

**ECONOMIC
ALLIANCE
SNOHOMISH
COUNTY ANNUAL
REPORT
2025**



EASC Staff

- Ray Stephanson, President & CEO
- Olivia Maisel, Director of Operations
- Erik Petersen, Director of Finance & Programs
- Daniel Tappana, Director of Economic Development
- Raechel Morera, Director of Community Engagement
- Cara Buckingham, APEX Accelerator Center Manager & Advisor
- Alyssa Jackson, Director of Snohomish STEM Network
- Mark W. Johnson, APEX Accelerator Advisor
- Megan Phillips, Events & Programs Coordinator
- Pablo Colindres Moreno, Marketing Communications
- Rick Bushman, Small Business Development Center
- Giselle Saguid, Small Business Development Center

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Letter from the CEO

Dear Snohomish County,

15 years ago, EASC was established to advocate for and grow Snohomish County's businesses. Change has been the constant, locally and nationally, and every year our county's biggest strength remains our flexibility — a resourcefulness to get things done, and innovation to see new solutions and new ways forward.

Our work at EASC is to prepare an environment for growth through this flexibility. We identify pain points and solutions to growth, present and lobby for policy that ensures long-term results, support small businesses and entrepreneurs with guidance and access to resources, and develop a future-proof workforce.

Home to worldwide industry leaders and trendsetting emerging industries, our region is poised to keep us globally competitive. I believe the future will be made in Snohomish County.

In my first year as President & CEO, I have seen how our work, powered by your investment and bolstered by our partners, delivers a resilient, vibrant economy, adapting to change and uncertainty.

Together, let's remain flexible and keep moving Snohomish County forward.



Ray Stephanson
President & CEO

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Economic Alliance SNOHOMISH COUNTY 2025 At-a-Glance

Advocate



2 Advocacy missions

- Olympia Day
- D.C. Fly-In

50+ letters of support issued advancing local, state and federal grant requests

Advocacy Impacts

Core economic development infrastructure funding preserved:

\$8.3 million (biennium) – Associate Development Organization (ADO) funding statewide

\$2.67 million (biennium) – Small Business Export Assistance Program

\$2.44 million (biennium) – Industry sector lead funding (aerospace, maritime, etc.)

\$7.6 million

in **Snohomish County-specific funding** influenced through state advocacy:

\$2.0 million – Sustainable Aviation Fuel (SAF) R&D Center at Paine Field

\$500,000 – Snohomish County Paine Field capacity expansion planning study

\$5.1 million – Applied Sustainable Aviation Evaluation Center (WSU + Snohomish County partnership)

\$320 million+

in **statewide and regional economic development funding** aligned with EASC priorities, including:

\$75 million – Community Economic Revitalization Board (CERB) grants & loans

\$114 million – Broadband Equity, Access & Deployment (BEAD) matching funds

\$10 million – Commerce program to help local governments, ports, tribes, and nonprofits access federal tax incentives and grants

Develop

Economic Development Pipeline

EASC's project pipeline includes business recruitment, expansion, retention, and startup support across Snohomish County's key industries, including aerospace, advanced manufacturing, maritime, clean technology and emerging energy sectors.

75+ projects completed and ongoing

\$183 million+ capital investment into Snohomish County businesses

800 jobs created

International Trade and Development

• SelectUSA Investment Summit • Paris Air Show • Chubu International Delegation

Spotlight:

 **Portal Space Systems**
Bothell, WA

WEDA Economic Development Project of the Year

\$350,000
SRF Grant

700
jobs over 5 years



Businesses Assisted:

308
184



Contract Awards:

\$96.5 million
\$27 million



Events & Trainings:

37
31



Jobs Created:

587
300



217
jobs supported & created

\$5.2 million+
in capital infusion

KEY: *Region 4 Total / Snohomish County*



2,278 students

engaged through Snohomish STEM programs across **all 13 county school districts**

82.7%

of students gained a better understanding of STEM and technical career pathways

77.2%

reported increased interest in pursuing STEM-related education and career pathways

