

Pandemic Resilience Report

WE ENVISION...

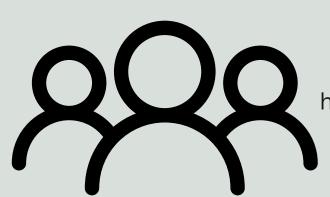
engaged communities that *honor human* dignity, value belonging, and embrace interdependence. Since 1982, we have aimed to be a place where community can come together, support each other, and care for our neighbors.





IN 2020...

we were forced to quickly adapt. The pandemic changed community needs, the ways we were able to serve, and how we raised the funds and resources to do it. But we never stopped serving the community and our donors joined us more strongly than ever.



IN KING COUNTY...

more people than ever faced hardships which were compounded by the effects of the pandemic.

Food Insufficiency

<u>Unemployment</u>

increased after stay-at-home orders, making it more challenging for our neighbors to stay fed and stably housed.1

Housing **Assistance**

was the most common reason for calls to 211, a social service hotline.

At its peak in April 2020...

of callers were in need of housing assistance.4

almost doubled during the pandemic, from 5% to 9% of adults not having enough food in their homes.2



King county saw an increase of

more households receiving food benefits as we entered the pandemic.

^{1.} Seattle & King County Public Health. (2022, November 18). Unemployment trends in King County, WA. https://kingcounty.gov/~/media/depts/health/communicable-diseases/documents/C19/report-unemployment-trends-Nov2022.ashx?la=en

^{2.} Seattle & King County Public Health. (2020, August). Increases in food needs in King County, WA. https://kingcounty.gov/depts/health/covid-19/data/impacts/~/media/depts/health/communicable-diseases/documents/C19/foodinsecurity-brief-report-august-2020.ashx

^{3.} Economic, social, and overall health impacts. Food insecurity impacts - King County. (n.d.).

https://kingcounty.gov/depts/health/covid-19/data/impacts/food.aspx

^{4.} Seattle & King County Public Health. (2022a, August 11). Housing insecurity in King County, WA and Seattle-Tacoma-Bellevue ... https://kingcounty.gov/~/media/depts/health/communicable-diseases/documents/C19/report-housing-insecurity-Aug2022.ashx?

OUR SERVICES...

like most places, we were forced to close our doors during the height of the pandemic, but we never closed our services to neighbors in need.

Although clients couldn't come shop in person, our volunteers delivered more than

5,500 food bags,
7,700 bus tickets,
8,400 clothing

to our neighbors who need them.

Due to strong support from our donors, we were able to allocate over

3X

as much funding for rental, utility, and move-in assistance in 2022 than before the pandemic.

On average, we served

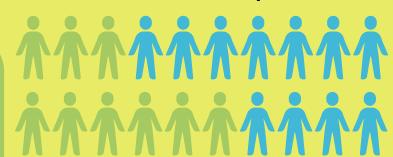
240+

financial clients and

300+

non-financial clients per year.

We saw the disproportionate effects of the pandemic reflected in the work we did at the Helpline.

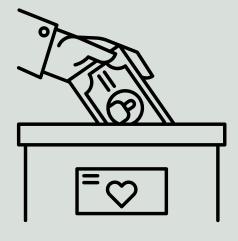


Although only one-third of Seattlites are BIPOC, BIPOC neighbors made up over half of the clients we serve.

5. U.S. Census Bureau quickfacts: Seattle City, Washington. (n.d.). https://www.census.gov/quickfacts/seattlecitywashington

FUNDING

Prior to the pandemic, a bulk of our fundraising from came from events like the Run for Home and Taste of Queen Anne. Because we were unable to continue those events in the same way, we asked neighbors and supporters to consider *recurring gifts* to provide us with more stable, ongoing support during this time of increased need in our community. *Our donors responded to the call!*



The number of recurring donors increased

400% from 2019 to 2022. We also recieved generous support from corporate sponsors including:

BILL & MELINDA
GATES foundation

metropolitanmarket.



amazon.com°

HomeStreet Bank

Funding sources 2020-2022 **63**%

Individual Neighbors

2.2%

Faith-Based Organizations

15.8%

Corporate & Philanthropic

19.1%

Grants & Government

The pandemic caused an influx of need in our community, especially in the areas of food and housing insecurity. We saw this need reflected in the clients we served, but thanks to the support of individual neighbors, sponsors, foundations, churches, community centers, and more, we are together building a stronger community that honors human dignity, values belonging, and embraces interdependence. To learn more, visit www.queenannehelpline.org

Thank you to all who contributed to the resiliency of our community between 2020 and 2022.

