

PUGET SOUND BUSINESS JOURNAL

Groundbreaking

Jasmyn Jefferson says the real estate industry needs a reckoning

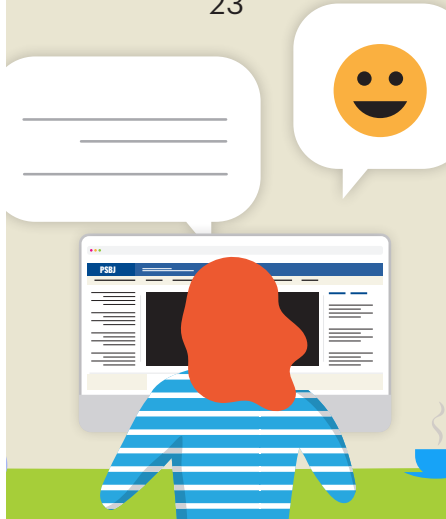
MARC STILES, 50



THE
LIST

WASHINGTON'S BEST WORKPLACES

23



MUST READ

Amazon execs plot their exit strategy

Jeff Wilke, Amazon's second in command to founder Jeff Bezos, wasn't the only executive to recently announce plans to move on. Here's who's leaving Amazon and what it means. **TONY LYSTRA, 9**

Industrial market faces long recovery

It may take the industrial real estate market more than a year to bounce back due to significant deterioration in the overall economy. **MARC STILES, 10**

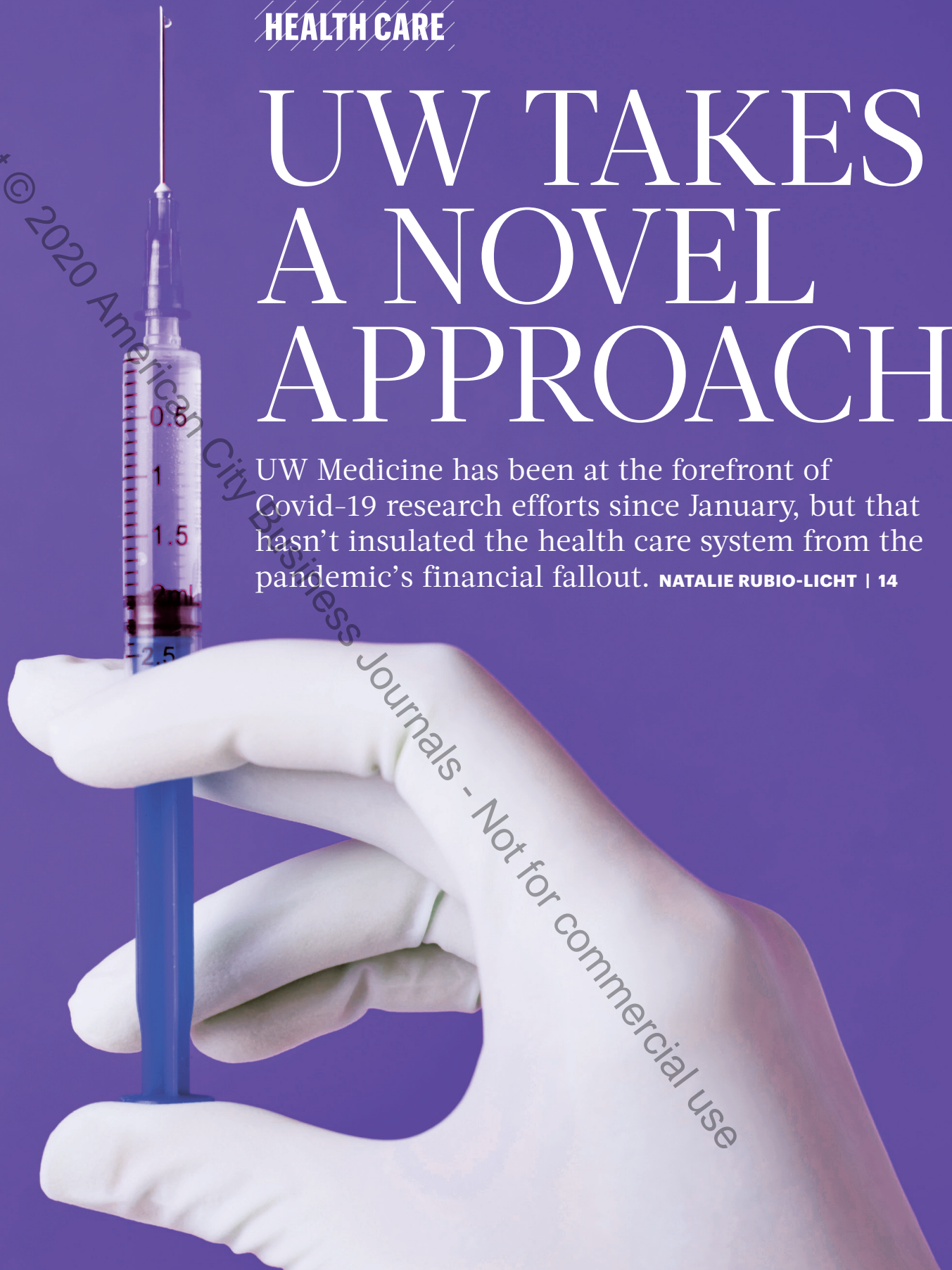
You'll want to sit down for this

Seattle plans to launch a scooter-share pilot this fall, but this one has a unique twist: One-third of the free-floating motorized fleet will have seats. **PAXTYN MERTEN, 6**

HEALTH CARE

UW TAKES A NOVEL APPROACH

UW Medicine has been at the forefront of Covid-19 research efforts since January, but that hasn't insulated the health care system from the pandemic's financial fallout. **NATALIE RUBIO-LIGHT | 14**



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FIRST LOOK

Your primer for the week in Puget Sound-area business news.

THE TALKER



DREAM CATCHERS ...

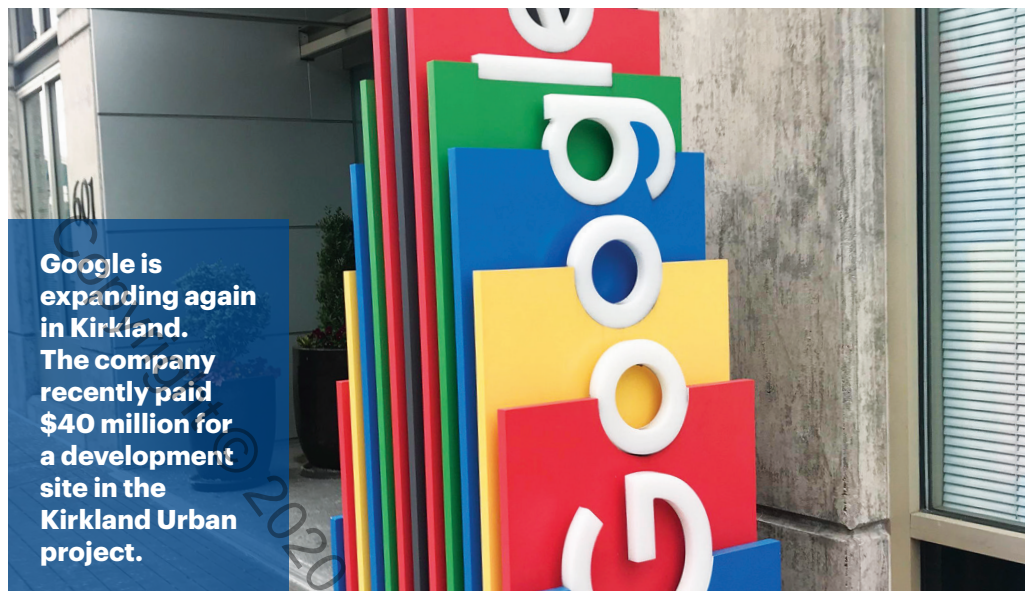
Boeing CEO David Calhoun fueled speculation last month that the jet maker could move more manufacturing out of the region by consolidating its Dreamliner factories in South Carolina and Everett.

The impact of Covid-19 on the industry might accelerate those plans. One former senior leader at Boeing told the Seattle Times that the plant in North Charleston, S.C., will likely come out on top.

Aviation analyst Scott Hamilton doesn't disagree. But he predicts that 737 production will be ready to close down in Renton in 2033.

"A replacement for the 737 must be announced later this decade," Hamilton wrote in a blog post for Leeham News. "The best place to put it will be in Everett."

THE UPDATE



Google is expanding again in Kirkland. The company recently paid \$40 million for a development site in the Kirkland Urban project.

MARC STILES | PSBJ

With a \$40M buy, Google finishes Kirkland assemblage

A recent \$40 million land purchase by Google in downtown Kirkland shows the company plans to continue expanding in the Puget Sound region.

A real estate excise tax affidavit recorded with King County shows Google bought the 1.3-acre development site at 457 Central Way from PGIM subsidiary Prudential Private Capital. The site is on the east side of the new Kirkland Urban mixed-use development, most of which Google bought last fall for nearly \$401 million.

On Tuesday, a Google spokesperson confirmed in an email that the company finalized the purchase of the Kirkland Urban east plot.

Earlier this summer, Google said it would keep its employees working from home through July 2021.

The development pad can accommodate a 200,000-square-foot building, a member of the Kirkland Urban development team

previously told the Business Journal.

With this latest acquisition, Google will have an estimated nearly 2.8 million square feet of space in the Puget Sound region when planned projects are completed. This would make Google the fourth-largest occupier of space here, according to Business Journal research.

Google opened a small office in Kirkland 16 years ago. In 2019, the company said it had more than 4,500 employees. Now the company said it has increased its headcount here to over 5,750.

The east plot is the second Kirkland Urban development site Google acquired for long-term growth. Last year it paid \$35 million for a 2.5-acre site, along with plans for a 300,000-square-foot office and retail building on Kirkland Urban's south side. The property abuts Peter Kirk Park.

— Marc Stiles

mstiles@bizjournals.com

► EXECUTIVE MOVERS

AHMED BUR

TREEHOUSE



Bur was named chief financial officer of Treehouse, a Seattle-based nonprofit that partners with youth in foster care. Prior to joining the nonprofit in August, he served as the CEO and CFO at Red Wagon Village, a ridesharing platform he founded in Washington D.C., Bur, who has 20 years of financial leadership experience, earned his MBA from Georgetown University. He was born in Sudan and moved to Brooklyn, New York, at age 14.

SHAUNTA HYDE

ALASKA AIRLINES



Hyde, the managing director of community relations at Alaska Airlines and longtime former Boeing executive, has left the carrier for a new role at Amazon. Hyde did not name her new employer, but she announced last week that she was leaving Alaska on LinkedIn. Two sources familiar with her decision said it's Seattle-based Amazon. Hyde declined to comment or share additional information.

► ON THE COVER



This week's cover features a photo illustration from Getty Images.

NEED TO KNOW: FIVE THINGS THAT HAPPENED AS YOU FILED FOR PPP LOAN FORGIVENESS

1



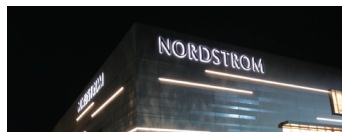
PIER PRESSURE: Seattle will begin demolishing Waterfront Park within the next two weeks as the structure has continued to deteriorate. The city has been planning the removal for years, with plans to build a new public park pier in its place between the Aquarium and Miner's Landing/Great Wheel piers. That timeline accelerated after Pier 58 shifted by several inches away from land.

2



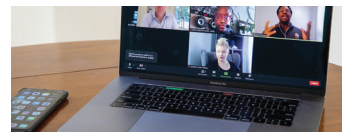
GREEN GROWTH: Vulcan Real Estate is proceeding with plans to build an office tower in South Lake Union, though a company executive said groundbreaking could be several years out. The project at 324 Ninth Ave. N. will be at least 11 stories with 230,400 square feet of space but could have an additional three floors if Vulcan participates in Seattle's Living Building Pilot Program.

3



HARD SELL: Nordstrom reported a loss of \$255 million in the second quarter as its sales declined 53% year over year. The company has focused on creating liquidity over the last six months and reducing its costs. In May, Nordstrom closed 16 stores permanently and laid off 521 employees. It plans to save as much as \$750 million this year. In Q1, the company reported a \$521 million net loss.

4



EVENTFUL DEAL: Seattle-based startup Banzai acquired Texas-based High Attendance. Banzai, a 5-year-old event marketing technology company, plans to integrate its own technology with High Attendance's platform, which provides management software for virtual and hybrid in-person and online events. The companies did not disclose terms of the deal.

5



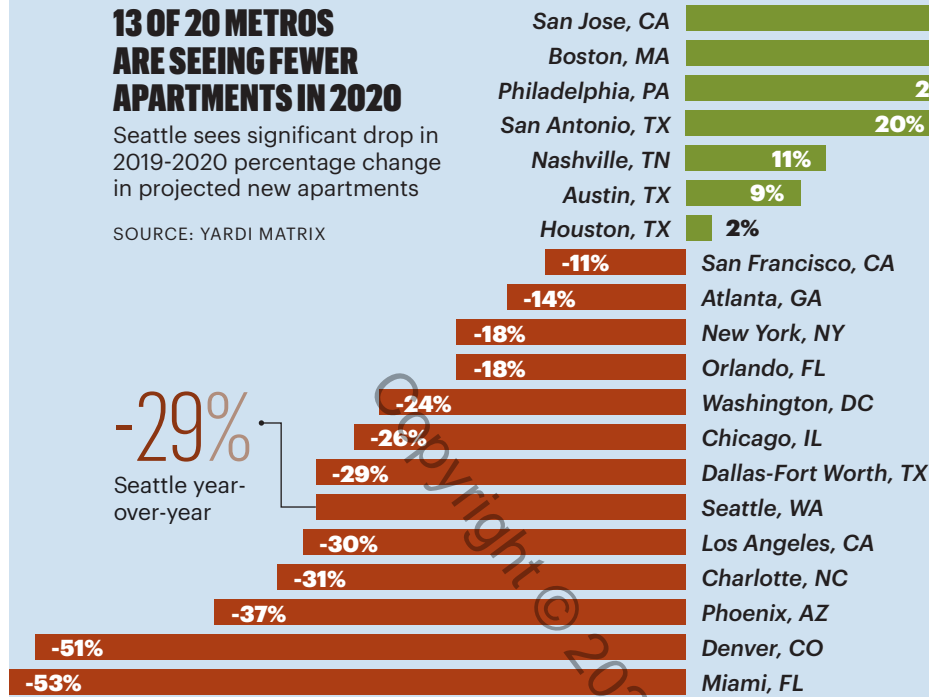
MASK CLAIMS: 3M says it has resolved a lawsuit against a third-party merchant accused of "charging grossly inflated prices for fake, defective or damaged respirator products" on Amazon. Bloomberg reported the settlement in the case of 3M v. KM Brothers and its related companies. 3M is one of the world's leading makers of N95 masks but sells many of them to distributors.

BY THE NUMBERS

13 OF 20 METROS ARE SEEING FEWER APARTMENTS IN 2020

Seattle sees significant drop in 2019-2020 percentage change in projected new apartments

SOURCE: YARDI MATRIX



NEW APARTMENT CONSTRUCTION DIPS

Apartment construction had been slowing down in the Seattle area well before Covid-19, but the pandemic slammed the brakes.

A new report from the listings website RentCafe says that construction in the metro area dropped 29% in 2020 compared with last year, bringing the supply of new apartments to a five-year low.

The data, from RentCafe affiliate Yardi Matrix, focuses on larger buildings with at least 50 units.

According to the report, 8,261 apartments are on track to be completed in the metro area in 2020 — the first time in five years that the number of annual apartment

deliveries has fallen below 10,000. Last year, more than 11,500 new units entered the market.

The report cites a number of Covid-related issues holding back the pace of construction. They include a shortage of available construction crews, funding and permits, and temporary bans on projects.

In surveys conducted with construction firms between March and July by the National Multifamily Housing Council, more than half said they faced construction delays due to the pandemic.

—Jon Silver, jsilver@bizjournals.com



GETTY IMAGES

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► COFFEE TALK

UPDATES FROM MY DESK TO YOURS

Gorton legacy continues:

The restrictions as a result of the Covid-19 pandemic have made it difficult at best to plan a memorial service for the late U.S. Sen. Slade Gorton, who died Aug. 19 at the age of 92 at home, surrounded by his family. Gorton was a statesman, highly respected on both sides of the aisle as a thought leader who left ego behind.

He is credited, among his many accomplishments, with going to great lengths to save the Seattle Mariners three decades ago because he loved baseball. Gorton believed that sports are one of the most important ways a community comes together.

It would seem fitting to hold a memorial service at T-Mobile Park, but because of the pandemic, no such large public gathering could be held anywhere until next year at best.

The family hopes to hold a memorial service somewhere in the greater Seattle area late next summer on the anniversary of Gorton's death. Visit the brand-new website gortonlegacy.org with all sorts of information about Gorton's life and how his legacy will continue. There will also be details about any services for Gorton, posted as soon as they are scheduled.

SAM update: The Seattle Art Museum plans to reopen its downtown museum to the general public on Friday, Sept. 11. The museum will initially be at a limited capacity and open Friday through Sunday, 10 a.m. to 5 p.m. Timed tickets will be sold online only, starting Sept. 4, for the general public reopening.

Gratitude: Deep gratitude is in order to all of you who reached out in response to my column about the painful loss of my Boston Terrier Angel Payne. I usually respond immediately to your calls, texts and emails over the years, but there are more than 1,500 messages at this point and I am woefully behind. Please forgive. I will catch up. I have read or heard every single message and my heart thanks you.

PHILANTHROPY



Stacy Lill, left, joins in a toast with Renée Brisbois on Aug. 19 at a watch party they co-hosted at Chateau Lill in Woodinville, where a small group gathered to watch the first virtual Auction of Washington Wines gala in its 33 year history.

STACY LILL

Raise a glass — and a paddle

The 33rd year of the venerable Auction of Washington Wines (AWW) is now in the rearview mirror but the memories of this first time virtual event are something to be savored.

The event spanned six days from Aug. 11-17 and raised \$1.8 million, with the money benefiting Seattle Children's, Washington State University Viticulture & Enology Program research, as well as AWW.

The auction items that brought in the most money created quite a buzz. One of the priciest items was the opportunity to attend the star-studded red carpet London premiere and afterparty of the much anticipated **James Bond** spy film "No Time to Die" with actor **Daniel Craig**. The release of the film was postponed because of the Covid-19 pandemic, but is tentatively scheduled for release on Nov. 12 in the United Kingdom and on Nov. 20 in the United States. That item went for \$25,000 to bidders **Jessica and Jarod Wray**.

Among other hot items were a private plane trip to Napa Valley for a wine tasting with AWW Honorary

Chair and renowned wine expert **Karen MacNeil**. That went for \$32,000 to **Jerry David Master**. And a painting by **Dale Chihuly** along with a special bottle of Long Shadows wine went for \$20,000 to **Barbara Mann**.

A post-pandemic pool party with **Macklemore** was bought by 12 couples at \$6,000 each, totaling \$72,000 so far. AWW Executive Director **Jamie Peha** says 10 more couples can still sign up for that by calling AWW.

The raise-the-paddle portion of the auction had a robust showing at the \$50,000 level from **Deborah Nash; Jay and Teri Ackley; Beth McCaw and Yahn Bernier; Hal and Sharon Lampert; Peter and Julie Rose; Jennifer and Jay Stelly; and Cam and Linda Myhrvold**.

That \$1.8 million is not quite half of what was raised last year in person under the big tent at Chateau Ste. Michelle where the event has traditionally been held. Still, event co-chairs **Jon and Gretchen Jones** and **John and Gretchen Bookwalter** are pleased overall with the turnout, and the money is still coming in.

Peha was also heartened with

watch parties going on around the region and some 600 registered guests.

"We had people bidding from New York, Florida, Alaska, California, Nevada and Mexico," Peha said. "This was an opportunity to build the Washington wine industry across the country through the incredible reach of this online auction. People who would not normally attend a live event were with us."

Guests bid on more than 130 Washington wine related items, including vintage wines and wine experiences.

"We are so grateful for the incredible show of support for the Washington wine industry, which is such a key part of the overall Washington state economy," said AWW board president **Beth McCaw**.

Peha has already started the planning for next year's AWW, saying, "We can be even more creative for 2021 and keep doing this digital online event process in many ways with new themes and smaller, more intimate events. We look forward to see what 2021 brings."

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MARKET WATCH

Seattle releases scooter-share details

Seattle intends to launch its scooter-share pilot this fall with a unique twist: The agency plans for seated free-floating motorized scooters to make up a third of vehicles in the launch.

Joe Miller, who leads the Seattle Department of Transportation (SDOT) Micromobility Program, said other cities haven't considered using seated scooters as large proportions of their fleet. But the scooters' larger wheels and lower center of gravity could be better-suited for Seattle's hills and pavement conditions, and could prove more useful to people with disabilities, he said.

Seattle received interest from nine scooter companies. Miller said the agency plans to award a permit to Lime, the city's existing bike-share vendor, in order to allow riders to access both devices through one app and to incentivize Lime's continued investment in Seattle bike share.

SDOT initially planned to launch the scooter pilot earlier this year, but moved back the timeline due to Covid-19. Now the agency intends to launch a pilot this fall if the program is approved by the Seattle City Council at its Sept. 8 meeting.

SDOT expects the scooter program to pay for itself. Private scooter providers will pay permitting fees as well as a \$150 administrative fee per device, generating \$1.05 million in revenue.

The scooter permits will require companies to provide reduced rates for



SDOT

Seated e-scooters could make up a large portion of Seattle's fleet.

low-income riders, make at least 10% of the fleet available in lower-resourced neighborhoods and to pay special attention to West Seattle to address mobility issues caused by the bridge closure. The scooters will also have both front and rear brakes and limit speeds to 8 miles per hour on a user's first ride and 15 miles per hour on all other rides. Amid Covid, vendors will sanitize the scooters every time they service them. SDOT is proposing a joint study with the University of Washington and Harborview to see if these initiatives make the pilot safe.

Washington scooter share

Last week, King County launched a yearlong scooter pilot with Lime in



ANTHONY BOLANTE | PSBJ

Standing scooters will also be present in Seattle.

North Highline, including White Center. King County Councilmember Joe McDermott said the pilot, which runs through August 2021, will allow King County to learn how to best facilitate future mobility options.

"White Center is one of the smallest markets Lime has ever launched, but it is also one of our most culturally rich," Jonathan Hopkins, Lime's director of strategic development for the Pacific Northwest and Canada, said in a statement. "We hope to play our part in building a more connected community."

Lime scooters are also already available in Redmond, Tacoma, Everett, Bothell and Spokane.

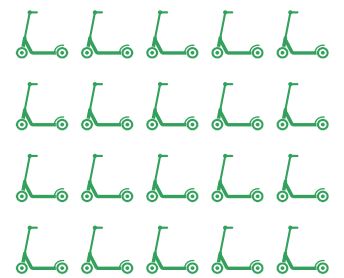
PROPOSED SCOOTER-SHARE PERMITS

Each provider would be allowed 500 scooters to start, and could grow to 2,000

LAUNCH FLEET



MAX FLEET



PROVIDERS

- ▶ Lime (which is the city's bike-share provider)
- ▶ Seated scooter-share provider
- ▶ Standing or mixed-style scooter-share provider
- ▶ 1,000 permits set aside to allow potential to test any scooter-share prototype that arises

SOURCE: SDOT

▶ BIG NUMBER

\$28.4M

The amount the Federal Transit Administration will grant to five agencies in Washington to improve the state's bus systems. Sound Transit will receive \$4.8 million, allowing it to purchase up to five high-capacity buses for the planned state Route 522 Bus Rapid Transit service. Intercity Transit – which services Olympia, Lacey, Tumwater and Yelm – will receive \$11.3 million to renovate and expand its bus maintenance facility. Other recipients are King County Metro, Spokane Transit Authority and the Washington State Department of Transportation.

BY THE NUMBERS

LYFT, UBER FACE NEW DRIVER PAY HIKE

Lyft and Uber are facing efforts in Seattle to change their payment structure and increase driver compensation. Seattle Mayor Jenny Durkan announced last week she plans to send legislation to the City Council this month requiring the rideshare companies to pay drivers at least the city's minimum wage plus expenses. Durkan is proposing the ordinance go into effect Jan 1.

PROPOSED COMPENSATION FOR DRIVERS

\$0.56 | **\$1.17**
per minute | per mile

UBER EXPECTATION

▲ **30%**
price increase for rides

▼ **20-25%**
decrease in trips

▼ **\$4-5M**
loss to city tax revenue per year

CONFLICTING STUDIES

Durkan's proposed ordinance is based on a study of driver compensation the city commissioned, which was based on survey data. Lyft and Uber commissioned a separate study, which they provided their own data for, that generated different results.

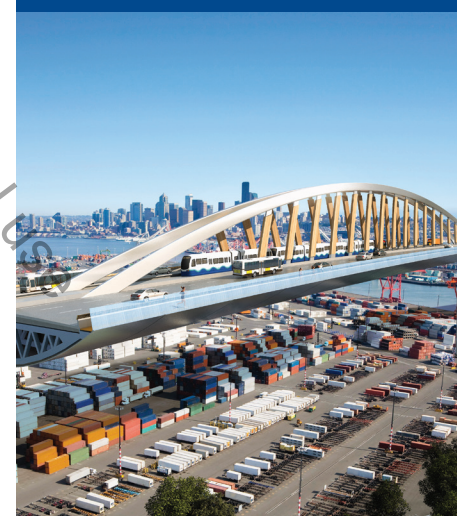
CURRENT RIDESHARE DRIVER EARNINGS

City study: \$9.73/hour average
Rideshare study: \$23.25/hour median

PERCENT OF DRIVERS WHO ARE FULL TIME

City study: 30% of single-app drivers, 35% of multi-app drivers
Rideshare study: 15%

📷 SNAPSHOT



B+H ARCHITECTS

B+H Architects is proposing that when Seattle replaces the West Seattle Bridge, it uses a hybrid of mass timber and steel. The design would allow the city to reuse much of the existing bridge foundation, and the ability to prefabricate would cut down on construction time by up to 25%. The city of Seattle is still determining whether to repair or replace the bridge near-term.



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CANNABIS

She plans 'measured' growth for Leafly



When a company shrinks, it has to be crystal clear on its priorities, Yoko Miyashita said.

Miyashita, who took the helm of Leafly last week, said the company is doubling down on its consumer marketplace for cannabis, a tricky endeavor given cannabis's legal standing with the federal government.

The company, half the size it was last December, laid off 39% of its workforce when the coronavirus pandemic swept the nation.

Miyashita, formerly Leafly's general counsel and replacing former Amazon executive Tim Leslie, worked at Getty Images for nearly 14 years, most recently as senior vice president and general counsel, before joining Leafly in May 2019. Leafly currently has 134 employees and has been rehiring former staff as openings arise. The cannabis company was not eligible for federal financial aid or coronavirus relief because cannabis is still federally illegal.

You're in the middle of raising money for your Series A. What will that money go toward? It's just really building out our platform. It's also giving us that financial stability to continue executing against our plan. This is no massive hiring push. You won't see us post 10, 20, 30 jobs like we were a year ago. This is a very measured approach.

Why were there layoffs in January? Cannabis has been so up-and-down in terms of the capital markets... It's going to take time for this brand new industry to develop, for the markets to develop and for the capital to be available for this. That's a pretty common issue.

Can you tell me more about how you're tackling e-commerce as a cannabis company? E-commerce is really difficult because it's actually not possible given

the legal status. You still have to go to a store and show your ID. But what Leafly has developed is shopping and ordering technology where you can reserve your products. And that's been huge in this Covid-19 environment.

Did you apply to be CEO? I would just say it was very conversational.