Your Trusted Connection

258 Investors



60% private
25% nonprofit
15% public

Industries Represented

aerospace & manufacturing • nonprofit communications & media • construction & development • business services education • financial services healthcare • hospitality & tourism nonprofit • public services • retail

Community Footprint

7,500+ attendees

at programs, roundtables, events & trainings

Email: 10k subscribers, 30%+ open rate

Social Media: 6.5k+ followers
12.k+ monthly views

Website: 7k+ unique visitors monthly

18 boards

EASC Staff serve on 18 advisory boards and committees, spanning education, tourism, workforce initiatives and industry partnerships

CREATING THE CONDITIONS FOR SUCCESS



Economic Development

In 2025, **Economic Alliance Snohomish County (EASC)** advanced a comprehensive economic development strategy focused on strengthening local businesses, attracting global investment, expanding export opportunities and positioning Snohomish County as a leading innovation hub in the Pacific Northwest. Working closely with municipal partners, industry leaders, workforce organizations and state agencies, EASC supported business growth across key industries including **aerospace, advanced manufacturing, maritime** and **clean technology**. We also advanced emerging industries such as **quantum computing** and **fusion energy**, positioning Snohomish County at the forefront of next-generation innovation.

Business Retention and Expansion

Supporting existing businesses remained a core priority throughout the year. EASC conducted hundreds of direct engagements with companies across Snohomish County

through site visits, meetings and coordinated partner support. These conversations, led by **Director of Economic Development Daniel Tappana**, helped identify challenges related to workforce availability, tariffs permitting timelines, infrastructure capacity and expansion planning while connecting businesses with state, regional and local resources.

As a continuation of this work, EASC further strengthened its **Business Retention and Expansion** efforts by developing a more structured and collaborative approach to business outreach, risk identification, and coordinated response. This approach helps ensure companies across Snohomish County have clear access to the partnerships, resources, and support needed to grow, adapt and remain competitive.

Major Projects and Investments

One of the year's most significant economic development successes was supporting the expansion of **Portal Space Systems** in **Bothell**. EASC helped secure a **\$350,000 Strategic Reserve Fund grant** from the Washington State

Department of Commerce to support the project, which represents more than **\$160 million in capital investment** and is expected to generate **hundreds of high-skill jobs** in the coming years. The project reflects strong regional collaboration. EASC worked closely with **Workforce Snohomish**, the **City of Bothell**, **Snohomish County**, and the **Pacific Northwest Aerospace Alliance** to align workforce development, site readiness and state incentive tools to support the company's expansion.

The project was later recognized by the **Washington Economic Development Association** with the **Economic Development Project of the Year for Business Expansion award**, highlighting the impact of coordinated partnerships in advancing high-growth industries and strengthening Snohomish County's aerospace and space economy.

Global Engagement

EASC strengthened Snohomish County's global economic connections through international trade missions, investment promotion and engagement with foreign companies evaluating U.S. expansion.

At the **SelectUSA Investment Summit**, EASC conducted more than **20 meetings** with international companies exploring opportunities in clean energy, logistics, artificial intelligence and advanced manufacturing. These conversations highlighted Snohomish County's strategic advantages, including a highly skilled workforce, strong aerospace supply chains, global trade access through **Paine Field** and the **Port of Everett**, and coordinated state and local business support resources.

These engagements continued through the **SelectUSA Seattle Spinoff**, where EASC hosted international investors for a dedicated Snohomish County program. The day included a tour of **Echandia**, which established its U.S. production base in Snohomish County in 2024, as well as visits

to the **Port of Everett** and the **Boeing Everett** facility. These visits provided firsthand insight into the region's advanced manufacturing ecosystem and global trade infrastructure.

EASC also represented Snohomish County at the **Paris Air Show**, conducting more than **25+ business development meetings** with companies from **10 countries**. Discussions focused on aerospace supply chain opportunities, sustainable aviation technologies, automation, and emerging space-sector investments.

Export Development

Helping local companies access global markets remained an important focus. EASC supported Snohomish County firms participating in Greater Seattle Partners' **Greater Seattle Export Accelerator**, which provides guidance on international market entry, regulatory navigation, and trade development.

