3,144, ES overpaid benefits
- Elizabeth Espinoza, July 13, \$1,644, Rev.
- J&E Specialty Construction, LLC, July 13, \$4,632, Rev.
- Jorge A. Sanchez, July 20, \$2,157, ES
- Dr Superior Construction, LLC - June 15, \$3,973, L&I
- Chipman Construction, Inc., June 15, \$1,327, L&I
- US Mat Systems, LLC, June 20, \$47,132, ES
- Blewett Pass Farms, Inc., June 20, \$5,366, ES
- Rita R. Strawn, June 20, \$1,366, ES overpaid benefits
- Cassie C. Worley, June 20, \$3,967, ES overpaid benefits
- Eduardo Rodriguez, June 20, \$6,103, ES overpaid benefits
- Laurie A. Hanson, June 20, \$1,394, ES overpaid benefits
- Jessica M. Casal, June 20, \$2,377, ES overpaid benefits
- Audias R. Castro-Rosales, June 20, \$2,054, ES overpaid benefits
- Wenatchee Strength and Condition, June 21, \$1,348, Rev.
- PLS Construction, LLC, June 21, \$4,000, Rev.
- Charlene R. Green, June 20, \$1,604, ES overpaid benefits
- Miguel Montalvo, June 20, \$3,950, ES overpaid benefits
- Ruben Guillen, June 20, \$1,213, ES overpaid benefits
- Maria A. Leon Morales, June 20, \$3,555, ES overpaid benefits
- Eric T. Bolyard, June 20, \$1,420, ES overpaid benefits
- Brenda L. McCullough, June 20, \$2,392, ES overpaid benefits
- Mike Wolfe Svcs., LLC, June 21, \$1,510, L&I
- Temptations Boutique, June 23, \$1,176, Rev.
- River Recreation, Inc., June 26, \$1,313, Rev.
- Wenatchee Custom Coatings, June 26, \$2,500, L&I
- Douglas C. Clarke, June 26, \$3,021, L&I
- Pinedale Ranch, LLC, July 3, \$5,133, L&I
- KDKey, Inc., July 3, \$4,684, L&I
- Javier Cruz, July 6, \$1,040, L&I
- Brandon C. Danielson, July 6, \$1,040, L&I
- Bryan A. Oertl, July 6, \$3,659, ES overpaid benefits
- Billy J. Cleverly, July 6, \$3,950, ES overpaid benefits
- Shea Reeves, July 6, \$4,952, ES overpaid benefits
- Ruben and Brenda Damian, July 7, \$1,608, L&I
- El Fual, Inc., July 11, \$3,148, L&I



Central Washington
Hospital & Clinics

Confluence Health, Central Washington Hospital win Outstanding Patient Experience Award 5th year in a row

Confluence Health's Central Washington Hospital announced today that it has achieved the Healthgrades 2017 Outstanding Patient Experience Award.

This distinction recognizes Central Washington Hospital among the top 10 percent of hospitals nationwide for a 5th consecutive year (2013-2017), according to Healthgrades, the leading online resource for comprehensive information about physicians and hospitals.

Healthgrades evaluated 3,489 hospitals that submitted at least 100 patient experience surveys to the Centers for Medicare and Medicaid Services (CMS), covering admissions from April 2015 - March 2016 in order to identify hospital performance in this area.

"It's an honor to be ranked among the top hospitals in the country by an independent source such as Healthgrades," said Dr. Peter Rutherford, CEO of Confluence Health. "I'd like to congratulate our exceptional staff members for their dedication to quality and the outstanding patient outcomes they provide to this community."

Healthgrades evaluated performance by applying a scoring methodology to 10 patient experience measures, using data collected from a 32-question patient experience survey of the hospital's own patients.

The survey questions focus on patients' perspectives of their care in the hospital.

The topics of these questions ranged from cleanliness and noise levels in patient rooms to factors such as pain management and responsiveness to patients' needs.

The measures also include whether a patient would recommend the hospital to friends or family.

In order to be recognized by Healthgrades, hospitals must meet eligibility requirements for consideration, which in addition to number of survey responses, includes



clinical performance thresholds. Nationally 2941 hospitals met those requirements with 443 hospitals outperforming their peers, based on their patients' responses in order to achieve this distinction.

Central Washington Hospital's performance places them among the top 10 percent in the nation for a 5th consecutive year (2013-2017).

"Patient experience and satisfaction metrics resonate with consumers as they evaluate hospitals and select where they want to receive care," said Brad Bowman, Chief Medical Officer, Healthgrades. "We commend those hospitals that have achieved the Healthgrades 2017 Outstanding Patient Experience Award for their commitment to delivering

superior care experiences to patients during a hospital stay."

For its analysis, Healthgrades evaluated approximately 45 million Medicare inpatient records for nearly 4,500 short-term acute care hospitals nationwide, assessing hospital performance relative to each of 32 common conditions and procedures, as well as an evaluation of comparative outcomes in appendectomy and bariatric surgery using all-payer data provided by 18 states.

Healthgrades recognizes a hospital's quality achievements for cohort-specific performance, specialty area performance, and overall clinical quality.

Individual procedure or condition cohorts are designated as 5-star (statistically significantly better than expected), 3-star (not statistically different from expected) and 1-star (statistically significantly worse than expected) categories.

The complete Healthgrades 2017 Report to the Nation and detailed study methodology, can be found at healthgrades.com/quality.

WENATCHEE BUSINESS JOURNAL'S PROFESSIONAL SERVICES DIRECTORY

FINANCIAL PLANNING



PlanMember Financial Center
Financial Alternatives

Ford Barrett, CFP®
Registered Representative

(509) 663-7526 OFFICE fbarrett@planmembersec.com
(800) 456-1370 TOLL FREE www.planmember.com/fordbarrett
(509) 679-6507 MOBILE 610 N. Mission, Suite 120
(509) 662-5579 FAX Wenatchee, WA 98801

Representative registered with and offers only securities and advisory services through PlanMember Securities Corporation (PSEC), a registered broker/dealer, investment advisor and member FINRA/SIPC, 6187 Carpinteria Avenue • Carpinteria California, 93013 • (800) 874-6910. Financial Alternatives and PlanMember Securities Corporation are independently owned and operated companies. PSEC is not liable for ancillary products or services offered by this representative.

ADVERTISING & MARKETING

Let us help you get the word out
in our Professional Business & Service Directory



Call for special rates for one month or one year.
All ads are in full color and choose from 3 sizes.

WENATCHEE
BUSINESS JOURNAL

Lindsay: 860-7301 or Carol: 548-5286



Using online services such as Airbnb to rent out your home? Better read this!

