

WENATCHEE BUSINESS JOURNAL

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Taylor Farms buys 'slice' of Cashmere's Crunch Pak

CASHMERE - Taylor Farms and Crunch Pak Holding Company entered an agreement for Taylor Farms to buy a minority stake in Crunch Pak sliced apples.

The Taylor Farms investment will give Crunch Pak regional distribution to retail and foodservice customers nationwide. In return, the partnership provides Taylor Farms with Crunch Pak's fresh fruit slicing technology and fruit industry expertise.

The majority stake in Crunch Pak will be retained by Dovex Fruit Co., and its partners, which will provide Taylor Farms with access to raw fruit product, organic and conventional. The Crunch Pak sales, marketing and management teams will remain in place. Bruce Taylor, Taylor Farms

CEO, will join the Crunch Pak board of directors.

"The fresh cut industry is rapidly changing; customers are requiring deliveries seven days a week. You



SUBMITTED PHOTO

Bruce Taylor

have to be national but with regional delivery across the country," said Crunch Pak President Mauro Felizia. "We bring leading edge technology in slicing the

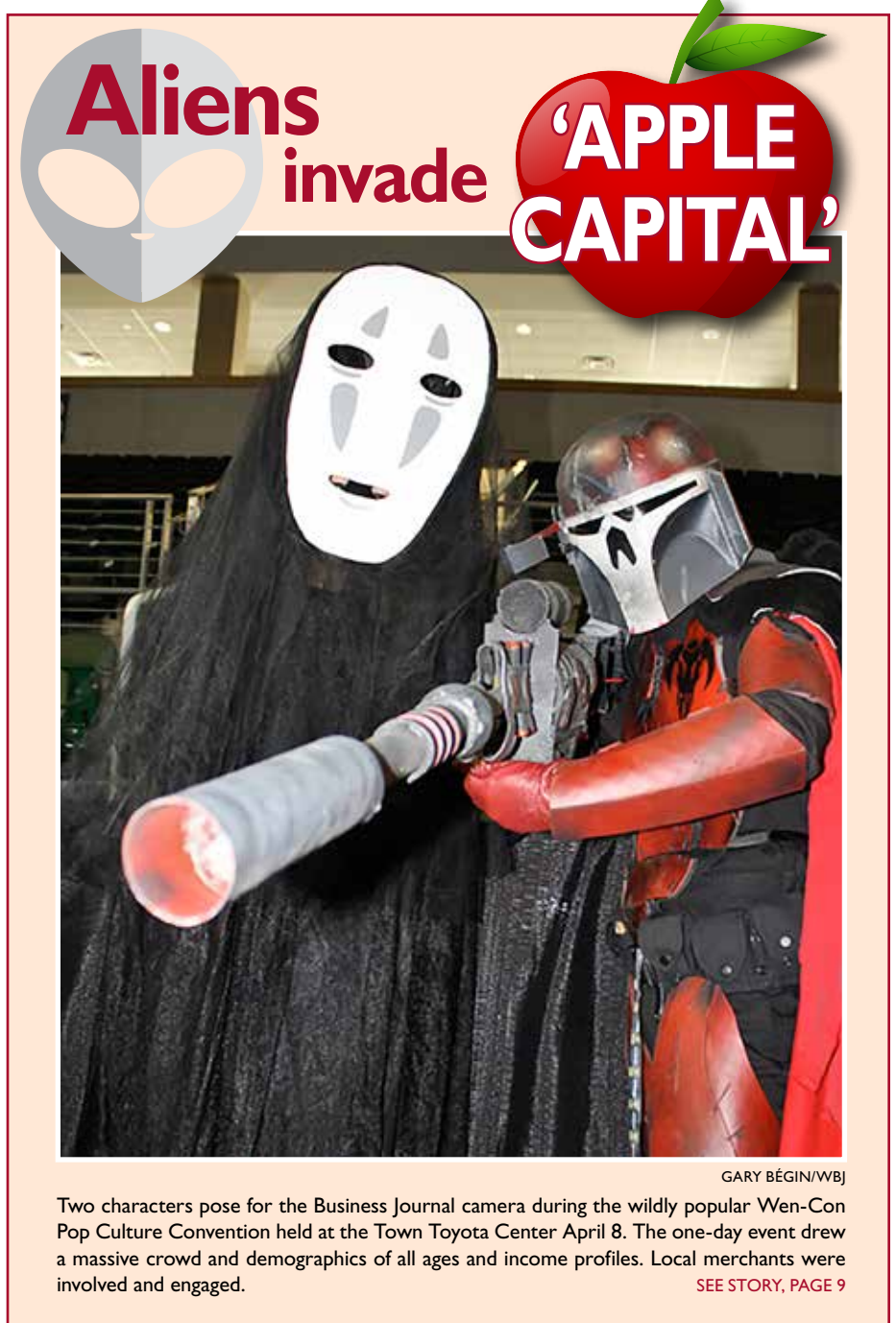
best quality fruit to the table, but we need faster distribution to market.

"In today's business environment, logistics, innovation and collaboration are important; our partnership with Taylor Farms will give us that synergy."

Bruce Taylor said, "Our investment in Crunch Pak gives us the fresh fruit slicing technology we need to move into that category. We look forward to working closely with Crunch Pak as we explore new ways to deliver an unmatched quality of fresh sliced fruit products across a variety of channels."

The two companies are working together now.

For more information about the companies and their products, visit crunchpak.com and taylorfarms.com.



GARY BÉGIN/WBJ

Two characters pose for the Business Journal camera during the wildly popular Wen-Con Pop Culture Convention held at the Town Toyota Center April 8. The one-day event drew a massive crowd and demographics of all ages and income profiles. Local merchants were involved and engaged.

SEE STORY, PAGE 9



GARY BÉGIN/WBJ

Phillippi Fruit suffers loss

A Phillippi Fruit warehouse adjacent to its corporate headquarters at 1921 Fifth St. in Wenatchee, burned down in late March causing an estimated \$1 million in damage. The cause was attributed to an apple syrup mixture that caught on fire.

About Crunch Pak

Crunch Pak is the industry leader in fresh sliced apples. Founded in 2000, Crunch Pak is committed to providing the highest quality organic and conventional sliced apples in the market. The primary distribution is via retail channels; annually Crunch Pak creates more than 1 billion apple slices at plants in Cashmere and New Jersey.



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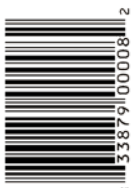
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BPW Marketplace



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NEWSSTAND LOCATIONS

Wenatchee

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

The Lake Chelan Mirror,
310 E. Johnson Ave.
The Vogue — A Liquid
Lounge,
117 E. Woodin Ave.

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Douglas County PUD Report



From Douglas PUD news releases

EAST WENATCHEE - In an **early March** meeting the Douglas County PUD Board of Commissioners:

- Authorized interconnection and service agreement with Pine Canyon Growers as required by the Customer Service Policies, Section 36. (17-026)
- Approved interconnection and service agreement with Giga Watt Inc. as required by the Customer Service Policies, Section 36. (17-027)
- Authorized addendum No. 1 to bid document 17-02-W, service and draft tube air compressor upgrades at the Wells Hydroelectric Project to provide clarifications to the contract documents. (17-028)
- Approved acceptance of work and final payment to Nicholson Construction Company under contract 16-20-W, upgrade the Uplift Monitoring System at the Wells Hydroelectric Project. All work

has been completed and determined to meet the bid specifications. (17-029)

- Authorized a professional service agreement with Beck Botanical Services for noxious weed and rare threatened and endangered plant surveys as required by the Wells license. The contract is not to exceed \$35,685 and will conclude December 31, 2017. (17-030)

- Approved a professional service agreement with Columbia Research Specialists, LLC. for pikeminnow removal 2017-2019 as required by the Wells Habitat Conservation Plan. The contract is not to exceed \$132,600 for the first year. (17-031)

- Authorized approval of land use permit 311B-01, Herb Curtis. The permit is for continued use of Project lands previously permitted for a single use dock, lawn and landscaping. (17-032)

- Approved land use permit 311D-02, Steven and Melinda Vlasic. The permit is for continued use of Project lands previously permitted for a boat dock, lawn, landscaping and bulkhead. (17-033)

- Authorized approval of land use permit 311E-02, Don and Betty Jensen. The permit is for continued use of Project lands previously permitted for a single use dock and landscaping. (17-034)

- Authorized the funding request of North Central Educational Service District (NCESD) in the amount of \$26,856.63 for the 2016-2017 school year. In effect since 1988, agreements between Douglas PUD and NCESD have been established to provide educational curriculum for every kindergarten through fifth grade student in Douglas County. Classes pertain to electrical generation, electric distribution, conservation, safety and wise use of water resources. This funding also provides for fourth grader participation in the River of Power program. (17-035)

In another PUD meeting:

- Authorized a professional service agreement with Grette Associates, LLC for the Joint Aquatic Resource Application

process for the Northern Mid-Columbia Joint Project. Necessary to provide assistance working through the Joint Aquatic Resource Permit Application process for the Colockum Creek and two Columbia River crossings associated with this project. This agreement is not to exceed \$13,000. (17-037)

- Approved amendment No. 2 to professional service agreement with ESSA Technologies LTD. to complete phase 2 of the renewal and modernization of the Fish Water Management Tool. This amendment will extend the term of the agreement to August 31, 2017. (17-038)

- Authorized approval of land use permit 4-05, Alex Group LLC. The permit is for continued use of Project lands previously permitted for commercial orchard, lawn, landscaping and reservoir shoreline access. (17-039)

- Approved land use permit 27C-03, Bonnie and Marc Hallen. The permit is for continued use of Project lands previously permitted for irrigation pump and intake. (17-040)

Heard a report on the Douglas County Community Network. The network currently has 3,482 end users.

In late March:

Douglas County PUD Commissioners Ronald E Skagen, Molly Simpson and Aaron J. Viebrock executed the following actions during the March 27 Commission meeting held at the District's East Wenatchee office:

- Reviewed bid opening results for bid document 17-02-W, air compressor system upgrades at the Wells Project.

- Approved renewal of contract 16-12-D, provides distribution tree trimming services for an additional one-year period with Asplundh Tree Expert Co. as allowed by contract. (17-041)

- Authorized amendment No. 2 to professional service agreement with Sigma

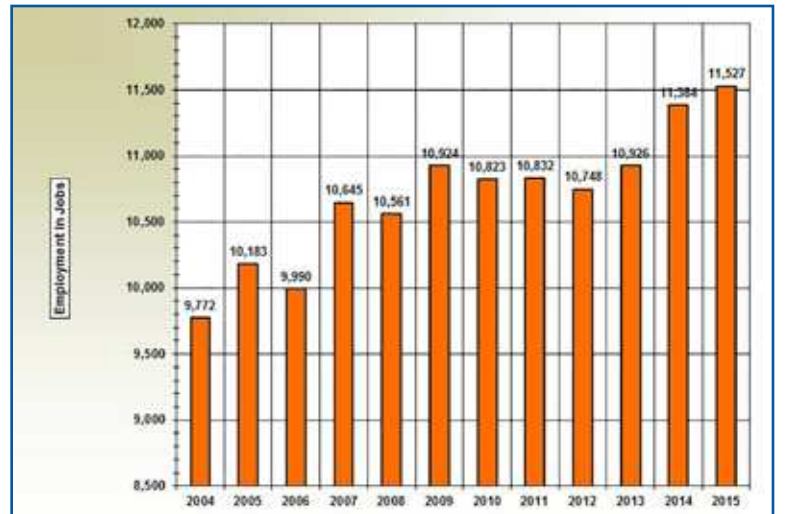
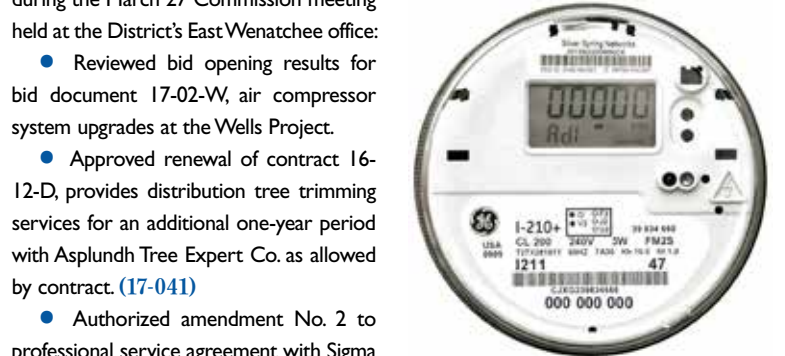
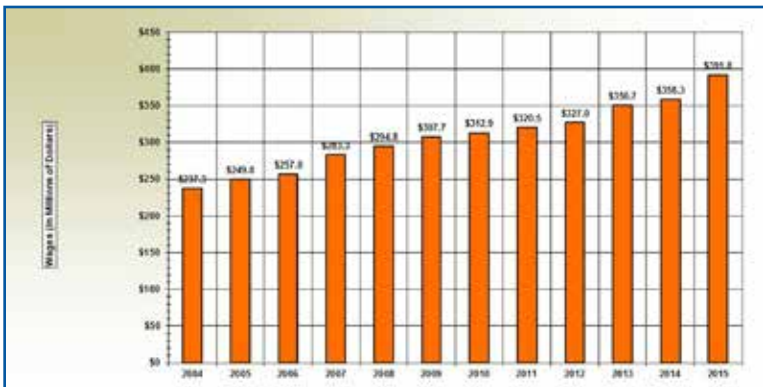
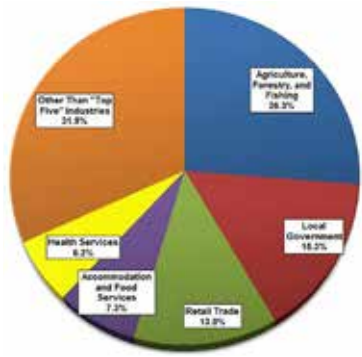
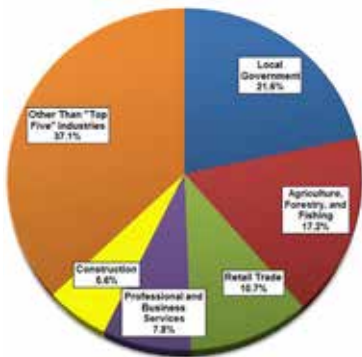
Six Solutions. This amendment extends the length of the agreement to July 14, 2017 to allow additional work to be completed. (17-042)

- Approved amendment No. 12 to professional service agreement with Commonwealth Associates, Inc. under contract 10-13-D. This amendment will increase the not-to-exceed cost \$26,095 due to necessary additional design work bringing the total not-to-exceed cost to \$2,998,090. (17-043)

- Authorized award of contract 17-02-W, air compressor system upgrades at the Wells Project to University Mechanical Contractors, Inc. the lowest responsive bidder. (17-044)

- Approved amendment No. 1 to the Methow Fish Hatchery Chelan-Douglas Interlocal Cooperative Agreement to add use of the Chewuch Acclimation Pond. (17-045)

- Authorized District participation in the Mid-Columbia hourly coordination budget for the first six months of 2017. Grant PUD, acting as Hourly Coordination Central, provides services for the coordination of power generation for the Mid-Columbia PUDs. (17-046)



Sponsorships for vendors, affiliates available

Wenatchee to host 2017 Interpera Congress

First ever international pear conference in America



PORTLAND - The Pacific Northwest will welcome pear industry researchers, experts, growers and marketers from around the world to the 2017 Interpera Congress in Wenatchee June 15 -16. This is the 10th meeting of this world-wide pear conference and the first to be held in the United States.

"It is an honor and an

excellent opportunity to host the collaboration of world thought leaders in one of the premier pear growing areas in the world." says Kevin Moffitt, co-host of the conference and president and CEO of Pear Bureau Northwest. "The attendees will learn about the latest innovations in new pear varieties, mechanization and growing practices with tours of high density and traditional orchards set in the beautiful valleys of the region."

The two-day conference will feature presentations from world experts on topics like emerging pear varieties, high density planting, root stock, harvest and packaging house mechanization, integrated pest management successes, export trade flows, and successful practices for building demand for pears in consumer markets.

The first day of the congress will be held in the state-of-the-art Confluence Technology Center culminating in a reception

and dinner at the nearby Chateau Faire Le Pont winery and restaurant.

Highlights of the program field day include tours of orchards with high-density pear planting and an opportunity to see a leading fresh cut apple slicing operation. Lunch will be served in an orchard alongside the Wenatchee River.

For more information and registration visit the Interpera website: interpera.weebly.com/the-

congress.html.

Sponsorships are also available for industry vendors and affiliates.

The event is organized by the AREFLH, the Assembly of the European Regions Producing Fruit, Vegetables and Ornamental Plants areflh.org, and the USA pear industry including Pear Bureau Northwest and the California Pear Advisory Board. The most recent Interpera conferences were held in South Africa, Italy and Portugal.