EASC also engaged with international **delegations from Europe and Japan** throughout the year, strengthening partnerships around aerospace, advanced manufacturing and clean mobility technologies while connecting Snohomish County businesses with new global market opportunities.



ONE COUNTY. ONE VOICE.



In 2025, **EASC** led a coordinated, year-round advocacy effort to advance Snohomish County's economic priorities at the state and federal levels. Through its **Legislative Kickoff, Olympia Day, D.C. Fly-In** and regular **Advocacy Committee** meetings.

EASC convened business and community leaders, engaged directly with policymakers, and provided timely policy analysis to inform decision-making throughout the legislative cycle.

These efforts, led by **Community Engagement Director Raechel Morera**, focused on securing economic development funding, advancing transportation and infrastructure investments, supporting workforce and trade priorities, and elevating the needs of the regional business community.

In Snohomish County

EASC secured a total of **\$7.6 million** in Snohomish County-specific funding influenced through state advocacy:

\$2.0 million – Pre-construction and site readiness for the Sustainable Aviation Fuel (SAF) R&D Center at Paine Field

\$500,000 – Snohomish County Paine Field capacity expansion planning study

\$5.1 million – Applied Sustainable Aviation Evaluation Center (in partnership with WSU + Snohomish County)

In Washington State

\$320 million+ in statewide and regional economic development funding aligned with EASC priorities.

\$75 million – Community Economic Revitalization Board (CERB) grants & loans

\$114 million – Broadband Equity, Access & Deployment (BEAD) matching funds

\$1.2 million – BEAD broadband program support funding

\$10 million – Commerce program to help local governments, ports, tribes and nonprofits access federal tax incentives and grants

\$26 million – Clean Energy Fund (2025–27 competitive grants)

\$48 million – Clean Energy Fund reappropriation (2023–25)

\$47 million – Hard-to-Decarbonize Sector & Economic Development grants

Preserving Core Funding

Despite overall reductions, EASC advocacy helped preserve **\$13.4 million** in core economic development infrastructure funding:

\$8.3 million (biennium) – Associate Development Organization (ADO) funding statewide

\$2.67 million (biennium) – Small Business Export Assistance Program

\$2.44 million (biennium) – Industry sector lead funding (aerospace, maritime, etc.).



“Economic Alliance Snohomish County plays a critical role in elevating the priorities of our region with state and federal policymakers. Through its coordinated advocacy and strong partnerships with business and community leaders, EASC helps ensure Snohomish County remains competitive for investment, jobs and infrastructure.”

-Rich White, Government Relations Manager at Boeing

EMPOWERING SNOHOMISH COUNTY BUSINESS



In 2025, the **Washington APEX Accelerator** stood at the forefront of helping businesses across Snohomish, Skagit, Island, San Juan and Whatcom counties successfully navigate the complex world of government contracting — turning aspiration into contracts and growth.

APEX Accelerator offers no-cost, confidential support — guiding firms as they learn what governments and prime contractors buy, how to find solicitations, where to register and how to respond effectively. In 2025 this took shape through personalized advising, workshops, targeted market research assistance, bid strategy support and connection to critical procurement platforms. This comprehensive service helps businesses position themselves to compete for federal, state, and local contracts.

Empowering Businesses with Tailored Support

For many business owners, government contracting can feel like an impenetrable maze of regulations, bidding platforms and certifications. APEX's team at EASC, **Cara Buckingham** and **Mark Johnson**, have been instrumental in demystifying the process. Their one-on-one guidance helps businesses understand market opportunities, refine capability statements, interpret solicitations, and pursue registrations and certifications that make them competitive bidders. This

strategic support translated into real results for companies like:

Sound Surveillance, LLC — leveraged APEX guidance to land its first public works and subcontracting contracts and expand visibility across regional construction markets.

Mogul Media LLC — secured nearly \$600,000 in statewide contracts by positioning its services properly within government communications and marketing contracts.