Renting out your home or second home for short periods of time is becoming increasingly popular with the advent of online services that match property owners with



KEEPING THE EDGE
Tricia McCullough

prospective renters.

The online sites providing these services include Airbnb, VRBO, and HomeAway.

There are special (and often complex) taxation rules associated with renting out your home or second home for short periods of time.

In some cases, these rules allow the rental income you receive to be tax-free. In other situations, the rental income and expenses may have to be treated as business income and reported on a Schedule C, as opposed to a rental activity reported on Schedule E.

The following is a synopsis of the rules governing short-term rentals.

Rented for Fewer than 15 Days during the Year

When you rent out your home for fewer than 15 days total during the tax year, the rental income is not reportable, and the expenses associated with that rental are not deductible. However, interest and property taxes need not be prorated, and the full amounts of the qualified mortgage interest and property taxes you pay are

reported as itemized deductions (as usual) on your Schedule A, if you itemize your deductions.

The 7-Day and 30-Day Rules

Rentals are generally passive activities, meaning that they are not treated as a trade or business and are not subject to self-employment taxes. However, an activity is not treated as a rental if either of these statements applies:

A. The average customer use of the property is for 7 days or fewer – or for 30 days or fewer if the owner (or someone on the owner's behalf) provides significant personal services, or

B. The owner (or someone on the owner's behalf) provides extraordinary personal services without regard to the property's average period of customer use.

If the activity is not treated as a rental, then it will be treated as a trade or business, and the income and expenses, including prorated interest and taxes, will be reported on Schedule C. IRS Publication 527 states: "If you provide substantial services that are primarily for your tenant's convenience, such as regular cleaning, changing linen, or maid service, you report your rental income and expenses on Schedule C." Substantial services do not include the furnishing of heat and light, the cleaning of public areas, the collecting of trash, and such.

SEE KEEPING THE EDGE, PAGE 21

Independence matters

LEAVENWORTH - As the President of the Washington Brewers Guild I wanted to take this chance to fill our community in on a current beer issue that you may have heard about in the news. There is a battle brewing in the beer business across the country and it has impacts on us even here in our beautiful mountain town and for our local brewery owners. Before I dive into details I wanted to give you a little of our personal background.

Sixteen years ago, Oliver and I sold everything to move our family of five to Leavenworth from Prosser where we were previously farming hops and various other crops with Oliver's family. We spent vacations and free time visiting Leavenworth and fell in love with the community and mountains. In 2001 we invested in property here and started small with a modest building where we popped fresh kettle korn on the weekends and soon added a sausage grill and beer garden. We opened München Haus with the intention of creating a neighborhood gathering place for our new community.

In 2010, we built our brewery, Icicle Brewing Company, as our town had not had a brewery since 2001. We were excited to be bringing a small, independent brewery back to Leavenworth but this was a very scary endeavor as it takes a lot of capital to build a brewery. We had to risk financial stability but were dedicated to pursuing the challenge to bring a craft brewery back to our hometown as we are passionate about brewing quality craft beer and continuing to grow to provide jobs and added experiences for our locals and tourists which help the economy of Leavenworth. We set out to hire an amazing Brewmaster, Dean Priebe, and brew fresh Ales and Lagers using the waters of the Icicle and partnering with many Washington suppliers for our ingredients such as Yakima Valley hops and local subcontractors to fulfill our business needs.

As locals, we are proud to be entrepreneurs in our industries and are dedicated to giving back to our community. We love collaborating with and supporting local organizations through projects such as our Benevolent Nights, sponsorships, auction donations and volunteering time. We also are thankful for the 80-100 year round amazing employees who are now a part of our team at München Haus and Icicle Brewing Company. I give you this background as an example of how your support of small business directly helps support our amazing community.

So, back to this beer battle... Sales of Big Beer brands (eg. AB InBev, SABMiller & Molson Coors) have been declining and they will do whatever it takes to ensure

their shareholders don't pay the price. At first, we saw Big Beer brands spend millions of dollars to undermine



GARY BÉGIN/WBJ

GUEST OPINION
Pam Brulotte

independent craft brewers, like us, in ads mocking our creative flavors and styles. That didn't work, so now they have been quietly buying independent craft breweries (10 Barrel, Elysian Brewing Company, Golden Road Brewing, Four Peaks Brewery, Breckenridge Brewery, Devils Backbone Brewing Company, Wicked Weed Brewing, Hop Valley, Saint Archer, Terrapin, and others), which is where the growth in beer has been over the past two decades. They have deep pockets and use their distribution muscle to get their brands on shelves at retailers while pushing small independent local

brands off shelves. This impacts beer lovers' ability to find their favorite local brands when they shop. Here's the main point... They aren't letting beer drinkers know which brands they have acquired. And, this lack of transparency is the problem.

When it comes to the origins of food and beverages, there is increasing public interest in transparency. Beer drinkers are no exception. We hear regularly from independent craft brewers that their fans want to know who makes their beer.

With Big Beer acquiring small breweries, it has become increasingly difficult for beer drinkers to know and remember which brands are truly independent, myself included. Yet, we know that independence is important to consumers and they want transparency as it pertains to ownership. A Nielsen/Brewbound



Harris Poll released in May confirmed this. It revealed that 'independence' matters. Beer drinkers vote with their dollars and want to support businesses that align with their values. They have indicated that ownership can drive their purchase intent. But, transparency doesn't currently exist in the beer industry.

Imagine if Walmart came into town and bought Dan's Food Market (Leavenworth independent grocer), but didn't tell us. They just kept operating the store under the name of Dan's. But, rather than sourcing local fare, they were

drawing from their large global network and proceeds first and foremost went to international shareholders rather than back into the community.

The good news for those of us who want to know who owns businesses that we support is that small and independent craft brewers across the country have just introduced a way for beer lovers to identify who is brewing their beer. They can now put an Independent Craft Brewer Seal, developed by the Brewers Association, declaring their independent ownership

SEE GUEST OPINION, PAGE 21

Never stop innovating

When one looks at companies that are successful and a market leader in their field, one trait you will find, they are innovators. This article first defines innovation, then why a firm, large or small, needs it as a part of their culture.



