



Client Success Story Circle Creek Therapy - Auburn



In 2015 Courtney Doherty opened [Circle Creek Therapy](#) in downtown Auburn, providing speech therapy services to both children and adults. After seeing a need in the community, she knew she could make a positive impact.

Her expertise in marketing, where Courtney started her career before returning to school to become a Speech-Language Pathologist, provided her with a strong background for her print, social media and website materials - but she understood that she needed help with the financial side of things to achieve her goal of having

a multidisciplinary clinic.

Green River College's Small Business counselors helped Courtney move that dream forward by providing direction on her financial growth and guidance obtaining capital. "The SBC counselor understood what banks were looking for and connected me with a local bank that is also invested in our success!" Courtney said. Circle Creek continues to grow and now offers Physical Therapy and Occupational Therapy.

Washington
Paid Family & Medical Leave

**Washington State Paid Family Leave Premiums
Begin January 1, 2019**

Washington will be the 5th state in the nation to offer paid family and medical leave benefits to workers. The program offers partial wage replacement and will allow workers to take up to 12 weeks of leave during a 12 month period. Penalties will apply for those companies not complying.

- Payroll deductions begin for employers on January 1, 2019.
- Benefits for eligible employees will begin January 1, 2020.

Which employers must comply with PFL?

- The law applies to all private and most public employers located in Washington state with some exemptions.

Employer Action Items:

- Consider if you will qualify for small business exceptions or grants and whether you will opt-in as a small employer to pay premiums.
- Examine any short-term and temporary disability policies for overlapping coverage.
- Decide whether you will use the State Plan or a Voluntary Plan.
 - Prepare to collect and remit PFL premiums quarterly.
 - Prepare for wage and hour reporting requirements for Washington-based employees (starting in 2019).
- Post required notice at your office when it becomes available.
 - Prepare to request employee waivers, as needed.
- Prepare to provide a written statement of rights to employees (not yet available) when they go on leave.

Are you ready?

Get [more information](#) on Washington's Paid Family & Medical Leave

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Upcoming Classes & Events

- 12/3 [Team Skills In The Workplace](#) (Kent)
- 12/4 [Small Business Start-Up Orientation](#) (Kent)
- 12/7 [Creating Job Descriptions & Employee Handbooks](#) (Kent)
- 12/10 [Critical Thinking In The Workplace](#) (Kent)
- 1/16 [Small Business Start-Up Orientation](#) (Auburn)
- 2/6 [Start A Successful Business-4 Class Series](#) (Kent)



**Green River College
Small Business Center
Helping businesses start, grow, and succeed!**

Providing:

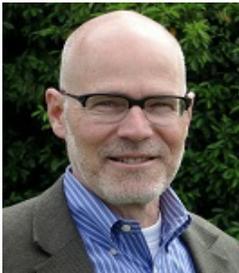
- No-cost direct business counseling
- Low-cost entrepreneur education
- Government contracting assistance
- Referral services
- Lending resources
- And more!

The Small Business Center receives funding from the cities of Auburn, Covington, Kent and Maple Valley.

Make an appointment with any of the SBC Advisors by calling:
(253) 520-6260



Taryn Hornby
SBDC Advisor



Kevin Grossman
SBDC Advisor



Darrell Sundell
PTAC Advisor

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