Is it unusual for general counsel to be named CEO of a company? Being general counsel for a company like Leafly in a regulated industry is qualitatively different from say jumping from general counsel for a widget company, mainly because the regulatory and policy understanding is so critical to understanding what your opportunities are commercially. Your job is to know where the hotspots are and where the problems are.

LEAFLY, GETTY IMAGES

▶ WHAT'S NEXT

VILLAGE AT TOTEM LAKE ANNOUNCES TENANTS

The \$565 million mixed-used lifestyle center called Village at Totem Lake announced new tenants this week. New restaurants include California-based Silverlake Ramen, Korean BBQ ShabuGen, Stack 571 Burger & Whiskey Bar, casual gourmet Italian restaurant Due Cucina and Panda Express. Yuan Spa, offering hydrotherapy, a therapeutic dry sauna, cold drench shower and eucalyptus steam rooms as well as massage therapy, advanced skin care and herbal body treatments will also join the list of new tenants. Xfinity will also have a retail presence in the Village.

▶ SNAPSHOT



TINTE CELLARS

Tinte Cellars winery owners Tim Gamble and Teresa Spellman Gamble are expanding to Georgetown in a soulful, historic fixer-upper. They paid \$1.2 million for the property at 5951 Airport Way S., scheduled to open in November. Construction began in late 2019. Work includes restoring the wood beams inside the 1,600-square-foot space, as well as saving the building's exterior murals and the Vespa scooter that sits atop the roof.

▶ WHO'S RAISING

SKINNY DIPPED ALMONDS

\$5 million

Round: seed

Founders: Breezy Griffith, Val Griffith, Lizzie Resta and Chrissy Haller

Investors: CAVU Ventures

Details: The funding will go toward Skinny Dipped's marketing campaign, digital presence and e-commerce initiatives, through Amazon, Target and Walmart. The company is also expanding in stores, landing retailers like Walgreens, Safeway, Albertsons and BJ's Wholesale Club, a membership-only warehouse club chain based in Massachusetts operating on the East Coast.



ON TECH BY TONY LYSTRA

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BIG NUMBER

900K

Square footage by which Amazon plans to increase its office space across six U.S. cities. The move signals that in a pandemic world where everyone is working remotely, Amazon still believes physical office space is key to its overall business strategy.

SATELLITE COMMUNICATIONS

BILL GATES INVESTS \$85M IN KYMETA

Redmond-based Kymeta, which provides satellite communication antennas and services, raised \$85.2 million in its latest funding round, led by Bill Gates' personal investment firm, Gates Frontier.

It's the sixth round of funding for the company, which manufactures a flat, mobile antenna intended to be mounted on military, government and emergency response vehicles, providing them with hybrid satellite and cellular communications.

Gates has long held an interest in technology that can connect remote parts of the world to the internet and was an original investor in Kymeta, said Walter Berger, Kymeta's president and chief operating officer.

"Bill has been very consistent in seeing where this business can go," Berger said. "I think his enthusiasm around what we're doing and how we're doing it is important. He has a view on connectivity globally."

▶ HE SAID IT

"You can imagine the pressure this puts on every other company in the world. Every other retailer has to try to match that."

KARL SIEBRECHT,

the founder and CEO of Flexe, on Amazon Prime's one- to two-day shipping expectations. Flexe is a Seattle-based online warehouse fulfillment network that helps e-commerce companies compete with Amazon.



MARKET WATCH



Jeff Wilke is the CEO of Amazon's worldwide consumer division.

MIKE KANE | BLOOMBERG VIA GETTY IMAGES

Executives exit Amazon

JEFF WILKE ISN'T ALONE IN HIS MOVE TO LEAVE THE COMPANY

Jeff Wilke, Amazon's second in command, isn't the only top executive to announce his departure from the company this year – far from it.

Steve Kessel, who was in charge of Amazon's physical stores, left earlier this year. Vice President of Delivery Experience Maria Renz, who once served as CEO Jeff Bezos' technical adviser, expects to depart this year.

Brad Porter, the company's VP of robotics, announced this week that he's leaving to join an AI company. Paul Viola, an Amazon Air VP of science, departed in February and is now a distinguished engineer at Microsoft. Peter Vosshall, an AWS distinguished engineer, retired in February.

Why all the departures?

Amazon's stock is at an all-time high and many executives who, like Wilke, joined the company in its renegade startup years may be cashing out to form and fund their own startups to recapture the old high-adrenaline energy of Amazon's early years.

"This particular moment in Amazon's history could be a place where you start to see a little bit of challenge in retaining talent," said Dustin

Brumbaugh, a CFA principal at the Tschetter Group, a Bellevue wealth management firm. "Their employees may be tempted to take the money and move to another great ride in a smaller company."

Microsoft went through a similar period of bleeding out executives after it matured as a company during the first dot-com boom of the '90s, he said. It's common with companies that have used stock as a key compensation tool during their formative years, Brumbaugh said.

Wilke, 53, is CEO of Amazon's worldwide consumer division and runs some of the company's biggest businesses, including Marketplace and Prime. He was promoted to CEO of the consumer business in 2016.

In a memo to employees, Wilke said he'll retire in the first quarter of next year and plans to stay on to see the company through the upcoming holiday months.

This holiday season will be pivotal for Amazon. In the spring, the company's supply chain strained under demand sparked by the pandemic. The company added 175,000 warehouse workers to its payroll, making 125,000 of those positions permanent, to keep orders arriving on time.

Analysts and other retail industry observers are all watching Amazon closely to see how the company will handle the crush of holiday orders

that will come on top of the gains it's made as people shopped from home during the pandemic.

Wilke, who joined Amazon in 1999, has long been considered a top candidate to replace Bezos as CEO should Bezos step down. The departure was revealed in a Securities and Exchange Commission filing Friday.

Dave Clark, the senior vice president of worldwide operations, will succeed Wilke as CEO of the worldwide consumer business.

Even if Amazon continues to lose top executives, Brumbaugh, who used to work as an analyst, expects there will be little impact on the company's operations.

"They've got a deep enough management bench," he said. "They're very formal in their decision-making process. I wouldn't bet it would take them off the rails."

In fact, Amazon is adding Alicia Boler Davis, John Felton and Dave Treadwell to its "S-team" – Bezos' inner circle of executives.

In a memo to employees, Bezos called Wilke "my tutor."

"I've learned so much from him, and I'm not the only one. He's been an incredible teacher to all of us," Bezos wrote. "Jeff's legacy and impact will live on long after he departs. He is simply one of those people without whom Amazon would be completely unrecognizable."

BUSINESS RECOVERY GUIDE

What to know as the economy reopens in the Covid-19 era.

COMMERCIAL REAL ESTATE

INDUSTRIAL MARKET HIT BY COVID

Sector growth may not rebound to pre-pandemic levels until Q1 of 2022

BY MARC STILES

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206-876-5406, @MarcStilesPSBJ

Covid-19 will negatively affect the industrial market more than you might think, with things not returning to pre-pandemic levels for more than a year.

That's the takeaway from a national forecast that commercial real estate trade group NAIOP issued on Monday. The slower-than-anticipated rebound is due to the significant deterioration of the overall economy.

Although industrial real estate has outperformed other commercial property types this year due in part to a surge in e-commerce, broader macroeconomic indicators suggest industrial space absorption will decline sharply this quarter and rebound to positive levels in the second quarter of next year.

But it won't be until the first quarter of 2022 that growth in industrial absorption bounces back to pre-pandemic trends. (Absorption is the measure of total square feet occupied less the total space vacated during a certain period of time.)

Industrial net absorption is forecast to decline to negative 141 million square feet this quarter and is expected to remain in the red by about 72 million square feet in the fourth quarter and 27 million square feet in Q1 of



MARCUS R. DONNER

In this file photo, a worker pulled an order for shipment. The industrial market will not be immune to the effects of the coronavirus-induced recession, according to a new report.

2021.

In the Puget Sound region in the second quarter, the net absorption was negative 1.2 million square feet, according to Kidder Mathews. Unemployment soared during the quarter, while container volume at the Northwest Seaport Alliance in May was down nearly 24 percent year over year as the pandemic disrupted supply chains both domestically and internationally.

The U.S. macroeconomic landscape has deteriorated significantly, according to the NAIOP forecast authors, Hany Guirguis, economic and finance professor at Manhattan College, and Timothy Savage, an assistant professor at New York University's Schack Institute of Real Estate.

They said the second quarter contraction in gross domestic product, if annualized, was nearly 33%, rivaling the early years of the Great Depression.

According to the report, although the pandemic will likely increase demand for e-commerce, it is unlikely that industrial real estate will be immune from the effects of the coronavirus-induced recession. These include significant disruptions to supply chains and global trade, reduced manufacturing and construction activity, and widespread store closures among brick-and-mortar retailers.

"E-commerce will drive long-term growth in industrial real estate," said Thomas J. Bisacquino, president and CEO of NAIOP. "But it is only one piece of the puzzle. Covid is a natural disaster that significantly affected consumer demand and supply chains. When the crisis ends, we anticipate that the rebound will be faster than in prior economic slowdowns."

MAPPED

COUNTIES BY PHASE

The map of counties by phase remains unchanged for another week as Gov. Jay Inslee's moratorium on counties applying to move into the next phase continues indefinitely. This is one of several steps taken to help curb the spread of Covid-19 across the state, including added restrictions on certain businesses.

ON THE MAP

Modified Phase 1

Phase 2

Phase 3

COVID-19 IN KING COUNTY

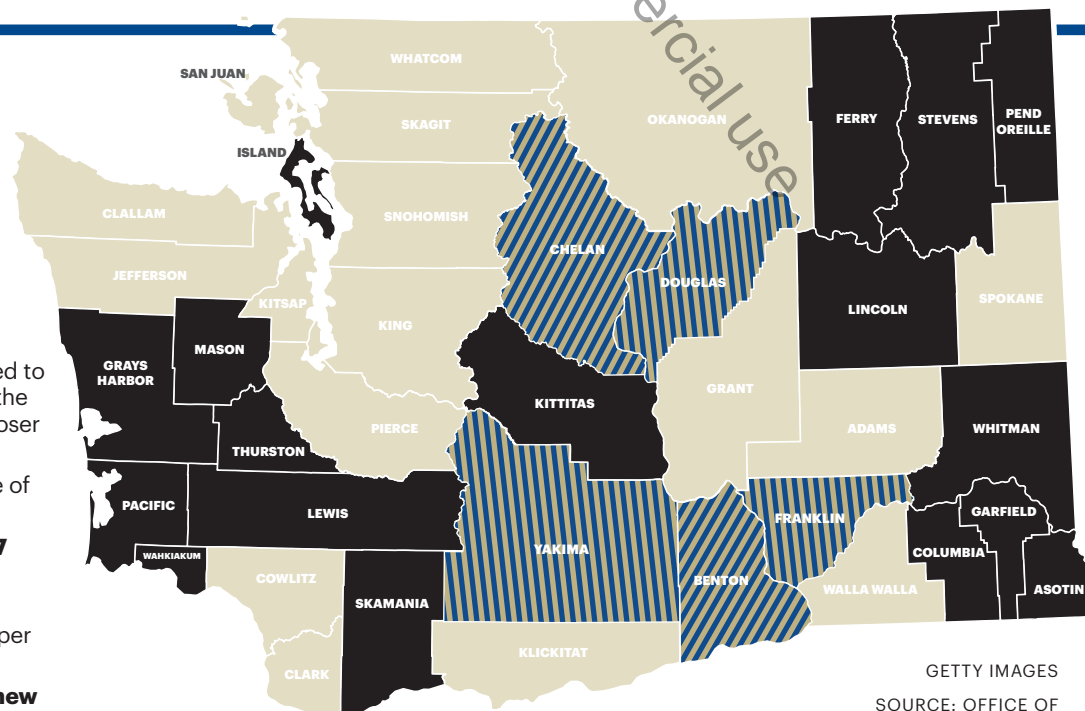
Over the past two weeks (from Aug. 9 to Aug. 23), King County saw the rate of positive Covid-19 cases decline, compared to the prior two-week period, according to the county Department of Health. Here's a closer look at the numbers:

KING COUNTY: 1,902 new cases, a rate of 85.4 per 100,000 residents

Prior period (July 25 to Aug. 8): 2,227 new cases, a rate of 100 per 100,000 residents

SEATTLE: 366 new cases, a rate of 51.6 per 100,000 residents

Prior period (July 25 to Aug. 8): 475 new cases, a rate of 67 per 100,000 residents



GETTY IMAGES

SOURCE: OFFICE OF THE GOVERNOR AS OF AUGUST 24

REAL ESTATE

Rise Properties invests \$34M in Interbay

FOUR-STORY APARTMENT BUILDING IS LATEST RISE ACQUISITION

BY MARC STILES
mstiles@bizjournals.com
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Goodman Real Estate and Ginny Gilder, a co-owner of the Seattle Storm, have sold a four-story apartment building in the city's Interbay area for \$33.75 million, according to public records.

It's the latest acquisition for Rise Properties Trust, which has been on a buying spree in Washington state. Rise, a Canadian real estate trust that's based in Seattle, said it bought the 117-unit Flats at Interbay building at 3036 16th Ave. W., with Cigna Investment Management.

The acquisition appears to be a contrarian move as investors for several years have been favoring properties in suburbia, where demand is increasing as renters get priced out of the city. The Covid-19 pandemic is expected to accelerate the suburban living trend.

Despite its location between downtown Seattle and Ballard, Interbay has a bit of a suburban feel with large green spaces, including a nine-hole golf course.

Rise President Barrett Sigmund said there's been a change in preferences among urban renters in recent months as most people employed in office jobs work from home. He thinks larger one-bedroom with dens – common in the Interbay property – will grow in popularity as working from home becomes more viable.

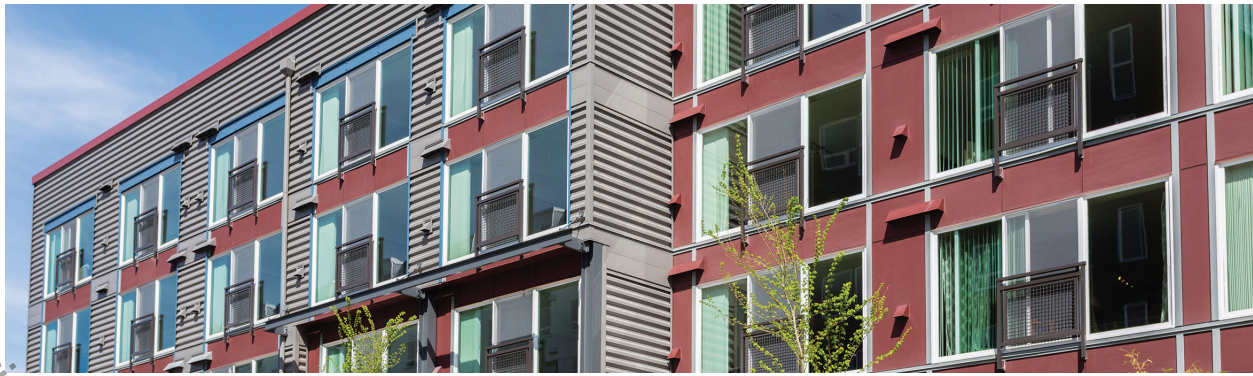
According to the King County Assessor's Office, the Flats at Interbay property has 39 such units and they are 770 square feet. There are 39 one-bedrooms at the property, and they are 625 square feet.

A limited liability company affiliated with Goodman and Gilder paid \$1.9 million for the approximately half-acre Interbay site in 2011, according to county records. The building permit listed a project value of \$11.25 million, and the county assesses the value of the property at just under \$40.1 million.

The property is along the future downtown-to-Ballard light rail line, and a station at Interbay is planned. The line is scheduled to open in 2035, though Sound Transit is considering system-wide schedule changes due to Covid-19.

Kenny Dudunakis, Ben Johnson and David Sorensen of Berkadia brokered the deal, and Thrive Communities of Seattle will manage the asset.

Earlier this year, Rise acquired a downtown Seattle apartment tower and a Vancouver, Washington, multifamily property for nearly \$85 million. Rise owns about 4,570 apartment units across 27 properties in the Pacific Northwest.



The Flats at Interbay apartment building has a new owner: Rise Properties Trust.

RISE PROPERTIES TRUST

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TRANSPARENT PATH USES SENSORS, AI TO MONITOR FOOD SUPPLY CHAIN

BY PAXTYN MERTEN
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206-876-5434, @PaxtynPSBJ

Restaurant shutdowns forced farmers to dump millions of gallons of milk and plow into crops amid oversupply while food banks – facing a surge in demand – struggled to keep shelves stocked. Covid-19 exposed the food industry's fragility.

"It didn't take much to knock over the apple cart," said Eric Weaver, CEO of Transparent Path.

Weaver's Seattle-based startup is working to minimize uncertainty in the food supply chain by showing where goods are in real time and even predicting when things could go wrong. It uses sensors to collect information about food's location and environmental conditions as it moves, stores that data securely and uses artificial intelligence to give guidance to prevent risks.

Transparent Path conducted its first pilot in 2019, tracking apples from a farm to grocery stores. That experiment proved they could do it, Weaver said.

"This year our new team has completely rebuilt everything from the ground up to be something that would pass the sniff test of a CIO in terms of scalability, security and interoperability," Weaver said, adding it could be applicable to large corporations like Allen Brothers Produce or Trident Seafoods.

Founded in 2018, Transparent Path has been bootstrapping, so far. In January, Weaver created a star-studded management team that includes Amazon, Microsoft and Expedia experience. Weaver was formerly at Xerox, PwC and



Eric Weaver is the CEO of Transparent Path.

TRANSPARENT PATH

other companies as a software developer and digital transformation adviser.

"We decided ... let's not work for the man anymore," Weaver said. "Let's work for ourselves, but also do something that we believe in that is important – especially now that we live in this new reality that no one anticipated where food companies are really struggling to figure out what to do."

In May, the company also reincorporated as a Washington social purpose corporation.

"All of us are huge believers in making an impact and giving back," Weaver said. "We want to use our knowledge, our skills, our networks to make a better future, not a worse one or a self-interested one."

Through the 5G Open Innovation Lab, Transparent Path struck a partnership with Intel to provide the sensors and blockchain elements as the startup builds the software, the platform connecting data and the artificial intelligence engine. Weaver said they are nearly ready to demo the new platform and aim to launch a pilot with a Pacific Northwest producer this year.

Transparent Path is targeting producers of protein, chocolate and tree fruit products. Weaver said it would eventually support companies at all parts of the cycle: processors, trucking companies, warehouses and grocery stores.

"We work with lots of companies – as you can imagine, Intel is pretty big

ERIC WEAVER

Position: Transparent Path / xparent.io CEO

Employees: 6

Founded: 2018

Stage: Pre-seed

Lessons Learned: Don't just assume that the only road is the road that you see everyone else go down – that you have to have a super niche focus, that you have to do something that is commercially viable first and not socially impactful. I think that the thing is, is this something that is necessary? Do you believe in it, from a social impact perspective? And if you do then I don't think you need to follow the same well-worn path that everyone else has.

but not many companies have the end-to-end solution or the partnerships with the end customers," said Bhupesh Agrawal, Intel's local director of product marketing for edge computing and cellular network infrastructure. "But in the case of Transparent Path, not only do they have the relationship at the farmers level, but at the retailers level. They use the data from one end to another end, using all these techniques. I have not found that kind of end-to-end solution in many customers."

Intel is also helping Transparent Path chase a seed funding round in order to scale, in part by working with the startup on early proof-of-concept and setting up the technology, matching the company with its own existing customers and workshopping with its own venture capital branch.

"We have a ton of (investors) who have talked to us and said, the minute you get a customer call me," Weaver said. "Because they're looking for proof that this is something that's going to be acceptable to this market."

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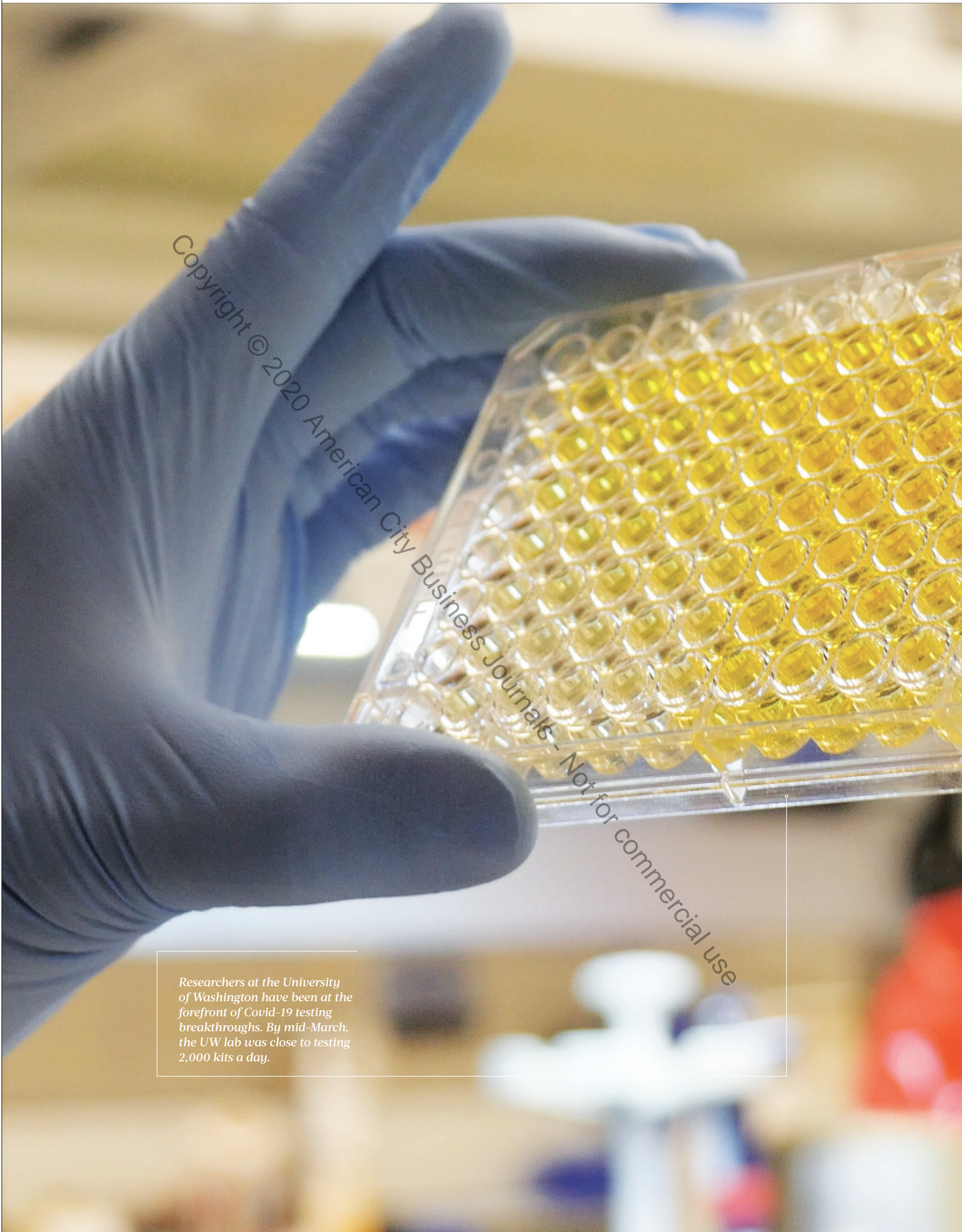
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Researchers at the University of Washington have been at the forefront of Covid-19 testing breakthroughs. By mid-March, the UW lab was close to testing 2,000 kits a day.

HEALTH CARE

AHEAD OF THE CURVE

How UW Medicine's coronavirus advancements landed them on the national stage

BY NATALIE RUBIO-LICHT | *Contributing writer*

Dr. Chris Murray, director of the Institute for Health Metrics and Evaluation and a professor at the University of Washington, has spent months tracking the spread and predicting the outcomes of the coronavirus pandemic. ¶ When the Covid-19 outbreak hit in late February at the Life Care Center in Kirkland, Murray created a model to show what the “peak capacity” would be in terms of case counts and when they would increase in Washington. Murray and his team then made the same case forecasts for every state. Demand for these forecasts spiked both nationally and internationally. The current model has forecasts for 180 countries. ¶ “It’s just been a continuous process of trying to both reflect the data that’s coming in and understanding and answering a wide range of policy questions from state and national governments and businesses,” he said. ¶ The pandemic has put medical institutions around the nation into overdrive, and UW Medicine has been at the forefront of research efforts since the onset of the pandemic. Murray’s pandemic forecast is just one example of how the institution has played a leading role in the crisis response. ¶ Its timely advancements in research, clinical care and case count projections have been a model for local, state and federal government agencies as well as other countries. ¶ “There is no question that our research, care and expertise is having a significant impact right in our backyard and internationally,” UW President Ana Mari Cauce said in an email to the Business Journal. ¶ But staying a step ahead of the crisis hasn’t insulated UW Medicine from financial hardships. Scrapped medical procedures, canceled regular visits and the high cost of personal protective equipment has led to a loss in revenue, causing furloughs and layoffs. In May, UW Medicine said it faced a \$500 million shortfall, which forced the hospital system to furlough 5,500 employees.

CONTINUED ON PAGE 16

HEALTH CARE

CONTINUED FROM PAGE 15

Drug research

Doctors and researchers with UW Medicine said that being in Seattle, where the first virus cases were documented in the United States, gave them an edge.

Dr. Paul Ramsey, CEO of UW Medicine, said the health system's pandemic research covers a wide range of topics, including studying the effects of the pandemic on pregnant women and vulnerable populations, as well as analyzing the mental health consequences of the pandemic.

Some clinical studies from UW Medicine involve looking into the effectiveness of hydroxychloroquine, a controversial drug used to treat malaria and lupus. President Donald Trump has touted the drug as a treatment for Covid-19. But infectious disease experts, including National Institute of Allergy and Infectious Diseases Director Dr. Anthony Fauci, have been more cautious in talking about the drug.

UW Medicine also has been involved with studies on two approved Covid-19 treatments: dexamethasone and remdesivir, Ramsey said.

"There are a large number of other potential drugs, both existing compounds, as well as some compounds that are being screened through rapid screening techniques, that could potentially have an impact on the virus in different biological pathways," he said.

UW Medicine's "novel" RNA vaccine advancements have gained significant attention, Ramsey noted. With development efforts led by Dr. Deborah Fuller, a professor of microbiology at UW, Phase 1 clinical trials will begin at the end of the summer in collaboration with HDT Bio Corp., a Seattle-based pharmaceutical company.

"It offers the potential for just a single dose of the vaccine, instead of a series," Ramsey said. "It's an

approach where the production can be very efficient and potentially therefore cost effective."

Tracking the spread

In April, after many states initiated lockdown restrictions and began to flatten the initial curve of the virus, Murray shifted gears and started to look at the effects of easing or increasing safety mandates.

The model currently covers case and death count projections for three scenarios: universal mask usage, the current mandates staying in place and eased restrictions.

In King and Snohomish counties, Murray said the virus is still in "decent control," with the transmission rate below one, meaning an infected person transmits the virus to an average of one person or fewer, and deaths staying at around two per day. However, at the beginning of October, the model projects that infections and deaths will increase due to the start of the fall season.

"Roughly speaking, wearing a cloth mask by the general public reduces transmission by about 40%," Murray said. "For King and Snohomish (counties) ... that extra protection at the community level, by getting everybody wearing a mask, will really dampen transmission."

Lisa Brandenburg, UW Medicine's chief health system officer, said the health system established one of the first drive-thru coronavirus testing sites in the Northwest on March 6. Though this was first only available to staff members and first responders, she said, the team quickly realized it could be an effective testing method for all patients.

They expanded to two other drive-thru sites in Issaquah and Harborview, Brandenburg said. They also created two mobile testing vans that are targeted toward vulnerable populations, including people who are homeless.

"As we were writing policies and procedures, which were



needed because this really was an unknown virus, for how to handle this, we ended up tasking a team that included some of our infectious disease experts on how you would do some kind of testing outdoors," Brandenburg said.