Aponwao Ideas, LLC — gained clarity about how its consulting services could align with agency needs thanks to targeted market research support.

Aalbu Brothers — secured a seven-year contract with the **Washington State Department of Transportation** and expanded a cooperative purchasing contract with the **City of Everett** fueling growth and enabling the company to employ 14 skilled tradespeople at its Arlington facility and extend its services to municipalities throughout Washington.

These stories underscore how expert technical assistance — coupled with access to networking and educational events — can be a true catalyst for small business growth.

2025 Contracting Conferences and Connections

A major highlight of the year was the **2025 North Puget Sound Contracting Conference (NPSCC)**, a premier business-to-government matchmaking event co-presented by EASC and Washington APEX Accelerator. The conference brought together government buyers, prime contractors, small businesses, and resource partners for workshops, panels and networking sessions designed to accelerate contracting relationships and equip participants with tools for success.

Workshops at the NPSCC — including a dedicated federal contracting track — provided deep dives into cybersecurity requirements associated with Department of Defense (DoD) and other federal procurements, while networking sessions fostered direct connections between contractors and agency or prime buyers.

APEX provided direction on the event content and helped drive registration and sponsorship, resulting in **tripling event revenue** and **100+ more attendees than in 2024**.



Registration and Market Intelligence as Foundations

Recognizing that many businesses **struggle to get noticed by government buyers**, APEX Accelerator emphasized foundational actions like registering in the appropriate agency portals, often a first step to see and bid on opportunities.

Simultaneously, APEX offered an ongoing workshop series on **market research for**

government contracts, teaching participants how to assess pricing, competition and agency purchasing patterns — a critical capability for shaping competitive bids.

A Trusted Partner for Long-Term Contracting Success

Across 2025, Washington APEX Accelerator continued to fulfill its mission to **increase the number of Washington-based firms winning government contracts** and contribute to regional economic development. By blending individualized assistance, practical training, and facilitated access to key networking and procurement events, APEX helped many companies transform uncertainty into concrete opportunities — proving that with the right support, government contracting is not only accessible but a powerful engine for small business growth.

This APEX Accelerator is funded in part through a cooperative agreement with the Department of Defense.

Testimonials

“Working with APEX Accelerator has been incredibly valuable to our business development journey. APEX’s workshops and one-on-one guidance helped us navigate complex bidding processes, understand requirements, and position Aalbu Brothers to compete successfully.”

— **Francis Craven, Aalbu Brothers**

“There’s just so much that goes on when working with government agencies... from bidding websites, capability statements, proposals, events, and more. Working with Washington APEX Accelerator has done wonders for my business.”

— **Christine Umayam, Mogul Media**

“They’ve consistently pointed us toward the right rooms and the right people—helping us turn introductions into real contracts. With the help of EASC and APEX, we’ve been able to move fast, stay scrappy, and make the kind of connections that most small businesses only hope for.”

— **Tony Matesi and Ben Razdolsky, Sound Surveillance**

BUILDING THE TALENT PIPELINE THAT POWERS SNOHOMISH COUNTY'S ECONOMY



Connecting students to the careers that power our region.

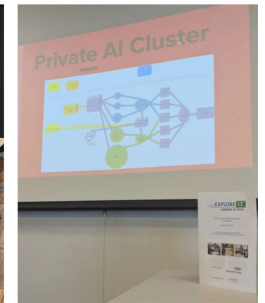
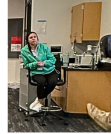


EXPLORE
I.T.
CAREERS IN TECH

November 2025
Everett Community College



ECHO TOUR™ December 16, 2025
Edmonds College



Snohomish STEM serves as EASC's workforce infrastructure strategy, aligning industry, education and community partners to strengthen Snohomish County's local talent pipeline.

Led by **Director Alyssa Jackson**, Snohomish STEM brings together employers, educators, and community partners to expand career-connected learning, strengthen postsecondary pathways, and support a more coordinated workforce ecosystem aligned with local industry needs.