Reichert, Kind introduce bill to encourage creation of employee-owned businesses

From a Rep. Reichert office news release

WASHINGTON – U.S. Reps. Dave Reichert (R-WA) and Ron Kind (D-WI) introduced the Promotion and Expansion of Private Employee Ownership Act, which encourages the creation of employee-owned businesses through S Corporation Employee Stock Ownership Plans (S ESOPs).

“Employee-ownership rewards hard-working Americans for committing themselves to the success of the company they work for, creating jobs and growing the economy along the way,” said Rep. Reichert. “Our bill encourages this pride in ownership and gives employees the power to

retire on their own terms. American workers deserve to have confidence in their financial security from their prime working years through their retirement.”

“By making it easier for companies to become employee-owned, this legislation will grow the number of employee owned businesses and provide retirement security to more Americans,” said Rep. Kind. “Employee-owned companies perform better – not just for themselves but for their employees as well. I look forward to working with my colleagues to strengthen opportunities for employee-ownership and unleash their potential to enable more Americans to save for retirement.”

The Promotion and Expansion of Private Employee Ownership Act includes provisions to encourage owners of S Corporations to sell their stock to an ESOP, expand financing opportunities for S Corporation ESOPs, provide technical assistance for companies that may be interested in forming an S Corporation ESOP, and ensure that small businesses that become ESOPs retain their Small Business Association certification. Reps. Reichert and Kind are supported in their efforts by original cosponsors Reps. Pat Tiberi (R-OH), Earl Blumenauer (D-OR), Erik Paulsen (R-MN), Richard Neal (D-MA), and Bill Pascrell (D-NJ).

Reichert: Bill would remove barriers for small businesses

WASHINGTON – Reps. Dave Reichert (WA-R) and Ron Kind (WI-D) introduced H.R. 1696, the S Corporation Modernization Act.

This bill removes barriers and updates rules for the 4.5 million S corporations across the nation, allowing small businesses to better attract capital enabling growth and the hiring of new workers.

“With more than 95,000 S corporations in Washington State, the large majority being small businesses, it is absolutely critical we create an environment for these

businesses to grow,” said Reichert. “This bill helps us do just that by modernizing the rules to support these proven job creators in their mission to grow, compete, and get Americans back to work. I am proud to work with my friend, Ron Kind, on this common-sense bill.”

“With nearly 60,000 S Corporations in Wisconsin, supporting these job creators is a key priority of mine as I work to strengthen the economy in Wisconsin and create jobs,” said Rep. Kind. “This bipartisan bill will bring stability, simplicity and fairness to the tax code and enable S Corporations to continue to provide good jobs and help sustain local communities.”

“The S corporation is the best vehicle for private enterprise ever invented, and the S Corporation Modernization bill helps to ensure it stays that way,”

said President of the S Corporation Association, Brian Reardon. “We really appreciate the commitment Reps Reichert and Kind bring to Main Street business issues, and we look forward to seeing these provisions enacted into law this Congress.”

Specifically, H.R. 1696 would make needed changes to keep S corporations competitive, and ensure the continued success of America’s predominant private business model by:

Increasing the ability of S corporations to attract capital;

Modernizing the rules that apply to firms that have selected S corporation status; and

Encouraging charitable giving by S corporations

These reforms would improve the ability of S corporations to respond to the current business environment and remove impediments that prevent them from competing on a level playing field at home in the United States.

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— Henry Ford

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Senate adopts \$4B capital construction budget



Washington Votes news release

OLYMPIA - State lawmakers focussed on budget legislation as this year's session headed for adjournment.

The Senate unanimously adopted SB 5086, the state capital budget, authorizing \$3.98 billion in new capital construction projects for state agencies and institutions of higher education for the 2017-19 fiscal biennium.

The proceeds of state general obligation bonds would fund \$2.53 billion of the total appropriations.

The bill also provides for a net decrease of \$870,000 in adjustments to the current 2015-17 capital budget. It now goes to the House for consideration.

After considering 59 amendments in a lengthy executive session, the House Appropriations Committee approved a substitute version of HB 1067, the House Democrats'

2017-19 spending proposal. As passed by the committee, the budget plan calls for \$44.9 billion in total spending for the next two years.

The bill includes appropriations of \$22 billion for K-12 public schools; \$5.9 billion for the Department of Social and Health Services; \$8.2 billion for other human services programs, including the Health Care Authority and the Department of Corrections; and \$3.8 billion for higher education institutions and financial aid.

It would also fund the state employee and nonstate employee pay raise agreements negotiated between the Governor and state employee unions, Initiative 732 cost-of-living adjustments, and additional K-12 salary increases.

The bill would also provide supplemental appropriations in the current 2015-17 state budget, adding \$1.6 million in total budgeted funds.

HB 1067 was sent to the House Rules Committee for possible scheduling on the House floor calendar, but House leaders moved

SB 5048, the Republican-led Senate's version of the two-year state budget, to the floor instead.

The content of SB 5048 was essentially stripped and replaced by HB 1067 as an amendment.

Procedurally, this means that, after passage in the House, the amended bill will go back to the Senate for approval of the amendments and final passage.

The Republican-led Senate will likely reject the amendments and ask the House to step away from them. If the House refuses, as it is likely to do, the bill would go to a "conference committee" of members appointed by leaders in both chambers to negotiate a final state budget measure.

The House began debate on 86 proposed amendments to SB 5048.

Twenty amendments were adopted and the bill passed along strict party lines by a 50-48 vote.

According to observers in Olympia, an agreement on a final budget bill is still a long way off, likely resulting in lawmakers going into overtime with one or more special sessions.

Senate's capital budget focuses on schools, infrastructure

By Senator Brad Hawkins

The Senate capital budget would invest a record \$1.1 billion in matching grants for school buildings and \$700 million for higher-education facilities. That's great for school districts and students but it results in fewer capital-budget dollars available for other public projects. Despite that, two projects I requested received an appropriation in the Senate budget, including \$1 million for a Chelan County Emergency Operations Center and \$1 million to address a buildup of minerals (primarily manganese) in the Brewster water system. I am also thankful that the Senate capital budget funds the state's Centennial Clean Water Grant Program at a level sufficient to include much-needed upgrades to the Peshastin Wastewater Treatment Plant. The state grant would cover \$2.1 million and the remainder, approximately \$1.4 million, would be funded by the Chelan PUD.

Other 12th District appropriations in the Senate capital budget include:

- ✓ **\$4.8 million** - realign Miller Street in Wenatchee and make storm repairs
- ✓ **\$3 million** - habitat conservation, Douglas County
- ✓ **\$2.77 million** - replace Wells Hall at Wenatchee Valley College
- ✓ **\$1.67 million** - ditch-to-pipe conversion in Wenatchee-Chiwawa Irrigation District
- ✓ **\$1.6 million** - replace pilings at Lake Chelan State Park moorage dock
- ✓ **\$900,000** - for Saddle Rock soil remediation
- ✓ **\$604,000** - Methow Forest restoration, phase 2
- ✓ **\$500,000** - Hale Park construction, phase 2
- ✓ **\$500,000** - Kiwanis Methow Park revitalization, phase 1
- ✓ **\$400,000** - Castle Rock acquisition, phase 2



SUBMITTED PHOTO

Sen. Hawkins speaking

- ✓ **\$320,000** - Wenatchee Sleepy Hollow floodplain protection
- ✓ **\$258,000** - Wells Recreation Site development
- ✓ **\$250,000** - Twisp Sports Complex renovation, phase 1
- ✓ **\$248,000** - East Wenatchee 9th Street property acquisition
- ✓ **\$166,000** - Big Bend shrub-steppe restoration
- ✓ **\$113,000** - Camas Meadows forest and rare-plant restoration
- ✓ **\$98,000** - Shrub-steppe habitat restoration, post-wildfire

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



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Wenatchee's Ulrich pages for Sen. Hawkins

OLYMPIA - Courtney Ulrich, an 8th-grader at Pioneer Middle School in Wenatchee, recently spent a week at the Capitol working as a page for the Washington

State Senate. Courtney was one of 17 students who served as Senate pages for the 11th week of the 2017 legislative session.

She was sponsored by

12th Legislative District Sen. Brad Hawkins.

"I'm glad that Courtney decided to page," said Hawkins. "It's great to see that she's enjoyed the experience."

The Senate Page Program is an opportunity for Washington students to spend a week working in the Legislature.

Students are responsible for transporting documents between offices, as well as delivering messages and mail. Pages spend time in the Senate chamber and attend page school to learn about parliamentary procedure and the legislative process. Students also draft their own bills and engage in a mock session.

"I'm happy I decided to give it a try," said Courtney. "I didn't know what to expect but I've really enjoyed it."

Courtney enjoys skiing, jazz band, and reading. Courtney, 14, is the daughter of Curt and Cindy Ulrich of Wenatchee.



SUBMITTED PHOTO

Courtney Ulrich with Sen. Hawkins



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WalletHub ranks 'best' cities for small business start-ups: Bend is #1

Personal-finance website WalletHub conducted an in-depth analysis of 2017's Best Small Cities to Start a Business.

To determine the most business-friendly small markets in the U.S., WalletHub's analysts compared more than 1,200 small-sized cities across 16 key metrics. The data set ranges from average growth in number of small businesses to investor access to labor costs.

Best vs. Worst

Bend and Redmond, Ore., have the highest number of startups per 100,000 residents, 280, which is 9.3 times higher than in Salisbury, Md., the city with the lowest at 30.

Wellesley, Mass., has the highest share of the population with at least a bachelor's degree, 83.4 percent, which is 21.9 times higher than in Wasco, Calif., the city with the lowest at 3.8 percent.

Kentwood, Mich., has the most affordable office spaces, at an annual rate of \$9.06 per square foot, which is 6.8 times lower than in Mountain View, Calif., the city with the least affordable at an annual rate of \$61.85 per square foot.

Carbondale, Ill., has the lowest labor costs (median annual income), \$17,764, which is 10.5 times lower than in McLean, Va., the city with the highest at \$186,962.

Pharr, Texas, has the lowest cost-of-living index, 70, which is 3.2 times lower than in Palo Alto, Calif., the city with the highest at 222.

Fort Hood, Texas, has the longest work week, 49.1 hours on average, which is 1.7 times longer than in East Lansing, Mich., the city with the shortest at an average of 28.2 hours.

To view the full report and your city's rank, please visit: wallethub.com/edu/best-small-cities-to-start-a-business/20180/

Reichert Statement on Trade Executive Orders

WASHINGTON. – House Ways and Means Trade Subcommittee Chairman Dave Reichert (R-WA) and Committee Chairman Kevin Brady (R-TX) today released the following statements on President Trump's Executive Orders relating to trade enforcement and the trade deficit:

Chairman Reichert said:

"While we must do more to eliminate foreign barriers to trade that shortchange our companies and workers when they try to sell abroad, I firmly believe that our nation's farmers, workers, consumers, and business owners have benefited tremendously from engaging in trade with countries across the globe. In my home state of Washington, we can see

the benefit of trade in our jobs numbers and feel it in our pocketbooks. We are leaders in the agriculture, software, and aerospace industries, and 40 percent of our jobs are connected to trade. With 96 percent of the world's consumers living outside our borders, there is great potential to create new opportunities for American businesses and grow good-paying jobs here at home. I will continue to work with the Administration on the trade agenda and this report."

Chairman Brady said:

"I welcome the President's Executive Order on Customs bonding procedures, which operationalizes the new tools Congress put in place in the Customs

enforcement bill that we enacted last year. The President's action will strengthen our ability to hold accountable those cheaters who evade our trade laws and engage in unfair trade practices. His strong leadership on this issue will help level the playing field for American workers.

"I also agree that U.S. exporters of all sizes continue to face enormous trade barriers as they sell American goods and services around the world. While it is important to examine the causes of our trade deficits, we know that there are many causes that have nothing to do with trade agreements - including the status of the U.S. dollar as the world's reserve currency and the

widespread use of the U.S. dollar internationally. In fact, our trade agreements have been successful in making it easier to sell 'Made in America' products and services, lowering and even eliminating our trade deficits in manufacturing and services, and frequently resulting in a trade surplus.

"I look forward to working with President Trump and his Administration to rigorously enforce and strengthen our current trade agreements. We must also negotiate new, bold, and enforceable agreements that will eliminate barriers to our products and services so that Americans can compete and win in markets throughout the world."

Top 20 Small Cities to Start a Business			
1	Holland, MI	11	Irondequoit, NY
2	Carbondale, IL	12	Hobbs, NM
3	Springville, UT	13	La Vergne, TN
4	East Chicago, IN	14	Tonawanda, NY
5	Jefferson City, MO	15	North Chicago, IL
6	Wilson, NC	16	Superior, WI
7	Enid, OK	17	Deer Park, TX
8	Rio Rancho, NM	18	Big Spring, TX
9	Clearfield, UT	19	Maryland Heights, MO
10	Cheyenne, WY	20	Grand Island, NE



"We have to avoid putting rules on top of rules on top of rules that make it almost impossible for farm families to compete."

Alex McGregor, President
The McGregor Company
Colfax, WA



BPW

Marketplace

The Business and Professional Women organization will offer a "Marketplace" at the Wenatchee Convention Center (WCC) Friday and Saturday, May 19-20. It will feature 20 vendors, jewelry, kitchen items, beauty products, hair products, a massage station and more and will be open to the public from 9 a.m. to 5 p.m. both days in the Gala rooms on the main floor.

There is no charge for this shopping and browsing opportunity. The WCC is located at 121 N. Wenatchee Ave. For more information call Debbie Feist, 509-860-0659. (Please note: A BPW state convention will be taking place at the same time in the WCC, but it is open to members only.)

IN WASHINGTON STATE, FARMING IS A FAMILY AFFAIR.

Tucked in the middle of the rolling hills of the Palouse in Eastern Washington, a researcher named Cat Salois works in her office at The McGregor Company on new environmentally-conscious strategies that help farmers increase crop yields and provide for a hungry world.

"This is a family affair," says Salois. "In fact, families own 97% of farmland in Washington. We raise our families on the same ground we are farming, so we have every reason to be excellent stewards of land we farm."

Alex McGregor's grandfather homesteaded land in Eastern Washington 135 years ago. "There is a sense of heritage, a sense that the land matters, and a stubborn belief in small towns," says McGregor. The McGregor Company is helping family farmers, ranchers and agricultural communities grow success throughout the Inland Northwest.

Meet other AWB members like The McGregor Company that are creating opportunity, improving lives, and strengthening communities here in Washington. Visit GrowHereWashington.com.



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Washington Federal celebrates 100 years in business

By Gary Bégin

The Wenatchee Business Journal asked a few questions about how and why Washington Federal has been successful and grown over the last 100 years since its first branch was founded in 1917 in Ballard, a Seattle suburb.

The answers came from local Wenatchee Assistant Vice President and Branch Manager Amanda Pearcy.

Is there a corporate mindset that is responsible for keeping the company strong over the last 100 years?

Our corporate motto is "Invested Here." What that means is that we desire that everyone, from our tellers to our CEO, be passionate about what they do, and be committed to making a difference for our clients and in our community. Here in the Wenatchee Valley that means we are actively involved in

our community via organizations like Habitat for Humanity, WA

State Apple Blossom Festival, Wenatchee Downtown Association, and United Way. It also means that when you step into a Washington Federal branch you will be treated with integrity and respect, and we will go the extra mile to understand how best we can serve you. You will find that the staff here in Wenatchee and throughout Washington Federal are good-hearted, honest people who genuinely care for the clients they are serving. A requirement listed on every job posting at Washington Federal is "Simply be nice." It is not just a slogan to us. It is a fundamental expectation of everyone who works here. One of the commitments Washington Federal has had throughout its history is a commitment to maintaining a strong balance sheet.

FIRST 100 YEARS
Washington Federal.
invested here.

Washington Federal is one of the strongest banks in the nation with one of the highest capital ratios among the nation's 100 largest publicly traded banks. Backed by 100 years of relationship-based service, Washington Federal has grown to 15 billion in assets. Another area that has set Washington Federal apart throughout its history is our commitment to remaining a portfolio lender. This means we never sell our loans. Of the many benefits this affords our clients, the greatest one is the additional flexibility we have because we maintain control of our loans from origination to repayment. One of the best stories of our bank came during the great recession from a few years ago. Even though it was a time of economic upheaval for the whole country, because we own our loans we were able to modify terms for 3,000 families who were struggling to make their payments, allowing them to stay in their homes. Today 96 percent of those families are current on their loans. Of course the bank is committed to profitability and we cannot serve our clients well without a strong balance sheet, but we will not pursue profit at the expense of failing to do what is right for our clients. This is in our DNA and has been a major reason for the staying power and success we have had in these last 100 years and will continue to be vital for the next 100 years.

How has the internet and new technology in general affected corporate practices?