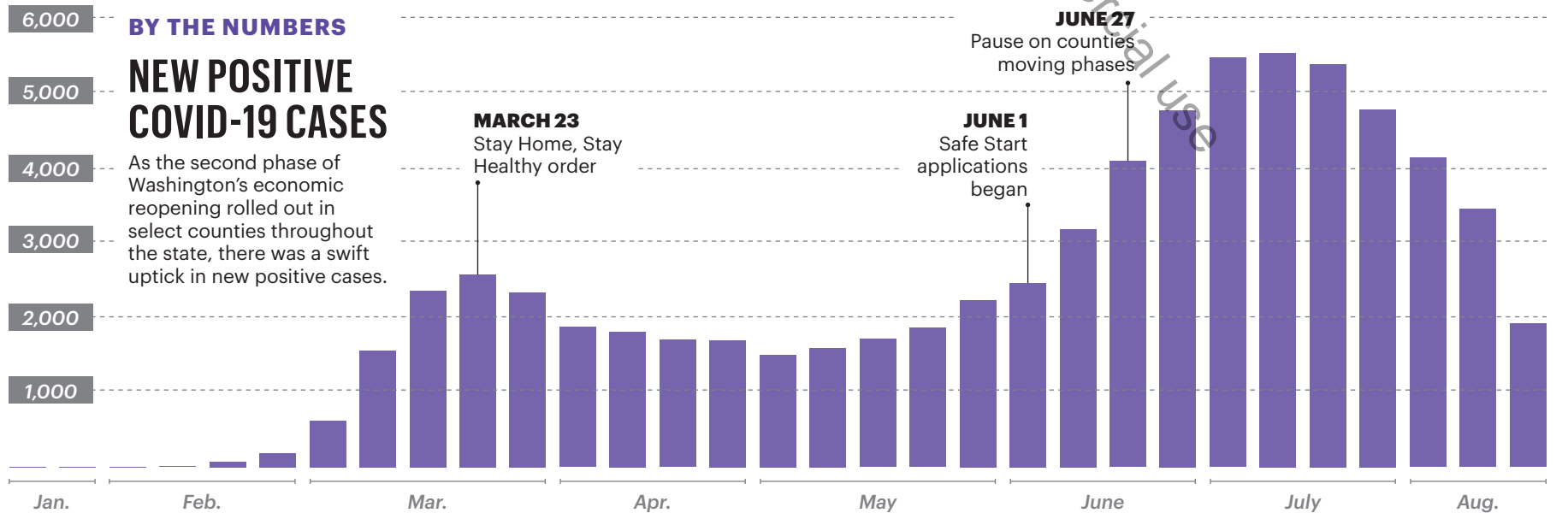
UW Medicine has also bolstered their telehealth services considerably during the pandemic, Bran-

denburg said. They increased and reallocated staff to work on telehealth, and had all physicians certified to provide telehealth visits. They went from having 200 virtual visits a month to having 1,500 a day.

They also expanded their system of telehealth visits for pregnant people, sending them tools and instructions they need for a virtual

BY THE NUMBERS
NEW POSITIVE COVID-19 CASES

As the second phase of Washington's economic reopening rolled out in select counties throughout the state, there was a swift uptick in new positive cases.





UW MEDICINE

THREE QUESTIONS

DR. FULLER LAYS OUT UW'S ROAD TO A VACCINE



Dr. Deborah Fuller, professor of microbiology at the University of Washington, has worked on a vaccine to combat the coronavirus since January. Fuller and her team at UW Medicine have created an RNA vaccine

that has the potential to be more effective and cost efficient — requiring minimal refrigeration and fewer doses. By working with HDT Bio Corp., Fuller hopes to start Phase 1 clinical trials at the end of the summer, using 50 volunteers to test dose size and safety, she said.

Can you give me an overview of the progress that you have made on your vaccine research?

Our RNA vaccine that we designed is actually different from (U.S. vaccine developer) Moderna's. There are two components of RNA vaccines that are very important. Ours differ in both of those components. First of all, the RNA is different in that we made it into a replicating RNA vaccine. Once (RNA) gets to the cell and starts to replicate itself, it makes more copies of the code, so you make more vaccine proteins and get a higher, stronger immune response.

We're in collaboration with a biotech company in Seattle called HDT Bio, who manufactures a different type of nanocarrier where the RNA goes outside instead of having to be put on the inside (of the nanocarrier). That allowed us to actually manufacture the RNA vaccine and the nanocarrier separately and store them long term.

In terms of funding and staff, what was the process of getting this vaccine research started and continuing it amid the pandemic?

I've been working in nucleic acid vaccines for all of my career. When we first started working on it, we had already envisioned and realized their potential as a rapid response technology for future pandemics. We already had funding from the National Institutes of Health for developing some of our platforms for a potential future influenza pandemic, because you always have flu pandemics.

When Covid-19 came out, it was very simple for us to pivot very quickly and switch from influenza to replace and all that. We already had the people in place with the expertise and skills and knowledge to quickly make a vaccine. The biggest challenge when we first got started was actually to find that funding. I had to get approval from the National Institutes of Health to do an emergency reallocation of some of our funding. That allowed us to get started right away in January.

How did you get started developing your model?

Right away in January when the sequence for the SARS-CoV-2 virus was published, that allowed us to immediately start to make vaccines. Nucleic acid vaccines like RNA and DNA have that advantage over other types of vaccines because you don't need the pathogen — all you need is a sequence for the pathogen, then you can make your vaccine.

Once we saw that they worked, we went into a preclinical non-human primate model. ... We knew if we could get the vaccine to work well in non-human primates, that would be a very good sign for its potential to be used in humans. We started immunizing them in the spring, and after a single immunization, we were able to induce levels of antibodies that have been shown in other studies to be sufficient to provide protection (from the virus).

— Natalie Rubio-Licht

check-up visit.

"We really needed to make available care to our patients without the risk of them needing to come in, unless it was absolutely critical that they come in," Brandenburg said.

To protect and monitor the staff, UW Medicine has made widespread antibody testing available to the 25,000 employees. Of around

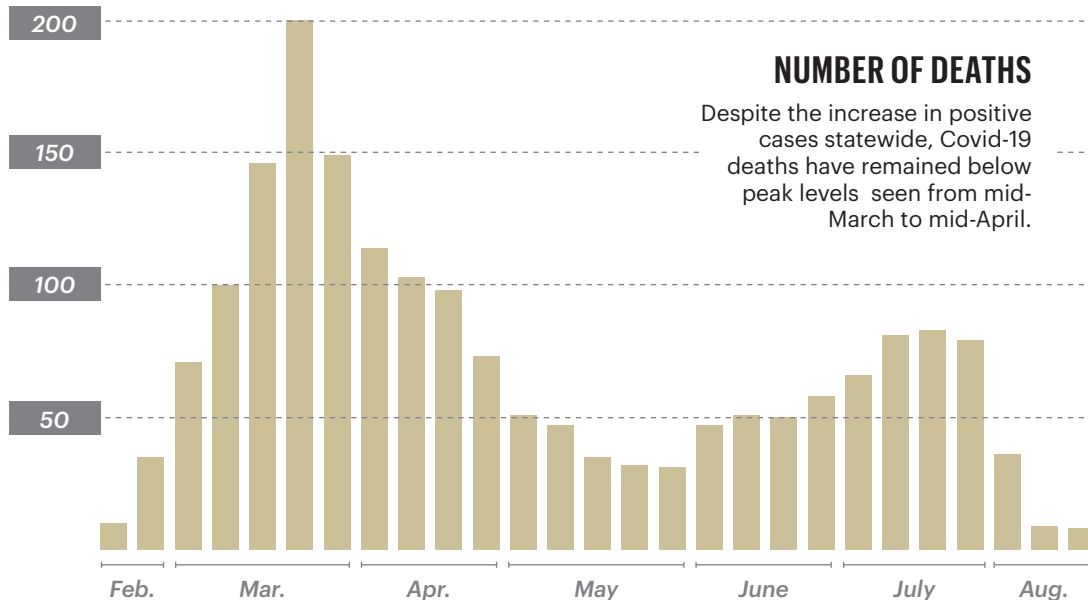
8,700 employees tested, the majority of which are front-line health-care workers, there was an antibody positivity rate of around 2.1%, Brandenburg said.

"We feel really good about that because we believe that it's one thing helping us understand that the measures we're taking to protect our staff are working," she said.

▲ *Dr. Deborah Fuller in her lab at UW Medicine.*

NUMBER OF DEATHS

Despite the increase in positive cases statewide, Covid-19 deaths have remained below peak levels seen from mid-March to mid-April.



STRAIGHT TALK: **SMALL BUSINESS**

Angela Shen is the founder and CEO of Savor Seattle, which started delivering Pike Place Market food once Covid-19 altered daily life in the city.



BARBIE HULL PHOTOGRAPHY

How quick pivots lead to success

BY MEGAN CAMPBELL
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Small businesses in the Seattle area have found success during the coronavirus pandemic by listening to their customers.

Bob Bagga, CEO and president of BizX, spoke about how his Bellevue-based digital bartering exchange pivoted to meet the needs of businesses, creating interest-free loans to create liquidity for businesses to buy essential items and pay for them later.

“That was a big thing we did,” said Bagga, who was among four small business owners on a panel at the Puget Sound Business Journal’s Straight Talk virtual event series last week.

Founded in the wake of 9/11, the company’s platform lets members turn their enterprises’ excess capacity into spendable currency. BizX member companies offer goods or services at full market value in exchange for “BizX dollars.” They can redeem those dollars for the goods or services of the other 7,000 network members, with BizX retaining a small transaction fee.

The company has also helped tenants and landlords manage rent payments during the pandemic.

“We talked about the ability to negotiate rent with landlords ... for trades or goods of services as well,” Bagga said. “Overnight it became very popular so we helped restaurants, climbing gyms, print shops, etc. all be able to do that with some innovative things in place. From a pivot perspective, we’re really reaching out and seeing, ‘OK, what is it that our customers need? Where can we help?’”

Savor Seattle founder and CEO Angela Shen reacted in a similar way when people could no longer purchase food from around Pike Place Market.

Her food tour business dried up,

but she pivoted to curating boxes of iconic market vendors.

“I didn’t have another model. I didn’t have time to look at other people’s models,” Shen said. “We just listened to customers.”

After people bought the first box, they emailed her and said it would be great if the boxes included market flowers, which is something she wanted to stay clear of since it’s a perishable item.

But in every box offering afterward she’s included flowers and now her business is outpacing her food tours business in annual revenue.

Cindy Guan, administrative manager for Dough Zone Dumpling House, says the small business pivoted to create its own delivery system and added third-party delivery options to bring dumplings, pot stickers and other dough foods straight to the customer.

Dough Zone’s priorities to keep its employees safe, Guan said, was top-of-mind. The restaurant found premium insurance, covered 90% by the business, to ensure its employees felt secure.

“We also had to train them to protect themselves when they do the deliveries,” Guan said. “They have to make sure that they are contact-free and wash their hands all the time, (and) change their masks from every delivery. We have to make sure that our employees are safe and our food quality is the same no matter if you take out or dine in.”

From pivoting away from marketing campaigns that showed crowds grouped together to supporting the Black Lives Matter movement, Fran Dunaway, CEO and co-founder of TomboyX, listened to the customers and market these last six months.

“We’ve just seen an incredible uptick in sales,” Dunaway said. “We were always 99% direct to consumer, so that’s been pretty easy for us. ... Our customers are No. 1, and we want to make sure they’re being heard and seen.”

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officers who have demonstrated excellence in technology leadership. Nominated CIOs and those in equivalent positions are evaluated based on innovation, business value creation and community involvement.



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CORPORATE

Chris Carter



VP IT (Blueprint) / CTO (Sentinel)

Chris is the Vice President of Technology for Blueprint Technologies a nationwide technology solutions

firm focused on driving innovation to production. He is also the CTO at Sentinel, a data privacy technology company focused on tackling the intersection of technology and privacy in every organization. Chris specializes in the practical application of emerging technology amidst organizations working to evolve from traditional operating models and bring innovation to mature but aging IT investments.

Val Grasparil



VP IT, Brighton Jones

I began my career as a software developer after completing my undergraduate degree in Computer Engineering from the University of Illinois

Urbana-Champaign. Brighton Jones has seen tremendous growth in the past 4 years. There were approximately 70 employees when I joined in 2015, and we are now approximately 180 employees across 7 offices. I know there will always be room for improvement when it comes to implementing new technologies, so I continue to remain curious and open to new ideas, and look for creative ways to solve our business problems and pain points.

Martin Rues



CISO, Outreach Corporation

Martin joined Outreach as their CISO in 2015 to build their cybersecurity program. In early 2016 he took on Outreach's IT function

and built both programs from the ground up. With over 20 years of experience in software and technology Martin has created a service-oriented IT and security culture across the company. His IT team strives to the same high standards Outreach holds for their own customers. Martin has also achieved multiple security certifications and privacy attestation for Outreach, including SOC 2 Type 2 and most recently independent GDPR and CCPA attestations.

Ravi Sooin



VP IT & Operations, Edifecs Inc.

Ravi Sooin joined Edifecs in 2011 as General Manager of Products and was promoted to the Vice President of IT &

Operations in 2012. In his role, Ravi leads all information technology and hosting functions and provides leadership and guidance to information and hosting practices. Ravi has more than 20 years of experience in all facets of product development and IT management across diverse industries including consumer software, enterprise systems, education and healthcare. Prior to Edifecs, Ravi led product development efforts at Microsoft.

HEALTH CARE

Dr. Zafar Chaudry



SVP & CIO, Seattle Children's

As senior vice president and chief information officer, Dr. Zafar Chaudry provides vision and leadership for the development of technology initiatives and enterprise-wide information systems and services for Seattle Children's. His goal is to

enable clinicians with the best technology to deliver safe and excellent care to our patients. Chaudry, who began his career as a physician, brings to Seattle Children's over 25 years' worth of experience in healthcare informatics with a strong technical, business and international standards-based approach to IT. Most recently, he was CIO at Cambridge University Hospitals in the United Kingdom.

B.J. Moore



EVP & CIO, Providence St. Joseph Health

B.J. Moore is Executive Vice President and Chief Information Officer for Providence. He leads information services to support and enable Providence to achieve its vision to deliver health for

a better world. This includes partnering with other leading organizations in areas such as cloud computing and artificial intelligence (AI). B.J. has an extensive background in leading initiatives for digital transformation, enterprise cloud services, strategic planning, operational strategy and analysis, and guiding large-scale projects and teams. He holds multiple CIO and leadership awards.

Ellen Wiegand



Ellen Wiegand is Vice President and VP & CIO, Virginia Mason Health System

Chief Information Officer at Seattle-based Virginia Mason Health System, one of the largest non-profit health organizations in the Pacific Northwest. She holds a master's degree in

business administration from George Washington University. She is also certified in the Virginia Mason Production System, the innovative management method used across the Virginia Mason organization to continuously improve quality, safety and operational efficiency. Before joining Virginia Mason in 2009, Ellen held technology leadership roles at Catholic Health Initiatives and at Cerner, a leading health information

PUBLIC SECTOR

Tanya Hannah



Chief Information Officer for King County

As the technology leader for the 12th largest county in the nation, Ms. Hannah is passionate about ensuring the more than two million county residents have equal access to the technology needed

for civic and cultural participation, education, employment and other critical services. The department serves over 60 lines of businesses in areas from transportation and environment to human services. She was selected in 2018 for her position for her spirit of innovation, vision and leadership. She previously served as both deputy and interim director of the department, and as a senior executive at Amazon and Computer Service Corporation.

Liza R. Klumpar



CTO, Franklin Pierce Schools

Born in the Philippines, I am a native Tagalog speaker. I did my undergraduate work at Saint Martin's University, where I majored in Computer Science. Most of my twenty years in education involve my career as an educational technology

leader. Currently leading the Technology Department for Franklin Pierce Schools, I am also serving as a School board Director for Eatonville School District. I enjoy engaging in service activities involving local education, my personal community, as well as the professional community. At Franklin Pierce Schools, I provide leadership, direction, and expertise in technological innovation. Outside of the district, I am committed to maintaining and strengthening my community.

Sasi K. Pillay



VP IT Services & CIO, Washington State University

Dr. Sasi Pillay serves as the Vice President and Chief Information Officer at Washington State University (WSU). In this role, he oversees the computing infrastructure of foundational technologies, research computing,

telecommunications, local area and wide area networking, enterprise wide applications and services, Enterprise Endpoint Management and Cybersecurity. He has led the development of roadmaps for Academic and Research Computing, Administrative and Business Computing, and Foundational Technologies; improved the service delivery of the IT organization by instituting change management, architectural review and project management; and improved IT Security across all of WSU.

2020 ORBIE AWARDS

GLOBAL

Michele Bleser



VP IT, Slalom

Michele Bleser is a hands-on technology leader who has led the IT strategy and execution for Slalom over the last 12 years as we have grown

from into a global, modern consulting firm focused on strategy, technology, and business transformation. Michele is a distinguished leader with over 25 years of experience spanning roles in technology, startups, and consulting. As one of Slalom's early employees, Michele has been at the helm as the company has grown from 200 employees to over 8,000 and 35 offices around the globe. She has been instrumental in implementing technology, and teams that enable a consultants delivering amazing outcomes.

Cody Sanford



EVP, CIO & Chief Product Officer at T-Mobile

Cody Sanford is T-Mobile's Executive Vice President, Chief Information Officer and Chief Product

Officer, leading the company's Product & Technology organization. He has held a variety of leadership roles at T-Mobile over the past 21 years, including in network engineering and retail. He Cody helped spearhead the integration planning and public company readiness effort in the successful merger of T-Mobile and the number-one prepaid wireless brand, MetroPCS (now Metro by T-Mobile), as well as led the integration planning for the merger with Sprint to become New T-Mobile.

Vivek Singh



Chief Technology Officer, Zones, LLC

Vivek has been at the intersection of Business, Technology & Innovation for the last two decades.

As the Chief Technology Officer for Zones, he is responsible for outlining the company's technological vision, implementing technology strategies, and ensuring that technology resources & projects are optimally aligned. He is a Six Sigma Black Belt, with the process mindset that companies need to grow at scale. His patents run industry leading software and he brings that same creativity to his role as the e-commerce leader at Zones.

Sue Taylor



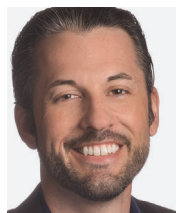
CIO, Bill and Melinda Gates Foundation

Sue Taylor is the chief information officer for the Bill and Melinda Gates Foundation. She is responsible for developing,

implementing, and maintaining all the enterprise applications and platforms that support core business processes across the foundation. In this role, she partners with foundation leaders to continually advance cross-functional processes and digital capabilities in support of our programmatic work and overall operational efficiency. Prior to joining the foundation, she served as vice president of applications and business transformation at Honeywell Automation and Control Solutions.

LARGE ENTERPRISE

Steven Gallagher



Vice President Technology & Systems, Avenue5 Residential

Mr. Gallagher has over 24 years' experience in technology and IT auditing for private and public companies.

In support of Avenue5 and its goals Mr. Gallagher manages a department of IT, reporting and systems innovators and leaders. Manages a team tasked with supporting technology, which includes corporate and multifamily communities, designing applications and providing intelligent reporting for 2000 associates and numerous clients across the United States. In his executive role he stands as the SME at executive meetings in relation to technology, management systems and innovation for today and the future.

Judith Henderson



Head of Enterprise Operations, Farmers New World Life

An experienced financial services and information technology leader, Judith's career

spans 37 years with three Fortune 500 companies; USAA, Mutual of Omaha, and Farmers Life. Judith joined Farmers Life in April, 2015. As Head of Enterprise Operations, she has led transformation efforts that help position Farmers Life for the future. Her responsibilities include all internal shared services: information technology, facilities, operational excellence, data management, supplier performance, project portfolio management and project delivery.

Laury Miller



SVP & CIO, Seattle Genetics

Laury is a native of Seattle, WA and comes from a large family. Laury has a husband John, 3 handsome sons, 2 daughter in

laws, and 5 beautiful granddaughters. She has extensive background in executive leadership across operations and IT in several global industries. In 2019 Laury joined Seattle Genetics, a Life Sciences Organization focused on curing Cancer, as Executive Director of Enterprise Technology and Solutions and within 9 months was promoted to SVP and CIO leading their I&T organization worldwide. Laury loves a challenge helping organization to scale and deliver through high functioning, diverse teams.

Jenny Moshea



Director of IT, Sellen Construction

Jenny Moshea is an accomplished technology and transformation executive. Recognized for the ability to create

business value through technology, develop high-performing teams, and establish cross-functional partnerships, Jenny delivers effective results. Known for getting things done with a proven track record in motivating and leading teams to success under complex conditions. As a top executive, Jenny is the head of Technology for Sellen Construction, the largest commercial builder in Seattle, WA. She leads the enterprise technology roadmap and strategy execution.

ENTERPRISE

Kari Escobedo



SVP IT, Bartell Drugs

Kari Escobedo is a business executive with 20+ years of leadership experience serving global

F500 companies in the technology, healthcare, telecom, and retail. She is a change leader specializing in company technology transformations, including digital experience, product dev, and M&A. Kari joined Bartell Drugs in mid-2018 to help positively impact the company thru technology. Prior to Bartell Drugs, Kari joined Kaiser Permanente 2015 leading the Ent & Digital Services areas that include CX, Digital & Mobile for KPWA.

John Michael Gross



CIO, Cascade Environmental

John Michael Gross was appointed Cascade's Chief Information Officer in

2017. John Michael specializes in strategically realigning technology needs around core business processes and goals. His diverse record of success across organizations ranging in size from startups to enterprises, as well as building and managing engineering, product, sales, and operations teams, gives him the background and experience to maximize the value of technology in a variety of areas.

Bob Johnson



Director of IT, Kidder Mathews

Bob Johnson has 28+ years of technology experience as a CTO, a Director of Technology, and IT Senior

Project Manager. He has successfully managed significant technology projects for small, mid-sized and large international companies. Bob has designed and managed the construction of a world-class data center/test lab/server room where innovative products and construction techniques resulted in a savings of 22% over typical data center construction and deployment costs. Mr. Johnson is an experienced leader, manager, and supervisor of small and large IT teams.

Chip Suttles



VP IT, Football NorthWest Inc. aka Seattle Seahawks

Chip Suttles begins his ninth season with the Seahawks as Vice President of Technology. He

is the voice in guiding the values and mission for the technology needs of the Seahawks and First & Goal Inc. He is responsible for aligning technology vision with the overall business strategy of the organization and improving the customer experience and drive increased revenue. His areas of focus include maintaining and optimizing the IT infrastructure, modernization of stadium technology, supporting player performance analytics, and enhancing the organizations' mobile applications.

PUGET SOUND BUSINESS JOURNAL

HEALTH CARE OF THE FUTURE

HALF-DAY CONFERENCE



SCHEDULE ABOUT

**Thursday
September 3
8am—12pm**

Register today!
bizj.us/1q1viz

In this exciting **half-day virtual conference**, we will hear from the top leaders in health care from across the country and from the Seattle area, who will share insights and insider intelligence on the response to the Covid-19 pandemic.

The program will include a **keynote presentation** by **Dr. Robert Redfield**, the director of the Centers for Disease Control and Prevention, who will speak to the challenges we are facing in combatting the spread of the virus. Other speakers include the CEOs and top executives

of more than a dozen health care organizations, infectious disease experts, technologists, legal experts and vaccine producers, all of whom will share actionable insights aimed at helping top business leaders make informed decisions about reopening, protecting employees and customers, and planning for the future.

This will be a can't-miss event for business leaders in the Puget Sound region and beyond and sponsors who wish to make an impact with this important audience.

8:00 a.m. - 8:15 a.m.
WELCOME

8:15 a.m. - 8:45 a.m.
OPENING KEYNOTE



Dr. Robert Redfield
Director and Administrator
Centers for Disease Control and Prevention/Agency for Toxic Substances and Disease Registry

8:45 a.m. - 9:30 a.m.
Panel Discussion
STATE OF OUR HOSPITALS



Dr. Gary Kaplan
CEO
Virginia Mason Medical Center



Susan Mullaney
President
Kaiser Permanente Washington



Dr. Paul Ramsey
CEO
UW Medicine



Dr. Rod Hochman
CEO
Providence

9:30 a.m. - 10:00 a.m.
Fireside Chat
ARTIFICIAL INTELLIGENCE AND MEDICINE



Wasif Rasheed
Senior Vice President and Head of Corporate Development
Providence St. Joseph Health



Jean Gabarra
General Manager, Health AI
Microsoft

10:00 a.m. - 10:15 a.m.
BREAK

10:15 a.m. - 10:55 a.m.
Panel Discussion
LEADERSHIP THROUGH A PANDEMIC



Dr. Guy Hudson
CEO
Swedish



Mike Marsh
CEO
Overlake Medical Center & Clinics



Ketul Patel
CEO
CHI Franciscan



Dr. Jeff Tomlin
CEO
EvergreenHealth

10:55 a.m. - 11:30 a.m.
Fireside Chat
INFECTIOUS DISEASE RESPONSE AND THE LONG ROAD AHEAD



Dr. Seth Cohen
Director of Infection Prevention and Control
UW Medicine



Dr. Francis Riedo
Medical Director of Infection Control and Prevention
EvergreenHealth

11:30 a.m. - 12:00 p.m.
Panel Discussion
TECH IS CHANGING CARE AND RESPONSE



Chris Blackley
CEO
Prescriptive Health



Gena Cook
Founder
Navigating Cancer



Adam Greene
Partner
Davis Wright Tremaine



Dave Sabey
Chairman
Sabey Corp.

12:00 p.m.
CLOSING REMARKS

Event Questions?
Rachel Horgan
rhorgan@bizjournals.com
206-876-5404

Sponsorships
Marijane C. Milton
mmilton@bizjournals.com
206-876-5447

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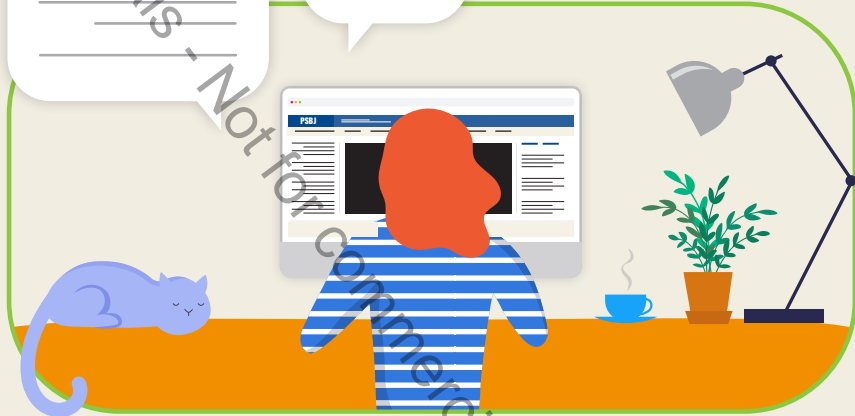


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Our firm offers a special level of one-on-one service, world class resources, and most importantly, local decision making on all aspects of business. The professional diversity of our employees and their many years of experience set us apart in crafting meaningful solutions to meet our clients' needs.

The leadership at Parker, Smith & Feek focuses on creating a fun, engaging, and meaningful culture for our employees. Offering excellent benefits packages and salaries is only part of our overall strategy to cultivate an open, transparent, and trusting work environment. Throughout all levels of the company, we support continued professional education, intellectual creativity, and mentorship of the next generation of leaders. This deliberate cultural effort has given Parker, Smith & Feek a reputation in the industry for integrity, honesty, and professionalism.