BETTER BUSINESS
David S. Murray

The Business Dictionary defines 'INNOVATION'

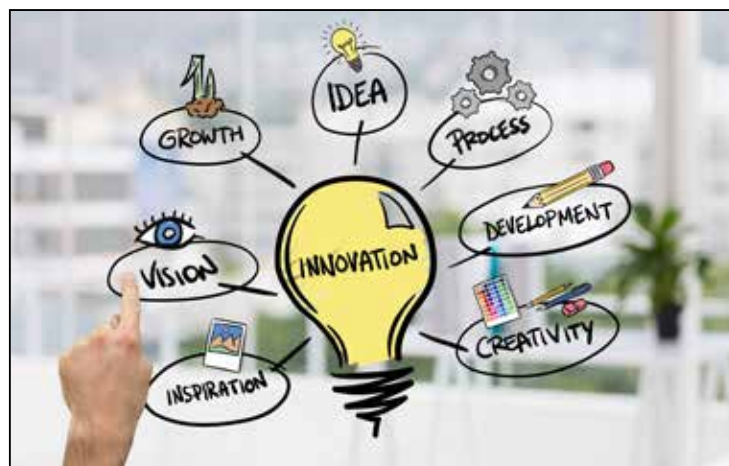
as: "The process of translating an idea or invention into a good or service that creates value for which

customers will pay." It goes on to state, "In business, innovation often results when ideas are applied by the company in order to further satisfy the needs and expectations of the customers."

Exceptional examples of innovation include: Apple with wearables, Rubbermaid with one new product per month, Amazon with the purchase of Whole Foods, Tesla with a mid-size and SUV electric vehicles, and McDonalds with all day breakfast. Each of these companies, because their culture fosters innovation, are examples of established leaders rather than followers. By building

innovation into their culture, they reap the rewards of their actions. Although these are examples of large corporations, don't let that intimidate or stop you from incorporating 'innovation' in your business, no matter the size.

So, how do you build innovation into your culture? One way is to reward the workplace employee who comes up with a new idea or better method of doing things. Another is copy the successes of your competitor, but take it beyond so you raise the bar. As Sam Walton, founder of Walmart, stated "Most everything I've done I've copied from someone else."



Sometimes simply talking to your customer or client base will guide you. In my experience, I found the customer always tells you what he/she needs or what the market needs. Focus groups are yet another method.

Often, new companies are formed based on a need to solve a void in the market. These startups are, in many cases, initiated by a person that had a need the market place could not fill. Examples

SEE BETTER BUSINESS, PAGE 21

Economics in 'tiny towns'

By Joel Harding
Freelance writer

WATERVILLE

Communities of less than 1,200 people are numerous in the Northwest, but are disappearing as the years pass by.

Most were founded on the support of agricultural products, primarily wheat and tree fruit and they continue to be associated financially with those products. In spite of continued agricultural contribution, tiny towns, once economically sound within themselves, are becoming more dependent on larger, often regional and national, outlets for basic needs. As a result, storefronts on the main streets of small communities stand empty. However, after about two decades of increasing financial challenges, small community entrepreneurs are finding more success. They are drawing upon a component of small town life that has always been present: helping one another. And as a result, small business owners in tiny towns are reversing a trend which has left tiny

town storefronts vacant. Cooperation, even among contestants for the same markets, is becoming more common and businesses are succeeding.

One example of this cooperative approach involves several food outlets and a boutique in Waterville. Because of the limited number of customers, food emporia are only open during their busy hours. So, the former owner of Auntie Bling's Attique, Marie Harding, arranged to sell baked goods from Coyote Pass Café and the Blue Rooster Bakery during hours that she is open but the cafes are not. Harding has since sold Auntie Bling's but the practice continues. Profits from the sold baked goods are returned to the food purveyors. However, the boutique benefits since there is a place for customers to have a cup of coffee and a pastry while they are shopping. The "co-op café" provides tired shoppers with a place to relax while their spouses are busy looking at the many treasures. Other food outlets in the town are encouraged to participate

if they wish to do so. The new owner of Auntie Bling's Attique, Michelle Mires, really likes the idea because it gives her store another way to serve the community.

Auntie Bling's Attique also provides another opportunity for community cooperation. Inside the store, there are several vendors from the community who together, accomplish what one alone could not do. Reminiscent of the small town general store, Auntie Bling's Attique offers a wide variety of items including new jewelry, homemade soaps/lotions, estate jewelry, repurposed clothing, western wear, handbags and balloon bouquets. There is also a plentiful selection of "mantiqes" and collectibles. "The best sellers in the store are the fashionable new clothing, gifts and home décor items", reports Mires. She goes on to say, "Now, you can buy an assortment of beverages and fresh baked goods making Auntie Bling's Attique a one stop shopping experience where people can find a little bit if everything from old tools to cinnamon rolls." "After all," says



PHOTO BY JOEL HARDING

Mires, "You know what they say on Wall Street: diversify, diversify, diversify!"

Additionally, Mires says she is planning on offering sewing and quilting classes for the first time quilter to the most expert. She says, "I plan to provide to local women, who currently have to travel out of town, the opportunity to stay home and pursue their hobbies and purchase materials they need to do so." This will further her vision of mixing smart business with community service.

New enterprise must

engage local buyers. The items must be presented in an eye-catching and attention grabbing way. Friendly assistance is an important factor as well. To entice buyers from the Wenatchee Valley, Lake Chelan and those driving along Highway 2, a store in a tiny town like Waterville must have the same degree of sophistication and creativity as those in larger population centers. At the same time, part of the appeal is to maintain the spirit of the smaller community.

Economics in tiny towns

has changed dramatically in recent years and will continue to do so. Merchants like Mires and Harding have discovered creative ways of working with other small businesses to meet the needs of customers. And, perhaps tiny towns will not only thrive economically as they have in the past but will establish a trend for economic survival for large city businesses as well. Imagination and cooperation promise to insure that small communities, an important component of American life, will continue to exist.

Lake Chelan gets world class marina

CONTINUED FROM PAGE 1

water levels. Prices for the year-round slips range from \$82,000 to \$119,000 with a 30-year lease, according to a previous interview with McKellar.

The last item on the list of the first phase in the marina's build is the clubhouse. Although completion is not expected until October, the "Sunset Club" is well on its way. Once the build has been concluded, the structure will hold offices for the Dockmaster and Homeowner's Association (HOA) Manager, as well as a bar and lounge, game room, fire pit, bar-b-ques, on-site and overflow member parking, and many other attractive amenities to its members.

Phase two of the Sunset

project will include 23 condominiums, with a choice of two or three-bedroom units, underground parking, and a year-round pool. The units will be for long-term, residential dwelling only, stated McKellar. The build on the condominium structure is not a certainty, however. With anticipated prices for each unit ranging from \$850,000 to \$1 million, McKellar is working on establishing the customer demand for the residential build before ascertaining its construction. "It is highly likely that we will be building condos," said McKellar, "and if we do that, it will start toward the end of 2018".