Individual Donors:

\$1 - \$25: Sabrina Alvarez, Liz Balow, Sharlene Bathum, Meena Beniwal, Kate Brady, Janet Callis, Gregory Connolly, Kasey Davis, Phil DeFigh, Anabelle Dillard, Kim Dixon, Vinod Duggal, Stephen Gibson, Emily Goodright, Jessica Green, M. Katherine Howell, James Johnson, Lynne Kalina, Sally & George King, Ruth Locke, Joanna Mark, Colleen & Lee Ann Martinson, Marcia Mason, Lori Noto, Talia Olson, Christina Pastula, Celine Rabago, Jennifer Rozler, David Spangler, Mark Stonick, Roxanne Tolnas, Matthew Tracy, Heather Trim, David Van Slyke, John Weintraub, Eric Wright, Carrie Yu.

\$26 - \$50: Lisa Allen, Christine Armstrong, Katrice Barfield, Ali Bassett, Katherine Bennett, Sara Bennett, Elizabeth Bertelsen, Nancy Best, Susan Sanem & Vincent Bjarko, Amy Bowles, Monica Bradley, Carol Burton, Elizabeth Buske, Douglas Carey, Susan Casey, Charles Christensen, Candice Cihon, Lauren Clisham, Hinda Cole, Jim & Susan Dittig Gore, John Espe, Christopher & Michele Evans Parich, Amy Eyler, Brian Fogel, Erin Fossum, Tessa Fox, Kenneth Frohning, Mateusz Haligowski, Keri Harling, Annette Hedden, Christopher Hill, Brenna Holkins, Carol A. Isaac, Heather Jackson, Eleanor Johnson, Andrea Jones, Kelsey Klug, Michele Levinger, Marjorie Levy,

Sharon Lindenau, Louise Locke, Nancy Lowe, Emma Lubetkin, Smitha & Apoorva Mallya, Carolyn A.

Mawbey, Kevin McKenna, Diana Meredith, George Moncrief, Sandra Nanney, Bud & Trish Nicola, Erin Oest-Larsen, Susan Padfield, Terrie Paine, Adam Peddicord, Courtney Popp, Katherine & James Rasmussen, Spencer Raymond, Evelyn Righettini, David Ronquillo, Timothy W. Rood, James Salutz, Russell Segawa, Sally Sheck, Keegan Short, Michael Shurgot, Leah Skrien, Jennifer Sobeck, Brian Soriano, Donald Swartz, Julia Tai, Clayton Thostrud, Ankur & Surabhi Vora, Thelma Warren, John Wellman, Jodi Wilson, Gregg Porter & Lori Yoshinaga, Rosemary Young, Linda Yu.

\$51 - \$100: Annette & Randy Balcom, Elizabeth Bates-

Shull, Mary Bechen, Deborah & Richard Berger, Sue Billings, Sarah Bitter, Jennifer Blank Hecht, Constance Bollen, Ken Boynton, Robert Breeden, Afina Broekman, Karen Brookman, Gwen & Stan Brown, Gerardine Carroll, Erika Chang, Emily Cichy, Paula Cipolla, Kimberly & Jeff Coma-Tonkin, Rebecca Cooper, Lois Crow, Kathleen Cummer, Leslee & John Currie, David & Terri Danielson

Jonathan David, Harry Davidson, Pamela Davis, Paula Wissel & John De Graaf, Susan Derrick, James Dobrick, Patricia Drew, Allie Dykstra, Frederick Einstein, Dennis & Janet Erickson, Ryan Evans, Barcy Fisher, Pat Fiske, Karen Flink, Will Fries, Niveda Ganesh, Arthur Garcia, Darrell & Ginger Gibson, Ellen Gillette, Rebecca Gold, Erin Gray, Samuel & Margie Gulkis, Nicole Gupte, Janis Hadley, Virginia Haley-Kanigel, Cathy Hamilton, Knut Hansen, Sandra Harui, Sue Haslam, Marsha Hedrick, Casey Held, Chiaki Hirate, Lynn Hogan, Denise Derr & Gregory Hollobaugh, John & Mary Hoverson, Beamar Huetter, Blake Johnson, Amy Kelman, Jackson Kids, Rodger Schip & Karen Koeppler, Jeanne Kohl-Welles, Jarrod Kovarik, Janee Kreinheder, Michael & Karri Lapin, Rita Lawson, Jeff J. Lehman, Brent Leiter, Robert & Laurie Lemay, William & Joanne Lemke, Helen & Philip Lempriere, Paul & Marge Lepley, Judith & Daniel Leshner, Alicia Litton, Robert Lucier, Stephen Lundgren, Lori L. Phillips & David Lundsgaard, Ryan Madayag, Gwen Maksym, James & Casey Margard, Sheree Maxwell, Marc Mayo, Barbara & Ron Mays, Sharon McAuliffe, Stephen McCloskey, Kathryn McGavick, Catherine McGee, Don Miles, Janelle Monell, Adrianne Moran, Christie Morin, Elizabeth Morrison, Caitlin Hillary & Jason Moulding,