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EVP & MANAGING DIRECTOR

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Our passion continues to be around driving a better outcome, one person at a time, and delivering an excellent experience for employers, employees, and their families. All of our insights are backed up by data that is specific to your industry, your company, and your employees. Better data and tools help us build—and continually optimize—your plan based on a nuanced understanding of what really works for your company.

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With three membership levels to choose from, employers can align our services with their needs and budget. Benefits may include access to our HR & Safety Hotlines, online HR Toolkit, employment law attorneys, compensation survey data, and more. Once a member, companies have access to additional HR and Safety Consulting services and programs at a discounted rate.

Archbright employees are the key to our success. We work tirelessly to create a culture in which everyone is comfortable bringing their entire selves to work. Our individual backgrounds, perspectives, and passions help us grow and solve problems that move us all forward.

We tackle the complexity of the workplace so our members can focus on the passion of their business.

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METHODOLOGY

HOW WE RANK THE BEST

The Business Journal surveyed Puget Sound-area businesses and organizations to find those that have discovered the key to being among the area's best places to work.

This section highlights the top 95. To find the best employers, the Business Journal asked readers to nominate their own or other companies. Nominations were accepted between the end of November and mid-April at the Business Journal's website.

Nearly 250 nominations were submitted on behalf of companies with Washington offices.

During May, employees of nominated companies answered surveys conducted by Quantum Workplaces. Quantum is widely recognized as a leading company in conducting this type of research, and it conducts the same survey for many other business journals in the American City Business Journal family. Participation in this program is free of charge.

No companies with fewer

than 10 employees in Washington state were allowed to participate because with fewer than 10 employees, it's impossible to ensure statistic validity.

To reach a 95% confidence level with a margin of error of plus or minus 5%, companies had to solicit employee participation based on the following percentages:

- ▶ Fewer than 50 employees: 85%
- ▶ 51-150: 70%
- ▶ 151-500: 50%
- ▶ 501-1,000: 30%
- ▶ 1,001-3,000: 15%
- ▶ 3,001-5,000: 8%
- ▶ More than 5,000: 5%

In other words, a company with 17,000 locally based employees would need at least 850 employees to participate in order for its results to be statistically valid and qualify as one of Washington's Best Workplaces. A company with 100 employees would need 70 of its employees to participate, and so on. The survey included questions that employees were asked to answer on a six-point scale from "strongly disagree"

to "strongly agree."

Each company that completed the survey requirements was ranked according to its composite score.

The Business Journal then chose to honor the top 20 or 25 scoring companies in four categories, based on company size: companies with 10 to 49 employees, companies with 50 to 99 employees, companies with 100 to 249 employees and companies with 250 or more employees.

Each of those businesses made The Lists and are considered among Washington's Best Workplaces. They are listed in order of the composite score they received from Quantum.

The companies were also recognized at a special virtual event on Aug. 27, where executives from some of the winning companies representing various categories shared how they've maintained a positive, constructive culture during the Covid-19 era, and how that positive culture has helped drive their businesses as well as attract and retain top talent.

INSIDE


T H E L I S T

WASHINGTON'S BEST WORKPLACES

SMALL | 10-49 EMPLOYEES 28
MEDIUM | 50-99 EMPLOYEES 32
LARGE | 100-249 EMPLOYEES 36
EXTRA-LARGE | 250+ EMPLOYEES 38

KEEPING WORKERS SAFE 26
TOP | SMALL COMPANIES 30-31
TOP 3 | MEDIUM COMPANIES 34-35
TOP 3 | LARGE COMPANIES 37
TOP 3 | EXTRA-LARGE COMPANIES 39
RECRUITING LEADERS AMID COVID 40
FRONT-LINE HIRING STRATEGIES 40
CONNECTING WITH A REMOTE TEAM 41

▶ ON THE COVER



This section cover features an illustration by Matt Haesly | MSPBJ, Rachel Postlewait | PSBJ and Getty Images.

Thank You

to Our Incredible Team for Continuing to Make Archbright One of Washington's Best Workplaces

And congratulations to our members who made the list, too!

We are honored to be recognized as one of Washington's 2020 Best Workplaces and grateful for the team who make it a reality year after year.

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WE ASKED ...

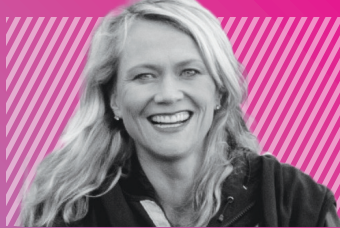
WHAT STEPS HAVE YOU TAKEN TO PROTECT EMPLOYEES AMID THE COVID-19 PANDEMIC?



7 SMALL FUEL TALENT

"We began working from home very early in March. We are still working from home now as we come up with a thoughtful and safe plan to return to the office, which will continue to be optional based on people's comfort levels with returning. We had a company-wide mental health day a few months ago during one of the first sunny, warm days in Seattle. We want to make sure we are giving people space outside of work to take care of themselves, especially right now."

SHAUNA SWERLAND, CEO



8 MEDIUM BIRCH EQUIPMENT

"With the unknowns of Covid-19, Birch adopted the goal of avoiding cold, flu and Covid and has incorporated many steps that have proven to be beneficial, including pre-work text stream health check-ins where crews are in regular communication; plexiglassed work stations; multi-shift sanitizing regimens at facilities and for equipment; providing masks, gloves and hand sanitizers; adhering to 6-foot distances and hiring staff for cleaning. Birch also provides PPE products including no-touch thermometers, nitrile gloves, N95 masks, hand sanitizer and protective eyewear for customers as well."

SARAH ROTHENBUHLER, CEO



18 MEDIUM PERTEET

"Perteet was fortunate as we were fairly well prepared as a firm for an emergency such as a pandemic. We activated our continuity of operations plan which had been in place since 2017. We were already utilizing cloud-based programs that allowed our transition from being in the office to working from home to be quick and seamless. All in-office employees have been remote working since March 4. We are still working remotely and use a contact-tracing app when someone must go into the office or travel to a work site."

CRYSTAL DONNER, President and CEO



25 MEDIUM THE RUSHING CO.

"Rushing has been practicing work from home since mid-March and intends to continue until a vaccine is readily available to our employees. We are currently embarking on reopening our two offices in accordance with state and local operational recommendations and have layered our own recommended best practice for office indoor air quality HVAC operations."

RAE ANNE RUSHING, CEO



6 LARGE LYDIG CONSTRUCTION

"In addition to our commitment in keeping our employees safe, we also have a responsibility to help keep our communities safer while we continue to operate as a community builder. On our job sites and offices we implemented industry-leading QR code systems to allow 'touch free' check-in and contact tracing. We created remote work and flex-time policies that included regular scheduled check-ins from the managing partners to each employee. All these communication tools have helped provide updates, company news and available support mechanisms or qualifying aid."

ANDREW JOHNSON, CEO



23 LARGE EDIFECs AND ROUNDGLASS

"We have transitioned to a 100% remote workforce in the face of the current pandemic. We also created a detailed 28-page 'return to the workplace playbook' detailing all the measures we are putting in place and plan to have in place to protect our employees. It details our phased, cautious approach to returning to our workplace."

SUNNY SINGH, CEO



19 EXTRA-LARGE APPTIO

"We are continually monitoring the situation and adjusting based on guidance from global, national, state and local authorities. We have taken special measures to mitigate the spread of the virus while preserving and maintaining the enterprise-grade reliability in our company. We have closed all Apptio offices and required employees to work from home, converted employee onboarding and in-person interviews to virtual, asked employees to host any partner or customer meetings virtually when possible and increased office cleanings."

SUNNY GUPTA, CEO



20 EXTRA-LARGE DIN TAI FUNG

"All employees are required to take ServSafe reopening training as well as answer daily prescreening questions before work. We also have been following CDC guidelines including taking temperatures of employees daily and providing them with proper personal protective equipment. We are a proud customer of MarkedSafe, a disinfecting cleaning service company who uses hospital-grade disinfectant registered with the EPA for use against SARS-CoV-2, the coronavirus that causes Covid-19. Lastly, to help support our employees financially, we've created an internal disaster relief fund available to all of our employees at the start of Gov. Jay Inslee's 'Stay Home, Stay Safe' order."

DAVID WASIELEWSKI, CEO

HALL OF FAME

KIDDER MATHEWS

4

CEO: Bill Frame
Local employees: 337
Headquarters: Seattle
Founded: 2005



In the 14 years the Puget Sound Business Journal has hosted the Washington's Best Workplaces program, just one has made the list every year: the commercial real estate firm Kidder Mathews.

Below, see some of the secrets of consistently creating a Best Workplace culture:

Why should your employees consider your organization a "Best Place to Work"? Kidder Mathews has received 58 Best Workplace honors over the years (from PSBJ and other publications) based on input from our employees. However, the true measure of our success is the culture and environment that we foster, and we encourage our employees to engage with others in a productive, team-oriented and fun environment. Camaraderie is present throughout the company and it is especially present at each of our offices, which feel like microcosms of the whole, where birthday and holiday celebrations, baby showers, mindful meditation, playing mini hoops or cornhole, barbecues or wine tasting events take place. Each office has big-screen TVs with cable in lunchrooms or lounges and draft beer is always on tap and stored in an in-house kegerator.

What specific programs or actions has your company implemented to make it a Best Place to Work for employees? The goal of our leadership team is to foster an environment that supports and rewards excellence and integrity. To provide a culture that exists to support meaningful work, where people get great results and they're treated well, matching employees' skills and passions with the organization's needs. To build the needed systems, processes and structures, to hire the right people with the best attitudes and the right skills and to inspire and hold people accountable to the high standards we have set. Employee retention is a contributing factor in our continued success. Hiring and training new employees impacts not only our resources but our bottom line, so we invest in our people, and we are proud there is so little turnover.

Kidder Mathews values our employees, and their health and welfare are very important to us. With this in mind, Kidder Mathews offers great benefits, including: medical, dental, vision, life, mental health coverage, alternative care programs, long-term disability as well as supplemental insurance programs, a transportation plan and more.

The company also provides paid vacation, sick leave and two personal holidays (up to 12 paid holidays annually), 401(k) benefits with

the company matching up to 4%, discounts on athletic memberships, wellness bonus (reimbursement for unused sick leave hours), performance bonuses, year-end profit share bonuses, travel and cellular programs discounts, and flex spending accounts. Unique to Kidder Mathews in the commercial real estate industry, its sales force keeps up to 90% of their commissions.

Kidder Mathews promotes volunteer service and supports individuals' involvement in charitable organizations. New in 2018, the firm now pays employees up to 16 hours for volunteer service.

What steps have you taken to protect employees from the current pandemic? We have provided our workers with training and facts. We have implemented specific policies to minimize face-to-face contact for everyone or assign work tasks that allow them to maintain a distance of at least 6 feet from other workers, customers and visitors, and to telework when possible. We have provided training and implemented protocols on proper handwashing practices and other routine preventive measures to prevent the spread of many diseases, including Covid-19. All of our offices are now equipped with plexiglass shields at our reception desks, online health and temperature check-in for contact tracing. We have replaced our kitchenware with 100% disposable items, created one-way hallways and implemented a signage system throughout all offices to remind people of safety measures, including limiting the number of people allowed in the meeting rooms or other shared spaces. We have implemented a routine cleaning protocol of sanitizing frequently touched surfaces throughout the day. Since the onset of the pandemic, employees are encouraged to work from home.

How does your organization promote diversity and inclusion at your workplace? We consider aspects of inclusivity as part of a workforce that reflects a variety of backgrounds and experiences, and motivating, engaging and retaining employees to create a well-rounded workplace culture where everyone is welcome. It is our hiring practice to consider diversity and inclusion for any new position and to seek, without discrimination, the most qualified candidates. We care about each other. We recognize and celebrate our contributions and accomplishments. We believe that people should be treated justly and when differences of opinion occur, they are resolved fairly.

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WE ARE A TEAM.



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T H E L I S T

Compiled by Deena Zaidi
206-876-5415, @PSBJ_Lists
dzaidi@bizjournals.com

WASHINGTON'S BEST WORKPLACES - SMALL

PART 1 - RANKED BY BEST WORKPLACES SCORE

	Business name Website	Address Phone	Quantum score	Full-time employees in WA May 2020	Total global employment May 2020	Women as a share of staff	Minorities as a share of staff	Company paid percent of health premium	Top local executive(s)
1	Prime Team Partners Inc. primeteampartners.com	100 W. Harrison St., #5-450 Seattle, WA 98119 206-281-5552	98.38	13	13	54%	8%	75%	Darren Hogben, Principal
2	Parker Staffing Services LLC parkerstaffing.com	2200 6th Ave., #925 Seattle, WA 98121 206-447-9447	97.63	20	20	65%	20%	100%	Debbie Crandall, CEO
3	Finity Group LLC thefinitygroup.com	200 1st Ave. W. Seattle, WA 98119 503-841-5840	97.39	NA	NA	NA	NA	NA	Karl Weiner, Branch Manager
4	Amento Group amentogroup.com	710 2nd Ave., #400 Seattle, WA 98104 206-682-9722	97.15	22	22	40%	14%	100%	Benjamin Borland, President Lisa Moe, VP
5	Endelman & Associates PLLC endelman.com	600 University St., #1515 Seattle, WA 98101 206-324-6462	97.14	13	13	54%	8%	100%	Michael Schneider, Principal
6	Urbal Architecture PLLC urbalarchitecture.com	1938 Fairview Ave. E., #100 Seattle, WA 98102 206-257-0972	97.02	13	16	53%	32%	100%	Chad Lorentz, Principal
7	Fuel Talent fueltalent.com	500 Union St., #940 Seattle, WA 98101 206-465-2000	96.22	32	32	47%	10%	75%	Shauna Swerland, CEO
8	StrataCore Inc. stratacore.com	2320 2nd Ave. Seattle, WA 98121 206-686-3211	96.18	25	36	61%	47%	100%	Aaron Loehr, CEO and Founder
9	Evolution Architecture evolutionarchitecture.net	3100 Airport Way S. Seattle, WA 98134 253-330-7075	95.66	12	12	36%	36%	100%	Kris Eggert Travis Brammer, Managing Partners
10	Collaborative Companies collaborativeco.com	10 Dravus St. Seattle, WA 98109 206-535-7908	95.65	16	17	12%	24%	52%	Paul Young, Partner Isaac Greenetz, Partner Kevin Wall, Partner Jacob Young, Managing Partner
11	Gifts By Design Inc. giftsbydesign.net	66 S. Hanford St., #100 Seattle, WA 98134 206-286-6688	95.64	18	18	75%	15%	100%	Jamie Stone, President and Owner
12	Pacific Crest Savings Bank paccrest.com	3500 188th St. SW, #575 Lynnwood, WA 98037 425-670-9600	95.62	18	18	72%	11%	100%	Sheryl Nilson, CEO and President
13	AG Consulting Partners Inc. agconsultingpartners.com	4020 148th Ave. NE, #F Redmond, WA 98052 425-528-0697	95.59	50	50	57%	26%	75%	Alex Goldenberg, CEO and Managing Partner Michael Gringauz, Partner
14	Paracle Advisors LLC paracle.com	7900 SE 28th St., #204 Mercer Island, WA 98040 206-466-6200	94.87	22	22	59%	10%	100%	Duane Duim, CEO Anne Marie Stonich Elliott Brink Josh Harris, Co-founders
15	Lions + Tigers lions-tigers.com	1203 114th Ave. SE Bellevue, WA 98004 503-610-8684	94.49	12	18	69%	NA	100%	Brea Starmer, Founder and President
16	Meridian Capital LLC meridianllc.com	1809 7th Ave., #1330 Seattle, WA 98101 206-623-4000	94.22	20	21	24%	19%	100%	Michael Barber, Managing Director Patrick Ringland, Managing Director Brian Murphy, President and Managing Director
17	Valence Group Inc. valencelevel.com	3005 112th Ave. NE, #250 Bellevue, WA 98004 206-494-4339	94.19	45	45	22%	18%	100%	Jim Darrin, CEO
18	AIMMS aimms.com	11711 SE 8th St., #303 Bellevue, WA 98005 425-458-4024	94.17	13	60	33%	20%	90%	Gijs Dullaert, CEO
19	NACM Western Washington Alaska Hawaii dba NACM Business Credit Services nacmbcs.org	910 SW Spokane St., Bldg A. Seattle, WA 98134 206-728-6333	93.96	16	18	50%	25%	75%	Jon Flora, CEO and President
20	Columbia Pacific Wealth Management columbiapacificwm.com	1910 Fairview Ave. E., #200 Seattle, WA 98102 206-259-2126	93.89	33	37	43%	21%	95%	Peder Schmitz Alex Washburn, Co-founders and Managing Partners
21	Revolution Custom Builders LLC revolutioncb.com	17615 SE Cougar Mtn. Dr., #A Issaquah, WA 98027 206-495-3635	93.51	20	21	19%	24%	100%	JC Clementz, President
22	Brown & Sterling P.S. brownsterling.com	4318 Preston-Fall City Rd. SE Fall City, WA 98024 425-222-6374	93.33	11	13	64%	36%	100%	Lawrence Brown, Jr., Attorney
23	Sequoia Scientific Inc. sequoiasci.com	2700 Richards Rd., #107 Bellevue, WA 98005 866-212-2226	93.25	16	16	25%	31%	100%	Ole Mikkelsen, President
24	Brown & Brown of Washington Inc. bbtacoma.com	2106 Pacific Ave., #501 Tacoma, WA 98402 253-396-5500	93.21	39	41	NA	NA	NA	William Hobson, President, Tacoma
25	Trestle Community Management TrestleCM.com	2100 124th Ave. NE, #110 Bellevue, WA 98005 425-454-6404	93.13	25	25	84%	16%	90%	Bob Brencic, Owner and President

► CLOSER LOOK

524

The 25 companies ranked among Washington's Best Small Workplaces collectively employ 524 people full-time in the state.

MOST MINORITIES AS SHARE OF STAFF

StrataCore Inc.	47%
Brown & Sterling P.S.	36%
Evolution Architecture	36%
Urbal Architecture PLLC	32%
Sequoia Scientific Inc.	31%

MOST WOMEN AS SHARE OF STAFF

Trestle Community Management	84%
Gifts By Design Inc.	75%
Pacific Crest Savings Bank	72%
Lions + Tigers	69%
Parker Staffing Services LLC	65%

ABOUT THE LIST

Information was obtained from firm representatives and company websites. Quantum's Best Workplaces score factors in 30 items across six categories including trust in leadership and team dynamics.

Companies that made The List had the highest composite scores in an employee survey administered by Quantum Workplaces on behalf of the Puget Sound Business Journal. Information on The List was supplied by individual companies through questionnaires and could not be independently verified by the Puget Sound Business Journal.

NEED A COPY OF THE LIST?

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10-49 EMPLOYEES

PRIME TEAM PARTNERS

1

Principal: Darren Hogben
Headquarters: Seattle
Local employees: 13
Founded: 2005



What steps have you taken to protect employees from the current pandemic? We started by making remote work an option prior to it being mandated. We have a policy that is allowing people to return to the office when they are comfortable.

How has technology helped you in this time? Having everything in the cloud prior to Covid made this transition quite easy.

What are the biggest contributors to your Best Workplace culture? Darren Hogben founded Prime Team Partners with the idea of taking care of our employees so we can take better care of

our clients. Darren truly cares about our team and helps our employees realize the contributions they are making to the success of the company. This translates to very little turnover and a level of service that is unmatched by other technology staffing firms.

What is the most challenging part of working from home? Without question, trying to be my kids' teacher.

What programs do you have for training existing staff looking to move up in the company? Employees looking to move up in the company get one-on-one training with our CEO.

How does your organization promote diversity and inclusion in your workplace? We recently signed the WTIA Racial Diversity Pact. We will continue to look for ways we can help be the change we want to see in society.

What specific programs or actions has your company implemented to make it a Best Place to Work for employees? Our commission level is incredibly high. Our average compensation for employees with over one year of experience was over \$140,000 in 2018. I haven't seen the numbers for 2019, but I'm sure it's even higher because our sales increased.

Answered by VP Brent Stach

“Employees looking to move up in the company get one-on-one training with our CEO.”

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BEST

2020 WASHINGTON'S BEST WORKPLACES

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PARKER STAFFING

2 **President and CEO:** Debbie Crandall
Local employees: 17
Headquarters: Seattle
Founded: 1979



What specific programs or actions has your company implemented to make it a "Best Place to Work" for employees?

We have created programs aimed at improving and maintaining our company culture as our guiding principle. For example, we have employee-led teams that create initiatives around promoting our values (growth, opportunity and wisdom). We created a purpose statement to guide our culture. When we moved to remote work, we asked the staff to create a mission statement to motivate them during this pandemic: "A kite only rises against the wind." We have invested in outside training for our recruiting and sales staff, and outside mentoring for our executive leadership.

How does your organization promote diversity and inclusion at work? We have a Parker committee that is made up of employees, not managers. They plan our charitable events, our employee recognition, our educational topics and our

parties. They have influence over how we engage with each other and our community.

What programs do you have for training existing staff looking to move up in the company?

Because we are a small company, we approach our training on an individual basis. Through our weekly one-on-one meetings and performance reviews we identify those employees that are interested in moving up in the organization and we tailor a plan specific to them. One of our operational employees is currently studying for his project management certification. A number of employees have their SPHR, a human resources certificate and some of them have been certified by the American Staffing Association. Our executives have all had professional coaching. We have a mentorship program for new employees and for those employees that want to learn more about other positions within the organization.

WE ASKED ...

HOW DOES YOUR ORGANIZATION PROMOTE DIVERSITY AND INCLUSION IN THE WORKPLACE?

4 AMENTO GROUP

We offer freedom of expression without fear. One of the ways we do this is by hosting weekly meetings with all employees (now using Zoom) where one employee presents anything they would like to share – their travels, family, religion, education or disabilities – to educate their fellow staff. This gives everyone the chance to get to know each other on a deeper, more personal level.

11 GIFTS BY DESIGN

We do not tolerate discrimination of any kind at GBD. We are a woman-owned business and we strive to have at least 20% of our spend with minority-owned businesses. Our employees, clients and suppliers are of all stripes and we embrace them all.

22 BROWN & STERLING P.S.

The majority of our employees are women, and, until recently, 50% of our employees (including the company's president) were ethnic minorities.

23 SEQUOIA SCIENTIFIC

We are actively trying to increase our number of female employees. Female employee No. 4 was hired in November 2019 and No. 5 will start Oct. 1. We already have a fair amount of diversity with employees hailing from six countries outside the U.S. Weekly meetings provide an opportunity to get together and exchange ideas about our operations and where we can do better.

15 LIONS + TIGERS

Our employee and consultant team is 75% women and 77% parents. We were built to provide opportunity to women and moms who, despite exceptional professional experiences, continue to face barriers to re-entry or bias in the workplace.



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THE LIST

Compiled by Deena Zaidi
206-876-5415, @PSBJ_Lists
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WASHINGTON'S BEST WORKPLACES - MIDSIZE

PART II - RANKED BY BEST WORKPLACES SCORE

	Business name Website	Address Phone	Quantum score	Full-time employees in WA May 2020	Total global employment May 2020	Women as a share of staff	Minorities as a share of staff	Company paid percent of health premium	Top local executive(s)
1	JEMMA Inc. dba Employer Resources Northwest ernwest.com	1550 Irving St. SW, 300 Tumwater, WA 98512 800-433-7601	97.78	55	57	70%	9%	100%	John Meier, CEO
2	NAI Puget Sound Properties nai-psp.com	600 108th Ave. NE, #340 Bellevue, WA 98004 425-586-5600	96.15	62	62	19%	11%	100%	Scott Coombs, President
3	Plaster Group plastergroup.com	520 Pike St., #2175 Seattle, WA 98101 206-652-3375	94.6	50	50	45%	35%	100%	Shawn Plaster, CEO
4	The Partners Group thepartnersgroup.com	11225 SE 6th St., #110 Bellevue, WA 98004 425-455-5640	93.48	61	172	68%	15%	95%	Craig Pankow, Market President & EVP Property/Casualty
5	Pariveda Solutions parivedasolutions.com	1100 Olive Way, #850 Seattle, WA 98101 844-325-2729	92.93	68	717	26%	29%	100%	Margaret Scovern, Seattle Office Managing Vice President
6	Panopto panopto.com	506 2nd Ave., #1600 Seattle, WA 98104 855-726-6786	92.28	73	164	31%	13%	100%	Eric Burns, CEO
7	Sweeney Conrad PS sweeneyconrad.com	2606 116th Ave. NE, #200 Bellevue, WA 98004 425-629-1990	92.06	72	82	55%	20%	100%	John Forrest, President
8	Birch Equipment Rental and Sales Inc. birchequipment.com	PO Box 30918 Bellingham, WA 98228 360-734-5744	91.83	77	82	30%	12%	70%	Sarah Rothenbuhler, Owner and CEO
9	Ryan, Swanson & Cleveland PLLC ryanswansonlaw.com	1201 3rd Ave., #3400 Seattle, WA 98101 206-464-4224	91.81	65	68	47%	24%	100%	David Tift, Member and Managing Director
10	FlowPlay Inc. flowplay.com	1008 Western Ave., #300 Seattle, WA 98104 206-903-0457	91.68	60	68	30%	15%	100%	Derrick Morton, CEO
11	Ookla ookla.com, speedtest.net	1524 5th St., #300 Seattle, WA 98101 206-395-5990	91.52	66	145	26%	20%	90%	Doug Suttles, CEO
12	JPC Architects LLC jpcarchitects.com	909 112th Ave. NE, #206 Bellevue, WA 98004 425-641-9200	91.25	71	72	72%	13%	100%	Char Patterson, Principal
13	The Miller Hull Partnership, LLP millerhull.com	71 Columbia, 6th Fl. Seattle, WA 98104 206-682-6837	91.19	85	105	51%	27%	100%	Ron Rochon, Managing Partner
14	Archbright archbright.com	5601 6th Ave. S., #400 Seattle, WA 98108 206-664-7191	91.14	95	90	67%	22%	100%	Shannon Kavanaugh, CEO
15	Pillar Properties pillarproperties.com	1938 Fairview Ave. E., #300 Seattle, WA 98102 206-676-5600	90.97	80	80	34%	37%	90%	Billy Pettit, President
16	Pointe Pest Control pointepest.com	1324 N. Liberty Lake Rd. Liberty Lake, WA 99019 208-643-8290	90.75	70	222	28%	25%	75%	Jacob Borg, Owner and CEO
17	The Allen Institute for Artificial Intelligence alleninstitute.org	2157 N. Northlake Way, #110 Seattle, WA 98103 206-548-7000	89.95	119	172	33%	30%	100%	James Allard, COO Oren Etzioni, CEO
18	Perteet Inc. perteet.com	2707 Colby Ave., #900 Everett, WA 98201 425-252-7700	89.5	81	85	41%	17%	100%	Crystal Donner, CEO and President
19	INRIX inrix.com	10210 NE Points Dr., #400 Kirkland, WA 98033 425-284-3800	89.35	81	145	35%	40%	100%	Bryan Misteale, CEO
20	Coldstream Holdings Inc. coldstream.com	One 100th Ave. NE, #102 Bellevue, WA 98004 425-283-1600	89.12	71	75	45%	12%	100%	Kevin Fitzwilson, Managing Shareholder and Team Lead
21	NuWest Group Holdings LLC nuwestgroup.com	325 118th Ave. SE, #300 Bellevue, WA 98005 425-602-5700	89.04	52	67	87%	14%	58%	Steve Haywood, CEO
22	Knock Inc. knockcrm.com	1455 NW Leary Way, #200 Seattle, WA 98107 206-312-8082	87.95	84	107	30%	15%	NA	Demetri Themelis, CRO/Co-founder Tom Petry, CEO/Co- founder
23	Wrench Inc. wrench.com	1411 4th Ave., #1100 Seattle, WA 98101 206-408-8011	86.92	60	122	20%	25%	90%	Ed Petersen, Co- founder and CEO
24	Bader Martin PS badermartin.com	1000 2nd Ave., #3400 Seattle, WA 98104 206-621-1900	86.54	92	98	62%	27%	92%	David Stiefel, Managing Principal
25	The Rushing Co. LLC dba Rushing rushingco.com	1725 Westlake Ave. N., #300 Seattle, WA 98109 206-285-7100	86.37	92	92	29%	32%	100%	Rae Anne Rushing, CEO and Co-founder

NOTES: NA – Not applicable, not available or not approved; * – Not ranked on prior year's list

CLOSER LOOK

1,842

The 25 companies ranked among Washington's Best Midsize Workplaces collectively employ 1,842 people full time in the state.