In addition to the features and amenities available to members, the marina also offers many features

available to the public. An 80-foot long gangway stretches over the lake, and offers fishing areas and a cleaning station, seating benches, and a sewer pump out for boats, all of which are free to access and open to the community. McKellar stated that restrooms and a general convenience store, accessible by way of a walk-up window, will also be available for public use.

McKellar, along with HOA Manager, April Boosinger, and Dockmaster, Mark Evans, have put forth a tremendous effort in ensuring that Sunset Marina is environmentally conscious and will aid in preserving the quality of water that Lake Chelan currently offers. All moored boats will be required to have and use bilge socks (used to soak up excess gas or oil within the bilge compartment), as well as environmentally friendly dye tablets inside the sewage tank (used to identify any leaks within the sewage holding tank). The Dockmaster, Evans, will be responsible for enforcing the use and annual replacement of bilge socks and dye tablets throughout the marina. In addition to preventative requirements for the watercrafts,

Boosinger stated that in early July, they applied for a Clean Marina Certification through Puget Soundkeeper Alliance (PSA) of Seattle. After a final visit from PSA in September, it's anticipated that they will not only receive the five-star Clean Marina Certification, but will also be the first marina in Washington State to obtain one. Sunset Marina is also working with Phil Long, of the Lake Chelan Research Institute, and has purchased water metering equipment from Long. "He is going to put a multi-parameter probe off our dock...and it will be the first multi-parameter probe, in a marina, in the world," said Boosinger of Long's equipment, then added "it studies the water for many different pollutants and natural elements in the water." The probe will be collecting key water quality data, and will aid in monitoring and maintaining the quality and purity of water in the lake.

For more information on Sunset Marina, visit in person at 1328 W. Woodin Ave. in Chelan, online at sunsetmarinalakechelan.com, or call 509-682-LAKE. Purchasing information can be obtained by calling Front-Line Real Estate at 509-682-1111.



The "Sunset Club" will house many features and amenities to the public and members upon completion. The clubhouse is expected to be completed in October 2017.

Grocery Outlet opens in East Wenatchee



GARY BÉGIN/WBJ

The Wenatchee Valley now has a Grocery Outlet on both sides of the Columbia River as an East Wenatchee store opened at the end of June. According to Douglas County construction permit figures, nearly half a million dollars was invested in the "build-out" of the 315 Valley Mall Parkway, independently owned and operated store.



PHOTOS ERIN ROSSELL/WBJ

A slip owner powers out of the marina in mid-July.

GUEST OPINION

Independence matters

CONTINUED FROM PAGE 19

on their packaging, menus, brewpub doors, tap handles and more. Much the same way we have seen seals for Non-GMO ingredients and USDA Certified Organic rise in the food industry, brewers now have a tool to communicate with beer drinkers at their point of purchase.

This seal features an iconic beer bottle shape flipped upside down to capture the spirit with which independent craft brewers have upended the beer industry over the years. Breweries that are approved to use the seal (and there are more than 5,000 of us in the U.S.) run our businesses

free of domineering influence from other alcohol beverage companies which are not themselves craft brewers.

Independent craft brewing is about passion for great beer but it is also about supporting American entrepreneurs and risk takers who strive to re-invest to build culture and community – who put people and principles ahead of profit. We hope beer drinkers will consider this when they select which beers to enjoy, and we are happy to help them identify those brewers with this seal.

Thank you again for all of your support of our local business and the local craft brewing industry.

BETTER BUSINESS

Never stop innovating

CONTINUED FROM PAGE 19

are: startups like Netflix, a company that filled the need for in home entertainment, and Uber, a company challenging the taxi and car service sectors. For those that follow my articles, you need to know how important innovation is to your success. While there are hundreds of items to be considered when steering your business, innovation needs to be at the top of your list. As stated many times, “status quo won’t go”. Constant change and innovation must be part of your thinking and your employees each and every day.

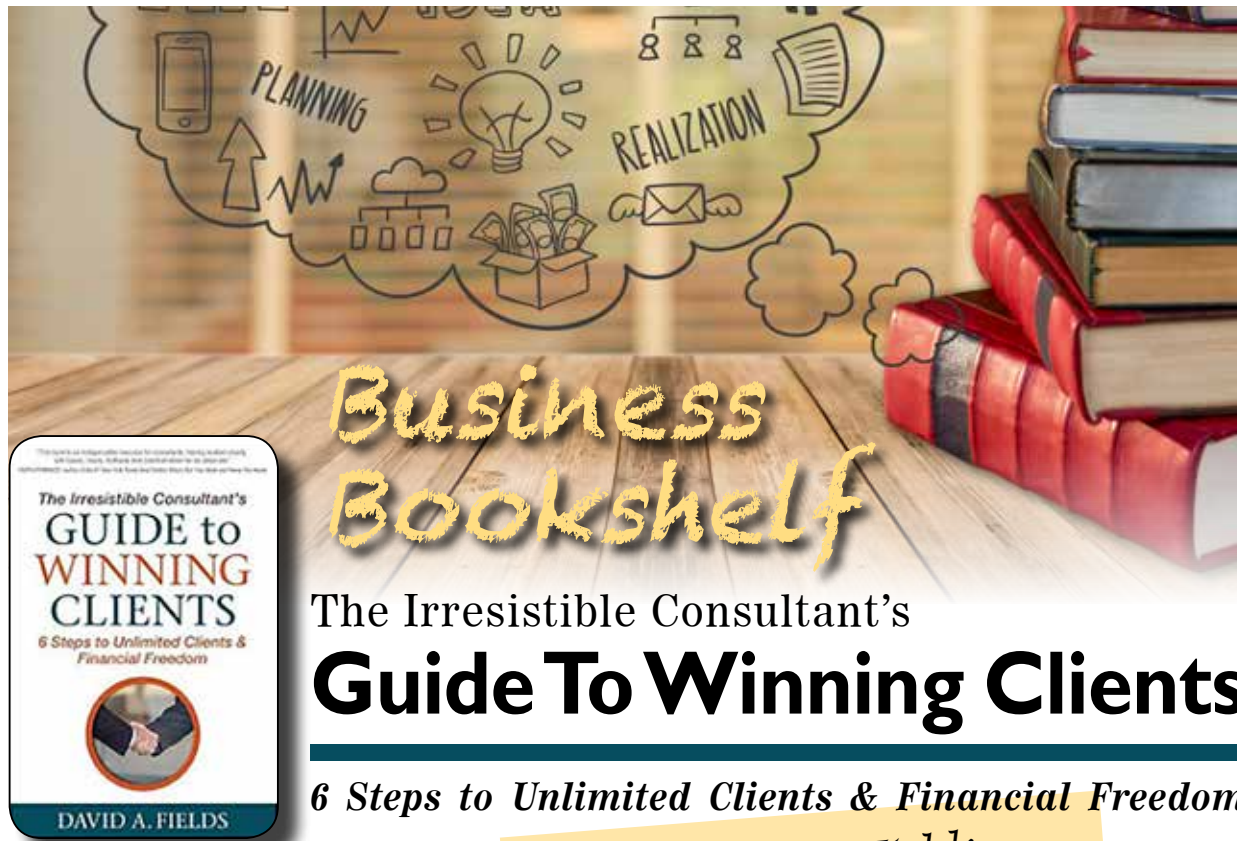
Like established businesses and startups, look for untapped markets. There are numerous examples of firms that realized untapped markets. For instance, take Fox News. Rupert Murdoch recognized a need in the market for a news corporation that reported the news with a different format. Then there is Howard Schultz, founder of Starbucks. While vacationing in Italy, he observed the many ‘cafes’ serving coffee and light fairs and, taking that idea, established a similar one in the US. As well, there are a number of gas stations that supply ethanol-free gas. The owners of these stations saw an untapped need for ethanol-free fuel for vintage vehicles and now, filling the needs of the car collector hobbyist, they enjoy the added margins these sales produce. Their success can be measured by the competition they fueled in the market, more cable news outlets, more coffee houses and more ethanol-