Innovation on the tech side of banking has been very exciting in recent years. Everyone has apps on their phones where they can check their balances and make



GARY BÉGIN/WBJ

From left are Washington Federal Division Manager Ken McLain, Branch Manager Amanda Pearcy, Assistant Managers Lisa Lang and Greg Olson as they prepare for the 100th Anniversary gala celebration at the bank branch located at 830 North Wenatchee Ave.

transfers. Mobile deposit has made depositing as simple as taking a photo of your check with your phone. Smart ATMs and cash recyclers are changing the branch experience for our clients. Obviously with transactions increasing online, account security, fraud protection, and credit monitoring become essential for most clients. So one of the more recent offerings at Washington Federal is our Green Checking account which comes with, among a number of other money saving benefits, a comprehensive credit monitoring service. Many people who are using this type of service are paying significantly more than the \$6/month a green checking account costs. This is an example of how we are adding more value and protection to help our clients feel secure with their bank.

Are there any Wenatchee-specific practices the bank uses in light of this area being a major agricultural center?

According to Bob Damon, area "ag" lender, We're dedicated to developing long-term partnerships with our agricultural clients. We make it our business to understand the challenges they face, and know how important it is to have a relationship with your bank that you can count on. Many of our agribusiness business bankers are producers themselves, so they know the challenges agriculture faces, and the lifetime commitment involved. That is why our approach is to take the time to meet face-to-face, learn about your operation, your goals, and then design custom banking solutions that really work for your business.

Since the beginning, our success has been achieved by protecting the long-term interests of our clients and shareholders. This has been accomplished by maintaining a strong capital base and an uncompromising approach to loan quality. As a strong community

partner, Washington Federal is committed to a personal approach that contributes to the financial security and accomplishments of our clients. Together, we create opportunities that strengthen neighborhoods and the lives of those we serve.

We offer the following agriculture lending products:

◆ **Operating Lines of Credit:** Production lines to support the annual crop/livestock production cycle until crops are harvested and sold.

◆ **Equipment and Livestock Term Loans:** Purchase farm equipment, make capital improvements or purchase livestock for expansion or replacement inventory. Terms may range from 3-7 years, with annual payments tailored to fit your cash flow.

◆ **Real Estate Loans** - Designed for agriculture clients to purchase additional production land - fully amortized, with semi-annual or annual payments to meet the producer's cash flow needs

- Maximum loan-to value at 75%

◆ **International Letters of Credit:** Designed for the borrower who is exporting produce or products internationally.

What is the biggest project the bank has gotten involved with?

As one of the strongest commercial banks in the western U.S., Washington Federal has participated in funding:

◆ the Alaska Airlines and Virgin America merger

◆ Weyerhaeuser's new headquarters in downtown Seattle

◆ the Seattle Mariners' new ownership

◆ the Deadliest Catch's new vessel

Are there certain key criteria your bank looks for in a small business needs in order to qualify for a loan?

The three main components that we take a look at when we look at small business lending is credit,

collateral and cash flow. However being a portfolio lender allows us to look at the lending needs of our small business clients on a case by case basis and make common sense decisions. Washington Federal is dedicated to banking one person - or one business - at a time. We make it our business to understand the challenges companies face today, and we look for the long-term opportunity in every situation. We are very fortunate to have a dedicated small business banker who is able to visit clients at their business and provide personalized service. That person for the Wenatchee area is Stasha Reed.

Washington Federal has one of the highest capital ratios among the nation's 100 largest publicly traded banks. "We are thrilled to celebrate our first 100 years in business and the partnerships we've established with all of our clients as we've grown from our humble start as a single branch in Ballard to become one of the strongest commercial banks in the nation," said president and CEO Brent Beardall. Beardall was invited to ring the opening bell at the New York Stock Exchange April 24 marking the anniversary of the bank.

Washington Federal specializes in retail, small business and commercial banking. Founded in 1917, Washington Federal currently has approximately \$15 billion in assets and operates 236 offices in Washington, Oregon, Idaho, Utah, Arizona, Texas, Nevada and New Mexico.

Anything else?

To really get to know our story and learn more about Washington Federal's first 100 years, we encourage you to watch our story at washingtonfederal.com.

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Chelan County marijuana farmer speaks out



Dear Chelan County Residents,

I am a lifelong resident of Chelan County. I am an owner of one of the nearly 40 cannabis farms Chelan County officials seek to shut down by regulating us out of business. Our farm employs eight to ten of the over 600 people county officials are forcing out of a job. Our farm is two generations of family owned and operated. We have lived in the area of our farm for 27 years. We have great relationships with our neighbors. We have used all our resources, including two full years of our lives without a salary, to build our farm with the American Dream of the opportunity for success. A shutdown of our farm, which the proposed regulations shuts every farm down, would force three members of my family to file for bankruptcy, including myself. We would lose just about everything. It would ruin our credibility and it would turn our world upside down.

There are about 40 other farms with similar stories. A shutdown could force 50-100 people into bankruptcy. Chelan County officials approved, permitted and allowed us to build and operate our farms at our locations. Now they are trying to take that away. What does that say of them? Should Chelan County commissioners let a few select people convince them to bankrupt that many honest, hardworking Chelan County residents? Do not forget about the 600 people forced out of a job in the midst of 600 jobs already lost at Alcoa, and more jobs lost at Hastings, Staples and many other local businesses shutting down. Grandfathering existing farms forces no one into bankruptcy.

Chelan County is an agricultural community. Along with agriculture comes offsetting smells. We live with it because it is our culture. Everyone understands the gripe,

but it is not the only gripe involving agriculture in Chelan County.

Chelan County's Code of the West Pg. 8 Sec. 5.6 states:

Agriculture is an important business in Chelan County. If you choose to live among the orchards, farms and ranches of our rural countryside, do not expect county government to intervene in the normal day-to-day operations of your agribusiness neighbors. In fact, Washington has "Right to Farm" legislation that protects farmers and ranchers from nuisance and liability lawsuits. It enables them to continue producing food and fiber.

Well, county government is intervening in the normal day-to-day operations of agribusiness neighbors. It is complete hypocrisy.

If you wish to access Chelan County's Code of the West, here is a link:

https://www.co.chelan.wa.us/files/public-works/documents/code_of_the_west.pdf

Chelan County commissioners have an important decision to make. One decision ruins the lives of a large group of Chelan County residents. The other ruins the lives of no one.

All we farmers ask for is what every entrepreneur asks for: the opportunity to fail or to succeed by our own accord, not to fail by the hands of our county officials.

Help Chelan County commissioners make their decision by writing them and voicing your opinion:

DISTRICT 1 Commissioner Kevin Overbay:

kevin.overbay@co.chelan.wa.us

DISTRICT 2 Commissioner Keith Goehner:

keith.goehner@co.chelan.wa.us

DISTRICT 3 Commissioner Doug England:

doug.england@co.chelan.wa.us

Sincerely,
John Nelson
Wenatchee



CHELAN COUNTY

Updates from Committee

I was happy to see a familiar face in the Technology & Economic Development Committee. John Stoll, Managing Director of Customer Utilities from the Chelan County PUD, gave an impressive presentation about innovative ways to provide safe and affordable power.

I'm tremendously proud Chelan County is leading the charge in ensuring energy rates are equitable across our district.

Revenue Forecast

Last week, the Economic and Revenue Forecast Council, which releases a quarterly revenue forecast report, announced Washington state will see a significant increase in revenue this year. According to the council, the lawmakers and budget writers can expect increases of \$1.1 billion in the 2015-17 budget cycle and \$700 million in

Rep. Mike Steele Legislative Update

the 2017-19 budget cycle compared to the report released in Feb. 2016.

This additional revenue comes as a result of increased economic activity, including additional spending that helps generate revenue from the sales tax, and additional spending on property.

While these upturns haven't reached all corners of the state yet, it's a sign that things are moving in the right direction.

Additionally, this increase in revenue and economic activity reinforces my belief that Washington state does not have a revenue problem, but an efficiency problem.

I believe we have an obligation to live within our means, develop innovative ways to improve government spending and ensure all citizens of our district and state have what they need to thrive. Over the last biennium we have seen a nearly \$3 billion increase in state revenues from the positive growth in our economies. The increase is more



COURTESY PHOTO

Managing Director of Customer Utilities John Stoll, Chelan PUD

than enough to fully fund education, meet the state's basic obligations and protect our most vulnerable citizens.

“

Whenever you find yourself on the side of the majority, it is time to pause and reflect.

— Mark Twain

”

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Insurance Commissioner fines and revocations

OLYMPIA – Insurance Commissioner Mike Kreidler issued fines in **February** totaling \$58,750 against insurance companies, agents and brokers who violated state insurance regulations.

◆ **Farmers Insurance Exchange and Mid-Century Insurance Co.**, Woodland Hills, Calif.; fined \$50,000, [order 17-0011](#) Farmers used the wrong rates for “hospitality business owner” policies from September 2010 through March 2016 due to a computer error. The policies are for hotels, motels, inns, and bed-and-breakfast businesses. The companies overcharged 92 policyholders \$471,779 and undercharged 107 policyholders \$253,563. The companies issued refunds plus 8 percent interest to the policyholders they overcharged.

◆ **American Modern Home Insurance Co.**, Amelia, Ohio; fined \$5,000, [order 17-0012](#) The company issued insurance policies to 11 Washington consumers before the policies were reviewed and approved by the insurance commissioner. The company also failed to respond in a timely manner to inquiries from the insurance commissioner.

◆ **Conover Insurance Inc.**, Yakima; fined \$1,000, [order 17-0008](#) Conover Insurance Inc. is an insurance brokerage firm. The insurance commissioner and the state Department of Labor and Industries needed to verify insurance information for some licensed contractors who had insurance through Conover. Conover failed to respond to repeated requests for the information.

◆ **Midvale Indemnity Co.**, Chicago; fined \$1,000, [order 17-0004](#) The company allowed eight insurance producers whose appointments had lapsed to conduct 15 transactions totaling more than \$4,770 in premiums. State law requires insurers to file a notice and pay a fee to the insurance commissioner for each licensed producer who will act as an agent of an insurer.

◆ **Vertical Leap Consulting, Inc.**, Seattle; fined \$500, [order 17-0010](#) Vertical Leap is an insurance brokerage that let its license lapse and allowed people to sell insurance who were not licensed insurance producers.

◆ **Andrea Puanani Sayson**, Leesville, La.; fined \$500, [order 17-0019](#) The

insurance commissioner revoked Sayson’s insurance producer’s license in 2012 for failure to pay the licensing fee and failure to respond to inquiries from the insurance commissioner. In December 2016, Sayson applied for an insurance producer license in Louisiana, and the state requires her to resolve her Washington state revocation order before she can be licensed there. Sayson agrees to pay the licensing fee from 2012 and a \$500 fine.

◆ **Jason M. Briscoe**, Minneapolis; fined \$500, [order 17-0023](#) The insurance commissioner revoked Briscoe’s insurance producer license in 2010 for failure to respond to the commissioner’s correspondence. The insurance commissioner notified him twice that his fingerprint submission was rejected for being illegible. He agreed to pay a \$500 fine in 2010 to settle the case, but then failed to do so. In February 2017, he contacted the insurance commissioner and asked to rescind the revocation. He agreed to pay the \$500 fine he owes from 2010.

◆ **Oghomwenorughaen Enora Gillespie**, Bellevue; fined \$250, [order 17-0002](#) Gillespie included her husband’s name on a life insurance application for a separate client without his knowledge and submitted it to State Farm. She later canceled the application and refunded the consumer’s premium payment. State Farm revoked Gillespie’s appointment and the agency where she worked fired her.

◆ **Vicki L. Boser and InsuranceTek Inc.**, Snohomish; license revoked, [order 17-0013](#) Vicki Boser and her company, InsuranceTek, have both been barred from selling insurance in Washington state. An investigation found that Boser fraudulently signed policies on behalf of clients without their knowledge, overcharged clients, and failed to send clients’ premiums payments to the insurance companies. The case was referred to Kreidler’s Criminal Investigations Unit.

◆ **Jacob Cobb, Selah**, Wash.; license revoked; [order 17-0005](#) While in discussions to purchase a Farmers insurance agency in Selah from another producer, Cobb was given access to agency’s computer system. Without authorization, he copied

the entire client database and emailed it to himself. The database included clients’ contact information and personal financial information. Farmers did not allow Cobb to purchase the agency, and he is no longer allowed to sell insurance in Washington state.

◆ **Marc Perez Insurance Agency and Marc Perez, Federal Way**; license revoked, [order 17-0018](#) The insurance commissioner conducted a routine financial exam of Marc Perez Insurance Agency in March 2016 and gave the agency 90 days to correct the issues found. The insurance commissioner conducted a follow-up exam in August 2016 to confirm the agency made the corrections and found the agency was missing accurate and complete accounting records from January 2015 through June 2016.

The agency also failed to address other findings from the financial examination, including not keeping customers’ premium payments in a separate account. The agency and Perez stopped responding to the insurance commissioner’s correspondence and requests for documentation. Perez and the agency are no longer allowed to sell insurance in Washington state.

The Insurance Commissioner’s Office issued another list of fines in **mid-April** as follows:

Insurance Commissioner Mike Kreidler took disciplinary action and issued fines totaling \$3,650 against insurance companies, agents and a continuing education provider who violated state insurance regulations.

◆ **Janet Pack**, Tacoma; fined \$1,500, [order 15-0180](#) Pack sold an annuity to a consumer that was not suitable for the consumer’s needs, a violation of state law.

◆ **Mario Thomas Mathews**, Tacoma; license revoked, [order 16-0215](#) The insurance commissioner revoked Mathews’ insurance producer license in August 2016 for processing 32 fraudulent insurance policy endorsements, making false statements regarding 200 cars for which he lacked an insurable interest, and fraudulently adding 99 drivers under the age of 25 to policies and 98 additional residences occupied to policies. The total amount of these transactions was more

than \$129,000, which he paid on his credit card and then reversed. The insurance agency where he worked terminated his affiliation in January 2016.

Mathews appealed the revocation and demanded a hearing. The presiding officer upheld the order to revoke Mathews’ license.

◆ **Mutual of Enumclaw Insurance Co.**, Lake Oswego, Ore.; fined \$1,000, [order 17-0021](#) The insurance commissioner received consumer complaints about the company’s timeliness in handling claims. The commissioner reviewed the company’s claim-handling processes and found 10 violations of the following laws:

Notifying claimants within 15 business days whether claims had been accepted or denied.

Notifying claimants in writing when additional time was needed to process claims.

Notifying claimants every 30 days why the claims remained unresolved.

◆ **Lynn Christofferson, Rathdrum**, Idaho; fined \$400, [order 17-0015](#) Christofferson is a registered insurance continuing education provider. During an audit, the insurance commissioner found that Christofferson violated some rules about continuing education recordkeeping.

◆ **Western United Life Assurance Co.**, Spokane; fined \$500, [order 17-0222](#) The company issued single-premium individual annuities with an interest rate that the insurance commissioner did not approve.

◆ **Jamie D. Allen**, Gig Harbor; fined \$250, [order 17-0035](#) Allen failed to disclose her criminal history on two separate producer license applications.

◆ **Aaron J. Rodriguez**, Seattle; issued probationary license, [order 17-0043](#) Rodriguez disclosed on

his insurance producer application that he was charged with a felony, and the charge will be dropped if he completes a two-year probation. Rodriguez can apply for a nonprobationary producer license once the charge has been dismissed.

About the Insurance Commissioner Kreidler’s office oversees Washington’s insurance industry to ensure that companies, agents and brokers follow state laws. Since 2001, Kreidler’s office has assessed \$21.9 million in fines, which are deposited in the state’s general fund to pay for other state services. The Office of the Insurance Commissioner posts disciplinary orders against companies, agents and brokers. Consumers can also look up complaints against insurance companies. For an insurance question or complaint, contact the Insurance Commissioner’s consumer advocates online or by phone at 800-562-6900.



GARY BEGIN/WBJ

Wheatland Bank Posts Record Earnings

SPOKANE - Community Financial Group, Inc. (CFG) and its wholly owned subsidiary Wheatland Bank, reported consolidated net income of \$2.4 million for the year ended December 31, 2016, up 38% over the prior year’s net income. 2016 earnings per share increased by 37% over the 2015 level to \$1.78 and the consolidated CFG return on average equity was 8.4% for 2016, up 28% from 6.6%.

These positive results generated a 22% annual appreciation of the market value of CFG stock.

In turn, the CFG Board

of Directors declared a 5% stock dividend and approved a related cash repurchase program this month to its 400 plus local shareholders.

The record earnings were largely fueled by continued robust loan growth from the Bank’s 2015 expansion into the Tri-Cities market, as well as from its Spokane and other eastern and central Washington markets.

Wheatland Bank finished 2016 with \$365 million in total assets, \$243 million in total loans and total deposits of \$328 million.

Following 2015’s year of the highest percentage organic loan growth of any bank in Washington State, Wheatland had another year of solid loan growth of 10%.