MOST MINORITIES AS SHARE OF STAFF

Inrix	40%
Pillar Properties	37%
Plaster Group	35%
Rushing	32%

The Allen Institute for Artificial Intelligence 30%

MOST WOMEN AS SHARE OF STAFF

NuWest Group	87%
JPC Architects LLC	72%
Employer Resources Northwest	70%
The Partners Group	68%
Archbright	67%

ABOUT THE LIST

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50-99 EMPLOYEES

EMPLOYER RESOURCES NORTHWEST

1 **CEO:** John Meier **Headquarters:** Tumwater
Local employees: 55 **Founded:** 1998



What specific programs or actions has your company implemented to make it a "Best Place to Work" for employees?
 We have a very comprehensive performance management system that is fair, works and for which employees have given feedback. This is key because with a good performance management system there is no need for micromanagement. You can quickly identify training needs and implement them and staff can be successful. We have provided every tool we can think of that enables staff to do their jobs well and we ask staff if there are other tools they need and explore those options when possible. We use Predictive Index to aid in hiring because hiring the right people boosts performance and morale. High-performing people enjoy working with high-performing people. We have nearly every benefit that exists from short/long term disability, medical, dental, vision insurance that our employer self-insures part of so our deductible is very low. We have an FSA and HRA. We have unlimited paid leave which is extremely rare and have had it for well over 10 years which is even more rare. We have flexible work schedules/hours and remote work options. When we consider changing benefits there are teams of interested employees who help review and weigh options. We earn extra vacation days for high performance and we get our birthday off.

What steps have you taken to protect employees from the current pandemic?
 Starting the second week of March we began moving employees to 100% remote work and have maintained remote work since that time. We have "reopened" our offices under all of the state mandated guidelines; however, returning to the office is voluntary and will remain so for the foreseeable future.

How does your organization promote diversity and inclusion in the workplace? We have a long way to go. Building ethnic diversity in a small

"We have provided every tool we can think of that enables staff to do their jobs well."

insurance-based operation is difficult because we lack the resources to train employees that have no experience and there is very little diversity in the Washington state candidate pool that has the required experience. We have been successful promoting women in the workplace because we have excellent women on the management team and in the general management ranks.

What is the most challenging part of working from home? Maintaining culture and not having a distinct break between work life and home life.



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NAI PUGET SOUND PROPERTIES

2 **President:** Scott Coombs
Local employees: 58
Headquarters: Bellevue
Founded: 1995



What steps have you taken to protect employees from the current pandemic? The safety and well-being of our employees have always been our top priority. As the pandemic spread in King County, we encouraged our brokers to work from home as much as possible and our admin team to stay home if they were not comfortable coming to the office. We also offered to validate parking for any of our staff not wanting to take public transportation to work. We elected to close our offices completely on March 16, a full week before Gov. Jay Inslee required all nonessential workers to Stay Home to Stay Safe on March 23.

Why should your employees consider your organization a "Best Place to Work"? We strive for our company to be a place of collaboration, respect and being progressive for our industry in the benefits that we provide our employees. Our leadership team truly cares about each person in our company.

"Our goal is to remain as progressive as possible for our industry."

What specific programs or actions has your company implemented to make it a "Best Place to Work" for employees? Our goal is to remain as progressive as possible for our industry. We pay 100% medical, dental and vision for our employees, and have a profit-share program so everyone can benefit from the company doing well. We have a paid maternity leave program. We were well on our way to establishing a remote work from home system which allowed us to easily pivot when the stay at home order was announced.

PLASTER GROUP

3 **CEO:** Shawn Plaster
Local employees: 50
Headquarters: Seattle
Founded: 2008



What specific programs or actions has your company implemented to make it a "Best Place to Work" for employees? With the core belief that happy employees will lead to happy clients and to a happier community, we continue to invest in our people, constantly striving to offer the best in class benefits to all that work here. Our leadership team remains committed to providing work-life balance for our consultants (which is rare in this field!) by setting client expectations and ensuring that all our projects are scoped and staffed to maximize client and consultant expectations. Between projects we offer a fully paid bench. Not only does this alleviate the uncertainty that can come with transitioning, but it also allows our consultants time to focus on training and development. Plaster Group is proud to offer a robust health package, ample PTO, parking allowances, a monthly gym/fitness stipend, paid training and certifications, phone stipend and a \$1,000 HRA.

What steps have you taken to protect employees from the current pandemic? We maintain active communication and ask everyone to work from home.

What are the biggest contributors to your "Best Work-place" culture? We care, plain and simple. We invest in our people's well being both inside and outside the workplace.

What is the most challenging part of working from home? I miss ad hoc conversations when I'm around people and my team.

What programs do you have for training existing staff looking to move up in the company? We provide small tasks or added responsibilities and see how those situations are handled. If they are handled well, then we will provide more until we are satisfied the person can be successful at the next level.

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zoominfo

For the fourth year in a row, ZoomInfo has received **Washington's Best Workplaces Award** by the Puget Sound Business Journal.

We've been successful because we have executed better, because we believed in our leadership because we stayed scrappier and more nimble than our competitors, because we limited the red tape around the company and maintained our bootstrapped nature and entrepreneurial DNA.

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THE LIST

Compiled by Deena Zaidi
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WASHINGTON'S BEST WORKPLACES - LARGE

PART III - RANKED BY BEST WORKPLACES SCORE

	Business name Website	Address Phone	Quantum score	Full-time employees in WA, May 2019	Total global employment, May 2020	Women as a share of staff	Minorities as a share of staff	Company paid percent of health premium	Top local executive(s)
1	Alliant Insurance Services Inc. ¹ alliant.com	1420 5th Ave., 15th Fl. Seattle, WA 98101 206-204-9100	95.09	322	4,053	61%	26%	100%	Steve DiPietro, Managing Director
2	Murphy & Associates murphyandassoc.com	3445 Carillon Point Kirkland, WA 98033 425-250-1300	92.56	125	132	NA	NA	NA	Judd Murphy, CEO Joel Murphy, CSO Erik Murphy, COO
3	West Monroe Partners westmonroepartners.com	1501 4th Ave., #2300 Seattle, WA 98101 206-905-0200	92.46	105	1,300	35%	22%	50%	Brian Paulen, Managing Director
4	The Rush Cos. therushcompanies.com	6622 Wollochet Dr. NW Gig Harbor, WA 98335 253-858-3636	92.29	114	106	32%	12%	100%	Matt Smith, President
5	Nintex nintex.com	10800 NE 8th St., #400 Bellevue, WA 98004 425-324-2400	92.21	151	514	32%	28%	90%	Eric Johnson, CEO
6	Lydig Construction Inc. lydig.com	11001 E. Montgomery Dr. Spokane Valley, WA 99206 509-534-0451	91.74	301	339	15%	34%	100%	Andrew Johnson, President, Western Region
7	Base2 Solutions base2s.com	400 108th Ave. NE, #300 Bellevue, WA 98004 425-777-4100	91.41	123	140	28%	29%	100%	Ron Hopkins, EVP/GM
8	Salal Credit Union salalcu.org	9706 4th Ave. NE, #400 Seattle, WA 98115 206-298-9394	91.08	206	217	60%	38%	98%	Russ Rosendal, CEO and President
9	Qumulo qumulo.com	1501 4th Ave., #1600 Seattle, WA 98101 206-260-3588	90.99	178	308	23%	20%	100%	Bill Richter, CEO and President
10	Seed Intellectual Property Law Group LLP SeedIP.com	701 5th Ave., #5400 Seattle, WA 98104 206-622-4900	90.6	146	152	54%	33%	100%	Kevin S. Costanza, Managing Partner
11	Flexe Inc. flexe.com	83 S. King St., #600 Seattle, WA 98104 866-959-7670	90.26	129	141	35%	28%	100%	Karl Siebrecht, CEO and Co- founder
12	Parker, Smith & Feek Inc. psfinc.com	2233 112th Ave. NE Bellevue, WA 98004 425-709-3600	90.25	218	302	62%	15%	100%	Dave Eckroth, CEO and President
13	Stokes Lawrence PS² stokeslaw.com	1420 5th Ave., #3000 Seattle, WA 98101 206-626-6000	90.19	101	108	65%	18%	100%	Kelly Twiss Noonan, Managing Shareholder
14	Holmberg Mechanical holmbergco.com	15400 SE 30th Pl., #100 Bellevue, WA 98007 425-418-4965	90.11	185	185	11%	25%	100%	Jeff White, CEO and President
15	Berntson Porter & Co. PLLC bpcpa.com	11100 NE 8th St., #400 Bellevue, WA 98004 425-454-7990	89.73	114	115	59%	19%	100%	Robert Berntson, CEO Mary Actor, President
16	Kindering Center kindering.org	16120 NE 8th St. Bellevue, WA 98008 425-747-4004	89.62	214	236	95%	26%	100%	Lisa Greenwald, CEO
17	Howard S. Wright, a Balfour Beatty Co. balfourbeattyus.com	415 1st Ave. N., #400 Seattle, WA 98109 206-447-7654	89.57	551	2,411	25%	27%	80%	Dan Peyovich, President
18	Brighton Jones LLC brightonjones.com	2030 1st Ave., Fl. 3 Seattle, WA 98121 206-258-5000	88.63	122	171	47%	15%	100%	Jon Jones, CEO and Co-founder
19	PCL Construction Services Inc. pcl.com	13920 SE Eastgate Way, #400 Bellevue, WA 98005 425-454-8020	88.43	104	4,198	23%	30%	97%	Aaron Wiehe, VP and District Manager
20	Rad Power Bikes radpowerbikes.com	1128 NW 52nd St. Seattle, WA 98107	88.42	165	194	27%	NA	70%	Mike Radenbaugh, CEO and Founder
21	Axon axon.com	1100 Olive Way, #1300 Seattle, WA 98101 800-978-2737	88.38	245	1,500	35%	36%	75%	Jeff Kumins, Chief Product Officer and EVP Software
22	Griffin Underwriting Services gogus.com	2375 130th Ave. NE, #20 Bellevue, WA 98005 425-974-7782	87.96	99	119	75%	21%	83%	Jason Griffin Van Griffin, Presidents
23	Edifecs and Roundglass edifecs.com, round.glass	1756 114th Ave. SE Bellevue, WA 98004 425-452-0630	87.37	192	506	32%	58%	92%	Sunny Singh, CEO and President
24	John L. Scott Real Estate johnlscott.com	11040 Main St., #280 Bellevue, WA 98004 425-531-7700	87.18	167	217	68%	17%	83%	J. Lennox Scott, CEO and Chairman
25	Limeade³ limeade.com	10885 NE 4th St., #400 Bellevue, WA 98004-5531 888-380-9830	86.86	174	282	50%	NA	25%	Henry Albrecht, CEO Erick Rivas, CTO

¹ Previously ranked as Alliant Insurance Services Inc./Alliant Employee Benefits Division (WA)

² Stokes Lawrence added nine lawyers from Mills Meyers Swartling when the Seattle firm ceased operations on Sept. 1, 2019 - eight in Seattle and one in Anchorage.

³ Went public in December 2019

NOTES: NA - Not applicable, not available or not approved; * - Not ranked on prior year's list

► CLOSER LOOK

4,551

The 25 companies ranked among Washington's Best Large Workplaces collectively employ 4,551 people full time in the state.

MOST MINORITIES AS SHARE OF STAFF

Edifecs and Roundglass	58%
Salal Credit Union	38%
Axon	36%
Lydig Construction Inc.	34.2%
Seed Intellectual Property Law Group LLP	32.5%

MOST WOMEN AS SHARE OF STAFF

Kindering Center	94.9%
Griffin Underwriting Services	75%
John L. Scott Real Estate	68%
Stokes Lawrence PS	65%
Parker, Smith & Feek Inc.	62%

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99-249 EMPLOYEES

ALLIANT INSURANCE SERVICES

1

Managing director: Steve DiPietro
Local employees: 138
Headquarters: Newport Beach, CA
Founded: 1925



Why should your employees consider your organization a "Best Place to Work"?

Alliant is a Best Place to Work because of the positive, fun and supportive office culture, sense of community and exceptional service provided to clients. Alliant is directed by leaders that encourage professional development, self-care, and camaraderie among employees. The leadership team also empowers employees and clients to achieve exceptional results and live their healthiest lives. During such an impactful, stressful and scary time for our world, Alliant came together quickly to put work-from-home practices in place for all employees and set up ways to stay connected with our clients and with each other as we all face the Covid-19 pandemic together. Our employees and clients come first and we will continue to offer resources and support during regular times and times of crisis. When there was a recent shooting in downtown Seattle we gave our employees the option of staying home the next day. We recognize people react to crisis situations differently and we want our employees to feel empowered and know they have choices and options to help them feel safe. Alliant knows that a major part of their success as a company lies in the quality and the contentment of their employees.

What steps have you taken to protect employees from the pandemic?

We have activated

extensive business continuity protocols to ensure our business remains fully operational amid this ever-changing landscape. Central to these efforts is ensuring the health and safety of our employees and their families. We've expanded the availability of critical resources and technologies to maintain a high-quality work product that will, in turn, ensure that our clients and partners receive the service and responsiveness necessary to support their own businesses. We were able to quickly and professionally respond in numerous ways. This included seamlessly getting nearly 4,000 employees switched from offices to working remotely, while staying connected to each other. Our employees have stayed the course and have continued to provide the same outstanding service and high level of responsiveness that make Alliant the best in the business.

How does your organization promote diversity and inclusion in the workplace?

Diversity and Inclusion related programming is one of Alliant's critical success factors. We recognize there is much to do and learn, and we are taking some initial actions to get started. Our team is focused on D&I awareness, education and training, and mentorship in our efforts to hire, retain and promote diverse employees. Our goals include establishing Employee Resource Groups, providing training on issues such as unconscious bias, creating

a D&I focused mentorship program, maintaining a continued commitment to diversity in our hiring practices (we are an affirmative action employer), and fostering employee awareness. Alliant's CEO, Tom Corbett, has pledged both his support and that of Alliant to CEO Action for Diversity & Inclusion. This pledge is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. The commitment is driven by a realization that addressing diversity and inclusion is not a competitive issue, but a societal issue. CEOs recognize that change starts with them. CEOAction.com has the commitment of more than 300 CEOs of the world's leading companies and business organizations. Our goal is to leverage our individual and collective voices to advance diversity and inclusion in the workplace. It is crucial we all work harder to understand, appreciate and care for one another.

What programs do you have for training existing staff, looking to move up in the company? We have a robust training program at Alliant and internal mentors and champions who work with our staff.

What is the most challenging part of working from home? Not seeing co-workers in person. The energy of our people and ability to connect and collaborate is one of the things that makes our culture so great.

MURPHY & ASSOCIATES



2

CEO: Judd Murphy
Local employees: 124
Headquarters: Kirkland
Founded: 1980

What steps have you taken to protect employees from the Covid-19 pandemic?

As a professional services organization, we are fortunate to be in a position where we can remain 90% efficient while working remotely. As a result, we closed our office and moved to a 100% virtual environment in early March. We have introduced several initiatives to help maintain employee wellness while working remotely. For example, we have provided employees with stipends to help with the upgrade of home office setups and to promote positive physical and mental health habits. We have also established a full-time wellness and morale task force to collect feedback from employees, schedule virtual team-building events and identify ways we can support our team during this unique time.

Why should your employees consider your organization a "Best Place to Work"?

Murphy & Associates is a leading technology and business consulting firm that has served diverse clients in the Puget Sound area since 1980. We provide services that include software development, testing, marketing, program management, business analysis, system administration and more. We have developed and expanded our presence by building long-term relationships with our clients and our employees. Our clients have seen us adapt our services and consultant skills to meet their evolving business strategies. For our employees, we aim to secure engagements from a cross-section of clients to support their interests and progressing abilities. We've implemented a transparent business model with the goal of creating an atmosphere of trust and confidence for our employees.

WEST MONROE PARTNERS



3

Managing director: Brian Paulen
Local employees: 106
Headquarters: Chicago
Founded: 2002

What steps have you taken to protect employees from the pandemic?

In late February, we mobilized a tactical response team designed to meet daily to assess and make decisions based on CDC guidelines, trends within the consulting space, and recommendations from local governments in each of our geographic markets. Operationally, we first closed our Seattle office in early March and a week later closed the rest of our offices, and asked all employees to work remotely. We restricted all travel to client sites. We established weekly team meetings by practice and geography, weekly CEO updates and a monthly town hall to

provide our people opportunities to ask questions and hear directly from our leadership team.

Externally, our multidisciplinary teams are working together to provide our clients with relevant offerings, new ways of thinking and new ways of working, especially focused on reacting to the crisis, enabling government stimulus programs and preparing to help our clients to emerge strong as the crisis evolves. For instance, we helped over 20 banks stand up SBA PPP loan programs, and now we're working to streamline and service them. Our health care, tech and process experts came together to help rapidly roll out telehealth capabilities in as few as two

to four weeks. As long-time experts in digital workplace, we are helping employers navigate the world of fully remote workforces.

How does your organization promote diversity and inclusion at work?

West Monroe works to acknowledge and overcome our unconscious biases by participating in conversations with clients and each other to broaden our thinking and understanding of inclusion. Our employee resource groups celebrate the individual experiences that make our organizational culture better. Listening to our employees helps us build a legacy for the firm and ensure that employees feel welcome.

T H E L I S T

Compiled by Deena Zaidi
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WASHINGTON'S BEST WORKPLACES - EXTRA LARGE

PART IV - RANKED BY BEST WORKPLACES SCORE

	Business name Website	Address Phone	Quantum score	Full-time employees in WA May 2020	Total global employment May 2020	Women as a share of staff	Minorities as a share of staff	Company paid percent of health premium	Top local executive(s)
1	Evergreen Home Loans evergreenhomeloans.com	15405 SE 37th St., #200 Bellevue, WA 98006 425-974-8500	93.54	443	746	72%	23%	65%	Donald Burton, CEO
2	Outreach Inc. outreach.io	333 Elliott Ave. W., #100 Seattle, WA 98119 888-938-7356	93.32	471	577	38%	38%	100%	Manny Medina, CEO
3	1st Security Bank of Washington fsbwa.com	6920 220th St SW Mountlake Terrace, WA 98043 800-683-0973	91.66	452	461	71%	19%	81%	Joe Adams, CEO
4	Kidder Mathews kidder.com	601 Union St., #4720 Seattle, WA 98101 206-296-9600	90.33	367	900	31%	18%	100%	Brian Hatcher, President & COO Bill Frame, CEO
5	Snoqualmie Casino snocasino.com	37500 SE North Bend Way Snoqualmie, WA 98065 425-888-1234	90.18	948	1,005	45%	42%	100%	Stanford Le, Interim CEO and President
6	Delta Dental of Washington deltadentalwa.com	400 Fairview Ave. N., #800 Seattle, WA 98109 206-522-1300	90.16	413	415	76%	17%	92%	Mark Mitchke, CEO
7	Continental Mills continentalmills.com	18100 Andover Park W. Tukwila, WA 98188 206-816-7000	90.12	386	779	43%	27%	90%	Andy Heily, CEO and President
8	BNBuilders bnbuilders.com	2601 4th Ave., #350 Seattle, WA 98121 206-382-3443	89.95	276	603	15%	41%	95%	Brad Bastian, President and Co- founder
9	WatchGuard Technologies Inc. watchguard.com	505 5th Ave. S., #500 Seattle, WA 98104 206-613-6600	89.94	305	730	27%	32%	90%	Prakash Panjwani, CEO
10	Affirma LLC affirmaconsulting.com	3380 146th Pl. SE, #100 Bellevue, WA 98007 425-289-2999	89.48	385	402	20%	30%	75%	Mark Mason, Founder and Principal Robert Campbell, CEO
11	Adaptive Biotechnologies Corp. adaptivebiotech.com	1551 Eastlake Ave. E., #200 Seattle, WA 98102 206-659-0067	89.09	406	518	53%	30%	96%	Chad Robins, CEO and Co-founder
12	Thrive Communities thrivecommunities.com	1518 1st Ave. S., #500 Seattle, WA 98134 206-388-2120	89	360	390	46%	48%	100%	Rose O'Dell, President
13	PitchBook pitchbook.com	901 5th Ave., #1200 Seattle, WA 98164 206-623-1986	88.96	461	1,068	33%	43%	70%	John Gabbert, CEO and Founder
14	Molina Healthcare of Washington molinahealthcare.com	21540 30th Dr. SE, #400 Bothell, WA 98021 425-424-1100	88.89	819	822	77%	65%	75%	Peter Adler, President
15	Tableau Software Inc. ¹ tableau.com	1621 N. 34th St., #200 Seattle, WA 98103 206-633-3400	88.07	NA	NA	NA	NA	NA	Adam Selipsky, CEO
16	Zipwhip zipwhip.com	1501 1st Ave. S., #500 Seattle, WA 98134 855-947-9447	88.06	20	284	30%	30%	80%	John Luber, CEO and Co-founder
17	Zonar Systems Inc. zonarsystems.com	18200 Cascade Ave. S. Seattle, WA 98188 877-843-3847	88.03	272	405	23%	27%	88%	Ian McKerlich, CEO and President
18	ZoomInfo ² zoominfo.com	805 Broadway St., #900 Vancouver, WA 98660 360-783-6800	87.52	564	1,313	36%	19%	83%	Henry Schuck, CEO and Co-founder
19	Apptio Inc. apptio.com	11100 NE 8th St., #600 Bellevue, WA 98004 866-470-0320	86.8	412	1,136	NA	NA	100%	Sunny Gupta, CEO and Co-founder
20	Din Tai Fung dintaifungusa.com	4025 1st Ave. S. Seattle, WA 98134 206-906-9970	86.51	266	451	38%	94%	75%	David Wasielewski, CEO

¹ Since Tableau is now a part of Salesforce, it was unable to disclose the requested breakdown on employment as per company policies

² Previously known as "DiscoverOrg"

NOTES: NA - Not applicable, not available or not approved; * - Not ranked on prior year's list

► CLOSER LOOK

8,026

The 20 companies ranked among Washington's Best Extra Large Workplaces collectively employ 8,026 people full time in the state.

MOST MINORITIES AS SHARE OF STAFF

Din Tai Fung	94%
Molina Healthcare of Washington	65%
Thrive Communities	48%
PitchBook	43%
Snoqualmie Casino	42%

MOST WOMEN AS SHARE OF STAFF

Molina Healthcare of Washington	77%
Delta Dental of Washington	76.4%
Evergreen Home Loans	72%
1st Security Bank of Washington	71%
Adaptive Biotechnologies Corp.	52.5%

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250+ EMPLOYEES

EVERGREEN HOME LOANS

1

Founder, president: Donald Burton
Local employees: 429
Headquarters: Bellevue
Founded: 1987



Why should your employees consider your organization a “Best Place to Work”? At Evergreen Home Loans, we are passionate about making home loans a satisfying investment and a pleasant experience for our family of customers and associates. Keeping our promises to our customers helps us in our vision to change the world one relationship at a time. We do this by living out our convictions of integrity, family, fun, growth and creativity every day.

What steps have you taken to protect employees from the current pandemic? Evergreen quickly responded to our current Covid pandemic by immediately communicating the situation and what to do to our branch and department managers individually, and associates via email, then via companywide phone calls from me, the company president. We also hosted and continue to host regular Zoom meeting updates, and biweekly “State of the Union” Zoom calls from our leadership team as the situation evolves. We created an email group consisting of five critical department heads.

What specific programs or actions has your company implemented to make it a “Best Place to Work” for employees? Our employee recognition program, Kazoo, is a place for our associates to give each other kudos for going above and

“We train our leaders to use emotional intelligence and relationship building.”

beyond in their everyday work. The platform is very popular and used by executives, managers and individual associates. We encourage recognition to be sent between departments and branches all over the company to keep us connected as a work family. The Evergreen Cares Foundation is a nonprofit foundation in coordination with The Seattle Foundation. The goal for the ECF is to create opportunities for our associates to give back while having a stronger global footprint for social responsibility. This gives EHL a larger sphere of influence for transforming lives and making meaningful differences, all while aligning with our vision of changing the world one relationship at a time. In 2019, we had 29 associates participate in volunteer day for 111 paid hours of volunteer time. Associates volunteer at food banks (sorting, handing out

food, organizing, etc.), with trail associations or at nature preserves (cleaning trails, planting trees, assisting with projects), holiday gift drives, Habitat for Humanity or other homebuilding projects, State Highway road cleups, youth programs and more. We also offer education reimbursement and host Ping-Pong tournaments.

What does Evergreen Home Loans do to promote diversity and inclusion in the workplace?

Evergreen has a practice of equal employment opportunity and makes hiring decisions based on the most qualified candidates regardless of non-qualification factors. We train our leaders to use emotional intelligence and relationship building to understand and empathize with our associates. This creates strong trust between individuals and teams. We also encourage reaching out over geographical and departmental distances to connect with our teammates. We believe this builds understanding across various functions within the company and opens up doors to opportunities. We have a long and steady practice of promoting from within and developing employees in their careers. Working across these boundaries breaks down biases or fears that may exist between various functions of the company. Our Evergreen culture makes us stand out among our peers – we have a very strong family conviction that ties us all closely together.

OUTREACH



2

CEO: Manny Medina
Local employees: 423
Headquarters: Seattle
Founded: 2014

What steps have you taken to protect employees from the current pandemic? Outreach was one of the earliest U.S. companies to implement work from home remote measures to ensure the safety of our employees as Covid-19 unfolded. Our 550+ employees have been operating effectively as a completely remote company since March 4, 2020. We made sure our insurance carrier completely covered Covid-19 testing as well. We've offered our employees additional benefits such as meal delivery if they or someone in their family was sick, we gave parents \$100 a week toward child care/education needs while school was in session, and made free, washable masks available to all employees.

How does your organization promote diversity and inclusion at work?

Diversity has always been an important value at Outreach – not just diversity of looks or background, but diversity of thought. We value passion and the desire to learn over the content of someone's resume. We look for people unafraid to fail fast: to come up with an unconventional idea and have the courage to try it.

Why should your employees consider your organization a “Best Place to Work”?

Outreach is proud to offer our employees full paid health care, transit and parking reimbursement, a dog-friendly work environment, catered lunches once a week, a maternity and paternity plan that includes a night nurse and meal delivery in addition to paid time off, unlimited vacation time and more. But what really makes Outreach a great employer are our core values, including having your back, grit and more.

1ST SECURITY BANK



3

CEO: Joe Adams
Local employees: 434
Headquarters: Mountlake Terrace
Founded: 1936

What steps have you taken to protect employees from the current pandemic? Being in the financial industry we are considered an essential business. Thankfully we have not had to close our doors. We have done our best to keep our employees “safe and secure.” In the beginning we eliminated all in-person meetings, travel and started the process of getting high risk employees working from home. Within two weeks we successfully transitioned to an 80% work from home employee base. We are so proud of our workers! We pride ourselves in our collaborative environment and so we were able to serve our communities and

customers seamlessly, thanks to our fabulous IT department. As time went on we wanted to make sure and reassure our employees that we do and will continue to make sure that they are “safe and secure.” We initiated “Operation Safe and Secure.” There was an email group for questions. We posted a FAQ to our intranet and we started every other week all staff conference calls. In our retail locations we have installed germ guards to protect our employees and customers. We also limited our lobby hours, and utilized our drive-thru to make sure we were able to service our customers. We have been able to order face masks from our customers to help protect our employees. The

biggest reminder to our employees is to make sure they take their vacations. We will continue to listen to our employees as the situation evolves. We are all in this together!