Cynthia Pierce & Marc Mrkvicka, Kenneth & Suzzanne Myer, Kristine & Christopher Nelson, James Nesbitt, Deems & Margaret Louise Okamoto, Karen O'Leary, Jeffrey Osborn, Tracy Paul, Ann Pearce, Ryan Perry, Gerald Peterson, Wenla Petry, Marlene Philips, Natalie Ramien, Danna Redmond, Deborah Relyea, Thea Reznik, Lynda J. Rickey, Steven Rider, Kirk W. Robbins, Lisa Roberts, Katie Rogers, Manuel Ronquillo, Leola Ross, Ashley Rossman, Carol Rowan, Laura Sammons, Margaret Sandelin, Ryan Schofield, Scott Schoneman, Aubrey Schroeder, Lee & Margaret Scovern, Douglas Shay, David & Stacya Silverman, Catherine Smith, Shannon & Kael Smith, David & Joan Sorensen Rice, Lynn Stapp, Leah Stein, Nellie Suthers, Thalia Syracopoulos, Debby Tsuang, Jess Twardzik, Gerard Van Wesep, Dana Vizzarre, Walter Vonderlinden, Janet Wardwell, Malissa Webber, Joan Webster, Joseph Whittaker, Nancy Williams, Heather & Bruce Wilson, Kristen Wittstock, Mark Woerman, John Yeung. \$101 - \$250: Cherie Abrahams, Cynthia Adams, Linda & Ken Adkins, Dan Apone, Marianne Archey, Gabbi & Tim Bannister, Robert Barrett, Maria Barrientos, Shelley Becknell, Susan Bell, Rosanna Belolotti, Anne Bentley, Noelle Berryman, Debbie Best, Laurence Biely, Jennifer Bolton, Joanne Bradley, Muriel Brasseur, Scott Sherman & Susan Brown, Kathleen & Newell Burton, Heather Camm, Cynthia Caron, Kyra Ceceris, Jacqueline Cohen, Lisa Cole, Tiffany Connors, Laurra Corsello, Sandra Cugier, John Dahlseng, Caroline Davis, William Davis, Robin Dearling, David & Juliette Delfs, Cristine Demaio, Barbara & David Dougherty,

Karen Ellentuck, Michael Ellis, Kristina Erickson, Steve Evans, Richard Tyson & Michelle Flandreau, Patty Flowers, Katie Foley, Hollis Giammatteo, Jane Glass, Tamara & Kenneth Goodard, Cheryl Gregory, Alison & Kurt Grevstad, Kate Hanauer, Therese Hansen, Lauren Hartman, Stephan Havas, Rima Hawkins, Stefanie Henderson, Arnold Johnson & Elizabeth Holmes, Thomas Hooper, Betty Lucas Jackins, Carol & Doug Jackson, Anne Jackson, Eric Jaeger, Joseph & Kathleen Jenkins, Lars Johnson, Dan Evans & Terri Johnston, Jill Jones, Pam & Robert Jungaro, Melinda Morrison & Kevin Kaiser, Kellie Kawahara, The Keating Family, Dana Keller Cornie, Stephen & Glacier Kingsford-Smith, Mary Kirtland, Denise Goforth & Paul A. Kriloff, Wendy Lagozzino, Kirsten Leng, Susan Carr & Ralph Levin, Giuli Lewis, Stan Lokting, Pamela Longston, Osnat Lustig, Elizabeth Macoux,