free stations.

The late Peter Drucker, of the Claremont School of Business summed up the subject of innovation when he wrote: “Innovation is the specific function of entrepreneurship, whether in an existing business, a public service institution, or a new venture started by a lone individual in the family kitchen. It is the means by which the entrepreneur either creates new wealth-producing resources or endows existing resources with enhanced potential for creating wealth.”

I leave you with a simple statement of fact: Innovation is the key to your firm’s future success. It is an important factor to retain, or gain, a competitive advantage. Use the 80/20 rule to study your loyal repeat customer base. If 20 percent of that base are producing 80 percent of your revenue, what would be one innovation you might implement to improve that ratio. A friend of mine, who owns a used car dealership, had a simple innovating idea, to provide a Car Fax with every vehicle on his lot. His sales volume improved by 24%. Innovation can be as simple as that...

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 tmdm4@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.



The Irresistible Consultant's Guide To Winning Clients

6 Steps to Unlimited Clients & Financial Freedom

By David A. Fields

The reality of independent consulting doesn't match the dream. But it can. Independent consultants are always six months away from bankruptcy. Their new business engine sputters along unreliably. But David Fields, a multi-million-dollar, independent consultant who has helped other consultants worldwide build their practices, has put together a proven path to consistently winning business.

In his new book, *The Irresistible Consultant's Guide To Winning Clients* (Morgan James Publishing/April 2017/Paperback), David explains, step-by-step, his method for winning consulting projects based upon clients' approach to buying.

“Being an independent consultant is an enormously rewarding career. I can think of few other professions where an individual can create widespread, positive impact,” says Field, known as the “consultant’s consultant.” “Of course, for every pro there’s usually a con and building a successful, independent consulting practice is a difficult endeavor made

more difficult if you're going about it wrong. Viewing clients primarily as transactions with a start and end rather than as individuals can make this a painful business.”

The main premise behind *The Irresistible Consultant's Guide To Winning Clients* teaches that, ultimately, consulting is a human profession and successful practitioners build rich relationships focused on their clients' needs and aspirations.

Sounds obvious, but most consultants fundamentally misunderstand what clients are looking for in a consultant. Fields recommends that rather

than using hard-sell tactics that emphasize deep expertise and differentiated processes, consultants shift their focus to building relationships, engendering trust and solving clients' existing problems.

To help give independent consultants a clearer path to that coveted yet elusive goal of financial freedom through what “could” be a lifestyle-friendly career, some of Fields' pragmatic, eye-opening steps in the book include:

- Think Right-Side Up** – Prepare Yourself to Succeed
- Maximize Impact** – Find Your Killer Offering
- Build Visibility** – Become Known by Your Prospects

Connect, Connect, Connect – Create Relationships and Opportunities

Become the Obvious Choice – Emerge as an Irresistible Solution

Propose, Negotiate & Close – Enjoy the Payoff

Closing a deal isn't something you do. It's a result of everything you've done. Most people aren't looking for highly differentiated solutions, they are looking for reliability and results.

The *Irresistible Consultant's Guide To Winning Clients* is the product of Fields' consulting philosophies that help clients create value and produce success.

David A. Fields

is Managing Director of Ascendant Consortium, a group of elite, independent business consultants whose clients span the Fortune 500. Named one of Advertising Age magazine's “Marketing Top 100,” Fields has worked with consulting firms and individual consultants all over the world who are anxious to grow their practices and earn a steadier, more reliable income. He has been featured in Bloomberg Businessweek, USA Today, CNN Money and The Huffington Post, writes a monthly column for IndustryWeek and Consulting magazines. Fields is a sought-after speaker to national and international executive audiences. His web address is WinClientsNow.com.



David A. Fields

KEEPING THE EDGE

Using online services such as Airbnb to rent out your home? Better read this!

CONTINUED FROM PAGE 19

Exception to the 30-Day Rule

If the personal services provided are similar to those that are generally provided in connection with long-term rentals of high-grade commercial or residential real property (such as public area cleaning and trash collection), and if the rental also includes maid and linen services that cost less

than 10% of the rental fee, then the personal services are neither significant nor extraordinary for the purposes of the 30-day rule.

Profits and Losses on Schedule C

Profit from a rental activity is not subject to self-employment tax, but a profitable rental activity that is reported as a business on Schedule C is subject to this tax. A loss from this type of activity

is still treated as a passive-activity loss unless you meet the “material participation” test, generally by providing 500 or more hours of personal services during the year or qualifying as a real estate professional.

Losses from passive activities are only deductible up to the income amount from other passive activities, but unused losses can be carried forward to future years. A special

allowance for real-estate rental activities with active participation permits a loss against nonpassive income of up to \$25,000, which phases out when modified adjusted gross income is between \$100K and \$150K. However, this allowance does NOT apply when the activity is reported on Schedule C.

Tricia McCullough provides accounting, marketing and insurance services through Augustedge PLLC in Wenatchee. She can be reached at 509-494-8500 or tricia@august-edge.com.