How does your organization promote diversity and inclusion at work?

One of our core values is “celebrate diversity and equality for all.” We want everyone who walks through our doors to feel welcome. The events of recent weeks have led to important conversations. We were then asked to keep the conversations going. The better we know each other's stories, the more we can appreciate each other as humans.

OPINION

Recruiting leaders in the age of Covid

Although the country has experienced higher unemployment rates than those of the Great Depression and the great recession, unemployment rates for senior-level executives have remained low amid Covid-19. Why? Because the value of strong leadership, innovative problem-solving and a wealth of technical knowledge has never been higher.

Employees crave unified management to redefine and reignite commerce, save the bottom line and cultivate a sense of renewed longevity and stability in the marketplace.

Identifying and bringing the right people to the table has become a much more ambiguous process, though. In the midst of a public health crisis, the hiring process has changed drastically.

Here are four pillars of a results-driven, adaptable and successful hiring process in a post-Covid-19 economy.

1. Invest in recruitment.

Active recruiting efforts remain paramount in hiring strategies. Leveraging upper-level management hires to alleviate company-specific pain points is one of the most effective Covid-19 recovery strategies. Doing so successfully entails a level of precision.

The time to reexamine long term company plans, goals and



Shawn Cole is president and founding partner of Cowen Partners Executive Search.

management is now. Post-pandemic conditions have left companies with vastly different needs, strategic approaches and priorities than they had before. The key to setting organizations up for success and establishing strong, cohesive upper-level management will be identifying and recruiting specific executives who have the skills and qualities necessary to fulfill such radically changed and evolving company needs.

2. Develop a consistent, structured hiring process.

Filling positions based on company culture has long been considered an ineffective and obsolete method of hiring, particularly with high-level executive positions. In a pre-Covid-19 recruitment climate, though, impressions of candidates made during in-person meetings and interviews undoubtedly contributed to the final decision. In a digitally driven world, however, in-person

communication has been reduced to almost nothing.

To make informed, successful hires, approach hiring in a clinical, consistent and precise format. Understand the nuances and responsibilities of a position and how those responsibilities contribute to the areas within company operations that need the most innovation. Utilize that information to create interview guides and candidate scorecards that align with the specific needs and constraints of the position in question.

3. Live by the 10/5/2 method.

At our company, we use the 10/5/2 philosophy that outlines an interview process for all upper-level management and executive positions. Narrow the pool of candidates down to 10 qualified and vetted contenders, at minimum. Then, conduct five phone screens, hold two finalist interviews with team members and conclude the search with one offer.

This is one hiring strategy that can and should be applied to all executive searches as it fosters precision and diversity throughout the hiring process. It will also reinforce the objectivity and informed evaluations established throughout the development of your company's hiring structure.

In such an uncertain economy, there is no doubt that results-oriented

organizations will be the ones to thrive.

4. Prioritize the candidate experience.

Hiring and onboarding top executives in a post-pandemic economic landscape demands that the recruitment process prioritize the candidate experience. Many companies have struggled to navigate hiring upper-level management virtually – a risky and highly unusual proposition at best – or conducting in-person interviews with their final candidates in a modified format.

Covid-19 is unique in that there are hugely varying levels of discomfort surrounding its spread and select individuals are at much higher risk than others. Consider your current company operations and protocols when electing to hold in-person or virtual interviews. To prevent bias, only move forward with in-person interviews if all candidates agree to meet in person. Implement safety protocols into the experience: masks, sanitizer and spaces with appropriate social distancing guidelines.

Establishing an open and transparent line of communication with candidates and considering their experience, safety and comfort throughout the interview process in a post-Covid era will be pivotal in finding the right hire.

OPINION

How front line hiring strategies have changed amid Covid-19



Nicole Trimble is the Seattle-based managing director of Talent Rewire.

With a growing number of companies and organizations having furloughed or laid off workers due to the Covid-19 crisis, unemployment numbers are staggering.

Since the beginning of the pandemic in March, just under 1.3 million Washingtonians alone have filed for unemployment while nationally the weekly jobless claims continue to top 1 million. Yet, despite these numbers, some companies are in a hiring frenzy.

As demand surged and continues to for essential items like groceries and other household necessities, many companies are hiring at a record pace. Here in Washington,

retailers like Amazon, Target and Walmart; grocery stores like Safeway and Fred Meyer; and pharmacies like CVS Health and Bartell Drugs have collectively hired hundreds of thousands of employees. The need for rapid hiring activity is forcing these companies to throw out some rules of the old hiring playbook – ideally for good.

To shorten the hiring process, companies like Pepsi are having new hires start immediately, even before background checks and drug screenings are complete. There are reports of many other employers reducing the length of the hiring process and offering virtual interviews and verbal offers.

Hiring practices like these reduce barriers to employment and are some of the practices of "opportunity employment," a strategic approach to talent investment centered on racial equity that builds diverse talent pipelines and supports frontline retention, productivity and advancement of overlooked talent, women and employees of color.

Opportunity employment practices not only decrease barriers to employment and help

fill open roles faster but can lead to increased benefits like stronger retention and a decreased cost per hire. And as the U.S. experiences calls for racial justice and sees dramatic demographic shifts with an increasingly racially diverse workforce, employers that are rapidly scaling up their frontline workforce face an unprecedented opportunity to advance racial equity as a source of competitive advantage. This will remain true long after this crisis has passed, and we urge employers to keep these practices in place after the crisis.

We've also seen increased collaboration among companies and across industries in filling these roles. Under normal circumstances these companies may compete for the same talent, but with industries like hospitality grinding to a halt and online retail surging, they're working together to benefit and reduce the burden on their frontline employees.

For example, employers like Amazon are tapping into Hilton's newly created Workforce Resource Center, which connects them to furloughed or laid off hospitality employees. Hilton has

even partnered with a handful of companies to provide expedited hiring for Hilton team members.

As companies hire hundreds of thousands of employees, opportunity employment practices, such as reduced barriers to hiring, are equally important as ensuring work environments are free from safety and health hazards. It's vitally important that the thousands of jobs being created right now are ones where employees will be safe and remain healthy. Companies that have done a good job at this include Albertsons and other grocery stores that have put in place protective barriers at their check-out lanes and added additional protective measures to keep their employees safe. We strongly encourage other employers hiring right now to consider ways to ensure the safety of their employees and community.

As we continue to grapple with and respond to the ripple effects from Covid-19 and learn what the stimulus bill will mean for employers, we hope this will be a pivot point for the employer community to rewire how it attracts and treats its valuable frontline workforce.

EDITOR'S NOTEBOOK

Five months into the job, I still haven't worked in the office



Natalie Guevara is the associate editor at the Puget Sound Business Journal.

A few days after I accepted the position of associate editor for the Puget Sound Business Journal, the first Covid-19 death was reported in Washington state.

I started about three weeks later, on Thursday, March 19, halfway through the Business Journal's first week working from home.

At the time, we thought we'd all get to be together in the office a month or so after that. How wrong we were.

Five months into the job, I have yet to work from my desk inside the office. It's the right thing to do, but something is lost when you're learning and your team isn't in the same room together.

Many companies have hired or are looking to hire amid the pandemic. From my experience, these are the things that have helped me succeed and feel like part of the team – even though I have yet to meet several of my co-workers in person.

Clear instructions and firm deadlines

I typically soak in a lot through what I would call "office osmosis." There is a lot to be learned from being around everyone else as they plan and brainstorm and ask each other questions. With that inherently missing in a remote work environment, spelling everything out plainly and listing clear deliverables with deadlines helps me know I'm accomplishing what is expected.

One-on-one meetings

In a remote-work situation, you don't get to experience your team's normal interests, personalities and work flows as they go through their process, whether or not you're involved. One-on-one calls and video meetings help establish a deeper connection than you can create through instant messages and emails.

Casual Slack channels

We have a few of these at PSBJ, including a #gratitude channel where we can share some positivity and a #random channel for jokes and pondering. It's one of the few places I can easily connect with my busy team, as well as individuals in other departments, over things that aren't inherently work-related.

Regular check-ins

Short video calls with the other editors several times a week give us all a chance to get on the same page as far as what we still need to do that week and what is coming up. Regular, short meetings also leave chunks of uninterrupted time I can dedicate to getting other work done.

Turning the camera on

I was shy to turn my camera on for large meetings at first, as were many members of my team. About a month ago, we began requiring cameras on for all meetings. For someone who had never actually worked in the same room as everyone else, seeing faces, smiles and gestures makes a huge difference.

Though working from home has given me flexibility, I do miss being around people. We don't know when we'll return to the office, but feeling connected to my team keeps me motivated.



Mary's Place
Kenmore, WA



Bob Oates
Bob Oates Sewer & Rooter, Seattle, WA

Pass It On Project

by Columbia Bank

We're paying the bill.
Bob Oates Sewer & Rooter is paying it forward.

Helping small businesses and their communities through the Pass It On Project.

All across the Northwest, small businesses are being challenged and individuals are going without. Columbia Bank is here to help. Through our Pass It On Project, we're paying the bill so small businesses can provide their services to those in need. For Bob Oates Sewer & Rooter, it means being able to provide a new water heater to Mary's Place, a nonprofit organization that provides shelter for women and children in Seattle. This project can help small businesses recover, while offering support to members of our communities affected by COVID-19.

We're pleased to help, and to help others pass it on. Learn more at PassItOnProject.com.

PAID ADVERTISING

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IN THE GREATER PUGET SOUND REGION

INSURANCE

Promotion



Nancy Kobashigawa

Business Systems Solutions Manager

PEMCO Mutual Insurance

PEMCO Mutual Insurance is pleased to announce that

Nancy Kobashigawa has joined the company's People and Brand team as a business systems solutions manager, where she will continue to help drive PEMCO's strategic growth objectives by advancing the company's technology roadmap and front-end user experience. She will also manage a variety of business systems and project activities and will collaborate with teams such as HR, Marketing, Real Estate and Enterprise Services.

ENVIRONMENTAL SERVICES

Promotion



Chris Lockwood PhD, RPA

Business Group Director for the Northwest Region

Environmental Science Associates

Chris Lockwood was promoted

to Business Group Director for ESA's Northwest Region. Chris manages and is growing services in archaeology, curation and museum collections management, and historic preservation. With 21 years' experience, Chris manages cultural resources projects, designs fieldwork methodologies, and formulates discovery and archaeological resources monitoring and treatment plans. Chris's projects include Alaska Way Viaduct, Sound Transit Link Light Rail, East Lake Sammamish Trail.

FINANCIAL SERVICES

New Hire



Sarah Nuanes

Branch Manager
BECU

BECU welcomed Sarah Nuanes as the branch manager of its first Neighborhood Financial Center in

Bellingham, Wash., opening this August at the Lakeway Shopping Center on Lakeway Drive. Before that, Nuanes was a retail branch manager at KeyBank and held manager roles at Union Bank. Nuanes earned a Bachelor's degree in Elementary Education from University of Wyoming and serves as board treasurer for Children of the Valley's after-school program. She even ran for mayor of Mount Vernon, Wash. in 2019.

FINANCIAL SERVICES

Promotion



Lisa Xie

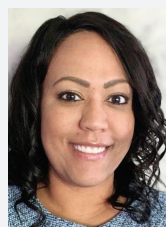
Director
BPM LLP

Lisa has over 14 years of public accounting experience serving individuals in Western

Washington State. She specializes in corporate, partnership, consolidated and individual income tax. She speaks Cantonese, Mandarin and English, and she works well with both local and foreign clients. Over the years, Lisa has risen from a tax associate position in a small firm in Mercer Island to a Director role at BPM.

MENTAL HEALTH CARE

New Hire



Toni Long, LMHC, LPC

Inpatient Chief Operating Officer

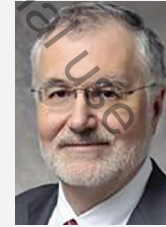
MultiCare Behavioral Health Network

Toni Long has joined the MultiCare Behavioral Health

Network as the new Inpatient Chief Operating Officer.

MENTAL HEALTH CARE

Board of Directors



Charles Purcell

New Board Member

Navos/MultiCare Behavioral Health Foundation

Charles Purcell, a partner at the law firm of K & L Gates, has recently

joined the Board of Directors for the Navos/MultiCare Behavioral Health Foundation.

SPOTLIGHT

NONPROFIT | NEW HIRE

Ed Ewing

Deputy Director

Bike Works



As Deputy Director, Ed is a key member of Bike Works' Leadership Team, bringing 31 years of professional experience to the organization. He co-founded the Major Taylor Project, a cycling initiative focused on creating opportunities for Black and Brown youth in underserved communities. He has served on Bike Works' Racial Equity Taskforce and has long been a friend of the organization. Ed has also been cycling

competitively since 1983, and is a founding member of the Rainier Riders Cycling Club.



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LEADS

Information to build your business

Bankruptcies

WESTERN DISTRICT OF WASHINGTON - SEATTLE DIVISION

CHAPTER 7

Hot Pot Seattle LLC, 609 S. Weller St., Seattle 98104; Assets, \$90,267; Debts, \$2,000,029; Major Creditor, Office of Labor Standards, \$1,714,177; Attorney, Aditi Paranjpye; case #20-12130, 08/12/20.

Court Judgments

KING COUNTY

Avanti Markets Inc./Jim Brinton vs. Happay Inc./Corey Williams/Heidi Williams et al., \$2,121,175, case #18 2 13018 2 S, 01/07/20.

Fortress Holdings LLC vs. Cisco Brothers Corp., \$79,570, case #19 2 19050 7 S, 07/16/20.

Twin Lakes Mall LLC vs. J&M Gabriel Enterprises LLC/Jaydean Gabriel/Mickey Thepvongsa, \$55,274, case #20 2 09419 6 K, 08/04/20.

ARF Financial LLC fka Advance Restaurant Finance LLC vs. Sammy's Holdings LLC dba Sammy's Grill/S.C.C. of Baton Rouge LLC dba Creole Cabana et al., \$195,840, case #20 2 08056 0 S, 08/05/20.

Lawsuits

KING COUNTY

Kiersten Sprick vs. Church Mutual Insurance Co., tort/motor vehicle, case #20 2 12106 1 S, 08/04/20.

State of Washington vs. Western Surety Co., collection, case #20 2 12116 9 S, 08/04/20.

State of Washington vs. Wesco Insurance Co., collection, case #20 2 12129 1 S, 08/04/20.

Svetlana Warner/Donald C. Warner vs. State of Washington/The University of Washington/The University of Washington Medical Center, medical malpractice, case #20 2 12137 1 S, 08/04/20.

Tula Christothoulou vs. Fred Meyer Stores Inc./The Kroger Co., personal injury, case #20 2 12141 0 S, 08/04/20.

Robin Shaw vs. The Bravern Condominium Association, personal injury, case #20 2 12144 4 S, 08/04/20.

Gandis Mazeika vs. Ronald Albert Haskins/Poseidon Construction Inc./Keith Haskins et al., tort, case #20 2 12202 5 S, 08/05/20.

United Financial Casualty Co. vs. Comcast Cable Communications Management/Kyle L. Kleindl, tort/motor vehicle, case #20 2 12203 3 K, 08/05/20.

Audra Wilson vs. Sharonda Duncan/Archdiocesan Housing Authority, tort, case #20 2 12206 8 S, 08/05/20.

Garland Hall vs. Bill Stern/John L. Scott Real Estate/Kim Stevenson, malpractice, case #20 2 12207 6 S, 08/05/20.

Joyce E. Rinker/Marvin Rinker vs. AAA Pest Control Inc./Jeffrey A. Robison, tort/motor vehicle, case #20 2 12209 2 K, 08/05/20.

Aaron Heide (Personal Representative) et al. vs. Public Hospital District No. 1 of King County/State of Washington, medical malpractice, case #20 2 12210 6 K, 08/05/20.

Lori Spiker vs. Lawrence Roland/American Container Transportation Inc., tort/motor vehicle, case #20 2 12213 1 S, 08/05/20.

Alfredo Gutierrez Garcia vs. John Babbitt/TTI Construction Inc., tort/motor vehicle, case #20 2 12221 1 S, 08/05/20.

Paulino Nantin vs. Makai Magnuson/Star Marine Inc., tort/motor vehicle, case #20 2 12222 0 K, 08/05/20.

Christina Carpenter vs. Allstate Fire & Casualty Insurance Co., tort/motor vehicle, case #20 2 12224 6 K, 08/05/20.

Vanessa Zink (Guardian Ad Litem)/Kenneth Zink II (Guardian Ad Litem)/Braden T. Zink (minor) vs. Providence Health & Services WA/James N. Dunlap, medical malpractice, case #20 2 12250 5 K, 08/05/20.

Cynthia Chaput vs. Earl Peterson/Southern Glazers Wine & Spirits, tort/motor vehicle, case #20 2 12254 8 K, 08/05/20.

Kathleen Chalich vs. City of Kent, personal injury, case #20 2 12255 6 K, 08/05/20.

Steve Jackson Jr./Bobbi J. Jackson vs. IPP/Spine Institute Northwest/Solomon Kamson MD (Estate), medical malpractice, case #20 2 12269 9 S, 08/05/20.

P.N. vs. Jin Jim Health Care, personal injury, case #20 2 12264 5 S, 08/06/20.

Mow Fong Ou Lam vs. City of Seattle, personal injury, case #20 2 12266 1 S, 08/06/20.

Michael McAlpin/Austin LLC/Marla McAlpin vs. Newmark Coatings/AquaGuard Waterproofing/Stewart McCullum et al., tort, case #20 2 12270 0 S, 08/06/20.

ABOUT THIS SECTION

READER'S GUIDE

Leads is a collection of information gathered from Seattle-area courthouses, government offices and informational websites. We gather these public records so you can build your business. No matter what business you are in, you can gain a competitive edge by reading Leads. Find new and expanding businesses and new customers. Find out the area's commercial and residential hot spots. Find clues about the financial condition of your vendors, customers or competitors. Listings for each category may vary from week to week because of information availability and space constraints. (Note: *Indicates listings are not available for this week.)

EMAIL EDITION

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DEFINITIONS

BANKRUPTCIES: Business cases filed in U.S. Bankruptcy Court for Western Washington in Seattle. A Chapter 7 petition allows for orderly liquidation of a business. A Chapter 11 petition provides protection from creditors while a business reorganizes. An involuntary Chapter 11 is filed by creditors seeking to place a company in reorganization.

COURT JUDGMENTS: Civil judgments of more than \$20,000 against businesses filed in county Superior Courts

LAWSUITS: Business-related lawsuits

FEDERAL TAX LIENS: Liens of more than \$20,000 filed against assets of a business by the Internal Revenue Service for unpaid income or payroll tax. Liens are filed with county

recorder's offices.

RELEASES OF FEDERAL TAX LIENS: Releases indicate that a federal tax lien has been lifted; they are recorded in county offices.

STATE TAX WARRANTS: Notices to businesses filed by the state Department of Revenue to indicate taxes are delinquent.

SATISFACTIONS OF STATE TAX WARRANTS: Notices filed by the state Department of Revenue to indicate a previous tax warrant has been cleared.

STATE TAX LIENS: Judgments filed in county offices of more than \$20,000 against assets of businesses with delinquent taxes.

RELEASES OF STATE TAX LIENS: Tax

INDEX

Bankruptcies.....	43
Court Judgments.....	43
Lawsuits.....	43
Federal Tax Liens.....	*
Releases of Federal Tax Liens.....	*
State Tax Warrants.....	*
Satisfactions of State Tax Warrants.....	*
State Tax Liens.....	*
Releases of State Tax Liens.....	*
Mechanics' Liens.....	*
Commercial Property Sales.....	43
Multifamily Property Sales.....	43
Residential Property Sales.....	43
Building Permits.....	*

SNOHOMISH COUNTY

Wesco Management LLC to 4029 LLC, 7918 Green Lake Dr. N., Seattle 98103, Mor Furniture for Less, general retail one-story bldg. with 20,160 square feet of interior space, built in 1973 on 1.32 acres at 4029 Alderwood Mall Blvd., Lynnwood 98035, ID 003726 007 019 02, \$5,000,000, 07/01/20.

Forestar Real Estate Group Inc. to Pacific Ridge DRH LLC, 17921 Bothell Everett Hwy. #100, Bothell 98012, Monroe Woodland Phase I at 173rd Dr. SE, Snohomish, ID 011905 000 024 00/059 00/062 00 et al. (8 ID's), \$1,343,936, 07/01/20.

Multifamily Real Estate

SNOHOMISH COUNTY

Steven J. Laurance to Randal Wane Blue, 11820 SE 274th St., Kent 98030, Fourplex, two-story bldg. with 3,192 square feet of living space, built in 1989 on .15 acres at 2515 Melvin Ave. #A-D, Everett 98203, ID 005447 015 007 01, \$750,000, 07/01/20.

Residential Real Estate

KING COUNTY

Midori B. Lawler to The Landing at Mercer Island LLC, 1420 5th Ave. #4200, Seattle 98101, Two-story three bedroom three bath house with 5,060 square feet of living space basement/garage/porch/deck built in 1908 on 0.32 acre lot at 2765 60th Ave. SE, Mercer Island 98040, ID 2174502870, \$8,500,000, 08/04/20.

Joy P. and Paul A. Fazzone to Benjamin and Lauren Petter, 231 8th Ave. W., Kirkland 98033, Two-story five bedroom four and one-half bath house with 5,200 square feet of living space basement/garage/porch/deck built in 2017 on 0.18 acre lot at 231 8th Ave. W., Kirkland 98033, ID 3885800915, \$3,098,000, 08/05/20.

Paul J. and Christine L. Caragher to Benjamin and Julie A. Amodio, 8856 237th Place NE, Redmond 98053, Two-story five bedroom five and two-half bath house with 7,930 square feet of living space basement/garage/porch/deck built in 1998 on 1.73 acre lot at 22134 NE 137th St., Woodinville 98077, ID 4054510010, \$3,050,000, 08/03/20.

Interlake Equities LLC to Elmer R. Martinez and Marsha L. Tanaka, 6211

35th Ave. NE, Seattle 98115, Two-story four bedroom two and one-half bath house with 4,220 square feet of living space basement/porch/deck built in 2020 on 0.20 acre lot at 6801 48th Ave. NE, Seattle 98115, ID 8927600085, \$2,850,000, 08/04/20.

Daniel S. Goldstein to Andrew C. and Tara E. Johnson Trustees, P.O. Box 781, Mercer Island 98040, One-story four bedroom three and one-half bath house with 2,530 square feet of living space basement/garage/deck built in 1943 on 0.86 acre lot at 1864 West Lake Sammamish Pkwy. SE, Bellevue 98008, ID 9253900435, \$2,500,000, 07/31/20.

Richard and Sheila Jensen to Steven J. and April H. Kieburz, 1420 Broadmoor Dr. E., Seattle 98112, Two-story four bedroom three bath house with 3,080 square feet of living space basement/garage/porch/deck built in 1950 on 0.16 acre lot at 1420 Broadmoor Dr. E., Seattle 98112, ID 1118000120, \$2,400,000, 08/05/20.

Leonard R. and Michele B. Frank to Koinonia 14020 LLC, 14020 237th Place NE, Woodinville 98077, Two-story five bedroom five bath house with 6,000 square feet of living space basement/porch/deck built in 2005 on 1.39 acre lot at 14020 237th Place NE, Woodinville 98077, ID 2226069060, \$2,250,000, 08/05/20.

Lawrence C. and Sally A. Von Bagen Trustees to Ritesh Kumar and Swati Srivastav, 1805 28th Ave. W., Seattle 98199, Two-story two bedroom two and one-half bath house with 3,870 square feet of living space basement/garage built in 2003 on 0.14 acre lot at 1805 28th Ave. W., Seattle 98199, ID 2021200200, \$2,150,000, 08/04/20.

1200 Howell Street LLC to Xuepeng Li, 1808 Minor Ave. #PH105, Seattle 98101, 39th fl. two bedroom two bath condo with 1,529 square feet of living space built in 2020 on 0.33 acre lot at 1808 Minor Ave. #PH105, Seattle 98101, ID 6075503860, \$2,099,950, 07/30/20.

Eric C. Hall to Yixin Jeff Chen and Wendy Wang, 17 Timberlane Ct., Dearborn, Mich. 48126, Three-story two bedroom one and one-half bath house with 1,700 square feet of living space deck built in 1975 on 0.123 acre lot at 1850 West Lake Sammamish Pkwy. NE, Bellevue 98008, ID 7430500005, \$2,085,000, 08/04/20.

Charles L. Mitchell to Daquan Mi and Dongxia Zhang, 10710 NE 28th St., Bellevue 98004, Two-story four bedroom three and one-half bath house with



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LEADS

3,680 square feet of living space garage/porch/deck built in 2020 on 0.19 acre lot at 7428 122nd Ave. NE, Kirkland 98033, ID 6400700105, \$2,035,000, 08/03/20.

Theresa Schaller and Martin Rand to Milestone-WCMI LLC, 7621 SE 22nd St., Mercer Island 98040, One-story two bedroom two and one-half bath house with 2,500 square feet of living space built in 1949 on 0.58 acre lot at 7621 SE 22nd St., Mercer Island 98040, ID 5315101846, \$2,000,000, 08/03/20.

Molly T. Brown to Todd and Jana M. Phillipy, 17105 161st Ave. NE, Woodinville 98072, Two-story five bedroom two and one-half bath house with 4,060 square feet of living space garage/porch/deck built in 1988 on 0.86 acre lot at 17105 161st Ave. NE, Woodinville 98072, ID 3405500040, \$2,000,000, 08/05/20.

ModernDen LLC to Rebecca C. Gutierrez and Rodrigo D. Herrmann, 5813 4th Ave. NW, Seattle 98107, Two-story three bedroom two and one-half bath house with 3,130 square feet of living space basement/garage/porch built in 2019 on 0.11 acre lot at 5813 4th Ave. NW, Seattle 98107, ID 2767800330, \$1,899,000, 08/05/20.

Zhiwen Yang and Ying Liu to Bo Cui and Yu Liu, 1513 204th Ave. NE, Sammamish 98074, Two-story four bedroom three and two-half bath house with 5,700 square feet of living space basement/garage/porch/deck built in 1999 on 0.71 acre lot at 1513 204th Ave. NE, Sammamish 98074, ID 3575300600, \$1,895,000, 08/04/20.

Rebecca Berman-Phelps to John P. Giliberto and Sarah J. Atkinson, 1359 E. Boston St., Seattle 98102, Two-story five bedroom three and one-half bath house with 3,320 square feet of living space

basement/porch/deck built in 1920 on 0.11 acre lot at 1359 E. Boston St., Seattle 98102, ID 1169000320, \$1,789,000, 07/31/20.

Jason Lu/Jessica Lu/Jessilyn Lu Trustees to Sai Prasad Patro and Pallishree Chaudhury, 12333 NE 3rd Place, Bellevue 98005, Two-story five bedroom three and one-half bath house with 3,040 square feet of living space garage/porch built in 1990 on 0.32 acre lot at 12333 NE 3rd Place, Bellevue 98005, ID 9195500040, \$1,780,000, 08/03/20.

Huntington Homes LLC to Xinmin Wang and Xuebo Song, 11250 SE 61st Place, Bellevue 98006, Two-story four bedroom four bath house with 3,890 square feet of living space garage/porch built in 2020 on 0.17 acre lot at 11250 SE 61st Place, Bellevue 98006, ID 3204350030, \$1,750,000, 08/03/20.

Yi Zhao and Abby Wang to Bhaskar R. and Vankata J. Gangipamula, 3627 140th Ave. NE, Bellevue 98005, Two-story three bedroom three and one-half bath house with 3,540 square feet of living space porch/deck built in 1979 on 0.80 acre lot at 3627 140th Ave. NE, Bellevue 98005, ID 2806300010, \$1,730,000, 07/30/20.