Ken & Carolyn Chandler Main, Duncan Manville, Leila Margolis, Elizabeth Martin, Timothy Mauk, Linda Maxson, Lisa Rae McCluskey, Gary & Joan McDonagh, Derek McKee, Jonathan & Elisabeth McKee, David & Julie Metzger, Anne Meurn, Brad & Ronda Miller, Joan Molvick, Ellen Monrad, Natalie Montanez, Kenan Block & Lisa Moore, Elizabeth Morgan, Justin Moses, Jill Novik, Dave Langton & Colleen Ottoson, Jeff & Sharon Parker, Mark Patel, Nicole Patel, Mark & Barbara Phillips, Meghan & Scott Pitts, Sara Rawson, Elizabeth Reite, Tobias Roberts, Bill & Michelle Robinson, Stanley Wentzel & Martha Rothe, Olivia Rother, Dan Satchell, Ben & Amy Schumacher, James Simmons, Rebecca Sisson, Kevin & Karly Skillestad, Jeff Sorrentino, Keith Keller & Sally Stewart, Barbara Stone, Jann Swartz, Joe Whittinghill & Blake Takamura, Robert & Sally Telzrow, Monique Vescia, Katherine Williams, Jeff Wilson, William Woodward, Judy Zeigler. **\$251 - \$500:** Susan & Mike Allen, George Andrade, Lisa Applegate, Bob & Marianna Archey, Paul Armitstead, Christine Atkins, Oliver Babson, Nancy & Charles Bagley, Barbara Barton, Robert Bashor, Ann Venables & Arthur Bender, Jane Bergerson, Chris & Jane Bihary, Christina Boggs, Phoebe Brockman, Gregg & Katherine Brown, Estelle Broyer, George Brumder, Hildy Brunell, Tim & Joleen Burgess, Gretchen & Adam Cappio, Caroline Chan, Maria College, Tom Creighton, Joshua Daniel, Nikki Daniel, Rober DeGaetano, Ruth Dight, Steven Seward & Mary Donovan, Kati Dunn, Douglas Early, Ashley Fadden, Barbara & Tim Ford, Sally Pogue & Cynthia Forslund, Janelle Fowler, Andrew Friedman, Deirdre Gabbay, Ana Gamborena, Brett Hanscom & Rachel Gerson, Chris & Molly Gibbens, George Gilbert, John Gore, Kathleen Gullberg, Sherrie Hahn, Donna & Bob Halcomb, Douglas Hebert, Jordana Heller, Nancy Reichley & Tim Higgins, Doug Howell & Nancy Hirsh, Gordon Hof, Eric Honea, Stan Jeffs, Michele Jones, David Kaplan, Virginia & Tom Keilty, Karen Koehler, Jennifer Koogler, Steve Krom, Deborah & Ken Kyung Sunoo, Leigh Larson, Vanessa Lynskey, Lindsay Malone, Elizabeth Marshall, Patreese Martin, Charles Mayer, John Mensher, Camille Miller, Janet Mary Miller, Anne A. Mohundro, Janet Moore, Lorraine Nay, Jim Bailey & Leanne Olson, Carol Olwell, Kimberly & Charles Osenbaugh, Rebecca Pelletier, Margaret Plimpton, Benjamin Pollock, Julie Prujan, William Ristow, Kirsten Roth, Janet Rusin, Marta Sanchez,