A lot of time off the bench

Why did I wait so long to visit India?

By Judge Thomas C. Warren (Ret.)

CHELAN - With all of the places that Mary Ann and I have traveled, for a very good reason India never came up to the top of the list. I have always wanted to take the trip, but Mary Ann has always demurred, due to her not wanting to face the crowds, cows, suspected dirt, poverty, long flight, and all sorts of other obstacles she thought up. However, I have always had the ace in the hole of inviting one of our daughters to accompany me (of course with the carrot of paying the way). This spring my chance to book the trip came along, and I jumped fast (can I still jump?). The booking came about because of an incredible frugal opportunity and our daughter Katy being able to clear her schedule (miraculously!) to accompany me on the trip for two weeks.

For those of you who want to know the booking details, tour company, and price, all will be revealed at the end of this article.

To travel to India, U.S. citizens do need a visa, but it is now easy, because of the E-visa system. You can handle it all on the internet (not cheap!), and you do not have the hassle of shipping your passport to an embassy or consulate. The visa comes back to you as an attached document and you just print it on your computer printer and carry it along to present at a special desk when you arrive in India.

Katy and I departed on Emirates (#1 in the world) from Seattle on a direct flight to Dubai and then on a connecting Emirates flight to Delhi. I think I can still survive these incredibly long flights. The total time with

flights and the layover was approaching 24 hours. Ugh!

We arrived in Delhi in the mid-evening and were dutifully picked up by the tour company and transferred to the hotel. Maybe a quick comment about our hotels – most were awesome and some were incredible, as we stayed at three different Trident hotels, a super Indian chain, which is a subsidiary of Oberoi. They compare with any five star chain in the U.S. To be ready for India, both Katy and I were busy reading India history, mystery, and travel books during the winter (the booking was made in early November), so we had enough knowledge so we did not look or sound like total dunces.

Well, we may not have been dunces, but we may have looked a bit weird. Last year in Merida, Katy wrote a children's book for Eliza about the adventures of her stuffed animals Tulip and Piggy, and what adventures they had when we left the casa. Katy asked Eliza if we could take Tulip (a stuffed soft rabbit) and Piggy to India with us. And along they came.

For the book, photos were taken at all the great India sites, including the many forts, temples, safari, and of course a view of the Taj Mahal. Having stuffed animals sitting on benches, fences, and who knows where, can require a lot of explanations, and the opportunity to meet a lot of natives and travelers. We had 25 people on our tour and one of the first explanations was to tell them about Tulip and Piggy, and that Katy was my daughter. This confession about Katy, was required by Mary Ann, so no one was whispering about

Tom robbing the cradle. For Eliza's benefit, Katy set up a Gmail account for Tulip and Piggy to send emails and photos to her about the adventures of the animals and lessons about India.

On our first day in Delhi we met our tour guide Manu, our bus driver and the guide/driver helper. It was a great bus and because there were only 25 of us in about a 35-seat bus, we always had lots of room and a single seat if wanted.

It is hot in India this time of year (it was the last tour before the monsoon and summer season) and so the company gave us a bottle of water both in the morning and the afternoon to keep us well hydrated. This naturally also required bathroom stops about every two hours. In all but one city we visited we stayed two nights, so we always had adequate time to visit the destination sites after some very interesting road trips.

Our first day in Delhi included the Red Fort and adjacent Muslim Temple followed by an exciting bicycle rickshaw ride through the lanes of the Chandi Chowk, once the imperial avenue of the Mughal emperors in Old Delhi. In New Delhi we toured all the British (Raj) areas of the city, and the Gandhi memorial site of his cremation.

We then had our first road trip to Agra (site of the Taj Mahal) stopping outside Delhi at the Akshardham Temple, which is made out of pink sandstone and white marble with 20,000 statues. This temple is so amazing as it was built with computers in the last 15 years. It was here that I learned not to be cheap and refuse to pay the usual camera fee! Then off to

Agra on a beautiful tollway, replacing the infamous roadway which was always a challenge to cars, trucks, tuktuks, and cows. We met all of them on later journeys. We first visited the Agra Fort, which is a UNESCO Heritage site which overlooks the Taj Mahal located across the river, and that gives you the excitement of visiting it the next day.

Just how many superlatives can you use about the Taj Mahal? This is the only place that Mary Ann has really wanted to visit in India, but her idea is to helicopter in to it. Instead we got an early morning start going in by golf cart and tuktuk. The experience was amazing, with us taking a whole lot of photos and spending several hours there. It is just as beautiful as all the professional photos. Every day we were in India was sunny, so the photography opportunities are abundant. The next day we drove to Ranthambore National Park for a Bengal tiger safari. Can you imagine that this tour included a safari? This park is a tiger sanctuary, which was the former hunting grounds of the Maharajas of Jaipur. We had a morning and afternoon game drive. Our group was divided into two safari trucks. No tigers in the morning but in the afternoon trip we spotted (or rather our naturalist/guide spotted) a tiger. We got within 20 feet of her. The guide who knows all 85 of the tigers in the sanctuary told us she was number T-84, named Arrow Face (all tigers have distinctive stripes) and that she was pregnant. I will take the guide's word for it! Spotting a tiger is all the luck of the draw. The other safari truck did not spot one.

Next we were off to Jaipur, Jodhpur, and Udaipur, the three amazing cities of the State of Rajasthan. We visited the wonderful forts and palaces of the Amber Fort in Jaipur, the city known as the pink city, because of its distinctive painting and suffered through an uneven ride on an elephant and extremely aggressive photo and souvenir vendors. In Jodhpur was the massive Mehrangarh Fort that dominates the city. The fort was built in 1459 of burnished red sand stone. It is a magnificent structure and is acknowledged as one of the best preserved in India. Jodhpur is known as the blue city as it is painted shades of blue.

The last of the three cities was Udaipur, which was my favorite. It is the City of Lakes and we were staying on the largest, Lake Pichola, with a wonderful view of the City Palace, which we toured. In the evening before a fine dinner at a lakeside restaurant, we enjoyed a boat cruise on the lake. Our ride to the restaurant, riding three to a tuktuk, was incredible, dodging people, motorcycles, dogs, cows and other tuktuks, on very narrow lanes, while dodging potholes in the road. Because you are now reading this, we did live through the trip, and amazingly did not hit or kill anything!