Floyd A. and Charlotte H. Smith to Tutmarc Associates Inc., 3857 45th Ave. NE, Seattle 98105, Two-story four bedroom three bath house with 3,680 square feet of living space basement/garage built in 1936 on 0.11 acre lot at 4317 55th Ave. NE, Seattle 98105, ID 6613000750, \$1,700,000, 08/03/20.

Noor Properties LLC to Scott Van Wounderberg and Judith L. Nakamura, 8246 17th Ave. NE, Seattle 98115, Two-story five bedroom four bath house with 3,350 square feet of living space basement/garage/porch/deck built in

2019 on 0.12 acre lot at 8246 17th Ave. NE, Seattle 98115, ID 2887700480, \$1,659,000, 07/30/20.

Colin W. and Jennifer L. DeCastro to Philip Boos and Kirsi Hall, 12655 NE 6th St., Bellevue 98005, One-story three bedroom two bath house with 2,780 square feet of living space basement/deck built in 1950 on 0.35 acre lot at 10479 SE 19th St., Bellevue 98004, ID 3860900010, \$1,600,000, 08/05/20.

Claire L. Buchanan and Paul J. Rasmussen to Nicholas and Elizabeth Moxey, 3506 E. Schubert Place, Seattle 98122, Two-story five bedroom three and one-half bath house with 3,270 square feet of living space basement/porch/deck built in 1922 on 0.15 acre lot at 3506 E. Schubert Place, Seattle 98122, ID 7576700036, \$1,580,000, 07/30/20.

Ashik Walia and Shreya Ahluwalia to Srinivas Banala and Swarnalatha Patilola, 3405 225th Ave. SE, Sammamish 98075, Two-story four bedroom four bath house with 3,030 square feet of living space garage/porch built in 2012 on 0.15 acre lot at 3405 225th Ave. SE, Sammamish 98075, ID 4215260360, \$1,500,000, 08/03/20.

Benjamin and Jacey Harder to Shen Jiang Mesinee Sutileelakul, 130 206th Ave. NE, Sammamish 98074, One-story four bedroom two and one-half bath house with 3,320 square feet of living space basement/garage/deck built in 1976 on 1.00 acre lot at 130 206th Ave. NE, Sammamish 98074, ID 2249700090, \$1,475,000, 08/05/20.

Matthew L. Duncan to Eric Adler and Kelsey Crew, 4628 42nd Ave. S., Seattle 98118, Three-story three bedroom two bath house with 2,720 square feet of living space

basement/garage/deck built in 2017 on 0.11 acre lot at 4628 42nd Ave. S., Seattle 98118, ID 4154300317, \$1,415,000, 08/03/20.

Roger A. and Ye Z. Wolcott to Alan Cai, 8411 Maple Ln., Mercer Island 98040, One-story four bedroom two bath house with 2,510 square feet of living space basement/porch/deck built in 1967 on 0.14 acre lot at 124 108th Ave. SE, Bellevue 98004, ID 8146100053, \$1,410,000, 07/31/20.

Yannis P. and Jenadee J. Koumantaros to Andrew O. Zborowski and Emily K. Welch, 12125 SE 18th St., Bellevue 98005, One-story four bedroom two bath house with 2,180 square feet of living space basement/garage/porch built in 1966 on 0.24 acre lot at 12125 SE 18th St., Bellevue 98005, ID 9542200690, \$1,395,000, 07/31/20.

Park J. and Deanna M. Gunning to Flyhomes Investments WA LLC, 1201 Western Ave. #100, Seattle 98101, Two-story four bedroom two and one-half bath house with 2,340 square feet of living space basement/porch/deck built in 1942 on 0.11 acre lot at 5040 Nicklas Place NE, Seattle 98105, ID 5606000175, \$1,375,000, 08/03/20.

Rick Burnstead Construction LLC to Pratik N. Gogri and Khushbo B. Shah, 11397 174th Ave. NE, Redmond 98052, Three-story four bedroom four bath house with 3,420 square feet of living space garage/porch built in 2020 on 0.11 acre lot at 11397 174th Ave. NE, Redmond 98052, ID 3182850230, \$1,368,950, 08/04/20.

Chris W. Stand to Elizabeth M. and Adam M. Erickson, 15131 Uplands Way SE, N. Bend 98045, Two-story four bedroom two and one-half bath house with 3,950 square

feet of living space garage/deck built in 2006 on 5.06 acre lot at 15131 Uplands Way SE, N. Bend 98045, ID 8835770140, \$1,360,000, 08/03/20.

Gary F. and Marilee Greenwald to Daniel C. Sackman and Yan Zheng, 13757 231st Place SE, Issaquah 98027, Two-story four bedroom two and two-half bath house with 3,910 square feet of living space garage/porch/deck built in 1991 on 2.08 acre lot at 13757 231st Place SE, Issaquah 98027, ID 2616800540, \$1,339,000, 07/30/20.

Harry H. and Ruth Bernhardt to Madan and Swathi Jampani, 23242 SE 57th St., Issaquah 98029, One-story four bedroom three bath house with 3,870 square feet of living space basement/porch/deck built in 1978 on 0.60 acre lot at 23242 SE 57th St., Issaquah 98029, ID 6446200375, \$1,338,000, 08/03/20.

Deborah J. Read and Scott M. Gilbert to Kathryn A. and Jordan H. Lerner, 5231 SW Stevens St., Seattle 98116, One-story two bedroom two bath house with 2,820 square feet of living space basement/deck built in 1941 on 0.25 acre lot at 5231 SW Stevens St., Seattle 98116, ID 9277200130, \$1,311,000, 07/31/20.

Hani Neuvirth and Yaron Telem to Flyhomes Investments WA LLC, 1201 Western Ave. #100, Seattle 98101, Two-story three bedroom two and one-half bath house with 2,380 square feet of living space garage/porch built in 1996 on 0.20 acre lot at 15336 NE 66th Ct., Redmond 98052, ID 7202430040, \$1,265,000, 08/04/20.

Gerilyn M. Soffe to Phil and Emily Gray, 8601 SE 71st St., Mercer Island 98040, One-story six bedroom three

bath house with 2,850 square feet of living space basement/deck built in 1966 on 0.25 acre lot at 8601 SE 71st St., Mercer Island 98040, ID 5451100440, \$1,240,000, 07/31/20.

Thomas C. Guyton and Makiko Takamatsu to Naomi Harrington and Basil Veerman, 4715 45th Ave. S., Seattle 98118, Two-story four bedroom three and one-half bath house with 1,380 square feet of living space basement/garage/porch built in 2002 on 0.12 acre lot at 4715 45th Ave. S., Seattle 98118, ID 5249801275, \$1,231,000, 08/05/20.

Kenneth C. and Susan M. Richins to Everton Homes LLC, 12825 NE 86th St., Kirkland 98033, One-story three bedroom two and one-half bath house with 1,480 square feet of living space garage built in 1960 on 0.42 acre lot at 13020 NE 80th St., Kirkland 98033, ID 7420400020, \$1,200,000, 07/31/20.

Dorothy G. Bruestle to David and Kristine Mason, 14415 221st Ave. NE, Woodinville 98077, Two-story three bedroom two and one-half bath house with 3,240 square feet of living space garage/porch built in 1995 on 1.34 acre lot at 14415 221st Ave. NE, Woodinville 98077, ID 4054540080, \$1,200,000, 07/31/20.

Sari and Lance Chard to Dmitry Lubensky and Amanda Berhenke, 400 112th Ave. NE #355, Bellevue 98004, One-story two bedroom one bath house with 1,470 square feet of living space basement/garage/deck built in 1938 on 0.10 acre lot at 4218 W. Dravus St., Seattle 98199, ID 3271300556, \$1,162,000, 08/03/20.

Neal Paragas and Alexa McNaie to Kevyn Hauser, 4800 Fremont Ave. N. #B122, Seattle 98103, Three-story three bedroom two bath

townhouse with 1,562 square feet of living space built in 1924 on 1.38 acre lot at 4800 Fremont Ave. N. #B122, Seattle 98103, ID 3183200110, \$1,150,000, 07/31/20.

Sydney Bottomley and Shane T. Keilty to SGT Neptune LLC, 2468 Westmont Way W., Seattle 98199, One-story three bedroom two bath house with 2,260 square feet of living space basement/garage built in 1950 on 0.13 acre lot at 2403 NW Neptune Place, Seattle 98117, ID 6132600210, \$1,110,000, 07/30/20.

Fred E. and Patricia A. Smith to Brian and Sarah Omiliaik, 1124 N. 31st St., Renton 98056, Two-story four bedroom two and one-half bath house with 3,200 square feet of living space garage/porch built in 2013 on 0.12 acre lot at 1124 N. 31st St., Renton 98056, ID 3342101665, \$1,100,000, 07/31/20.

William B. Fulton and Marcella C. Silva to Amanda Shen, 3852 Renton Ave. S., Seattle 98108, Two-story three bedroom two and one-half bath house with 2,530 square feet of living space garage/deck built in 2018 on 0.11 acre lot at 3852 Renton Ave. S., Seattle 98108, ID 1624049316, \$1,058,000, 07/31/20.

Shaojun Pan and Yaxuan Pang to Kirk E. and Pam Werner, 15404 Manion Way NE, Duvall 98109, Two-story three bedroom three and one-half bath house with 3,770 square feet of living space garage/porch/deck built in 2000 on 1.88 acre lot at 38500 SE Kimball Creek Dr., Snoqualmie 98065, ID 3124089136, \$1,009,000, 07/31/20.

Myron A. and Janice M. Anderson to Faisal Shehzad Baqai and Faiza Faisal, 16830 NE 9th Place, Bellevue

98008, One-story four bedroom three bath house with 2,900 square feet of living space basement/porch/deck built in 1962 on 0.21 acre lot at 16830 NE 9th Place, Bellevue 98008, ID 4038900010, \$1,005,000, 07/30/20.

Jinghing and Lingzhi Zhang to Saliya and Kalani Ekanayake, 2105 219th Place NE, Sammamish 98074, Two-story three bedroom two and one-half bath house with 2,340 square feet of living space garage/porch built in 1988 on 0.23 acre lot at 2105 219th Place NE, Sammamish 98074, ID 3066400600, \$1,005,000, 08/03/20.

Kapil Pradhan Debashree Mitra to Vivekanandan Vaitinathan and Aarthi Sukumar, 4211 Alderwood Mall Blvd. #103, Lynnwood 98036, Two-story four bedroom four bath house with 2,810 square feet of living space garage/porch built in 2004 on 0.13 acre lot at 916 273rd Place SE, Sammamish 98075, ID 8691391220, \$980,000, 07/31/20.

Gregory M. and Julie M. Hanger to Kelly Bennett, 1222 6th Ave. N., Seattle 98109, Two-story two bedroom two bath house with 1,620 square feet of living space porch/deck built in 1914 on 0.54 acre lot at 14830 Glen Acres Rd. SW, Vashon 98070, ID 2781600185, \$975,000, 08/05/20.

Robert G. Pedersen and Sylvia Ledesman Trustees to George and Sovanny Sexton, 10027 NE 112th St., Kirkland 98033, One-story four bedroom three bath house with 3,410 square feet of living space basement/garage/deck built in 1960 on 0.70 acre lot at 10027 NE 112th St., Kirkland 98033, ID 3758900035, \$950,000, 07/31/20.

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Panelists



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Commissioner
Port of Seattle



DR. IVOR HORN
Angel Investor
Former Chief Medical
Officer, Accolade



MARY KNELL
CEO, Pacific Northwest
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LEADS

T. and Randi L. Thomas, 7854 NE 198th St., Kenmore 98028, Two-story four bedroom three bath house with 2,880 square feet of living space garage/porch built in 2020 on 0.13 acre lot at 7854 NE 198th St., Kenmore 98028, ID 0126049267, \$949,000, 07/30/20.

Xiening Dai and Wei Yang to Yoon Lee, 13011 NE 78th St., Kirkland 98033, One-story three bedroom two and one-half bath house with 1,920 square feet of living space basement/garage built in 1973 on 0.15 acre lot at 13011 NE 78th St., Kirkland 98033, ID 7436400050, \$944,000, 07/30/20.

Curtis Lang Homes Inc. to Steve Kim and Ja Kyoung Kim, 23728 228th Place SE, Maple Valley 98038, Two-story five bedroom three and one-half bath house with 3,560 square feet of living space garage/porch/deck built in 2020 on 0.14 acre lot at 23728 228th Place SE, Maple Valley 98038, ID 6187200800, \$940,820, 07/31/20.

Jeffrey Smith to Paule Deen Bates and Julie A. Bates, 103 N. 75th St., Seattle 98103, One-story one bedroom one bath house with 1,340 square feet of living space basement/garage/porch built in 1951 on 0.11 acre lot at 103 N. 75th St., Seattle 98103, ID 2000700091, \$930,000, 08/04/20.

Russell J. and Christine J. Berkheimer to Daniel and Kelly Bergstrom, 11651 Copper Rose Way, S. Jordan, Utah 84009, Two-story four bedroom three and one-half bath house with 3,120 square feet of living space basement/porch/deck built in 1982 on 0.81 acre lot at 25008 SE Mirrormont Blvd., Issaquah 98027, ID 5561400850, \$925,000, 08/04/20.

Lola I. Jacobson to Edwin Del Rio, 5906 114th Place SE, Bellevue 98006, Two-story two bedroom two bath house with 1,930 square feet of living space garage built in 1995 on 0.07 acre lot at 5906 114th Place SE, Bellevue 98006, ID 2024059100, \$920,000, 07/30/20.

Joshua M. and Lisa M. Reade to Caitlane A. Gangstad and Tomio Tran, 1018 NE 97th St., Seattle 98115, Two-story four bedroom three bath house with 1,930 square feet of living space basement/garage/deck built in 1927 on 0.10 acre lot at 1018 NE 97th St., Seattle 98115, ID 8024200415, \$900,000, 08/03/20.

Andrea Murphy to Carlos Garcia Jr. and Beth M. Nolan, 857 NW 100th St., Seattle 98177, One-story three bedroom one bath house with 1,510 square feet of living space basement/garage built in 1950 on 0.20 acre lot at 857 NW 100th St., Seattle 98177, ID 0106000049, \$900,000, 08/04/20.

Kristina C. Udall Trustee to Yun-Wen Shaw and Joseph J. Takahata, 120 26th Ave. E., Seattle 98112, One-story four bedroom two and one-half bath house with 1,750 square feet of living space basement/deck built in 1946 on 0.07 acre lot at 120 26th Ave. E., Seattle 98112, ID 9828701870, \$890,000, 08/03/20.

Kirsten A. Fell to Therese Kroll, 362 Front St. S. #B2, Issaquah 98027, Two-story three bedroom two and one-half bath townhouse with 2,144 square feet of living space built in 2005 on 0.50 acre lot at 362 Front St. S. #B2, Issaquah 98027, ID 3629500040, \$880,000, 07/31/20.

Anthony T. Karis to Mauricio Gustavo Del Carpio and Marian E. Wagner, 11549 24th Ave. NE, Seattle 98125, One-story three bedroom two bath house with 1,980 square feet of living space basement/garage built in 1954 on 0.18 acre lot at 11549 24th Ave. NE, Seattle 98125, ID 6868200095, \$870,000, 08/05/20.

Ernesto J. Munoz and Luz M. Londono to Constance L. Buhl, 2317 N. 63rd St.,

Seattle 98103, Two-story three bedroom one bath house with 1,370 square feet of living space built in 1948 on 0.11 acre lot at 7740 Corliss Ave. N., Seattle 98103, ID 6815100295, \$870,000, 07/31/20.

Scott X. Larson and Cathy Jo Larson to Amber C. Carrigan and Seth W. Endriss-Dyerg, 3002 NE 55th St., Seattle 98105, One-story three bedroom two bath house with 1,760 square feet of living space basement/garage built in 1941 on 0.18 acre lot at 12233 2nd Ave. NW, Seattle 98177, ID 7308900350, \$857,500, 08/04/20.

Shohei Azuma and Yi-Shuan Wen to Won and Van Choe, 3018 SW 310th St., Federal Way 98023, Three-story two bedroom two bath townhouse with 1,230 square feet of living space built in 1980 on 1.72 acre lot at 401 100th Ave. NE, Bellevue 98004, ID 9476850630, \$850,000, 07/31/20.

Christopher R. Siegfried and Desiree Hartsock to Jack Wolf/Jean Susan Wolf/Mitchell Wolf/Jean Susan Wolf, 10058 13th Ave. NW, Seattle 98177, Two-story four bedroom three bath house with 2,040 square feet of living space deck built in 1950 on 0.18 acre lot at 10058 13th Ave. NW, Seattle 98177, ID 2016300041, \$840,000, 07/31/20.

David B. Stevens and James C. Stevens to Kamil O. Arman, 9707 35th Ave. NE, Seattle 98115, One-story three bedroom two and one-half bath house with 1,770 square feet of living space basement/garage built in 1982 on 0.12 acre lot at 9707 35th Ave. NE, Seattle 98115, ID 9554200035, \$813,220, 08/04/20.

Isola Real Estate VI LLC to Jacob D. DeVries, 1638A 20th Ave., Seattle 98122, Two-story two bedroom two bath townhouse with 1,280 square feet of living space basement/porch/deck built in 2018 on 0.02 acre lot at 1638A 20th Ave., Seattle 98122, ID 7228501949, \$810,000, 08/05/20.

Centex Homes to Peter M. and Ruth C. Lilly, 15514 291st Ave. NE, Duvall 98019, ID 15514 291st Ave. NE, Duvall 98019, ID 6142050640, \$807,363, 07/30/20.

Modern Homes LLC to Dania Lieberthal and Clayton E. Stetz, 612A NW 85th St., Seattle 98117, ID 612A NW 85th St., Seattle 98117, ID 0946000310, \$805,000, 07/30/20.

Robert and Danielle Ward to Kang Il Koh and Shinyoung Park, 2320 Blaine Ave. NE, Renton 98056, One-story three bedroom three and one-half bath house with 2,690 square feet of living space garage built in 1981 on 0.19 acre lot at 2320 Blaine Ave. NE, Renton 98056, ID 0345700350, \$800,000, 08/03/20.

Louise P. Blain to Amanda Schneider, 218 Main St., Kirkland 98033, One-story three bedroom two and one-half bath house with 1,990 square feet of living space porch/deck built in 1964 on 0.17 acre lot at 7443 NE 123rd Place, Kirkland 98034, ID 1974000020, \$800,000, 07/30/20.

Robert A. and Kristin M. Beatty to Inga and Randall Shigetani, 3214 49th Ave. SW, Seattle 98116, One-story two bedroom one bath house with 850 square feet of living space built in 1952 on 0.15 acre lot at 3214 49th Ave. SW, Seattle 98116, ID 2726700015, \$775,000, 07/31/20.

Wilma F. Klein Trustee to Ross and Lisa Tulloch, 14560 28th Ave. NE, Shoreline 98155, One-story three bedroom two and one-half bath house with 1,990 square feet of living space basement/garage built in 1961 on 0.20 acre lot at 14560 28th Ave. NE, Shoreline 98155, ID 6649300080, \$766,000, 08/05/20.

Stephen M. and Carol A. Upton to Yesol and Hansol An, 32750 NE 50th St.,

Carnation 98014, Two-story five bedroom two and one-half bath house with 3,290 square feet of living space garage/porch built in 2017 on 0.18 acre lot at 32750 NE 50th St., Carnation 98014, ID 2385500670, \$762,333, 08/05/20.

Tyler and Ashley Teeple to Brennen and Kelsey Hall, 25714 SE 400th St., Enumclaw 98022, Two-story three bedroom two and one-half bath house with 3,160 square feet of living space garage/porch built in 1991 on 1.22 acre lot at 25714 SE 400th St., Enumclaw 98022, ID 8812060270, \$760,000, 08/03/20.

Mark A. and Kimberly K. Dye to Jason S. and Jennifer E. Fenton, P.O. Box 1483, Sumner 98390, Two-story four bedroom four and one-half bath house with 4,470 square feet of living space basement/garage/deck built in 2007 on 0.22 acre lot at 5023 Highland Dr. SE, Auburn 98092, ID 4136980170, \$759,000, 08/05/20.

Christian S. and Erin F. Folk to Randal S. McCoy and Leslie Hannay, 5640 38th Ave. SW, Seattle 98126, One-story three bedroom two bath house with 1,860 square feet of living space basement/garage built in 1954 on 0.12 acre lot at 5640 38th Ave. SW, Seattle 98126, ID 2349300205, \$755,000, 08/03/20.

Kenneth Anderson and Maria V. Saenz to Heidi J. Iwanski, 3501 NE 91st St., Seattle 98115, One-story two bedroom two bath house with 1,450 square feet of living space porch built in 1949 on 0.11 acre lot at 3501 NE 91st St., Seattle 98115, ID 6844700805, \$751,000, 08/05/20.

Beenu Maharjan and Umesh Simkhada to Jason P. Lee, 18397 NE 97th Ct., Redmond 98052, Two-story two bedroom two bath townhouse with 1,550 square feet of living space garage built in 1996 on 0.07 acre lot at 18397 NE 97th Ct., Redmond 98052, ID 1542800020, \$750,000, 07/30/20.

Alray Neumiller to Justin and Delta O. Lacson, 6741 15th Ave. SW, Seattle 98106, One-story four bedroom one bath house with 1,800 square feet of living space porch built in 1951 on 0.22 acre lot at 6741 15th Ave. SW, Seattle 98106, ID 3438502820, \$750,000, 08/05/20.

Abimael and Sonya Ortiz to Sajjad Zahid Sheikh and Shaher Bano, 929 NE Ellis Dr. #204, Issaquah 98029, Three-story three bedroom three bath townhouse with 3,804 square feet of living space built in 2014 on 0.48 acre lot at 929 NE Ellis Dr. #204, Issaquah 98029, ID 1165041620, \$750,000, 08/04/20.

Ernest S. Isbell to Lorraine Bejovsek, 45400 SE 140th St., N. Bend 98045, One-story three bedroom two bath house with 1,700 square feet of living space garage/porch built in 1997 on 0.31 acre lot at 45400 SE 140th St., N. Bend 98045, ID 8564800010, \$745,000, 08/05/20.

Victor D. and Cara Voris to Tamra L. Godfrey, 757 S. Henderson St., Seattle 98108, Two-story four bedroom one and one-half bath house with 1,540 square feet of living space basement/porch/deck built in 1910 on 0.14 acre lot at 757 S. Henderson St., Seattle 98108, ID 7883602220, \$732,757, 07/31/20.

Roland Development LLC to Matthew R. Strietzel and Andres Felipe Mendoza, 918A 29th Ave. S., Seattle 98144, Two-story three bedroom one and one-half bath townhouse with 1,100 square feet of living space basement/garage/deck built in 2020 on 0.02 acre lot at, ID 0567000485, \$730,000, 07/31/20.

Cheryl L. Mezich to Roger F. Tang and Kim E. Yamasaki, 16309 Burke Ave. N., Shoreline 98133, Two-story three bedroom one and two-half bath house

with 1,720 square feet of living space garage/porch/deck built in 1979 on 0.18 acre lot at 16309 Burke Ave. N., Shoreline 98133, ID 7796500020, \$730,000, 07/31/20.

MainVue WA LLC to David and Lauren Testerman, 32958 Cedar Ave. SE, Black Diamond 98010, (0.11 acres) at 32958 Cedar Ave. SE, Black Diamond 98010, ID 8576041000, \$728,617, 08/04/20.

Alexandria Ku'ulani St. Claire and Laura St. Claire to Matthew Lincoln and Shireen Bishop, 15738 Palatine Ave. N., Shoreline 98133, One-story three bedroom one and one-half bath house with 1,630 square feet of living space garage/porch built in 1952 on 0.22 acre lot at 15738 Palatine Ave. N., Shoreline 98133, ID 3296700040, \$725,000, 08/04/20.

Dominic and Amy Spadaro to John and Shino Olson, 21211 SE 260th St., Maple Valley 98038, Two-story four bedroom three bath house with 2,811 square feet of living space garage/porch built in 2009 on 0.17 acre lot at 21211 SE 260th St., Maple Valley 98038, ID 3303860130, \$715,000, 07/31/20.

Bradley D. and Donna L. Chidress to Monty K. Anderson and Melynda J. Owens, 25041 SE 192nd St., Maple Valley 98038, One-story three bedroom two bath house with 1,920 square feet of living space garage/porch built in 2000 on 7.03 acre lot at 25133 SE 192nd St., Maple Valley 98038, ID 0222069142, \$712,500, 08/05/20.

Lee and Megan Pogue to Mathew and Lisa Peterson, 25809 208th Ave. SE, Kent 98042, Two-story four bedroom two and one-half bath house with 3,020 square feet of living space garage/porch built in 2018 on 0.15 acre lot at 25809 208th Ave. SE, Kent 98042, ID 5095000340, \$700,000, 07/30/20.

Ravenna TH Development LLC to Luming Zhang, 8609 21st Place NE, Seattle 98115, Two-story three bedroom three bath townhouse with 1,510 square feet of living space basement/garage/porch built in 2019 on 0.04 acre lot at 8609 21st Place NE, Seattle 98115, ID 7171100780, \$700,000, 07/31/20.

SNOHOMISH COUNTY

Howard 16704 LLC to Josephine Caring Community Inc., 9901 272nd Place NW, Stanwood 98292, Four bedroom one bath two-story house with 1,786 square feet of living space, built in 1914 on 4.9 acres at 16704 25th Ave. NE, Marysville 98271, ID 310529 002 004 00, \$2,454,606, 07/02/20.

Patty Jean Cochran to Oakwood Court LLC, 10511 19th Ave. SE #C, Everett 98208, Three bedroom one bath one-story house with 1,512 square feet of living space, built in 1960 on 2.21 acres at 12703 Seattle Hill Rd., Snohomish 98296, ID 007566 000 006 00/01 (2 ID's), \$1,850,000, 06/30/20.

Russell D. and Jessica M. Peterson to Michael and Anna Deem, 10328 298th Ave. SE, Monroe 98272, Three bedroom three full/one-half bath two-story house with 3,845 square feet of living space, built 2008 on 20.26 acres + additional vacant 20.05 acres at 10328 298th Ave. SE, Monroe 98272, ID 280819 001 007 00(IOP)006 00(IOP) (2 ID's), \$1,600,000, 06/30/20.

Nathan S. Ogura and Rhiannon Miles to Derek N. and Allison M. Long, 24130 W. Greystone Ln., Woodway 98020, Four bedroom four bath two-story house with 3,879 square feet of living space, built in 2002 on .35 acres at 24130 W. Greystone Ln., Woodway 98020, ID 009132 000 011 00, \$1,250,000, 06/29/20.

Petr Matyuk to Andru and Taylor Edwards, 22019 Echo Lake Rd., Snohomish 98296, Four bedroom three full/one-half bath two-story house with 4,273 square feet of living space, built in 2017 on 1.22 acres at 22019 Echo Lake Rd., Snohomish 98296, ID 270629 004 026 00, \$1,225,000, 07/02/20.

Philip B. Jr. and Melinda J. Bannan to Imperion Capital Enterprises Inc., 23609 W. Lake Kayak Dr., Monroe 98272, Two bedroom two full/one-half bath two-story house with 2,756 square feet of living space, built in 1995 on 20 acres at 23609 W. Lake Kayak Dr., Monroe 98272, ID 270732 004 002 00, \$1,200,000, 06/29/20.

Donald M. Gorman to William R. Volpentest Jr., P.O. Box 77568, Seattle 98177, Two bedroom two bath two-story house with 4,666 square feet of living space, built in 1945 on .54 acres at 802 Driftwood Ln., Edmonds 98020, ID 270313 003 037 00, \$1,180,000, 06/30/20.