Sarah Sawers, Ellen Scherb, Michael Sharp, Linda Shultz, Joanna Simwinga, Jessica Smits, Lindsay Sovde, Liz Spaulding, Todd & Sarah Stine, Sheri Sullivan, Megan Susnis, Laurel Thacker, Jonathan Thompson, Donna Tracey, Daniel & Joanna Trefethen, Mary T. Wallon, Carla Weise, Maureen Welch, Julie Whitley, Gail Williams, Shelley Capretto & Mike Williams, Troy Williams, Deborah Yand, Carol Yund. \$501 - \$1,000: David & Heidi Adkisson, Rene Alkoff, Virginia Anderson, Barbara Bach, Cathy Baker, William & Diana Baron, Lacy & Aaron Bell, Caroline Mueller & Mearl Bergeson, Christopher Goss & Meredith Bibber, Jean Albrecht & Rex Bond, Deborah Bosket, Mary Ingraham & James Brown, Beth Bunnell, Julie Burg, Carolyn & Charlie Burkland, William Bush, Ken Clay & Sheila Callahan, John Ching, Brett Clothier-Sharman, Lisa Cohen, John McKittrick & Faith Conlon, Chuck & Linda Dagg, Debajyoti Dash, Bruce Densmore, Kimberly Watson & Glenn Draper, Deborah Drucker, Patricia Drummond, Angus Duggan, Peter Duncan, Marie Dunn, Joan Ebenal, Amy Egtvet, Jeremy Ehrlich, William Fitzharris, Susan Fore, John Fox, Maureen Frisch, Diana Gale, Patty Gardell, Pauline Garstang, Kent Lowry & Melinda Gause, Marilee Gibbs, Donna Gordon, Matthew H. Roewe & Amy Grotefendt, Joe Guppy, Cynthia Harper, Kristin Hawes, Steve & Janise Hawes, Jeff Hawk, Jean Hedrick, Steven Hill, Franz Niedermeyer & Sabina Howell, David Zapolsky & Lynn Hubbard, Jodi Jamieson, Drew & Amy Johnston, M. Holly Kean, Paul Kizior, Kristopher & Courtney Klein, Nancy Knudsen, Matthew Koenig, Sarah Kontopoulos, Georgi Krom, JD Ross Leahy, Daria Letbetter, Cynthia Lyons, Susan Kahan & Michael Marshman, Carolyn H. McFarland, Marlies McKibbin, David Mcmahon, Steve & Patricia Merrill, Pamela & Don Miles, Camron & Nick Momyer, Paula & Alan Mueller, David Nettleton, Norma Oliason, Kevin & Cheryl Overbey, John & Pam Owen, Mary Palmer, Maureen Peterson, Jennifer & Tim Porter, Robert Pregulman, Alan Ramaley, Cynthia Randall, Sarah Rasmuss, Julie & Dan Reeder, Peter Richmond, John Riess, Kathy Roeder, Theodore & Shannon Romer, Margaret A. Rossetti, Elizabeth & David Rudig, Sharon & Bryan Rutberg, Ruth Sanford Thomas Schlosser, Anastasia Shatokhina, Theresa Simpson, Kiersta Smith, Pete & Mardell Smith, Marianne Sweeny, Kaoru Takano, Abbe Tolzmann, Maarten van Dantzich, Jennifer & Chris Van Wesep,

Susan Wanwig, Chris & Rebecca Weber, Susan Weggeman, Diane Wheeler. **\$1,000 - \$2,000:** Cheryl & Jack Avery, Judy Barbour, Margie Wetherald & Leonard Barson, Irving & Luann Bertram, Christine Burton, Betty Sanders & Bruce Carter, Garrett Casto, Charles Schafer & Marianna Clark, Rosemary Daszkiewicz, Angella Derington, Michael Doyle, Manisha & Paul Dudley, Jeffrey Grant & Mercedes Fernandez, Nancy Finley, Jeff Fortner, Sharon & Gary Greenwood, Mary & Dan Gresser-Burns, Jennifer Hall, Stephen & Tammy Huson, Henry Iske, Bjorn Johnson, Denise Kitchel, Cara Lauer, Jim Cox & Laura Levy, Mary Ann & Tom Liebert, Amy MacCready, Timothy Malone, James Platts & Rebecca Mann, Richard Mathes, Joanna & Kirk Mattson, Milford Merrill, Phil & Carol Miller, Carolyn & Lawrence Mueller, Kathryn Ness, George Olson, Monica Payne, Theano & Robert Petersen, Andy Reinland, Jen Davis & Dustin Robinson, John & Patricia Rose, Jeffrey Rubin, Mark Russo, Daniel Ryan, Debra Santos, Cathy Sarkowsky, Jay & Melinda Schiering, Steven Goddard & Heather Scott-Goddard, Cheryl Searle, Michael & Kelly Siderius, Maria College & Scott Smith, James & Karen Solimano, Charlotte Summers, Penelope & Michael Thackeray, Tegan Tigani, Sue Woehrlin, William & Christina Woodward, Janet Yoder, Mona Yurk. **\$2,000 - \$3,000:** Salli & Steve Bauer, Andrea Jarvela & Charles Bookman, Edmund Choi, Saskia & Anneke De Jonge, Raemarie Duclos, Karen Elledge, Brian Finrow, Phyllis Goodman, Patrick Gowan, David Jackson, Sandra Jerez, Jo Powers & Martin Johnson, Linda Josephson, Gerald Bell & Arneta Libby, Kathleen & Jeffrey Lindenbaum, Julie Madayag, Sandy Margoles, Chris & Cindy McCall, Marko Tubic & Florence A. Minehan, Carolyn Rice, Andrea & Bob Watson, Ron Wright, Susan & Werner Zehnder. **\$3,000 - \$5,000:** Lawrence Baker, Margaret & Tom Bolger, Jodi DeWitt, Padraic & Susan Freeman, Kathleen Golden, Mary Hillyer, Robert Munoz & Pamela Hughes, Linda Larson & Gerry Johnson, Nanette & John Latham, Pamela & Lars Mattsson, Mike & Donna McConnell, Michael Repass, Erika & Aaron Rubenson, Eileen & Michael Thompson, Mark Linsey & Janis Traven, James Schneidmiller & Gina Vangelos. **\$5,000 - \$10,000:** Buddy Ratner & Cheryl Cromer, Stephen & Sylvia DeForest, Dick Derham, John &