Our final two days were spent in Mumbai (Bombay). We flew there from Udaipur on Jet Airways in a Boeing 737. Mumbai was quite a surprise. Because of the movies and stories, I expected it to be slummy, dirty and way too overcrowded with its 20 million citizens. Maybe because we were on our own and could walk all over downtown, it left quite a

different impression with me. It was clean and litter free. There are 65,000 little cabs, and another 20,000 air-conditioned ones. The fares are reasonable and it was easy to get around. We were able to enjoy the great sites of Mumbai, the Gate of India, the many cricket fields, the dhobi washer men and the endless concrete troughs, the impressive Victorian UNESCO train station, Mahatma Gandhi museum, and many handsome colonial buildings. Mumbai is the financial capital of India and it is looking very prosperous scattered on its seven islands. Our final evening we left from Mumbai International Airport, which is new and one of the most beautiful airports I have visited.

As a wrap up neither Katy nor I became ill. Our food always included an excellent breakfast buffet at our hotels, then usually a mid-way stop on road trips for a lunch of your choice. Of all the Indian food, I experienced (curry, curry, curry) I really became addicted to naan, the fried bread served with every meal. Most dinners were on our own and in the hotels and nearby restaurants, you usually could get alternatives like pizza or sandwiches.

This trip was amazing for a low budget tour and if you are thinking about India, you cannot go wrong.

The Details: I internet booked, but my travel agent Norma Jean Diaz can also book. *Tour Provider:* Gate 1 Travel (gate1travel.com) *Title of Trip:* 15 Day Classic India with Ranthambore *Dates of Travel:* March 28 – April 11 *Price:* \$2,359 per person which included direct air on Emirates from Seattle. *E-Tourist Visa:* indianvisaonline.gov.in/visa/index.html.



Tulip & Piggy go everywhere!



Instructions after 2-hour bus ride



We really weren't ready for the amazing culture change!



Tiger T-84 – Arrow Face at Ranthambore National Park



The amazing grain transports in Rajasthan State



Victoria UNESCO site Train station in Mumbai



Tom at Gate of India in Mumbai



Jain Temple near Udaipur



So well dressed everywhere



Ah! The Taj Mahal



City Palace on Lake Pichola in Udaipur



Christmas in August: Why you should plan your holiday marketing now

By Rieva Lesonsky

Put down the leftover hotdogs, sparklers, and souvenir American flags. Summer is still going strong, but if you're a small business owner whose profitability depends on the holiday shopping season, it's time to start planning your marketing strategy now.

Here are **three reasons** you should start thinking about holiday marketing (even if you're doing it at the beach).

1. Everyone else is doing it. Many retailers now launch holiday marketing campaigns in October (before Halloween!).

2. Americans shop all the time. Remember when your aunt who started

shopping for Christmas on December 26 was considered a kook? Now, she's just average: Forbes (link is external) recently reported as many as 40 percent of Americans start their holiday shopping well before Halloween.

3. You might miss the boat. Even if your customers aren't early bird shoppers, deadlines for advertising (especially print campaigns, direct mail or getting listed in holiday gift guides) will sneak up sooner than you think. Do you want to miss out on a great opportunity to advertise in the December issue of a magazine because you couldn't get your act together in time?

Now that you know why

you should be thinking about holiday marketing in July, here are **seven steps** to get a jump on the competition (and maybe even have time left over for a summer vacation).

1. Decide what products or services you'll promote.

The holidays aren't just for retailers: service businesses such as salons, spas, cleaning services and catering businesses, as well as restaurants and bars, are also among the businesses that see more sales at holiday time. While you may not be able to pinpoint exactly which products or services will be hot sellers at your toy store this year, you can get a general idea of what you'd like to promote.

2. Assess last year's marketing campaign/s.

What worked and what didn't with last year's holiday marketing efforts? Hopefully, you always track the results of your marketing using codes, website analytics or other tools to see which types of advertising are most effective. If you spent a chunk of change on a campaign that didn't deliver ROI, scrap that

approach this year and put more money into the types of ads that got results.

3. Do market research.

Consumer purchasing habits are changing rapidly, so don't assume what worked last year will get the exact same results in 2017. Look at industry data and industry publications, market statistics and other information about your target customers' purchasing habits. For example, retailers should check out the National Retail Federation's Holiday Headquarters (link is external), where you can dig into projections for the coming holiday season as well as historical data about past years.

4. Create a marketing plan.

Sketch out your holiday marketing goals, areas of emphasis and a rough budget, both overall and for specific types of marketing, such as print, radio, and online.

5. Develop a marketing calendar.

Timing is of the essence when it comes to holiday marketing. For example, last year Hanukkah started on Christmas Eve, which meant retailers had more



time than usual to sell Hanukkah gifts. (This year it starts in mid-December.) Decide when you want your ads to appear or your publicity to hit. Then work backward to see when you need to start to achieve that deadline. For example, if you want to run a print ad in the December issue of a magazine your target market devours, find out when the deadline will hit. If you'll be doing a direct-mail campaign, check out key dates and how far in advance you'll need to get your mailers to the post office.

6. Create your marketing materials.

Get as much of your marketing and advertising materials as possible ready ahead of time. If you need

to hire graphic designers, copywriters or other specialists, for instance, start looking now. You can also start planning holiday public relations, reaching out to media at publications or broadcast stations, and even plotting out some of your social media content for the holidays. Be prepared and you'll be less frazzled during the busy holiday season.

7. Take action.

Don't create a marketing plan and calendar and then stick them in a drawer. Assign responsibility for each action step and set deadlines for a certain number of items per week. By making slow and steady progress you'll be sitting pretty come fall.

About the Author:



Rieva Lesonsky

Rieva Lesonsky is CEO and President of GrowBiz Media, a media company that helps entrepreneurs start and grow their businesses. Follow Rieva at Twitter.com/Rieva and visit SmallBizDaily.com to sign up for her free TrendCast reports. She's been covering small business and entrepreneurial issues for more than 30 years, is the author of several books about entrepreneurship and was the editorial director of Entrepreneur magazine for over two decades.

Grandview-based petroleum distributor fined by EPA

EPA news release

SEATTLE – The U.S. Environmental Protection Agency has reached an agreement with Christensen, Inc., a Grandview, Washington-based petroleum storage and distribution company over their failure to submit important emergency planning information for several years at five facilities in central Washington and one in Seattle.

Christensen, which bills itself as the largest wholesale petroleum fuel distributor in the Pacific Northwest, stores hundreds of thousands of gallons of diesel fuel, gasoline, LPG-propane, lubricating, motor oils, and other hazardous chemicals at these six facilities.

The missing information - including on-site volumes of hazardous chemicals

stored at each facility, as well as storage locations - must be filed annually with the State Emergency Response Committee, Local Emergency Planning Committee, and the local fire department, a requirement of the federal Emergency Planning and Community Right-to-Know Act (Section 312).