Nick and Sara Jones to Christopher and Kelsey Hoover, 7710 Interurban Blvd., Snohomish 98296, Three bedroom two full/one-half bath two-story house with 3,546 square feet of living space, built in 2017 on 1.02 acres at 7710 Interurban Blvd., Snohomish 98296, ID 270511 001 014 00, \$1,169,000, 06/30/20.

Steve L. and Tiami F. Hogberg to Andy L. and Jennifer R. Lindal, 3419 Snohomish Ave., Everett 98201, Five bedroom three full/one-half bath one-story house with finished basement 5,128 square feet of living space, built in 1954 on .22 acres at 3419 Snohomish Ave., Everett 98201, ID 005619 002 009 00, \$1,150,000, 06/30/20.

Andrew L. Max and Lanika M. Buchanan to Michael and Annette Impola, 103 S. Davies Rd., Lake Stevens 98258, Three bedroom two bath one-story house with basement 2,666 square feet of living space, built in 1953 on .25 acres at 103 S. Davies Rd., Lake Stevens 98258, ID 004933 002 005 00, \$1,050,000, 06/30/20.

C&J Properties NW LLC to Ryan D. and Deseree A. Kazda, 21626 2nd Ct. SE, Bothell 98021, .20 acres at 21626 2nd Ct. SE, Bothell 98021, ID 005322 000 020 03, \$1,049,925, 06/29/20.

SRI Bothell LLC to Aditya Ashok Rao and Nisha Bhat, 20405 4th Dr. SE, Bothell 98012, Five bedroom four bath two-story house with 3,365 square feet of living space, built in 2019 on .20 acres at 20405 4th Dr. SE, Bothell 98012, ID 003730 021 017 06, \$1,049,000, 07/01/20.

Terrence D. and Jane E. Pettey to Robert R. and Beverly J. Simpson, 15223 Broadway Ave., Snohomish 98296, Three bedroom four full/one-half bath two-story house with 3,343 square feet of living space, built in 2005 on .62 acres at 15223 Broadway Ave., Snohomish 98296, ID 004038 000 026 02, \$1,002,000, 07/01/20.

James W. Pemberton and Nancy D. Chitrit to Daniel L. Danhof, 8723 172nd St. SE, Snohomish 98296, Five bedroom three bath two-story house with 3,456 square feet of living space, built in 2000 on 1.25 acres at 8723 172nd St. SE, Snohomish 98296, ID 004039 000 160 07, \$998,000, 06/29/20.

Manuel Lopez to Jun Song and Ting Zhang, 17521 44th Ave. W., Lynnwood 98037, Five bedroom three full/one-half bath two-story house with 3,895 square feet of living space, built in 2019 on .29 acres at 17521 44th Ave. W., Lynnwood 98037, ID 003727 006 019 01, \$990,000, 06/30/20.

Glenmore 3 LLC to Pulte Homes of Washington Inc., 3535 Factoria Blvd. SE #600, Bellevue 98006, 47.09 acres at 122nd Place

NE, Lake Stevens, ID 300609 001 002 00(IOP), \$951,560, 07/02/20.

James P. and Catalina S. Gorman to Jie Li, 16135 NE 117th Way, Redmond 98052, Three bedroom three full/one-half bath two-story house with finished basement 2,913 square feet of living space, built in 1978 on .47 acres at 10613 Marine View Dr., Mukilteo 98275, ID 004086 009 013 00, \$950,000, 06/29/20.

SRI Bothell LLC to Brandon D. Sheckler-Best and Lauren Best, 20417 4th Dr. SE, Bothell 98012, Five bedroom three bath two-story house with 3,043 square feet of living space, built in 2019 on .14 acres at 20417 4th Dr. SE, Bothell 98012, ID 003730 021 018 03, \$950,000, 06/30/20.

Barry J. and Robin Landis to Helen and Jess Taylor, 522 Quackenbos Pl. NW, Washington, D.C. 20011, Three bedroom four bath two-story house with finished basement 4,023 square feet of living space, built in 1999 on 1.04 acres at 10721 Vernon Rd., Lake Stevens 98258, ID 004929 000 009 01, \$935,000, 06/30/20.

Lauren N. Drake Trustee of Monica A. Drake Living Trust to Robert P. and Audrey W. Kaftan, 23813 146th Ave. SE, Snohomish 98290, Four bedroom three full/one-half bath one-story house with 3,196 square feet of living space, built in 2013 on 2.49 acres at 23813 146th Ave. SE, Snohomish 98290, ID 270633 004 023 00, \$921,000, 06/30/20.

Tamara at Canyon Park LLC to Gaurav Sharma and Jyoti Mathur, 4002 215th Place SE, Bothell 98021, Four bedroom three bath two-story house with 2,949 square feet of living space, built in 2020 on .1 acre at 4002 215th Place SE, Bothell 98021, ID 011917 000 007 00, \$916,090, 06/29/20.

Ward B. Wallace III Personal Representative for the Estate of V. Beecher to Donald A. and Nancy K. Knox, 14914 21st Dr. SE, Mill Creek 98012, Three bedroom three bath one-story house with 2,737 square feet of living space, built in 1989 on .25 acres at 14914 21st Dr. SE, Mill Creek 98012, ID 007516 000 143 00, \$915,000, 07/01/20.

Joshua Hendrik Nieuwsma to Ebrima and Azeena Ceasay, 14306 110th St. NE, Lake Stevens 98258, Three bedroom two full/one-half bath two-story house with 3,614 square feet of living space, built in 2018 on 1.03 acres at 14306 110th St. NE, Lake Stevens 98258, ID 011280 000 038 00, \$898,850, 06/30/20.

Pacific Ridge DRH LLC to Siyu Xie, 4411 234th Place SE, Bothell 98021, Four bedroom three bath two-story house with 2,773 square feet of living space, built in 2020 on .10 acres at 4411 234th Place SE, Bothell 98021, ID 011929 000 006 00, \$895,770, 06/29/20.

Jaskarn S. Johal and Lovedee K. Jobe to Cheryl L. Tomlinson and Timothy A. Duvall, 6603 Waterton Cir., Mukilteo 98275, Four bedroom three full/one-half bath two-story house with finished basement 3,178 square feet of living space, built in 2005 on .10 acres at 6603 Waterton Cir., Mukilteo 98275, ID 010144 000 001 00, \$892,000, 06/30/20.

BMCH Washington LLC to Zhenping Zhang and King Sun, 19315 31st Dr. SE, Bothell 98012, Four bedroom two full/one-half bath two-story house with 3,300 square feet of living space, built in 2020 on .13 acres at 19315 31st Dr. SE, Bothell 98012, ID 011947 000 012 00, \$891,490, 06/30/20.

Andrew E. and Elizabeth A. Reynolds to Luke A. and Kelly Anderson, 21932 3rd Dr. SE, Bothell 98021, Three bedroom two full/one-half bath two-story house with finished basement 3,476 square feet of living space, built in 1979 on .87

acres at 21932 3rd Dr. SE, Bothell 98021, ID 006772 000 033 00/057 00 (2 ID's), \$888,000, 06/30/20.

Brian and Sarah Muchinsky to Eric and Jessica Sandstrom, 4022 222nd Place SE, Bothell 98021, Four bedroom three bath two-story house with finished basement 3,427 square feet of living space, built in 2012 on .11 acres at 4022 222nd Place SE, Bothell 98021, ID 010974 000 011 00, \$885,000, 07/01/20.

Adair Enterprises LLC to Petros T. and Maja Leventis, 1224 172nd St. SW, Lynnwood 98037, .18 acres at 1224 172nd St. SW, Lynnwood 98037, ID 270411 004 044 00, \$862,950, 06/29/20.

Terry E. and Brenda Klassen to Kenneth and Huncha Wilhelm, 12508 55th Place W., Mukilteo 98275, Three bedroom two full/one-half bath two-story house with 2,727 square feet of living space, built in 1989 on .29 acres at 12508 55th Place W., Mukilteo 98275, ID 007678 000 0

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NO. 20-2-12021-9 SEA. IN THE SUPERIOR COURT OF THE STATE OF WASHINGTON COUNTY OF KING. In the Receivership of: 14201 SE 14th LLC, a Washington limited liability company. TO CREDITORS AND OTHER PARTIES IN INTEREST: **1. NOTICE OF RECEIVERSHIP.** PLEASE TAKE NOTICE that on July 31, 2020, a general receiver was appointed for 14201 SE 14th, LLC., a Washington limited liability company whose last known address is 215 1st Ave. West, Suite 200, Seattle, Washington 98119. The receiver has assumed control over the Debtor's assets. YOU ARE HEREBY FURTHER NOTIFIED that in order to receive any dividend in this proceeding you must file a proof of claim with the receiver within 30 days from this notice at the following address:

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EMPLOYMENT

Amazon.com Services, LLC. seeks candidates for the following (multiple positions available) in Seattle, WA:

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Mail CV to: Amazon, PO Box 81226, Seattle, Washington 98108, referencing job code.

Machine Learning Engr sought by Zillow, Inc. for Seattle, WA office. Develop & program integrated sw algorithms to structure, analyze, & leverage data in product & systems apps in both structured & unstructured environments. Use machine learning & statistical modeling techniques to develop & evaluate algorithms to improve product & system performance, quality, data mgmt, & accuracy. Reply to: Job # P716728, 1301 2nd Ave, Fl 31, Seattle, WA 98101 or jobs@zillow.com to apply.

Salesforce.com, Inc. has the following jobs available in **Bellevue, WA:**

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 - **Senior Product Manager (Req.# 19-3775):** Collaborate w/ cross-functional, matrixed organizations on sftwr projects to understand problems, desired outcomes & discuss potential sftwr solutions. Req's: MS(or equiv.)+4 yrs. exp. Or BS(or equiv.)+6 yrs. exp.
- Submit resume w/ ref. to: (include Req. No.) at: Salesforce.com HQ, Rincon Post Office PO Box #192244, San Francisco, CA 94105. Salesforce.com is an Equal Opportunity & Affirmative Action Employer. Education, experience & criminal background checks will be conducted.

Sr SW Dev Engr, Big Data sought by Zillow, Inc. for Seattle, WA office. Build, streamline, & implement best practices for successful scalable data pipelines. Use statistical programming tools to analyze & curate big data sets to provide valuable insights. Reply to: Job # P716718, 1301 2nd Ave, Fl 31, Seattle, WA 98101 or jobs@zillow.com to apply.

Civil Engineer needed by AECOM Technical Services, Inc. in Seattle, WA to prepare engineering related drawings, plans, sections, details and profiles. Email resume to Daniel.Zell@aecom.com. Refer to Job #4291796.

IT: Nintex USA, Inc. seeks **Customer Support Engr** in Bellevue, WA to execute Salesforce case mgmt, email mgmt, issue documentation, & follow-up procedures. Ref Job ID: AA4NSF & mail res. to J. Halabi, 10800 NE 8th St, Ste 400, Bellevue, WA 98004.

Senior Software Engineer needed by **Xandr Inc.** in Seattle, WA to implement software to meet security, performance, scalability, reliability, and maintainability requirements. Apply at <http://att.jobs/>, select JOB SEARCH and APPLY and select Search by Requisition Number at the left bottom of the page and enter **Job Number: 2031491**.

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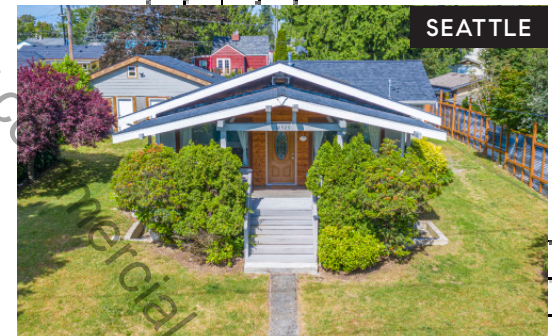
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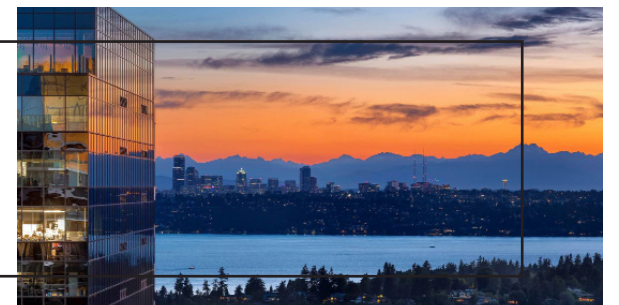
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VIEWPOINT

The Business Journal welcomes letters to the editor

Send letters and column ideas to
Ryan Lambert at rlambert@bizjournals.com.

EDITOR'S NOTEBOOK

SEATTLE IS A CITY WITHOUT A PLAN

Seattle appears to be a city without a plan at the moment. The city has a bounty of advantages – a deep talent pool, some of the world's most innovative companies and natural beauty, to name a few – but if you think we've squandered a decade of unprecedented growth, you're not alone.

Effective leadership can't be taken for granted, but Seattle's apparent lack of direction has repeatedly exposed the shortcomings of its elected leaders.

The sudden retirement of Seattle Police Chief Carmen Best resonates throughout a business community that has also felt targeted by the City Council. Best, who will leave the department next week, has said the City Council's decision to cut the police force by 100 officers prompted her exit. (Notably, Mayor Jenny Durkan vetoed those cuts as part of a revised 2020 budget plan a week ago. It takes six votes for the council to overturn a veto.)

But characterizing the police chief's departure as "sudden" requires context, especially as it relates to the City Council. Calls to defund police departments have arisen throughout the U.S. But what that means for each locality and how it is applied is worth a robust debate. That did not happen in Seattle.

Instead, our leaders egged on (and occasionally led) mobs through the streets of Seattle to harass their colleagues and attract attention. In June, Councilmember Kshama Sawant accompanied protesters to Durkan's home, and weeks before that march, Sawant escorted protesters to city hall one night to demand Durkan's resignation.

That's theater, not leadership. And it's not new to this council either.

City councilmembers had been practicing reactionary governance long before the social unrest and the



Ryan Lambert is the editor in chief of the Puget Sound Business Journal. Contact him at 206-876-5420.

pandemic. Remember when Seattle decided to discontinue its banking agreement with Wells Fargo?

It was February 2017 when councilmembers ended Seattle's decades-long relationship with Wells Fargo. The bank's customer account fraud and involvement with the Dakota Access Pipeline spurred the council's decision at the time. In doing so, the council also required that the city's business partners be socially responsible.

The city tried to find another banking partner, but there were no bidders. It even explored a city-controlled bank, but regulatory obstacles made that unrealistic.

Then, in May 2018, the city signed a three-year extension with – guess who – Wells Fargo.

That episode illustrated the perils of knee-jerk decision-making, but it seems councilmembers haven't heeded that lesson. Thoughtful discourse at city hall fell out of fashion years ago and was usurped by public theater.

The leadership vacuum isn't unique to Seattle. It's been on display at the highest levels of government in this country for a while. Nuanced debate too often gives way to partisan talking points.

But we can find effective leadership right here in Washington state. Six months ago, the Puget Sound region was the flashpoint for the Covid-19 outbreak in the U.S. Since then, the



measures taken by Gov. Jay Inslee – though unpopular at times – have been effective. Those executive orders helped slow the rate of transmission in Washington, while other states have struggled to quell the spread of Covid-19.

Inslee, unlike Seattle city leaders, has a well defined plan that included input from experts. He has articulated that plan and adjusted it when it wasn't effective.

Inslee didn't lead unmasked hoardes along Interstate 90 to curry favor among his base. He didn't drop dine-in restrictions because residents were clamoring to eat out again. And he didn't leave school districts open

because parents had nowhere to take their kids during the day.

In times of crisis, leaders are faced with unpopular decisions. It's part of the gig. We've heard countless stories this year of mass layoffs and furloughs at some of the region's largest employers. One in particular stands out.

Earlier this year, Redfin CEO Glenn Kelman was forced to cut the company's workforce by 41% through a mix of furloughs and layoffs.

He told us at the time, "I thought people would be angry. And certainly, there were some people who were angry and deservedly so. We broke our commitment to them. I felt

The ever-changing Seattle skyline is seen from Kerry Park atop Queen Anne hill.



ANTHONY BOLANTE | PSBJ

IN MEMORIAM



PSBJ FILE

Art Durgin, long-time PSBJ representative, has died.

PSBJ mourns loss of Art Durgin



The Puget Sound Business Journal lost one of its most beloved alumni Aug. 21 when Art Durgin, a long-time audience development representative, died at age 92.

Durgin left the Business Journal in 2015 after 26 years selling subscriptions and befriending readers. He was familiar face in the business community, and his loquacious demeanor was well known in many circles. Durgin's reputation earned him a dedicated spot at the Metropolitan Grill in downtown Seattle, a spot he frequented during his days at the Business Journal.

As he prepared to leave the Business Journal at age 87, then-Mayor Ed Murray declared Dec. 21 "Art Durgin Day" in Seattle.

"Art serves as an inspiration to all generations about the enduring and continuing virtues of work at every age," Murray said.

Durgin, who earned a degree in public relations from Boston University, began his newspaper career as a reporter in the Air Force. He moved to the Northwest in 1979 with his late wife, Norma, and began a printing business before joining the Business Journal in 1989.

"I was registered with a temp agency doing phone calling for arts and nonprofit organizations. One of the fellows I worked with was walking along the street and I ran into him downtown. He told me he just interviewed for a job at PSBJ and he didn't accept it and said they were looking for someone to sell over the phone," Durgin said of his start at the Business Journal. "I went and had the interview and I got hired. The PSBJ was just in a little room on Yesler."

Durgin was recognized seven times for outstanding sales performance, and he estimated that he sold an average of 50 subscriptions per week during the course of his career.

Durgin is survived by his son, Steve; daughter, June; four grandchildren and four great-grandchildren.

ashamed about it. But the common response by far was that people called and emailed because they appreciated the time that we worked together. ... We didn't deserve that, but we got it. We're really lucky."

That's what leadership sounds like in a crisis. Pleasant optics don't equal leadership. Political stunts are a way of avoiding or obscuring the decision-making process. But a rally isn't a plan.

Chief Best was an important voice in Seattle. She is leaving, and unlike Wells Fargo, probably won't be coming back. And if we're not careful, Best won't be the last leader to exit.

Seattle needs a plan and a leader who can articulate it.

PUGET SOUND BUSINESS JOURNAL

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LIST SURVEY

The Puget Sound Business Journal is now accepting submissions for colleges and universities and MBA programs lists.

CORRECTIONS

Fair and accurate coverage is at the heart of our mission. We will promptly print corrections of substantive errors. If you believe incorrect or unfair information has appeared in the Puget Sound Business Journal, please contact Editor in Chief Ryan Lambert.



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THE PSBJ INTERVIEW

Wide-ranging conversations with the region's top business leaders

She's confronting the diversity problem in residential real estate

JASMYN JEFFERSON SAYS INDUSTRY MUST ADDRESS ROOTS OF INEQUITY

BY MARC STILES | mstiles@psbjournals.com, 206-876-5406, @MarcStilesPSBJ

As the leader of the Tacoma Windermere office, it is Jasmyn Jefferson's goal to make the industry more inclusive. While Black individuals make up more than 13% of the nation's population, only about 10% of real estate professionals are Black, according to the U.S. Bureau of Labor Statistics. Census data show the rate of homeownership among white people is 76% and 47% among Black people, the lowest of any ethnic group.

"I want to continue to participate in the change in the real estate industry so that more people have the opportunity to build wealth," Jefferson said. She spoke with the Business Journal on a range of topics, including how she felt as a rookie pulling up to showings in a Chevy Cavalier when other brokers arrived in Cadillacs and Mercedes-Benzes.

How did you get into real estate?

I had my daughter in high school and tried to go to college but didn't have direction. I worked retail and rose through the ranks and thought, If I'm good at this I've got to be good at something else. During a period of soul searching I drove by a billboard that talked about a career in real estate.

What do you think helped you rise though the ranks? I have a very strong personality. What I have been told is people notice my presence.

How has not having a college degree affected your career? I knew the cards were going to be stacked against me. I read my real estate books over and over again. I took advanced professional classes. And I always listened to my mentors.

What was your start in real estate like? I was a little insecure. I just didn't have the experience other people had. They were driving Cadillacs and Mercedes and here I came in my little Chevy Cavalier.

JASMYN JEFFERSON

Position: Branch manager at Windermere Professional Partners, Tacoma

Previous: Professional Partners managing broker; broker at agency's Gig Harbor office; broker at John L. Scott, University Place; founded resume-writing service

Education: GED; Bates Technical College, studied radio but dropped out after a car accident

Hometown: Tacoma's Hilltop

Current residence: Owns her grandparents' home, which they built in 1964 in a segregated part of East Tacoma. "The amount of pride I have in my little 1,300-square-foot rambler is immense."

Family: Adult daughter and a dog, Chuck Mr. Peanut Butter Cup, a dachshund-pug mix

In my first year, I had nine transactions.

What kind of car do you have now? A Range Rover. It's so cute. It's the little one.

What motivated you? There was my daughter and also my grandfather. He retired from the military and then went to Boeing. The family story is he was the first Black employee to earn the same pay grade as his white counterparts. It was almost like, How dare I not be successful? Everybody has challenges, so I don't feel like there's anything spectacular or special about what I've done. I show up. I work hard. And I give respect to my ancestors.

What's been your experience promoting diversity in your industry? I joined the Diversity Committee of the Realtors Association. There was a group who said they needed me to go find some Black people to get into leadership training. I said Black people don't need special training, they need to know that they are welcome and respected. That is how you get some diversity. Why does that fall on the person of color to change that?

Do you see any hope for the industry to become more diverse? I think first we need to acknowledge and have a reckoning of how the real estate industry was created and built to protect land ownership of white men. I can see why people would be turned off by that and be like, I'm going to my job where it's diverse and don't have to deal with these microaggressions. We have a long road ahead of us.

What's something that could be done? One of the biggest

things we could do is community outreach to let people know how accessible a career in real estate is. Owners, managers and recruiters could take more training on microaggressions, implicit bias and what it means to be an inclusive organization.

How else can real estate companies become more diverse? I've had conversations with people from different ethnic backgrounds or countries, and they negotiate differently. A lot of managers and owners expect everybody to fit in a box. They're not seeing the bigger picture. As a result they're losing business and not retaining excellent brokers.

What's something most people don't know about you? I have spent the last 30 years perfecting my great-grandmother's barbecue sauce recipe. She taught the recipe to my grandfather, who would put extra ingredients on the counter to confuse people who were watching him cook.

Why didn't you get the recipe? My father, Paul Jefferson, really wanted his firstborn son to be the one to pass the barbecue stuff down to, so I had to teach myself how to barbecue and go off of memory and experimenting. My dad has had the wrong recipe his entire life and he's really upset that I won't tell him what the ingredients are.

This interview has been edited for length and clarity.



"To see successful Black female Realtors was a big deal."

ABOUT HER MENTORS, Realtors Narva Walton and Margo Willis



FUN FACT

"I'm a little competitive and will not let my boss (Kevin Mullin) beat me at Pop-A-Shot."



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Bright and sunny remodeled Craftsman with classic detailing, flowing spaces and room for all on friendly street! WRE/Midtown.

AMY SAJER

206-550-8903 / amysajer.withwre.com



\$3,198,000 #1632575

Award Winning Waterfront / West Seattle

Masterfully designed, superbly executed, LEED-5 Green-Built, sweeping beachfront views, private beach access. WRE Co.

BRUCE PHARES

206-730-3285 / bruce@bruceanddonna.com



\$1,550,000 #1648396

Pottery Point Perfection / Tacoma

Beautifully appointed home in gated community. Broad sound and mountain views, solarium, deluxe chef's kitchen. Windermere Abode.

HEIDI HURST

253-232-5100 / Heidi@HeidiHurstTeam.com



\$1,299,500 #1634933

Estates at Picnic Point Rambler / Edmonds

Quiet cul-de-sac, quality finishes, fab layout with easy remote learning/work at home options. Great backyard privacy! WRE GH/LLC.

LYNN KERN AND LISE GARDNER

206-755-2024 / lynnkern@windermere.com



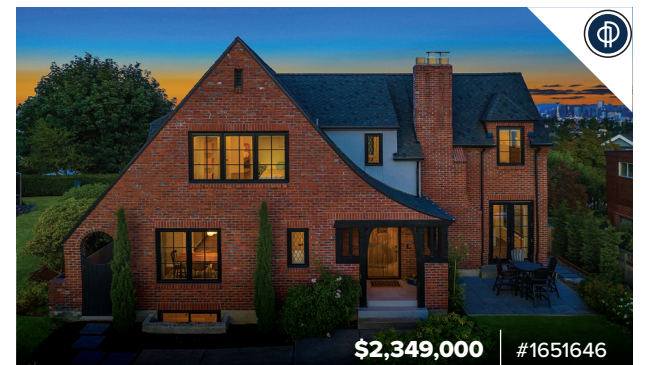
\$1,425,000 #1647971

Waterfront / South King County

Nearly 5,000 sq. ft. home, on Lake Morton with a dock and loaded with custom features. Built in 2005. WRE/South Sound, Inc.

CHADWICK BECKWITH

206-510-2799 / beckwith@windermere.com



\$2,349,000 #1651646

Sophisticated City Living / Magnolia

Proudly perched in coveted Carleton Park, this Tudor has been graciously & meticulously restored to perfection. Windermere Magnolia.

COURTNEY WILLIAMS

206-251-1859 / sweethomeseseattle.com



\$1,989,900 #1651866

Mesmerizing Lake View Contemporary / Kirkland

Captivating and refined. Only one block from waterfront. Sunny private backyard. Spectacular views from rooftop deck. WRE East/Inc.

KATLIN LEE

425-748-4634 / katlinlee@windermere.com



\$1,475,000 #1650618

First Hill Plaza / Seattle

Mountain, lake and city views from this southeast corner unit. Exquisitely remodeled 2-bedroom condo with tasteful updates. WRE/Midtown.

ANN CLARK

206-931-6622 / annclark@windermere.com



\$1,600,000 #1624738

Stunning 9-Acre Oasis / Soos Creek

Private residence, fenced pastures, event barn, and outdoor spaces are ready-made for events or personal entertaining! WRE Co.

BRIEN LAUTMAN

206-992-0473 / blautman@windermere.com



\$1,250,000 #1640866

Water Views / Downtown Gig Harbor

Gated entry, indoor pool, gym, theatre & wine tasting room all in one home. Meticulously maintained. Windermere Professional Partners.

PAIGE SCHULTE

253-313-4093 / www.askpaigeschulte.com



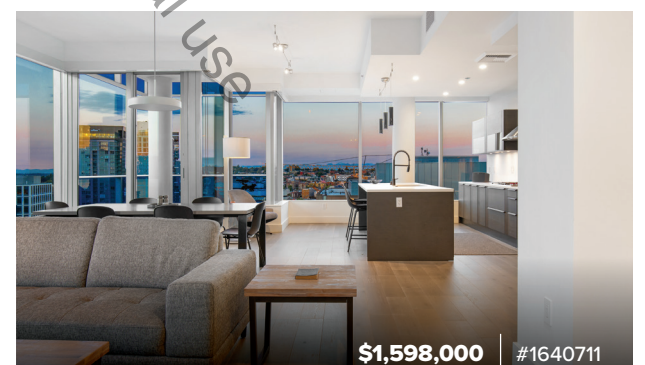
\$1,499,000 #1639222

Insignia / Downtown Seattle

Premier NW corner 2 bedroom on the 27th floor with panoramic Sound, Space Needle & lake views from every room. WRE/Capitol Hill, Inc.

TRACY TRESEDER

425-417-5133 / tracytreseder@windermere.com



\$1,598,000 #1640711

Find Your Respite / Downtown

Find your respite above it all. Versatile 2Bed/2Bath floorplan with finishes re-imagined & tuned-in for modern life. WRE/Midtown.

MICHAEL DOYLE

206-669-0203 / michaeldoyleproperties.com



W COLLECTION LISTINGS: Wbywindermere.com



PREMIER LISTINGS: Windermere.com