Nancy Freeman, Stephen & Kristi Growdon,

Ben & Casey Hanisko, Alden & Bev Harris, Lisa Reynvaan-Hawes & Jeff Hawes, Christy Lee, Philip Roberts, Charles & Janice Rohrmann, Kristin Savage, Rene Stern, Sean & Shannon Testa, Ken & Rosemary Willman.

\$10,000+: Laurie Ames, Paul Anderson, Debbie Buccola, Krijn & Judy De Jonge, Matthew Peterson & Milah Frownfelter, Neil Snyder & Lisa Lindstrom, Jeffrey & Susan Lubetkin, Nick & Marisa McFarland, Liam Lavery & Yazmin Mehdi, Robert & Sara Poore, Stacy Lawson & Steve Sarkowsky, Allison Crowley & Gregory Smith, Angela & Denny Thostrud, Laura Grit & David Yanacek.

Corporate and Philanthropic Support

\$10,000 and above: Amazon, Bauman-Williams Family Fund, Bill & Melinda Gates foundation, Fred & Gretel Biel Charitable Trust, HomeStreet Bank, Liberty Mutual Foundation, Metropolitan Market, Queen Anne Book Company, Queen Anne Lutheran Church, The Norcliffe Foundation, The Rita & Herbert Rosen Family Foundation.

Up to \$9,999: American Endowment Foundation, Fales Foundation Trust, Gesher Fund - Jewish Federation of Greater Seattle, Gumbo Software, Inc, HealthierHere, K&M Properties, Magnolia Presbyterian Church, Magnolia United Church of Christ, Paramount Residential Mortgage Group, Ron Wright & Associates/Architects P.S., Sand-Eller Fund, Siderius Lonergan & Martin LLP, Thorndyke Investments, Wilkins Charitable Fund, Windermere Foundation Queen Anne.

Up to \$3,000: Aegis living, Bayview, BECU, C. Wayne and Patricia J. Miller Foundation, Caffe Vita, Chris Gibbens - State Farm Insurance, Church of the Ascension, Civic Hotel, First Free Methodist Church, HR Creative Group, John R. Stratton and Carolyn Webster-Stratton Fund, Magnolia Lutheran Church, Morgan Stanley Gift Fund, Pivotal Ventures LLC, Quantitative Social Science, Queen Anne Christian Church, Rotary Club of Magnolia, Stritmatter Kessler Koehler Moore, Thackeray Living Trust, Vulcan Inc.

Up to \$1,000: Bellsea Group LLC/ Watershed Pub and Kitchen, Bullitt Foundation, Byen Bakery, Canlis Family Giving Fund, Chicago Community Foundation, Gresham Financial, Ken's Market, King & Oliason PLLC, Lynne on Lynn, Magnolia Commuity Council,

Marie McCandless Foundation, Mortenson,
Nehmemiah Ventures, Northwest Center, Northwest
Republican Community Fund, Puget Sound Energy
Foundation, Queen Anne Fortnightly Club, Queen Anne
Greenways c/o Queen Anne Historical Society, Queen
Anne Orthodontics, Queen Anne Presbyterian Church,
Seattle Fitness Group, Seattle Seachordsmen,
Spurging Family Fund, Streamline Tavern, Team Thrive,
The Anderson Family Fund, The Capen Iverson Family
Charitable Fund, Wells Fargo Queen Anne, Zapolsky
Hubbard Fund.

Thank you to employers who have provided matching donations from their employees:

AT&T, Adobe, Andersen Tax, Bill & Melinda Gates Foundation, Boeing, Expeditors International of Washington, Google, Indeed, King County, Microsoft, Salesforce, Starbucks, T-Mobile, USAA, Wells Fargo, Weyerhaeuser, Zillow Group.