Strengthening the Workforce Ecosystem

Beyond individual programs, Snohomish STEM helps align education, workforce, and industry efforts across the region. Snohomish STEM contributes to regional workforce strategy through participation in **nine advisory boards and workforce committees** spanning K-12 education, community colleges, workforce initiatives, and industry partnerships.

In 2025, this work included supporting **youth apprenticeship pathways** and collaboration with community partners to **train 35 educators to better support FAFSA and WASFA financial aid navigation**, helping more students access education and training for high-demand careers.

Connecting Students with Local Careers

Through **STEM Like Me!®**, **ECHO TourSM**, **Explore I.T. CareersSM**, and **Spring into STEMSM**, Snohomish STEM connected students with professionals, technologies and local career pathways across high-demand industries.

Together, these efforts connect students to meaningful career pathways while strengthening the workforce pipeline across Snohomish County.

2025 Regional Impact



2,278 students directly engaged through Snohomish STEM programs, plus an **additional 573 students** through *partner-led programs* supported by Snohomish STEM



54 companies and **131 industry professionals** shared career pathways and workplace insights



45 volunteers supported hands-on learning experiences



20+ education & training partners K-12 districts, colleges and apprenticeship pathways.

Industries represented: **aerospace & advanced manufacturing, healthcare, IT/computer science, construction, maritime, clean energy, agriculture and public sector infrastructure.**

Program Outcomes

Survey data from Snohomish STEM career-connected learning programs shows strong outcomes for participating students:



82.7% of students gained a better understanding of STEM and technical career pathways



77.2% reported increased interest in pursuing STEM-related education and career pathways

From Industry Partners

"We had so much fun participating at your event and teaching students about stormwater and drainage!" -**PACE Engineers, Inc.** *EASC Investor*

"We loved engaging with students and seeing them lean in and ask questions" -**AMSC Edmonds College** *EASC Investor*

"Such a great way to get the next generation into healthcare careers! We were so proud to be involved in this year's event." -**IRG Physical & Hand Therapy**

"It was great to watch the students have fun, work together, and troubleshoot solutions." -**Zap Energy**

"Thank you for being such excellent champions of STEM in our communities! We will all be better for it." -**Helion Energy**

From Students

"I now know what I want to do for my career."

"I got great info on aerospace manufacturing—looks like I would love to do it."

"Knowing how to do things now to make a career later."

"It made me want to go to college."

"I now want an electrical engineering job."



Connecting you to the who's who of our county

In 2025, EASC welcomed 7,500+ attendees to our programs, industry roundtables, events and trainings. As well as fulfilling contractual deliverables, EASC's programming supports regional economic development and showcases the strength and diversity of our region, connecting Snohomish County to the people, ideas and opportunities that grow our local economy.

From the **North Puget Sound Contracting Conference**, our largest event connecting businesses to government opportunities, to the **Annual Meeting & Snohomish County Awards** celebrating regional leadership. Highlights also included the annual **Snohomish County Update**, virtual **Coffee Chats** and a **Healthcare Summit**. Throughout 2025, EASC convened discussions on workforce development, global trade, public safety, housing, and **FIFA World Cup 26™ readiness**, while **hosting international delegations** to strengthen global partnerships.



EASC's work is powered by our 258 Investors.

As the leading regional economic development organization in Snohomish County, **Economic Alliance Snohomish County (EASC)** supports a globally competitive regional economy in which all businesses can thrive and participate equally through effective advocacy and resource access.

All EASC services are available to any business in Snohomish County regardless of investment status. In order to carry out this work, we rely on funding coming from **grants, sponsorships and, most importantly, your investment.**

For every dollar you invest in EASC:



**rounded to the nearest cent for clarity.*

We use **92 cents** for **Regional Economic Development**, including advocacy, workforce development, business attraction, retention and expansion.

8 cents are used to **keep the lights on.**

Invest in Snohomish County!

From workforce initiatives, start-up guidance and government contracting assistance to business expansion and proven government advocacy in Olympia and D.C. — EASC connects you to resources for sustained business growth. If you're interested in learning more, scan the QR code to get started!

EconomicAllianceSC.org
425.743.4567
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Scan to get started!