Loan quality continues to be very good and compares favorably to industry standards with only .25% of its loans delinquent, and only .04% of its loans in a nonaccrual status as of December 31, 2016.

With deep roots in

agricultural and commercial banking, Wheatland uses its local and industry expertise to provide operating capital and finance new opportunities, while also working closely with customers to mitigate risks associated with various business and economic cycles for long-term prosperity.

A strong independent reflection of Wheatland Bank’s continued success is the fact that for the past 39 consecutive quarters, including throughout the Great Recession, Wheatland Bank has earned the coveted 5-Star Superior rating from BauerFinancial, Inc., the nation’s leading independent bank rating firm.

“A 5-Star rating indicates that Wheatland Bank is one of the strongest banks in the nation, excelling in such areas as capital, loan quality, profitability and much more.

Earning Bauer’s 5-star designation proves that Wheatland Bank is getting it right,” expressed Karen L. Dorway, president of BauerFinancial, Inc.

Making money is art and working is art and good business is the best art.

— **Andy Warhol**

SCI-FI CROWD OTHER-WORLDLY



By Gary Bégin

Next time you hear someone laugh and say negative things about guys and gals who love role-play gaming, dressing up as Spiderman and watching Star Wars marathons remember, fantasy game players “got bank,” that is to say, expendable income.

That message was not lost on many local merchants who set up shop at the event where the Town Toyota Center usually has ice.

Sew Creative owner Tim Miller said, “We had a blast

at the Wen-Con. We decided to put a good foot forward for this event in hopes of connecting more with the wonderful group of people that were there; giving them the knowledge that they have a place to come to for ideas, knowledge, classes, machines, supplies and fun! We have a great group of staff here at Sew Creative with a lot of experience that some people in the valley and beyond may be unaware of. We also love that there was an event like this to foster the creativity and imagination of so many people; that’s part of what we do, give people an avenue to make what’s in their imagination real. We are in business today because of our community; we wanted to thank them

for letting us be here. As for the picture, yes that is me with my Banjola, it was

family made and gifted to me by my three sisters, Heather, Grace and Bethany

as well as my step mother Catherine when my natural father passed a couple years ago. I think being part of a business in a community like ours it is important to share some of who you are, not just be another face, that’s why I

decided to bring something dear to me. I wanted to share it with a community that was dear to me,” Miller said.

East Wenatchee’s Debra Johanson of Fairy Bliss and the Two Rivers Medieval Faire said, “I was shocked by the amount of people interested in learning more about the Medieval Faire.” Johanson said. The “Faire,” a non-profit organization, paid \$75 for its booth.

Even the army and Marine Corps recruiting cadre showed great interest, manning booths just inside the entranceway of the TTC. “We saw an opportunity to meet



ALL PHOTOS: GARY BÉGIN/WBJ

Sew Creative

Tim Miller of Sew Creative strums the “banjola,” a cross between a banjo and a mandolin.



SEE WEN-CON, PAGE 10



Bre Hinkle is a “cosplay artist.”



Characters

A variety of aliens, Star Wars creatures, even a replica “Back to the Future” DeLorean populated the convention.



Wenatchee Marines aim for ‘superheroes’

Marine Pfc. Erick Straub, left, hands a Marine Corps lanyard to potential recruit Anthony Grant of Eastmont High School in East Wenatchee, Washington. On the right stands Staff Sgt. Christopher Pederson of Permanent Contact Station (PCS) Wenatchee.

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WEN-CON: Sci-Fi crowd other-worldly

CONTINUED FROM PAGE 9

potential recruits," said Marine Staff Sgt. Christopher Pederson of the Wenatchee "Permanent Contact Station."

Pederson and his assistant Pfc. Erick Straub, allowed passersby to try some pull ups and talk about careers in the Corps.

Thaddeus Deane owner/operator of Sanctuary, a "Magic" gaming shop in Wenatchee said, "This first year I broke even basically, but the publicity and outreach was invaluable. I greatly appreciated the opportunity and met many new and old friends during Wen-Con.!" His shop specializes in Magic the Gathering and many other collectible card games and supplies and is located next to Abby's Pizza on 5th and Western in Wenatchee.

Deane paid \$125 for his double-sized corner booth, but lucked-out as the neighboring booth was unoccupied and so Wen-Con managers allowed him even more space. "I consider the event to be a win-win-win and I am definitely going back next year," he said. Deane said he basically broke even in his figuring as his revenues more than doubled his booth expenses and he sold enough products to cover what he had to pay for other expenses, including re-investing money back into his shop replacing what he sold. His extra large booth did attract eight gamers and many more attendees stopped in to watch them and learn about Magic.

A simulated R2D2, replica of the "Back to the Future" DeLorean, numerous gaming areas and other

exhibits and product vendors crowded into the arena for a fascinating day-long sci-fi festival.

Illustrators, graphic artists, writers, tee shirts, gaming experts, comic books and sales kiosks featuring toy and figurine collectibles highlighted a tour of the annual "Pop Culture Convention."

Kids and adults sported superhero costumes like Superman and Spiderman. Star Wars characters were everywhere and even old classics like Star Trek and Dungeons & Dragons made appearances.

Wen-Con Event Coordinator Melissa Pitt said the event may expand to two days next year.

"A few things other "cons" told me were that it takes at least one full year to plan and to expect maybe 200

people at a first year con, especially a one day con. But they also suggested we keep it to one day, learn to walk before running and take at least one full year to plan the first convention. What we learned from others became our road map and we followed it very closely, which I believe contributed to much of our success. Unfortunately, we didn't have one full year as I chose April based on schedules of other cons in our area, but we pulled it off in seven months with lots of work from everyone involved," said Pitt.

"We are also incredibly grateful to our vendors, who took a chance on coming to a first year, one day event as we know it was a "roll of the dice" for them whether anyone would show up. Without this list of fabulous

vendors, we would not have had the attendees," according to Pitt.

"We are still pulling together the final exact numbers, but we know we had at least 1,700 attendees/1,900 if you include the vendor ticketed attendees and 75 vendors. Our goal had been 1,000 (in spite of the predictions of 200 attendees) and our fantasy

goal was 1,200. We definitely see this as a huge success!"

"We will definitely be back in 2018, but are looking at whether it will be one or two days. We will have a survey going out soon to vendors and many of our attendees to receive their input as we make this decision and we hope to be able to announce next year's date(s) in the next month," concluded Pitt.



Kids rule

The Wen-Con appealed to all demographics, but was especially embraced by the hundreds of kids, many in costumes, that turned out at the TTC.



Overview

Looking down from the stands onto the arena makes it clear ice or no ice, Wen-Con covered it up and enthusiastic crowds kept merchants busy



Sanctuary

Sanctuary was just one of the many local merchants who decided to set up a booth at the annual Wen-Con. Owner Thaddeus Deane of Sanctuary is shown helping a new customer at his Wenatchee shop which he has operated for 18 years.

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SCHEDULE OF EVENTS:

- 10AM Ryan Wells: Cosplay Inspiration and Q&A - PANEL ROOM 1
- 11AM Johnny Yong Bosch: Q&A - PANEL ROOM 1
- 11AM Brian Dorsey: Going to the Year 2000: Making the Most of the Trip - PANEL ROOM 2
- 12PM John Alexander: Q&A - PANEL ROOM 1
- 12PM Herb Leonhard: Fantasy Coloring Books for Adults (no purchase) - PANEL ROOM 2
- 12:30PM Jason Sims Magic - SEW CREATIVE COSPLAY STAGE
- 1PM Rick Farmiloe: How to Draw Your Favorite Disney Character - PANEL ROOM 1
- 1PM Cosmic Lounge Trivia Contest (21+) - FLOOR 2, COSMIC LOUNGE
- 2PM Steve Blum: Q&A - PANEL ROOM 1
- 2:30PM Jason Sims Magic - SEW CREATIVE COSPLAY STAGE
- 3PM 5-Second Films - PANEL ROOM 1
- 4PM Sam "Doc" Castañón: How to Become a Game Tester - PANEL ROOM 1
- 4:45PM Sew-Creative Cosplay Contest - SEW CREATIVE COSPLAY STAGE

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PAGE 1



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

NCHBA

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

BNCW's April Membership Dinner

Our April BNCW Member Dinner event, sponsored by **Ag Supply Hardware & Feed**, was fantastic!

Over 60 BNCW members and guests attended and enjoyed social time, a wonderful dinner and a lot of fun with some creative BNCW TRIVIA!

Trivia questions ranged from overall useless facts, to some interesting BNCW benefits that some may not have known about!

Each table was given a card with a number on it and after the question was read, the tablemates got together to come up with the right answer.

The table with their card up first had an opportunity to answer the question for a point. If they got it wrong, the next card up could steal the point!

Here are a few of the trivia questions that were asked.

Do YOU know the answers? If you don't - you can find them at www.BuildingNCW.org!

1. What are three BNCW publications that members have access to discounted advertising in?
2. What is the softest mineral in the world?
3. What is the name of the health insurance program that BNCW offers to its members?
4. Which BNCW staff member is able to provide complimentary notary services to our members?
5. In what year was the construction of the Town Toyota Center completed?

BONUS: What was the

very first concert held there?

DOUBLE BONUS: What was the very first event held there?

Many thanks to Al Sanow and his staff at **Ag Supply Hardware & Feed** for sponsoring the evening! We so value their membership and support!

If you would like more information about Ag Supply, visit www.Ag-Supply.net or stop by the newly remodeled store at 1115 N. Wenatchee Ave., your one-stop-shop for all things hardware and feed!

Mark your calendars for the next BNCW Membership Dinner event on Tuesday, June 6th, sponsored by **Wenatchee Valley Glass!**

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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!

- **Work Force Solutions, Inc.**
Becca Chambers
509-888-7779
- **Pesani Genuine Coatings LLC**
Pete Sandoval
509-860-3426
- **SMART Association**
Brian Ducey
206-812-3819

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!

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



MEMBER MESSENGER

"Driven to Promote and Protect Small Business"

MAY 2017 ASSOCIATION NEWSLETTER

PAGE 2

BNCW's:

FROM A DIFFERENT PERSPECTIVE
Acceptable Abodes

"March housing data were good. While starts were down 6.8% compared to February's outstanding weather-induced number, starts were up 9.2% compared to March 2016. Moreover, starts are up 8.1% year-to-date and were up about 8% each month this year compared to last. Single-family starts are up almost 6% YTD; multifamily starts, a surprisingly strong 15% versus a weak 16Q1. Starts should rise 6% this year. Solid."

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

BNCW Hosting a Local CESCL: Certified Erosion and Sediment Control Lead Training Course

CESCL certification is required by the Washington State Department of Ecology, Construction Stormwater General Permit for personnel responsible for monitoring stormwater at construction sites disturbing one or more acres of land, or are part of a larger common plan of development.

The 1st day and part of day 2 is spent in the classroom, discussing regulations, discussing impacts to water quality and construction activity, learning the reporting and record-keeping requirements of the permit, and examining the most up-to-date erosion and sediment control techniques using examples and case studies. Best Management Practices (BMP) products are brought into the class to allow students to see first-hand the types of control measure there are available to them.

The afternoon of day 2 will be spent at a field site to learn more

about the BMP products and practice correctly installing a variety of erosion control BMP's.

Intended Audience:

- Contractors
- Agencies and Municipalities
- Consultants

...anyone else who desires to receive their CESCL certification with the Washington Department of Ecology. Save time and money by taking this certification class locally!

When: May 16 and 17
8:00am to 5:00pm
7:45am Check-in

Location: Chelan County Fire District #1
206 Easy Street
Wenatchee, WA

How: Pre-registration Required online at www.BuildingNCW.org, Call (509) 293-5840
Upon completion attendees will have met the requirements of BMP C160 certification and will receive a CESCL card valid for three years.

Douglas County commissioners making progress on streamlining the regulatory process

Two new commissioners, Dan Sutton and Kyle Steinburg took office at the beginning of the year and the progress they have made with respect to improving regulatory processes has been remarkable.

One of the biggest obstacles to economic development and affordable housing is the ever-increasing regulatory burden and even more importantly, how the regulations are administered.

In all land improvement and investments there are essentially three types of risk.

The market risk, of course – that is, the dangers of market forces changing so that when a project comes on line the market fails to respond.

There is what is known as the "development risk" and that is the worry that the project won't "pencil" due to any number of factors, such as increasing costs, errors in estimating costs, etc. But the biggest and most unpredictable risk is the regulatory risk. Market risk and development risk can somewhat be managed, but the threat of regulatory changes, changes in policy, or just plain unpredictability is beyond the landowners'

control, and often cannot be managed at all.

Of course, more risk, particularly regulatory risk, drives up prices as project proponents become less and less willing to take on a given project without a higher and higher rate of return required to take on that additional risk. Simple and persistent economic realities. The effect of regulatory burden is to add artificial constraints to supply and the unrelenting hand of economic reality means prices increase.

The new commissioners, both small businessmen, have a deep and abiding understanding of how this works, and have taken steps already (they've only been on the job for 4 months) that are helping to mitigate some of that regulatory risk.

Here are some of the things they have already done:

1. Changed the requirements for neighborhood meetings on land projects to make them make more sense;
2. Reassigned staff to make problematic plan reviews go more smoothly;
3. Holding staff accountable for onerous off-site improvement

requirements;

4. Working with the City of East Wenatchee to make "open space" requirements more palatable and thus, avoiding another housing cost increase factor;

5. Taking a strong stand on proposed mandatory minimum-density standards that have been sold as a way to provide affordability when in actuality they do the opposite;

6. Streamlined the bonding process for subdivision development, once again providing a tool to make lots more affordable; and,

7. Changing the timing on submittals of rezone requests.

These are just a few things. None of these things by themselves make huge differences, but taken together, they can. That's how this regulatory risk (shall we say regulatory creep) - one little regulation at a time - has evolved and thus has increased housing prices. It needs to be unwound and these guys are doing that. We expect many more good things to come.

Thank you Dan, Kyle, and Steve for working in the best interests of the citizens of Douglas County.



FREE SHRED DAY EVENT
Friday, May 12th



Shred Day Sponsored by BNCW and Wenatchee Valley Chamber of Commerce

In cooperation with the Wenatchee Valley Chamber of Commerce, Building North Central Washington will be hosting a **FREE Shred Day on Friday, May 12th** at BNCW's facility, located at 2201 N. Wenatchee Avenue in Wenatchee.

Paper materials—up to two file storage boxes or grocery bags per person—will be destroyed at no charge from 11:00am until 2:00pm. Personnel with **CI Information Management**, a Columbia Industries company, will be on hand to answer questions about identity theft, document destruction, and how people can protect confidential information.

Hot dogs, chips and drinks will be offered to visitors at no charge. Don't miss out on this great opportunity!



How TUNED in Are You?

BNCW June Dinner Event
Tuesday, June 6th
Wenatchee Convention Center • 6:00pm - 8:00pm

FUN ~ Great Food ~ And Even Better Company!

PLEASE RSVP BY FRIDAY, June 2nd, 2017
VIA FAX AT: 509-665-6669 OR PHONE 509-293-5840
All cancellations must be received by 6-2-17 to avoid being charged • Dress is Casual

Dinner Sponsored By:

Wenatchee Valley Glass

Building! MEMBER MESSENGER

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

MAY 2017 ASSOCIATION NEWSLETTER

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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.

Use Your Time Wisely!

As a member of BNCW, you have access to multiple networking events, dinners, committees, and much more throughout the year.

Since you likely aren't able to attend and participate in everything (after all, you do have a business to run), choosing how and where to spend your time is very important.

You might consider beginning by giving thought to what your ultimate goals are when it comes to networking.

Do you enjoy attending a Nothing but Networking evening event where you can spend some time meeting people in an environment where you can come and go as you please?

Perhaps, you enjoy spending an evening having dinner with some new people, socializing around the room and at your table?

Or, maybe you enjoy being a part of a committee of your choosing and, spending a few months helping to plan an event, while really getting to know other fellow BNCW members in the process.

Either way, there are a lot of options for you as a member of BNCW to network and build professional contacts.

Consequently, understanding what your goals and interests are is a wise way to prioritize your networking opportunities.

You might not be able to attend them all, but deciding which events and activities are best-suited for your individual goals, interests, and desired outcomes will help you to grow your business through networking!



Sarah Daggett



Lindsay Everhart

Congratulations to Two BNCW Staffers

Recently, both Sarah Daggett - Membership Development Specialist - and Lindsay Everhart - Membership & Events Director - celebrated two important milestones with BNCW.

Sarah marked her one-year anniversary with BNCW, and Lindsay celebrated a big ten-year anniversary as a valued member of our staff! Wow! Congratulations, Sarah and Lindsay!

We're grateful and blessed to have you on the BNCW team! As a side note, BNCW is proud to note that there is over 45 years of combined service to our valued members on the BNCW's professional staff.