Local firefighters and emergency responders use this inventory data and location information to better understand what kinds of chemical or hazardous substance hazards they might face if called to fight a fire or respond to another emergency at the facility.

The company was issued a \$65,670 penalty for these EPCRA 312 violations.

As part of the agreement, the company will also undertake a project to install high-tech, web-based monitoring

systems on at least 180 underground storage tanks owned by their customers throughout Washington State and in parts of Idaho and Oregon.

The project will provide instant notification to off-site locations of events that have the potential to cause or have caused a release of hazardous substances from the tanks.

The new systems will offer users state-of-the-art technology in leak detection, providing a real-time, web-based alarm system that will send data from each particular tank to a central management system.

The monitors will provide instantaneous electronic notification of failed tests, warnings, and alarms.

The company will also provide advanced payment of the annual monitoring fee for one year for each

5 reasons to go American-Made

Does your business source or manufacture all its goods in the USA? The "Made in the USA" tagline can be a powerful marketing tool, but it can also make good business sense.

The following are five ways "Made in the USA" can help your small business:

1. Inventory can be cut tremendously – Importing inventory often requires larger production runs to meet minimum orders that

system.

The alleged violations occurred at the following six facilities:

1. Grandview Plant located at 501 East Wine Country Road in Grandview, Washington
2. Yakima Plant located at 311 West I Street in Yakima, Washington
3. Pasco Plant located at 151 Commercial Avenue in Pasco, Washington
4. Seaport Petroleum

can tie up capital and cash flow in stock. By being made in the USA, you can fulfill orders quickly and maintain a skinny inventory because turnaround times are quick.

2. Domestic supply chains are quicker – Turnaround time from overseas factories can be substantially slower than domestic suppliers. Sourcing domestic goods can help you meet demand more quickly.

3. Forecasting becomes

Facility located at 7800 Detroit Avenue SW in Seattle, Washington

5. Toppenish Plant located at 63443 Highway 97 in Toppenish, Washington

6. Mid Valley Car Dealership located at 501 Stover Road, Grandview, Washington

Leaking underground storage tanks release fuel or other petroleum products that can contaminate surrounding

much easier – Domestic production increases agility and allows you to react on the fly to the market without sitting on dead inventory.

4. You may save money – It can be a better investment to develop supply chains in America rather than trying to cut costs from the onset.

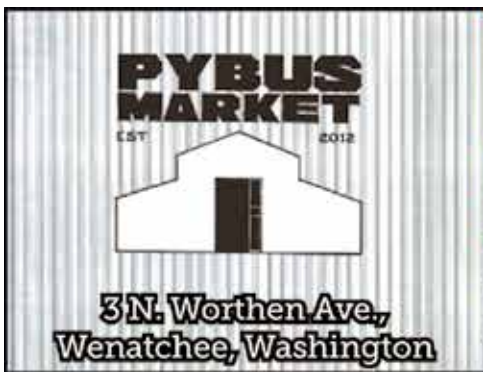
5. Think of your national pride – "Made in the USA" is a hot trend for a reason. Production equals jobs – it's a simple equation.

soil, groundwater, or surface waters.

Because most petroleum products float and ride on top of groundwater, they can even harm indoor air quality by permeating porous basements and crawl spaces.

Early leak detection can help minimize the harm to groundwater and prevent costly cleanups.

For more about EPCRA section 312: epa.gov/epcra/epcra-sections-311-312.



Pybus August Events

Thursday, August 3

- Thursday Evening Farmers' Market - 3 pm to 7 pm
- RunWenatchee's Weekly Club Run & Walk 4:30 pm to 6:30 pm
- Dance Enthusiasts in Pybus Concourse Every Thursday at 7 pm

Friday, August 4

- Seth Garrido Performs for Friday Night Music on the Railcar from 7-9 pm

Saturday, August 5

- Wenatchee Valley Farmers Market 8 am-1 pm
- Hot Rodzz Espresso Saturday Night Cruise-Ins at 4:30 pm

Wednesday, August 9

- Red Cross Blood Drive in Events Room 11:30 am to 4:30 pm

Thursday, August 10

- Thursday Evening Farmers' Market is 3 pm to 7 pm
- RunWenatchee's Weekly Club Run & Walk 4:30 pm to 6:30 pm
- Dance Enthusiasts in Pybus Concourse Every Thursday at 7 pm

Friday, August 11

- Slim Chance Performs for Friday Night Music on the Railcar
- Community Cycling "Slow Ride" 5:30 pm to 8:30 pm

Saturday, August 12

- Wenatchee Valley Farmers' Market - 8 am-1 pm
- Hot Rodzz Espresso Saturday Night Cruise-Ins at 4:30 pm

Thursday, August 17

- Thursday Evening Farmers' Market - 3 pm to 7 pm
- RunWenatchee's Weekly Club Run & Walk 4:30 pm to 6:30 pm
- Dance Enthusiasts in Pybus Concourse Every Thursday at 7 pm

Friday, August 18

- Mike Bills Performs for Friday Night Music on the Railcar from 7-9 pm

Saturday, August 19

- Wenatchee Valley Farmers' Market 8 am-1 pm
- Color Rush "Check In" is 3:30 pm to 8:30 pm
- Hot Rodzz Espresso Saturday Night Cruise-Ins at 4:30 pm

Wednesday, August 23

- United Way's 3.1 mile "Color Rush" Fun Run at 8 am

Thursday, August 24

- Thursday Evening Farmers' Market - 3 pm to 7 pm
- RunWenatchee's Weekly Club Run & Walk 4:30 pm to 6:30 pm
- Dance Enthusiasts in Pybus Concourse Every Thursday at 7 pm

Friday, August 25

- Family Game Night Hosted by Pacific Crest Church
- Gavin McLaughlin Performs for Friday Night Music on the Railcar from 7-9 pm

Saturday, August 26

- Wenatchee Valley Farmers' Market 8 am-1 pm
- Wenatchee Valley Farmer's Market Cooking Demo with Ruth Leslie 10 am-noon
- Hot Rodzz Espresso Saturday Night Cruise-Ins at 4:30 pm

Wednesday, August 30

- Red Cross Blood Drive in Events Room 10 am to 3 pm

Thursday, August 31

- Thursday Evening Farmers' Market - 3 pm to 7 pm
- RunWenatchee's Weekly Club Run & Walk 4:30 pm to 6:30 pm
- Dance Enthusiasts in Pybus Concourse Every Thursday at 7 pm