BNCW Annual Golf Tournament • Highlander Golf Club • Friday, May 19th

Registration.....11:30 - 1:00 PM	 <ul style="list-style-type: none"> • 1ST, 2ND & 3RD PLACE LOWEST NET • BEST DRESSED TEAMS - 1ST & 2ND PLACE • CLOSEST TO THE PIN AWARDS • MEN'S & WOMEN'S LONG DRIVE PRIZES
Shotgun Start..... 1:00 PM	
Brats will be provided on both front and back 9	GAMES AND EVENTS WILL BE HELD THROUGHOUT THE COURSE AT SPECIFIC HOLES

AFTER TOURNAMENT PLAY

Million Dollar Hole-in-One will be held on hole #9... sponsored by Nationwide Insurance

Dinner sponsored by Noble Truss & Lumber, Inc. Raffles & Awards in the Clubhouse to conclude the event.

\$1,000,000.00 Hole-in-One

The FOUR (4) closest to the pin on hole #9 will have a chance at winning!

Dinner Sponsored By:



Noble Truss & Lumber, Inc.

For more information or to register a team of four (4), or as a single golfer to be paired up, please call Lindsay Everhart at 509.293.5840

\$125 p/p - or - \$500 team of 4



MEMBER MESSENGER

“Driven to Promote and Protect Small Business”

MAY 2017 ASSOCIATION NEWSLETTER

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Financial Wellness 101 Workshop

BNCW Member — Bailey Robles with **Foresters Financial** — wants to help you understand how to enhance your financial wellness.

Learn how to financially plan for:

- Emergencies
- Protection for family
- Home purchase/remodel
- College education
- Wedding

- Vacation home
- Comfortable retirement

Location: Building North Central Washington
2201 N. Wenatchee Ave., Wenatchee

This workshop is FREE! and will be held 3 different times on Thursday, May 11th:

- Morning: 7 - 8 am
- Afternoon: 12 - 1 pm
- Evening: 4 - 5 pm

Please choose your time and register online at www.BuildingNCW.org, or by calling Kim Fenner at (509) 293-5840



BNCW's April NBN

On Thursday, April 20th, BNCW members and guests gathered for an evening of networking at the new facility for **Caring Cottage, LLC**.

This adult family home offers its guests exactly that — a quality adult family home. From the minute one enters, you feel the warmth of a home and, when you

meet the caregivers, you know immediately that the residents have the best-of-the-best!

Each bedroom (not a room, a bedroom) has its own private ADA bathroom complete with a walk-in shower and a large wall-mounted flat screen TV. Residents freely choose their decorations, style and

comfort items.

Over 40 guests attended and toured through the home, while enjoying some great food, drinks, and an abundance of networking!

Our thanks to BNCW member and owner of Caring Cottage, LLC, Miriam Shieni, and her sister Jeanette, for all of their hard work in putting

it all together! It turned out magnificent!

The next BNCW Nothing but Networking event will be held on **Thursday, June 15th at Jessup Real Estate** in East Wenatchee!

You may RSVP for this event online at www.BuildingNCW.org, or simply call the BNCW office at (509) 293-5840!



Free Lien Law & Construction Contracts Workshop

Each year many of our members contact BNCW seeking information on what the Washington State lien law requirements are, and what they must do to protect their lien rights. While Washington's lien law requirements are quite specific, several key steps and timelines must be followed to the letter.

To help our members simplify and navigate these requirements, as well as to learn some important basics of construction contracts, BNCW member law firm, Johnson, Gaukroger, Smith & Marchant, P.S., is providing our members a seminar on construction lien law for private and public jobs, as well as construction contracts.

This important seminar is at no cost for BNCW members and guests, and will cover - in addition to some key construction contract tips -the following topics:

Lien Law – Private Jobs

- Procedures to filing and removing liens
- Proper form and preparation for and preliminary noticing and recording
- Timelines and foreclosure

Lien Law – Public Jobs

- Liens against retainage
- Bonding performance and payment
- Project completion

Construction Contracts

- Details needed in contract
- Types of contracts
- Who is protected by the contract

■ **When:** Thursday, May 25, 2017 10:00AM to Noon

■ **Where:** North Central Regional Library
16 N. Columbia Wenatchee, WA 98801
For more information, or to register, please contact the BNCW office at (509) 293-5840, or go online at www.BuildingNCW.org

BNCW EVENTS

BNCW's May Board of Directors Meeting

- May 17, 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 May CPR & First Aid Training

- MAY 16, 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.

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New Mediator Joins Wenatchee Valley Dispute Resolution Center Mediation Team

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



Rick Acosta

After completing the requisite training, practical experience, and an interview with WVDRC's Certification Committee,

the WVDRC Board approved Acosta's certification at its March meeting. Acosta, will be able to assist Spanish-speaking clients which will increase access to WVDRC's services.

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

In addition to mediation services WVDRC provides training, facilitation and other programs to assist people in reaching a peaceful resolution of their disputes.

WVDRC is a 501(c)3 non-profit organization and a United Way of Chelan and Douglas Counties community partner. With generous support from organizations and individuals in our communities, WVDRC assisted over 300 clients in Chelan and Douglas Counties last year.

For further information or to inquire about mediation and other services please visit the WVDRC website at www.wvdr.org or call the WVDRC at (509) 888-0957. Contact: [Laura Jaecks, WVDRC Board Chair director@wvdr.org](mailto:Laura.Jaecks@wvdr.org).

John Scott Real Estate welcomes new Realtor

John L. Scott Leavenworth would like to welcome **Debra Hilliard**, the newest member joining the team!



Debra Hilliard

Debra has been a licensed Realtor serving her community for 17 years.

Forte welcomes new staffer

Lydia Blair graduated from Seattle Pacific University in 2015 with a BA in Interior Design and Interior Merchandising with minors in Business Administration and Art History and Visual Communications. She grew up in the Wenatchee Valley but interned in Europe several times



Lydia Blair

and designed with southern Italy's renowned architect on several hotel remodels. In her spare time she enjoys outdoor activities with her dogs, reading and traveling. Lydia is currently pursuing her Masters in Architecture and hopes to one day be a multi-faceted designer/architect.

Henkle retires after 35 years

Marcia Henkle has announced her retirement from the Washington State Employment Security Department effective March 31, 2017 ending a long and distinguished career involving education throughout the Wenatchee Valley.

She began her career in 1982 when she was instrumental in the development of Trend Business College in East Wenatchee which prepared students for secretarial and accounting careers. She was then employed by Wenatchee Valley College as a Director of professional-technical programs and



Marcia Henkle

Dean of Workforce Education.

In 2007 Ms. Henkle began working for the Washington State Employment Security Department an Office Manager for the Wenatchee WorkSource Office. She was promoted to an Area Director and ended her career at Employment Security as a Regional Director overseeing the operations of WorkSource offices throughout Central Washington.

Lindsey newest staffer for Financial Alternatives

Financial Alternatives, a PlanMember Financial Center serving all Central and Eastern Washington, is pleased to welcome **Kelli Lindsey** as the newest Administrative Assistant to the office.



Kelli Lindsey

Volz brings financial background to the Legislature

Freshman Rep. **Mike Volz** is a numbers guy. The 6th District Republican, who replaced Kevin Parker, graduated from Eastern Washington University with a degree in business finance and accounting, and earned his MBA from Gonzaga University (Go Zags!). Mike is also a licensed CPA and currently serves as the Chief Deputy Treasurer for Spokane County. Mike is putting his

education and financial background to use in the Legislature. He was selected to serve



Mike Volz

on the House Appropriations Committee, which is rare for a freshman lawmaker. He is also a member of the House Education Committee, and assistant ranking Republican on the House State Government, Elections and Information Technology Committee.

New vet at Humane Society

Dawn Davies, executive director of the Wenatchee Valley Humane Society (WVHS), announced the appointment of **Dr. Brad Crauer** to the recently-created position of in-house shelter veterinarian.

Dr. Crauer is responsible for overseeing a shelter medicine program at WVHS, with a strong emphasis on spay/neuter surgery.

"This appointment helps us realize a dream we have been working on for some time," notes Davies. "We want every homeless animal that comes through our doors to have a thorough in-house vet check-up, and to receive spay/neuter surgery as quickly as possible to ensure they are ready for adoption with little delay."

Davies points out that the volume of spay/neuter surgeries the shelter requires can often overwhelm the important partnerships WVHS has with the veterinarian community in our area. "With an in-house veterinarian, these will be handled more efficiently, and routine health checks will avoid delays in treatment," Davies says. "We will still need to rely on our veterinarian partners for more complex surgeries and treatments on specific cases, and greatly appreciate all they do for us, often without advance warning, and during evening and weekend hours."

Dr. Crauer has served as Assistant Professor at Kansas State University, where he developed a shelter medicine program. Prior to joining the faculty at Kansas State University, he served as Seattle Humane Society's Chief Medical Officer and as an Adjunct Professor at Washington State University. He is a 1991 Iowa State University graduate with over 20 years of experience as a veterinarian and administrator in private practice, emergency and shelter facilities.

"When Hurricane Katrina struck New Orleans, Dr. Crauer acted as an advisor to FEMA and was the lead veterinarian in charge of rescue, triage, treat-

ment and long-term management of an evacuation shelter," Davies says. "We believe his background equips him very well for the position at WVHS."

Dr. Crauer's family includes his wife, two college age children, two dogs and two Katrina rescue cats. He will begin his position at WVHS in July of this year.

Gahringer named to Advisory Council

Mark Gahringer, RHU at Martin Morris Agency, was named to participate on a 2017 Producer Advisory Council for Premera Blue Cross.

The council serves as a forum where agents and brokers who sell health plans can exchange ideas and feedback with



Mark Gahringer

Premera leaders. "Premera's Producer Advisory Councils offer key insight into the types of health benefits, the overall service experience, and innovative solutions agents are looking for Premera to deliver," said Jim Messina, executive vice president and chief marketing executive for Premera. "At the end of the day, we all want to work together to take better care of our customers."

Producer Advisory Councils include about 80 agents with different areas of expertise from across Washington state and Alaska. Mark Gahringer is a member of the council focused on Health plans for 038841 (01-2017) 3 individuals and groups in Washington State. Council members are appointed by Premera and positions are unpaid.

"By being part of Premera's Advisory Council, I get to bring my clients' perspectives to the table," said Gahringer, who has 29 years of experience as a health plan agent. "I am honored to give voice to concerns that I'm hearing about

healthcare and health insurance and to work with Premera on possible solutions."

Lisa Parks named to museum board

Port of Douglas Executive Director **Lisa Parks** has been named to the board of directors of the Wenatchee Valley Museum and Cultural Center, according to WVMCC Executive Director Sandy Cohen



Lisa Parks

Century 21 Exclusively welcomes Gossage

Century 21 Exclusively's Kay Gossage became the newest member of the Wenatchee Lions Club today. "I enjoy serving my community, giving back where I can. The Lions Club is an excellent and fun way in which I can do this."



Kay Gossage

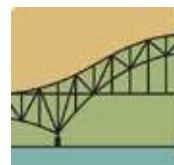
Kay has been with Century 21 Exclusively a little over a year. She believes in helping everyone find the perfect home and loves to see the smile on Client's faces when it all comes together. Contact Kay to learn other ways she gives back to the community through her real estate closings.

CVCH new psychiatric nurse

CVCH welcomes **Power Capote**, family psychiatric nurse practitioner, to Columbia Valley Community Health. Capote joined our behavioral health team in January and comes to Wenatchee from Miami, Florida where he worked as an ER and urgent care nurse for the last 12 years.



Power Capote



Chelan-Douglas
TRANSPORTATION COUNCIL



Cheri Kelley Farivar



Mark M. Spurgeon

The Chelan-Douglas Transportation Council (CDTC) voted **Mark M. Spurgeon** as its 2017 Board Chair and **Cheri Kelley Farivar** as 2017 Vice Chair. Spurgeon is a Commissioner at the Port of Douglas

County and Farivar is the Mayor of the City of Leavenworth. CDTC is a board of local elected and appointed officials, and a staff. For more information, visit www.chelan-douglas.org.

Wenatchee manager recognized nationally

By Gary Bégin

PLANO, Texas – J. C. Penney Company, Inc. recently honored its top performing stores with the Founder's Award at a special ceremony held on March 28 at the Gaylord Texan Resort and Convention Center in Grapevine, Texas.

With more than 1,000 JCPenney stores across the country, General Manager Todd Wiecking was one of over 85 store leaders recognized by Marvin R. Ellison, chairman and chief executive officer, and Joe McFarland, executive vice president of stores, for significantly contributing to the Company's success during 2016.



GARY BEGIN/WBJ

The local JCPenney's Manager, Todd Wiecking, was recognized nationally by the parent company in an event in Texas. Here is Todd, pictured above, in a recent photo of him "on the floor" in the Wenatchee store.

"Our Founder's Award recipients continually exceed expectations and achieve results that instill a strong sense of pride among their associate teams and the communities they serve," said McFarland. "Leaders and teams receiving this award have gone above and beyond the call of duty by taking our Warrior values of passion, loyalty, service and courage to an entirely new level. I'm proud of our talented group of associates at the JCPenney in Valley North Shopping Center who have worked tirelessly to receive this special recognition."

The Founder's Award is presented to General and District Managers for leading teams that excel in the areas of financial performance, customer and client service, and business expertise.

Kuni Foundation hires Hult as executive director

VANCOUVER, Washington – The Kuni Foundation has hired Angela Hult as executive director. Hult has been active in philanthropy for most of her career. A native from Washington, she settled in Portland and has worked for some of the region's largest companies, including Columbia Sportswear, PacifiCorp and Cambia Health Solutions. Her newest challenge will be guiding the Wayne D. Kuni and Joan E. Kuni Foundation as it transforms into one of the largest foundations in the Portland and Southwest Washington area.

"We're very excited to have Angela help lead the Foundation as it grows to become one of the largest in the Northwest," said Carolyn W. Miller, Kuni Foundation board chair.

Wayne and Joan Kuni, owners of Kuni Automotive, created the Kuni Foundation in 2005. Wayne

passed away due to cancer and the family also lost an adult son with developmental disabilities, leading to the Foundation's mission of funding cancer research and supporting adults with developmental disabilities. The Foundation has since funded Stephen's Place, a vibrant community for adults with complex language, learning and cognitive disabilities that enables residents to live semi-independently. The Foundation has also contributed more than \$10 million to medical research, including a contribution of \$5 million toward the Knight Cancer challenge. Recently, the Foundation partnered with The Community Foundation for Southwest Washington to create a \$50 million charitable fund to support cancer and



SUBMITTED PHOTO

Angela Hult

other medical research and investments that enhance the lives of adults with developmental disabilities.

"The Kuni Foundation is an important ally in the fight against cancer," said Joe Robertson, president of Oregon Health & Science University. "They will no doubt continue to be an important part of the solution in the years to come."

The Foundation was a majority shareholder of Kuni Automotive and in April of 2016, Holman Automotive acquired it and a significant portion of the

SEE HULT DIRECTOR, PAGE 22

Applesox finalize 2017 coaching staff

WENATCHEE – The Wenatchee AppleSox have named Cash Ulrich as the team's assistant coach, and Riley Drongesen as the pitching coach, head coach Kyle Krustangel announced, Thursday.

Krustangel, who was named the fourth all-time coach of the AppleSox, Sept. 14, 2016, is excited to bring a baseball-savvy staff to the Wenatchee Valley this summer. "The common thread between Cash, Riley, and I, is that we were all catchers at the collegiate level," Krustangel said. "It fires me up to have three guys on staff who have all spent time behind the dish."



Cash Ulrich

Ulrich is no stranger to working with Krustangel. Currently, the two coach together at Yakima Valley Community College, and the duo helped bring an NWAC Championship to the school during their first seasons at YVCC, last spring.

"Cash is a guy I can trust and is a guy who is a great teacher of the game," Krustangel said. "Also, it is neat to have a coach who I've coached with and won a championship with. He's the only person I've met who I think is more competitive than I am. We both want to win and provide

a great experience for the AppleSox players and fans."

Ulrich coached the Spokane Bandits AAA American Legion team last summer, and is a native of Spokane, Wash. He graduated from Eastern Washington University, and was previously the head coach of the Eagles. He coached at Gonzaga Prep High School for three years and also coached for Prep's summer legion program, before he was named the head coach of the Eastern Washington baseball team. In the past twenty-six years, Eastern has made the playoffs three times, all three while Cash was the head coach. He coached seven players who earned All-American honors during his four seasons at Cheney, Wash.



Riley Drongesen

Drongesen, is a former Division I catcher from the University of the Pacific (Calif.) who just wrapped up a two-year playing career in the St. Louis Cardinals' organization. "Having a guy like Riley on the staff will be invaluable," Krustangel said. "Not only does he have great Division-I experience, but he is coming to us straight out of professional baseball – a place where many of our players are dying

to be in a couple of years. When you talk about developing players and getting them ready for the next level, having a coach like Riley on the staff is a no-brainer." The Granite Bay, Calif. native was a career .258 hitter for Pacific, and owned plus-.300 slugging and on-base percentages. As a professional, he picked up 21 hits and drove in 11 runs during his two-year minor league career. He spent time with the Johnson City Cardinals, GCL Cardinals, State College Spikes, and Peoria Chiefs. Krustangel, Drongesen, and Ulrich make up the first entirely-first year AppleSox coaching staff since long-time coach Ed Knaggs took the reigns with Bud Murray in the team's second season in 2001. The collegiate roster that will play for the trio was established in September, and the team will begin to release that roster, April 3.

The Wenatchee AppleSox open their 18th season of

play June 2, 2017 at Walla Walla, and play their home opener in Wenatchee Thursday, June 8, 2017.

For more information, fans can visit www.applesox.com.

About the Wenatchee AppleSox:



The Wenatchee AppleSox Baseball Club is part of the West Coast League, one of the premier wood-bat summer collegiate leagues in the country. The AppleSox provide affordable family entertainment for baseball fans throughout North Central Washington, and an excellent environment for college players from around the country to develop their skills. The AppleSox were founded in 2000. The team has won five WCL Championships (2005, 2006, 2009, 2010, and 2012) and one PIL Championship (2003). Nine AppleSox alumni have reached the major leagues, and multiple currently play at the MLB level, including Jason Hammel (Kansas City Royals), Blaine Hardy (Detroit Tigers), and Trevor Brown (San Francisco Giants). In 2016, the AppleSox had 18 current, former, or future players taken in the MLB Draft; it was the highest total of WCL teams which turned out a record 83 picks www.applesox.com.

WENATCHEE BUSINESS JOURNAL'S RESTAURANT GUIDE

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GARY BÉGIN/WBJ

Red Lion canopy done

The multi-million dollar refurbishment of the Wenatchee Red Lion has finished phase one with the completion of its massive new canopy. The hotel at 1225 N. Wenatchee Ave., is part of a multi-hotel group run by principle partner Kennewick-based Gurbir Sandhu, a franchisee within the brand found mostly in the western United States.



COURTESY PHOTO

Mountain Meadows awarded 2017 Pinnacle Customer Experience Award

LEAVENWORTH - Mountain Meadows Senior Community announced today that it was the recipient of Pinnacle's 2017 Customer Experience Award.

This award recognizes senior living communities who score in the top 15 percent of the nation's senior living providers in categories such as personal care, response to problems and overall satisfaction.

Mountain Meadows achieved Best in Class

distinction for Overall Satisfaction, Personal Care, Cleanliness, Response to Problems, Dignity and Respect, Communication, Move-in Process, Recommend to Others, and Overall Customer Experience by satisfying the rigorous demands of scoring in the top 15 percent of national providers across a 12 month average.

Nate Oglesby, Executive Director for Mountain Meadows Senior Living

Campus for over 10 years, stated, "It truly is an honor to receive such an award. I also personally want to congratulate my dynamic team for their continued efforts in providing quality care. Such an award is only achieved by those that continually strive for excellence."

For more information call (509) 548-4076 or visit the community located at 320 Park Avenue East here or online at mountainmeadowsliving.org

Free learning platform celebrates first decade

GALWAY, Ireland - Alison, the free online learning pioneer has launched a new mobile-friendly, personalised platform design, enhancing user experience and strengthening learner engagement.

Founded 10 years ago today, Irish-based Alison is one of the world's largest free education and skills training platforms, recently registering its ten millionth learner. It boasts over one million graduates of its

courses with learners and graduates in every country.

Speaking at the website launch, Mike Feerick, Founder & CEO of Alison said: "This is our biggest ever platform change.

The new site is built with mobile learning in mind. As mobile device-led learning begins to dominate globally, we are moving to a more personalised, engaging and gamified platform.

Our new site focuses on creating a unique individual

learning experience, tailored to each user's learning history and preferences.

The new site includes avatars for users that represent their level of achievement. Learners can earn points by completing modules, which in turn acts as a method of positive reinforcement.

For the first time, learners can rank themselves against other learners, based on what country they are in, or what subjects they are studying. Relevant notifications will appear on the student's

SEE LEARNING PLATFORM PAGE 22



GARY BÉGIN/WBJ

Wenatchee Les Schwab remodeling

The Les Schwab Tire Center at 1643 N. Wenatchee Ave., in Wenatchee is undergoing an entire remodel which began in February and is expected to last until July, according to store manager Pat Kirby. The business is still up and running with a temporary trailer on-site being used as an office until the work is done. Customers can also access the East Wenatchee location at 301 Grant Rd. which is not undergoing any construction.

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GARY BÉGIN/WBJ

WVC Student Center making progress

The multi-million dollar student center on the Wenatchee Valley College campus off 5th Street is moving along briskly. The facility is scheduled to be finished before the start of fall classes.

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FOR LEASE - Industrial Lot at 1110 Walla Walla St - \$2400/Mo. Approximately 29,000 SF offenced storage near Lowes in Wenatchee. Owner will provide easy access. Lot is situated behind the residence and garages situated near Walla Walla St.



FOR SALE - BAKER FLATS - 5781 NELPAR DR. \$4.00/SF. 4.77 acres of commercial/ industrial land ready for spring!



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FOR SALE - Lot 2 Gateway Center - \$375,000 .96 acres located near retail, auto dealers, restaurants, offices, banks and hotels. Excellent visibility along Hwy 2!

The economy is the *BIG* question

The stock market (S&P 500) is up approximately 10% since the election. Part of the reason for the strong market was optimism over the Republican controlled government and the end of gridlock.



MARKET UPDATE

Brad Blackburn

However, based on the health care bill that couldn't even get through the House, that ship may be setting sail.

Without the hope for fiscal stimulus, all the stock market eggs are in the economy basket.

Fortunately, the economy seems very solid.

However, it's been solid for years. To justify the lofty stock market gains we've seen, we're going to need something better than that.

Unfortunately, this still seems like the same old slow growth economy we've had since the Financial Crisis.

The most positive economic news out there doesn't have to do with money, goods or services. It's something much less tangible: Confidence. Both consumer confidence and business confidence are at highs we haven't seen in more than 12 years. That's impressive.

The hope is for that confidence to translate into more spending, more investment, and more risk-taking. However, so far, that confidence hasn't

trickled down into the economic numbers. The economy has clearly picked up a little bit since the first half of 2016. But we've had other short spurts of stronger economic activity in recent years. Over the last 9 months of 2014, our GDP averaged more than 4% - but it didn't last. So, the big question is whether America's newfound confidence is enough to break us out of the rut we've been in since the Financial Crisis. Confidence can be fleeting.

But the stock market is ignoring that question and charging ahead like an economic boom is a sure thing. That disconnect between the economy and stock market can be rectified in one of two ways. Either the economy will finally reach a higher level - or stocks will have to fall.

The good news might be that while the economy hasn't picked up much, a recession looks very unlikely. So, I don't think there's another "crisis" coming anytime soon.

But the stock market and the economy need to battle this thing out to see which side is right. Only time will tell.

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

The political center is (almost) dead

Last month, while interviewing former senator Jim Webb, "Meet the Press" host Chuck Todd labeled Webb "a rare and dying breed.



GUEST OPINION

Dr. Gary Welton

A centrist and a moderate." Todd also suggested that "The center's been hollowed out."

Intense emotions are pervasive on our social media feeds. It seems that half of America thinks President Donald Trump can do no wrong. The other half is "spitting bricks." Donald Trump (like President Barack Obama or Hillary Clinton) seems to resonate like the New England Patriots. Either you love him, or you hate him.

According to Jim Webb (currently a Democrat; formerly a Republican), the current level of American uproar is not because of the Trump victory. He said, "If Hillary Clinton had won, you would be seeing the same sort of activity that you're seeing now. They would just be focused on different things."

Granted, there are a few voices of moderation. I appreciate that certain senators are pushing back, including John McCain, Susan Collins, and Lindsey Graham.

Nevertheless, America has taken yet another step toward intolerance, as the left cannot tolerate the right, and the right cannot tolerate the left.

The psychological dynamic that is driving this divide is termed group polarization.

Research shows that when groups of people are formed on the basis of some shared value, and then given the opportunity to discuss that shared value, that the group discussion moves them toward a more extreme position - it polarizes them. If you divide a sample of college students into pro-life and pro-choice groups, give them 30 minutes within their subgroups to discuss the issue, the students will exit their two groups being more pro-life and more pro-choice than they had been before the study. The chance to dialogue with

kindred spirits moves the groups toward extreme positions.

Group polarization is especially frightening when applied to terrorist cells. Extremists of this sort easily locate other extremists on social media, and because of their interactions, these extremists become even more dangerous. The dynamics of group polarization become very problematic in a social media world during an age of terrorism.

The forming of homogeneous groupings of extreme views is exponentially more likely, given our social-media outlets. Pro-Trump people block their recent friends who comment from the left; anti-Trump people block their one-time friends on the right.

As a result, each group spends more time reinforcing its views. The left moves farther to the left; the right moves farther to the right. The great divide widens with the polarizing effect of social media.

Our more effective presidents, regardless of their party, learned to govern with a bipartisan approach. Presidents Ronald Reagan, George H.W. Bush, and Bill Clinton were all able to work with

the other party.

For the last 16 years, however, not so much. One can argue that the current administration exists solely because Obama was unable to govern from the center; likewise the Obama administration existed because George W. Bush was unable to engage in bipartisan politics. The Trump administration needs to realize that the demise of the Democratic Party is seriously exaggerated.

The Democrats will return to power sooner or later, depending on the extent to which the Trump administration is perceived as overplaying its hand.

The voters who first switched from Reagan Democrats to the Bubba Block, and now to the Deplorables, will switch again, if and when the Republicans overplay their hand.

To my friends who post balanced and well-reasoned comments on Facebook, I thank you (both of you). To the rest of America, remind yourselves that all human are imperfect, all human institutions need accountability, and America has always relied on a balance of power. Our government needs that

SEE THE CENTER, PAGE 19

Is your road to retirement poorly mapped out?

The stock market (S&P 500) is up approximately 10% since the election.

Part of the reason for the strong market was optimism over the Republican controlled government and the end of gridlock.



GUEST OPINION

Randy Becker

However, based on the health care bill that couldn't even get through the House, that ship may be setting sail.

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But the stock market and the economy need to battle this thing out to see which side is right. Only time will tell.

Randy Becker is a retirement planning professional and owner of the Becker Retirement Group in Bellevue, Washington (beckerretirement.com). He has 30 years of experience in the insurance industry and holds a degree in personal financial planning from Metropolitan State College of Denver. Randy is co-host with his wife and business partner, Arwen Becker, on Real Retirement AM 870 on Saturdays at 8 a.m. and Sundays at 6 a.m. Real Retirement Radio is a one-hour show dedicated to all things retirement.

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The center: The Political Center Is (Almost) Dead

CONTINUED FROM PAGE 19

balance of power.

Your thinking would also benefit from such balance. The challenges that we face in America require multiple insights and perspectives. They will not be solved by the extremes of either party. Instead, we need voices like John McCain and Jim Webb.

Let's practice a more reasoned and tolerant dialogue. Let's quit polarizing America. We desperately need a stronger input from centrist America.

Dr. Gary L. Welton is assistant dean for institutional assessment, professor of psychology at Grove City College, and a contributor to The Center for Vision & Values. He is a recipient of a major research grant from the Templeton Foundation to investigate positive youth development.

7 Differences between Generation Z, Millennials entering workforce

There's a new generation in town and it's one that employers better get ready for, because it's 23 million strong and will be flooding the workforce by the end of the decade.



**GUEST
OPINION**
Matt
Stewart

Ladies and gentlemen, meet Generation Z; a confidence-filled group that doesn't want to miss a thing, has the shortest attention span of any generation and isn't quite as open as its predecessors – the millennials – from whom they learned that not everything needs to be shared online.

“If you try to treat those in Generation Z (born in the mid to late '90s, mostly to Generation X parents) like you treated Millennials (born in the early '80s to mid '90s, mostly to Baby Boomer parents), it will backfire on you,” says Matt Stewart, co-founder of College Works Painting (www.collegeworks.com). “This generation is unique. And now they are starting to enter the workforce.”

Thanks to his role at College

Works Painting, which offers internships that help undergraduate students gain real-life business management experience, Stewart has gained a first-hand look at both the Millennials and Generation Z.

And there certainly are differences between the two:

- According to best selling author and generations expert David Stillman, you won't find those in Generation Z frequenting Facebook or Twitter as much as their predecessors. Keenly aware of software monitoring, they are more likely to share their worlds on apps such as Snapchat or Instagram.

Often dubbed Digital Natives, Millennials are much more likely to share their lives in the open on platforms such as Facebook.

- Being culturally connected is more important to those in Generation Z than to Millennials, with many more Gen Zers suffering from FOMO (Fear of Missing Out) than Millennials.

- Stewart doesn't see this as a hard and fast rule and says the experience Generation Z employees have at College Works Painting – and the impact they pride themselves on

having – is much the opposite of FOMO. An example that Stewart says other companies can follow.

- Those in Generation Z have grown up with smart phones, tablets, 3-D, 4-D and 360-degree photography just to name a few of their norms.

According to Stillman, keeping the attention of a Gen Zer is harder than ever. Their average attention span is eight seconds, compared to the 12-second attention span of Millennials.

- Millennials are driven to succeed by helicopter parents who watch their every move, while Generation Z finds encouragement from parents who encourage independent thinking, want them to achieve on their own and are fed up with not receiving equal pay for equal success at work.

- According to Forbes, social entrepreneurship is important to Generation Z, a group that is driven to volunteer and choose a career in which they can make a difference.

On the other hand, there are those who hope the Millennials will become more civic-minded as they grow older, but it's something that

hasn't been witnessed as of yet.

- Generation Z children were raised in classrooms that focused on diversity and collaboration.

Despite this fact, they tend to be more private than Millennials, perhaps as a result of seeing many of the downfalls of previous generations in the Great Recession.

- Because those who are part of Generation Z feel pressure to gain corporate experience early, they are competing with Millennials who are more likely to wait to gain that same type of experience.

The good news for Millennials, who are more likely to chase jobs in the corporate world, is that 72 percent of those in Generation Z wish to take what they learn and apply it to their own business, versus 64 percent of Millennials who have the same goal.

Matt Stewart is co-founder of College Works Painting (www.collegeworks.com), which provides real-world business experience for thousands of college students each year. The award-winning program also offers high-quality house-painting services for homeowners.

U.S. Bureau of Labor Statistics releases

‘Multifactor productivity trends – 2016’

Private nonfarm business sector multifactor productivity decreased at a 0.2-percent annual rate in 2016, the U.S. Bureau of Labor Statistics reported today.

This 2016 decline reflected a 1.7-percent increase in output and a 1.9-percent increase in the combined inputs of capital and labor.

Capital services grew by 2.4 percent and labor input – which is the combined effect of hours worked and labor composition – grew by 1.6 percent. This was the first decline in multifactor productivity growth since 2009.

Multifactor productivity is calculated by dividing an index of real output by an index of combined units of labor input and capital services.

Multifactor productivity annual measures differ from BLS quarterly labor productivity (output per hour worked) measures because the former also includes the influences of capital services and shifts in the composition of the workforce.

Measures for the most recent year of this release are preliminary estimates.

Private business sector multifactor productivity decreased at a 0.1-percent annual rate in 2016. A 1.8-

percent increase in output and a 1.9-percent increase in the combined inputs of capital and labor resulted in the multifactor productivity decline in 2016.

Trends in the private nonfarm business sector

Multifactor productivity in the private nonfarm business sector grew at an average annual percent rate of 0.9 percent from 1987 to 2016.

For the 2007-2016 period, multifactor productivity grew 0.4 percent on average as combined inputs increased at an average annual rate of 1.0 percent and output increased at a 1.4 percent average annual rate. The increase in combined inputs reflected a 1.7-average annual percent increase in capital services along with an increase in labor input at an average annual rate of 0.7 percent.

In the 2007-2016 period, annual labor productivity decelerated to 1.2 percent at an annual average rate, as compared to the 2.7 rate in the 2000-2007 period.

Annual labor productivity growth can be viewed as the sum of three components: multifactor productivity growth, the contribution of capital intensity, and the contribution of shifts in labor composition.

Labor productivity growth in the 2007-2016 period slowed due to decelerations in multifactor productivity growth and the contribution of capital intensity which both reflect the lowest contributions to labor productivity growth observed in the 1987-2016 period as viewed over the sub periods of growth.

The contribution of capital intensity amounted to 0.5 percentage point of the labor productivity growth, while the contribution of labor composition amounted to 0.3 percentage point of the labor productivity growth.

Additionally, the average annual growth in multifactor productivity over the 2007-2016 period of 0.4 percent contributed roughly a third to the overall growth in labor productivity of 1.2 percent.

Multifactor productivity growth decelerated by 1.0 percentage points from the 2000-2007 business cycle and the contribution of capital intensity decelerated by a half of a percentage point.

The contributions to labor composition slightly increased to 0.3 percent in the 2007-2016 period from the 2000-2007 period.

The deceleration of capital services since 2000 is largely due to a

major deceleration in the growth of equipment and intellectual property products.

Equipment continued to decelerate from the peak in the 1995 - 2000 period, when it grew at an 8.9 percent average annual rate to 2.0 percent in the more recent 2007-2015 period.

Intellectual property products decelerated from a peak of 8.4 average annual percent change in the 1995-2000 period to 3.0 percent in 2007-2015.

Within equipment, computers decelerated from a 13.7 average annual percent rate of growth in the 2000-2007 period to 5.4 average annual percent in 2007-2015.

Within intellectual property products, software decelerated from a 7.5 average annual percent rate of growth in the 2000-2007 period to 3.3 percent in 2007-2015.

Revisions

In 2015, multifactor productivity growth rates in the private nonfarm business sector were revised up from 0.2 percent to 0.6 percent in 2015, due to a revision in output.

In 2014, multifactor productivity measures in the private nonfarm business sector were unchanged.



Help Build the Future of Public Transit

Last summer and fall, nearly 1,100 residents of Chelan and Douglas counties shared their ideas and suggestions on how our regional transit service could be improved.

These ideas ranged from longer hours during the week, increased Saturday service, adding service on Sundays, and a variety of other enhancements.

Now it is time again for our citizens to weigh in on how they may prioritize these improvements, and whether they are willing to pay a bit more for those of a larger scale.

Within Link's existing financial resources, we have the ability to add a very minor amount of service, perhaps an hour or two to most routes operating Monday – Friday, or a bit more if those improvements were focused just on Saturday service.

Anything as comprehensive as service much later into the evening, more frequent service on most routes, significantly more Saturday service, and an effective amount of Sunday service is far beyond our current capacity to fund, and would require additional sales tax.

Increasing sales tax for transit requires a vote of the people. To determine what service enhancements our residents really want when there are price tags attached to each of these, we have developed an online survey tool that gives the respondent feedback on how each of their choices may impact sales tax.

Often times, people are unaware of how their choices may impact the costs they would incur, so the Link Board of Directors and staff want to make it very clear that there is a cost to make many of the improvements they want to see.

The input of this survey will help direct the development of Link's long-range strategic plan. If there is adequate support for additional transit service in our region, then it will be up to our Board of Directors to determine the next steps toward making that a reality.

We encourage all of our residents, even if they are not users of transit, to take a few minutes and complete this survey.

Your input is very important and we want to hear from you. To access this survey, visit letsthinklink.org. The survey will be active through May 30.

Worms Next Champions of Wastewater Management

Managing waste on dairies can be an expensive and daunting task for farmers who look to run profitable businesses while protecting the environment.

That is why farmers are increasingly turning to technology to make this task more sustainable.

Some technologies even make wastewater reusable.

One such technology comes from BioFiltro, an international wastewater filtration company that has made revolutionary advances in the liquid waste management field with the BIDA® System they pioneered in 1995 in Chile.

The energy-efficient BIDA® System removes up to 99% of contaminants from wastewater in

just 4 hours through a filtration process with worms doing most of the work.

The filtration process is natural, chemical-free, and uses up to 95% less energy than traditional methods. This passive aerobic

system converts wastewater into two valuable resources for agriculture: clean water which can be used for irrigation and worm castings, a nutritious and microbe rich fertilizer.

Austin Allred, owner of Royal Dairy has been piloting the BIDA® System on his dairy in Royal City, Washington for the past 18 months with phenomenal success. Allred's farm has been able to reduce their Total Suspended Solids (TSS) by 99% and reduce total Nitrogen (TKN) by 83%.

Russ Davis, President of Organix, a distributor of the BioFiltro, is happy with the success he's witnessed with this system.

"For the last fifteen years we have been searching with our dairy clients to try to find an effluent treatment tool that can successfully integrate on a dairy," stated Davis. "Most systems are either overly complicated, too expensive, or create a residual sludge."

The BioFiltro concept appears to have addressed those issues - it's cost effective, easy to operate, uses elementary principles that nature has proven for eons, has minimal maintenance and the byproduct is a high value soil amendment."

Royal Dairy has a flush system in their barns which cleans the wastewater out of the barns and

SEE WORMS CHAMPS, PAGE 21

"Most systems are either overly complicated, too expensive, or create a residual sludge."

—Russ Davis
President of Organix,
a distributor of the BioFiltro



COURTESY PHOTOS

Russ Davis works on worm cultivation at his dairy farm in Royal City.



Dairy Farmers of Washington invest \$250k

Dairies Wastewater to be Wasted No More

A technology developed to treat sewage in Africa by Sedro-Woolley-based, Janicki Bioenergy has been championed by the Bill and Melinda Gates Foundation.

On his blog, Bill Gates says the technology "re-invents the sewage treatment plant." Stanwood dairy farmer, Jeremy Visser hopes that same type of technology, applied to dairy farming, will re-invent the way his farm cares for water.

Partnering with the Stillaguamish Tribe of Indians, Visser is hosting a demonstration project that will test the technology in a dairy farming environment. Called an Advanced Distillation and Nutrient Separation (ADNS) Processor for dairy wastewater, the new technology could move

dairy operations from simply managing manure resources on available land to actually treating wastewater to produce clean reclaimable water.

The processor will also produce pathogen-free liquid and solid fertilizer-like products that can be used more effectively or exported from the dairy.

"If this works, this changes the future of dairy farming," said Visser. "I entered into this partnership with the Stillaguamish Tribe, Janicki, the Snohomish Conservation District, and Washington State University hoping that the end result would benefit agriculture as a whole. That is why I asked the Dairy Farmers of Washington to join me in providing

matching funds for this project. Their \$250,000 investment helps secure funding to make this whole project pencil out."

In addition to first-generation equipment and controls, the demonstration project would fund lots of lab tests, techno-economic analyses, outreach and education to the dairy industry and regulators.

Chairman Shawn Yanity of the Stillaguamish Tribe agrees. "The history and future of the Stillaguamish Tribe is bound to the Stillaguamish River and its tributaries. We are honored to join with dairy farmers on this project and look forward to seeing the results of our joint endeavor."

The Stillaguamish Tribe, with partner support,

has applied to the Dept. of Ecology, Floodplains by Design (FbD) 2017-2019 Grant Round and the Natural Resource Conservation Service, 2017 Conservation Innovation Grant Round to help fund this project.

For Scott Kinney, CEO of the Dairy Farmers of Washington, the decision to support the project was an easy one. "My board

of directors reviewed the technical summary of this project and agreed this investment deserved our full support and commitment. We are glad to demonstrate that commitment through funding of up to \$250,000 to be used as matching funds.

More than anything, we are just proud to be a part of this."

The Dairy Farmers of Washington (DFW)

organization leads statewide advertising and public relations programs, hunger relief initiatives, retail promotions, and nutrition education. Dairy farmers in Washington State fund DFW.

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Worms Champs

CONTINUED FROM PAGE 20

into a centrifuge.

From here, the liquid and solids of waste are separated and the liquid waste makes its way to the lagoon.

Another set of pumps propel water from the lagoon to the irrigation system that runs along the surface of the 4-walled concrete open-top structure.

For a few minutes every hour, the irrigation system distributes the liquid waste across the system surface where the water percolates down through a layered bed of (top- to bottom) wood shavings, gravel, and then finally drainage basins before hitting the concrete floor where it flows out via the exit pipes and is pumped into storage ponds.

BioFiltro combines physical filtration with biological by inoculating the woodshavings media with an industry specific mix of microbes, bacteria, and worms which work symbiotically together to form a digestive biofilm across all system medias.

The number of worms can vary, and is related to

the strength and nutrients of the influent wastewater, but some systems have as many as 12,000 per cubic yard. As the worms burrow throughout the wood shavings layer in search of large solids, they naturally create air channels which provide aeration to the system.

Furthermore, as the worms eat, they excrete castings that are full of aerobic bacteria and microbes that stick to wood shavings and rocks to capture and digest waste as water percolates down.

The final water quality is ideal for irrigation in crops while the leftover solids of the BIDA® System are worm castings, recognized by many as one of nature's most valuable soil amendment.

These solids only need to be removed from the system once every year and a half and Allred plans, among other things to use it on his own field.

On top of the reusable benefits of the system, it also significantly reduces greenhouse gases (GHGs). In fact, the system has proved to reduce GHGs by 99%.

Dr. Frank Mitloehner, Professor and Air Quality Extension Specialist at U.C. Davis

"Some give all the credit to the worms, but I found the same success with this system just utilizing the aerobic microbes before the worms were added," stated Dr. Mitloehner. "While these are very encouraging results, to be proven, we need to keep replicating this technology and achieving the same or better results."

Allred is currently extending his pilot structure to an 81,000 sq. ft. plot.

His plan is to have all water from his farm being processed by the BIDA® System by July 1 of this year.

"In the next 5 years the biggest challenges will be on the backside of the dairy," said Allred. "It isn't going to be about how we treat cows or what we feed them. The challenges now are with nutrient management; greenhouse gases are next. My pilot system has taken care of all these issues which is

why I'm moving forward with the installation."

Allred stated he has had several dairy farmers, government agencies, and other businesses visit his farm to see how the system works, all of which have been impressed and interested in the project.

"I want to be dairy farming in 50 years and I can almost guarantee in 50 years we're going to have to do something like this," said Allred.

"There are a lot of necessary improvements to be made in the way we handle the backside of the farm."

Davis sees a bright future for this technology and is eager to see it in more dairies.

"BioFiltro's clients talk in terms of how surprised they are that the system exceeds their expectations, said Davis. "This is going to be a very good development for dairies locally and nationwide."



GARY BÉGIN/WBJ

From left are Susan Reed, in charge of water filters, Kaps 4 Kids founder Carol Holliday and K4K volunteer Patty Rush. They are standing in front of a table full of knit caps for sale during a group presentation to the Wenatchee Network Group in late April.

By Gary Bégin

A group of about 12 ladies get together in Wenatchee and knits "kaps" for kids, but actually these "kaps" can fit any size head as they can be made to order.

The founder of this charitable group, which donates all the proceeds from the \$15 caps is Carol Holliday.

She had a yearning to help the less fortunate souls of the world where fresh, clean, disease-free drinking water doesn't exist.

Holliday has teamed with Susan Reed and now locally knit hats have become the vehicle to transform the world's filthy and disease-ridden water to life giving and sustaining water.

When Susan Reed's daughter attended college several years ago, she met Kurt Avery, the owner of

Sawyer Products and the father of one of her basketball teammates.

Sawyer Products has been around since 1984 and it has been the companies' goal to find solutions to the two greatest killers in the world, mosquito bites and bad water. In addition to supplying the military with insect repellents, you will find an array of their products ranging from insect repellents to first aid to water filtration units at outdoor retail shops like REI, Bass Pro Shop, and Cabelas.

About 10 years ago, Sawyer discovered a new water filtration technology called hollow fiber membranes which is technology derived from kidney dialysis filters. When they realized how revolutionary the technology was they didn't want to provide it only to

Kaps 4 Kids group provides clean water for 'third world'

the outdoor recreational users. They wanted to make this technology available to needy people in developing countries. Kurt challenged Reed's daughter Amy for a college project, to design a simple and practical system that anyone in the world could use. With the help of a former World Vision engineer, the bucket system was developed.

The system they developed is a small kit that gives you everything you need to attach the filter to a plastic container like a five gallon bucket. The only external force required is gravity so simply fill the bucket up with contaminated water straight from a river, lake, or stream, lower the filter head and you have clean safe water to drink, cook and clean with.

The filter removes 99.99 percent of pathogens like cholera, typhoid, and E. Coli and will eliminate the water-borne diseases that are literally killing 5,000 children every single day. One bucket system can filter up to 500 gallons of water per day and the filter membranes never have to be replaced. The filters can filter up to 1 million gallons so essentially one filter can last a family a lifetime. The only maintenance necessary

is backwashing the filter occasionally with clean filtered water.

Sawyer is now working with hundreds of non-profits, relief agencies, missionaries and churches to help distribute these systems to over 80 countries and these filters are having a huge impact on the world's needy.

Sawyer Filters are especially needed when natural disasters strike and water is more likely to be contaminated and disease is easily spread. Millions of Sawyer filters have been deployed in the last seven years in response to disasters around the world.

Holliday's yearning to knit caps for charitable causes dovetailed perfectly with Reed's filtration system knowledge and now the duo help give the world purified drinking water. Selling locally knit caps has raised more than \$17,000 over the last five years, according to Holliday.

"12th man" caps and any other design you can imagine can be knit by the group. One hundred percent of the money is used to buy the water filtration kits and ship them throughout the world.

For more information email Susan Reed: oboemom49@hotmail.com.

CI Information Management merges with Mr. Shredz/Empire Record

Todd Davidson, owner of Mr. Shredz/Empire Record in Wenatchee announced in April, his company specializing in document storage and destruction will join the Columbia Industries family of services under the name, "CI Information Management."

"CI Information Management is AAA NAID certified for onsite document destruction and will bring an exceptional level of service and security to my customers in the Wenatchee area," said Davidson.

"They've been in business for over fifteen years and are now providing full service information management to all of Central Washington, with the added benefit of helping to support Columbia Industries, a local nonprofit. I anticipate Director of Operations Jeff Thompson and his team to take good care of my customers. I'm pleased to say they're in good hands!"

Empire Record Management was founded in 1993 by Fred and Linda Hurst and sold to Todd and Leslie Davidson in 1997. Davidson adds, "Our family is grateful to the community for their business and support."

Kennewick-based CI Information Management is a Columbia Industries company.

Founded in 1963, Columbia Industries is a non-profit organization whose mission is to help people with disabilities and other barriers to achieve personal success.

CI serves hundreds of individuals each year, while providing a diverse array of services.

Learn more about CI Information Management/Columbia Industries at CI-InfoManagement.com or call (888) 426-6634.



COURTESY PHOTO

Pictured, left to right; CI Information Management Director of Operations - Jeff Thompson, Justin Crume, Records Center Administrator - Marylou Larmey, Maggie Finley, Columbia industries' President/CEO - Rich Foeppel, Josh Garvin, and Alex Peterson.

El Padrino Bakery



GARY BÉGIN/WBJ

There's a new Hispanic bakery in town and they've got what your sweet tooth craves - "pasteles y pan dulce Mexicano." The owner, Roy "Anonimo," opened his shop in the former Slice Couture Bakery across from the Wenatchee Valley Mall in early March and specializes in cultural favorites.

For your share of tasty treats, visit 530 Valley Mall Parkway, East Wenatchee. Habla Español. The shop will eventually have seating and serve coffee as well.

Pictured above from left is Alvaro and Jorgé Aranda, cousins of the owner, Roy and Veronica Gomez. Call 509-470-6811 for more information.

Oregon and Washington Pear Growers Vote to Continue Marketing Order

PORTLAND, Oregon - The U.S. Department of Agriculture announced the results of an Oregon and Washington pear producer referendum to continue Federal Marketing Order 927, showing that 97 percent of fresh pear growers favored a continuation of the marketing order. Commenting on the results of the referendum

vote, Kevin Moffitt, manager of the Fresh Pear Committee of Marketing Order 927 and president and CEO of Pear Bureau Northwest said, "We are pleased to gain the continued support and confidence of our grower members. The industry has been working together for over 85 years to increase the consumption of fresh pears

among consumers around the world while supporting the viability and sustainability of the fresh pear growers and orchards."

The marketing order allows the industry to collect and distribute vital size, grade and availability information throughout the season as well as providing money for important pre and post harvest research as well as funding in support of activities conducted by Pear Bureau Northwest to increase consumption of fresh pears worldwide. "While consumer behaviors and preferences in produce continually change, we strive to keep pears relevant providing custom category analysis to retailers and capturing consumer attention with innovative and effective promotions and initiatives," says Moffitt.

Established in 1939, Marketing Order 927 is the longest continuously running marketing order in the

United States. Pear growers have the opportunity to vote every six years on whether or not to continue the marketing order.

About the vote:

Ballots representing 478 growers were voted in the referendum, representing approximately 32 percent of eligible voters. The total industry vote in Oregon and Washington was 97 percent yes by number of growers, representing 90% of the pear volume voted.

The referendum was held from February 15 to March 1 to determine support for the continuation. To be eligible to vote, a grower must have produced pears within the production area during the representative period of July 1, 2015 through June 30, 2016.

For the marketing order to continue, it required approval either by two-thirds of the pear producers voting in the referendum or by producers



representing two-thirds of the volume of pears voted in the referendum.

About Federal Marketing Orders: ams.usda.gov/rules-regulations/moa/fv

The USDA designates that "Marketing orders and agreements are industry-driven programs that help fruit, vegetable, and specialty crop producers and handlers achieve marketing success. By working together, industry members leverage their own funds to design and execute programs that they would not be able to do as individuals."

About Pear Bureau Northwest and USA Pears

Celebrating 85 years, Pear Bureau Northwest

was established in 1931 to promote the fresh pears grown in Oregon and Washington.

Today, the United States is the second largest pear-producing country in the world, and beautiful orchards in Washington and Oregon comprise the nation's largest pear growing region with nearly 1,000 growers producing 84 percent of all commercially grown fresh pears in the United States.

Pears grown in these two Pacific Northwest states are distributed under the "USA Pears" brand.

To learn more visit usa-pears.org, and follow USA Pears on Facebook at facebook.com/usa-pears and Twitter @USApears.

Free learning platform celebrates first decade

CONTINUED FROM PAGE 17

dashboard, as the platform becomes more interactive. And much more."

The launch also marks the adoption of a brand re-fresh. Feerick explained "We are excited to be combining the new website launch with a refresh of our brand.

Free access to education and skills training through Alison has enabled our Learners and Graduates to make positive change in their lives. "Empower Yourself" is our invitation to our members - who of course can sign up and study with Alison for free.

By striving daily to give everyone the freedom to learn and the tools to succeed, our mission to improve the world through the power of education can be achieved".

Around 14 percent of Alison graduates state that free learning with Alison has led to new employment, promotion and college opportunities, while 88 percent said graduating with Alison improved their personal confidence and 90

percent said it encouraged them to learn further.

Alison provides more than 800 free courses on a broad range of subjects including project management, IT skills, learning languages and business management skills.

About Alison: Alison is one of the world's largest free online learning platforms for workplace skills. It is a for-profit social enterprise with a goal to drive the cost of all education and skills training to zero. Headquartered in Galway, Ireland, Alison was founded by CEO Mike Feerick, social entrepreneur and Ashoka fellow (2010).

Awards include UNESCO (2011) and the World Innovation Summit for Education Award (2013-Qatar Foundation).

Alison's free learning ecology includes free learning, certification, learning management systems and publishing. Alison's ambition is to register over 100 million learners by 2020. Alison continues to lead the free learning movement it first pioneered, revolutionising how people learn across the world.

Hult Director: Kuni Foundation hires Hult as executive director

CONTINUED FROM PAGE 16

proceeds from the sale went to the Foundation. Up until now a board comprised of family, civic and business leaders has led the Foundation. The board will continue to lead the Foundation and will work with Angela to carry out its mission in the coming years.

"The Kuni Foundation has already had a significant impact through its grants and community support," said Hult. "I am honored to build on the Kuni family's deep commitment to service and philanthropy, and to partner with such a strong team as the organization invests in initiatives that improve health outcomes and enhance people's lives."

Hult's professional background and commitment

to community service expertly position her to assume this role within the Foundation.

Leading all philanthropic and community investment efforts, she previously served as the director of Corporate Social Responsibility for Cambia Health Solutions, a \$9 billion total health solutions company based in Portland, OR. She also served as executive director of the Cambia Health Foundation, a grant making organization devoted to transforming the health care industry. With leadership from Angela, it grew from a regional grantmaking entity into an award-winning organization with a national presence. Hult assumed her role as executive director in April.



GWATA news release

The Greater Wenatchee Area Technology Alliance, aka GWATA, hosted the 2017 Innovator Awards Luncheon at the Wenatchee Convention Center March 30. Over 350 attendees came out to see a keynote panel of entrepreneurs and hear the announcement of GWATA's five regional awards:

- Entrepreneur of the Year
- Tech Savvy Business of the Year
- Future Technology Leader
- Problem Solving Innovator
- STEM Educator of the Year

The luncheon began with Scott Paton of Arlberg Sports interviewing Jonathan Baker from eqpd, Ty Bourgeois and Paul Roberts from Lithic Skis, and Adam Krefting and Dan Hallada from CushCore. The entrepreneurs discussed everything from start-up financing to why they selected their manufacturing location. Next, GWATA recognized the 30-plus businesses, educators, and students who were nominated for one of the Innovator Awards before transitioning to the announcement of the winners.

Mission Ridge presented the Entrepreneur of the Year award to Dave Carlson of Giga Watt. Giga Watt is the world's first state of the art combined blockchain hosting and service center.

Jeffers, Danielson, Sonn & Aylward, P.S. presented the award for Tech Savvy Business of the Year to Pacific Aerospace and Electronics. Pacific Aerospace and Electronics employs proprietary technologies, best practices engineering, and specialized manufacturing techniques to produce electronics

that perform in the world's most extreme environments. Ed Phinney accepted the award on behalf of the company.

Stemilt Growers presented the Future Technology Leader Award for K-12 students to Moses Lurbur of Wenatchee High School. Moses started a tilapia fish farm his junior year. His project started because of his fascination with aquaculture and it's ability to produce sustainable protein anywhere in the world.

Moses designed, tested, and redesigned his facility over the course of a year - raising tilapia until they were ready for harvest. He harvested and served the fish as fish tacos as part of "Taste of Washington Day" at WHS. Next, Moses sought ways to expand and continue his project after he left WHS in a way that will produce year-round food. Moses redesigned his entire system with a more efficient filtration system, deeper tanks, and larger heaters and also trained a sophomore student who can lead the project going forward.

Peoples Bank presented the Problem Solving Innovator Award for Post Secondary students to Natalia Piestrup and Jared Harris of Wenatchee Valley College. Jared and Natalia are working together towards an understanding of how plant cells combine different DNA repair systems to successfully cope with ultraviolet radiation from the sun. Last year they began breaking open this project and presented their initial findings in July at the Idaho Conference for Undergraduate Research at Boise State University. These findings pointed to a very interesting interrelationship

between multiple DNA repair systems in plant cells stressed by UV, and they are hard at work exploring this previously unknown area of science while going to WVC full time. Their work has extremely broad application throughout basic and applied plant biology, particularly with regard to modeling the responses of various kinds of crop, forest and natural ecosystems to possibly changing climates.

GWATA presented the STEM Educator of the Year Award to Tina Nicpan-Brown of Lincoln Elementary School. Tina saw the need to expand the role of STEM educator beyond the classroom to our community. Tina and the 5th grade team at Lincoln have created and planned a comprehensive career connected learning field experience called "STEM Careers in Wenatchee". Tina is an out-of-the-box thinker that bring an innovative and fun approach to her classroom instruction. She is always looking for new and exciting ways to engage her students in learning and creates experiences that connect them with the community.

GWATA's mission is to bring people and technology resources together to create a thriving community. As a 501(c)3 our focus is on technology, entrepreneurship, and STEM Education. GWATA serves 100+ business members and hosts over 3,000 attendees through our various events annually. In addition, GWATA serves as Co-Director of the Apple STEM Network which is focused on developing pathways for students in STEM, therefore opening the doors to new opportunities and careers in our valley.

Innovator award winners announced by GWATA



5 ways to Spring Clean Your Business

Are you looking for new ways to boost sales, build your brand or get your business plan back on track? Consider giving your small business a much-needed spring cleaning this year.

The following are five ways to spring clean your business:

1. Update your website: As of April 2015, if your website isn't mobile-ready, it won't appear prominently in Google's search results. Worse, an outdated website sends the wrong message to potential clients. Experts recommend a monthly sprucing and the inclusion of a blog in order to make your website more attractive to Google.

2. Get your press releases picked up by the media: Connect your story to a breaking

news story or some issue that is of interest already. Your aim should always be to show impact. Impact equals news.

3. Utilize the right social media to grow your business:

Some businesses should stay away from certain forms of social media, for example, a Facebook page might not be appropriate for a medical doctor. A review of your target market and a short consultation with a professional can help you determine which social media is appropriate and most effective for your business.

4. Spring clean your business expenses:

Pick a benchmark expense amount, for example \$200, and look at any expenditures with an annual outlay above this

amount to determine if the expenditure provided a direct benefit - meaning the expenditure is directly parlaying into revenue - or is absolute necessity. If the expenditure cannot do that, eliminate it or find a less costly way. You might even set some goals for expenditures - like how much you will spend on advertising for the year.

5. Refocus your marketing efforts on your target demographics:

Not everyone is your customer. Take another look at the target market which was identified in the marketing section of your business plan. It helps to pay attention to where your competition is marketing; they may have done the research for you.

Read this entire post at sba.gov/blogs.

Small Business Job Creation Continued in March

WASHINGTON — Small business owners continued to hire in March, and they are having to increase compensation to remain competitive in a tight labor market, according to the **March Jobs Report** released today by the National Federation of Independent Business (NFIB).

"The post-election optimism we've seen among small business owners has led to more job openings, but small employers are struggling to find qualified applicants," said NFIB President and CEO Juanita Duggan.

Small business owners reported a seasonally adjusted average employment change of 0.16 workers per firm. Fifty-one percent reported hiring or trying to hire, but 45 percent reported that there were few or no qualified applicants to fill open positions. Sixteen percent of owners cited finding qualified workers as their Single Most Important Business Problem.

"The current labor market is one of the tightest I have seen in the 43-year history of NFIB's survey," said NFIB Chief Economist Bill Dunkelberg. "The scarcity of qualified applicants continues to frustrate small business. They often have to compete with larger corporations which have more resources to attract employees."

Almost a third of small employers reported job openings that they could not fill in the current period. A net 28 percent of owners reported raising workers' compensation, the second highest reading observed since mid-2007.

"Just like we saw in 2007, more owners are increasing compensation to attract and

retain good employees," Dunkelberg said. "The March reading was strong. However, owners are still struggling to fill open positions."

Owners still showed confidence in future business conditions as a seasonally adjusted 16 percent reported plans to hire. NFIB's Small Business Optimism Index has skyrocketed since November, which NFIB says is directly related to the promise of policy changes from Washington. Duggan noted that the failure to repeal Obamacare, which has discouraged job creation, could affect the small business optimism in the future.

"Congress had a chance to repeal \$1 trillion in taxes and most of the Obamacare mandates that are crushing small businesses," said Duggan. "Our research over the next few months will show whether small business optimism is fading as a result of Congress' failure to repeal Obamacare."

Small Business Optimism Sustained in March

The remarkable surge in small business optimism that began in November of last year was sustained in March, according to the National Federation of Independent Business (NFIB) Small Business Economic Trends Report, released today.

"Small business owners remain optimistic about the future of the economy and the direction of consumer confidence," said NFIB President and CEO Juanita Duggan. "We are encouraged by signs that optimism is translating into economic activity, such as capital investment and job creation."

The Index slipped 0.6 points in March to 104.7, still a very strong reading. Actual earnings, capital expenditure plans, and job-creation plans posted gains in March. Sales expectations, which have been flying high for months, dropped by 8 points, a sign that the Optimism Index could be moderating after a strong run.

"By historical standards, this is an excellent performance, with most of

the components of the Index holding their gains," said NFIB Chief Economist Bill Dunkelberg. "The increases in capital expenditure plans and actual earnings are signs of a healthier economy, and we expect job creation to pick up in future months."

Dunkelberg noted that while the overall Index remained strong in March, a significant increase in the Uncertainty Index, a subset of data on how small business owners see the near-term future, could indicate trouble on the horizon.

"The Uncertainty Index hit 93 in March, which is the second highest reading in the survey's history," he said. "More small business owners are having a difficult time anticipating the factors that affect their businesses, especially government policy."

Most of the March data were collected before Congress failed to pass a bill repealing and replacing Obamacare. A big reason for the soaring optimism of the past five months is the expectation among small business owners that Obamacare and other burdensome policies will be reversed by Congress and the new administration.

"The April data (due out in May) will tell us much more about how small business owners are processing the events in Washington," said Duggan. "We know they have struggled under Obamacare, and that taxes are a major concern. Congress's failure to keep its promises could dampen optimism, and that would ripple through the economy."

To view the full report, please visit www.nfib.com/sboi. For more information about NFIB, please visit www.nfib.com. For more than 70 years, the National Federation of Independent Business has been the Voice of Small Business, taking the message from Main Street to the halls of Congress and all 50 state legislatures. NFIB annually surveys its members on state and federal issues vital to their survival as America's economic engine and biggest creator of jobs. NFIB's educational mission is to remind policymakers that small businesses are not smaller versions of bigger businesses; they have very different challenges and priorities.



Why Go Green?

According to 2013 Cone Communications study, 71 percent of Americans consider the environment when they shop, up from 66 percent in 2008.

The same study shows 45 percent of consumers actively seek out environmental information about the products they buy.

Going green can reduce costs. Reducing waste, unnecessary travel and energy costs lowers your overhead costs, which increases your bottom line.

Quick Ways to Green your Business

Reduce travel with virtual meetings: A number of free

and low-cost web-based sharing sites have features that allow you to video conference, share screens, use text chats and upload documents. You'll reduce fuel costs and save valuable time.

Ditch the disposables: The average American office worker goes through around 500 disposable cups per year, which is expensive and wasteful. Instead of supplying the office with paper and plastic goods for coffee and lunches, switch to cutlery you'll keep.

Save energy by cutting down your paper usage: Use double-sided printing and copying. Even better - distribute or reference documents electronically

instead whenever possible. When making your paper purchases, consider products with a high recycled content, then continue the trend and recycle your used paper products.

Tell Your Customers How You've Gone Green

Earth Day is also the perfect opportunity to tell customers what you've done to #gogreen through your small business social media, newsletter or other marketing channels. Research shows that customers increasingly care about how their shopping habits impact the environment, so you should keep customers informed on your greening efforts.

Tips for financing before you need it

April was Financial Capability Month, and questions about obtaining capital is one of the topics we are most frequently asked about at the U.S. Small Business Administration (SBA).

Whether it is to deliver on a high increase in sales or to get through a challenging time, when a small business needs capital, it typically needs it as quickly as possible. This time crunch can make it stressful to begin the process to prepare for financing.

The key to success: prepare to obtain financing when you don't need it.

We've compiled the following tips from our local resource partners and lenders to increase your financial capacity and success in accessing capital:

1. Update your business plan

When is the last time you updated your business plan? Many businesses write a business plan in the startup phase, but then neglect to update it and keep it a living document as the business grows and evolves. Resources such as the SBA Business Plan Tool, local workshops, and SBA business counselors are free

and easy ways to breathe life back into your business plan.

2. Review your financial statements

These numbers tell the story of your business, but many owners put off the task because it can be intimidating. Make yourself familiar with the three essential financial statements - the balance sheet, profit and loss statement, and cash flow statement. If you need to learn the language of finance, watch on-demand financing webinars in the SBA Learning Center, or make an appointment with an SBA advising partner.

3. Think like a lender

When discussing a line of credit or a loan, it is wise to prepare answers to the following **Five C's of Credit**: **Capacity** - experience and ability to run a business **Cash Flow** - does business make enough money to repay **Capital** - "skin in the game" or a down payment **Collateral** - sufficient liquidation value in case of default **Character** - credit score and debt payment history

Attend a loan briefing to discuss options with local lenders.



Full Bloom
FLOWERS AND PLANTS

7 North Worthen,
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509-667-ROSE (7673)
fullbloom@charter.net
www.wenatcheefloral.com

Pybus May Events

RunWenatchee's Weekly Club Run & Walk
4:30 pm to 6:30 pm Every Thursday

Wenatchee Valley Farmers Market 8am - 1pm, every Saturday

May 5, Lance Tigner performs for Friday Night Music on the Railcar from 7pm - 9pm.

Slim Chance performs for Friday Night Music on the Railcar from 6 pm to 8 pm.

May 7, Art Lovers Sunday 10am to 4pm.

May 13, 3rd annual Coastal "Eastern Washington BBQ Championship at Pybus Market.

- Dahlia Tuber Sale 8am - 2pm.
- Iris Show and Sale 8am - 3:30pm
- GWATA Tech and System Showcase 9am - 2pm.

May 14, 3rd annual Coast "Eastern Washington BBQ Championship at Pybus Market.

May 16, Coffee with a Cop 10am - 11am.

May 17, Ride of Silence at 7pm Ceremony at 6:30pm.

May 19, Packet Pick-Up for "Girls on the Run of Columbia Valley 4pm - 6pm.
- Packet Pick-up for Red Devil Trail Runs 4pm - 6pm.

- "FRIENDS OF THE WENATCHEE PUBLIC LIBRARY" BOOK PRE-SALE IS FRIDAY 5pm-8pm.
- Gavin McLaughlin Performs for Friday Night Music on the Railcar from 7pm - 9pm.

May 20, Friends of Library Book Sale 8am - 5pm.
- Girls on the Run of Columbia Valley at 9am
- Health and Wellness fair 9am - 1pm.

May 23, Valley Academy of Learning Spring Concert 5pm - 7pm.

May 26, Family Game Night hosted by Pacific Crest Church.

May 27, Wenatchee Valley Farmers Market Cooking Demo

May 29, Day Flag Ceremony at 12pm.

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