

# craft

ISSUE 10 // SUMMER 2021  
A SELLEN PUBLICATION





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Photo by Best Good Thing



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Sellen's culture is rooted in helping our communities, and these three Sellen employees are finding ways to serve their communities and further the A/E/C industry.



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ANEW's pre-apprenticeship program is one of the first steps for many women and people of color in our region seeking access to careers in the construction industry.



# Yours in Gratitude

**L**ooking back through my past year of communications to everyone at Sellen, there are a number of words that I used over and over again: resilience, safety, unprecedented, empathy, pivot. But of all these, there was one that stood out to me the most — not only because of its quantity, but also because of the quality of meaning that it brings to any message. That word is gratitude. (And grateful, and thankful, and all other versions of it.)

The collective events of 2020 delivered heartache, reckoning and uncertainty. But, for me — and I imagine for many of you reading this — it also became a time for reflection, pause and, most importantly, gratitude. I found myself grateful for a healthy family and the opportunities for increased time with them. I was grateful for Sellen — for each and every person working at Sellen, and our unwavering commitment to help and take care of each other. I was grateful for our project partners, as we worked through the most unforeseen of conditions together. With each new challenge overcome, I grew more and more thankful and ready for the next hurdle.

I recognize that I am fortunate to feel this way, and that there are millions around the world who are grieving and hurting. While we at Sellen can't help everyone, we can help some, and that's what we set out to do over the course of last year — both as individuals and as a company. This spirit of service is fueled by our purpose — to improve the lives of those around us — and it runs deep in our DNA. In this issue of *Craft*, we have chosen to amplify the stories and voices of many of our area's nonprofit organizations with which we've been fortunate to partner. On page 22, we've also featured some personal stories of Sellen team members who serve their communities with a passion.

2020 tested us all, and its lessons seem to stretch into 2021. But if we continue to focus on serving others and practicing gratitude, we can each play a small role in helping to improve the lives of others while building a better tomorrow.

With gratitude,

**Scott Redman**

Chief Executive Officer  
Sellen Construction

# craft

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*Sellen would like to acknowledge that our office is located and this issue was printed on the traditional land of the first people of Seattle, the Duwamish People past and present, and we honor with gratitude the land itself and the Duwamish Tribe.*

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**PAPER INFORMATION**

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# UNITED STATES BEST MANAGED COMPANIES

Recognizing private company success

**Sellen is proud to  
announce that we  
have been selected  
as a 2021 US Best  
Managed Company.**



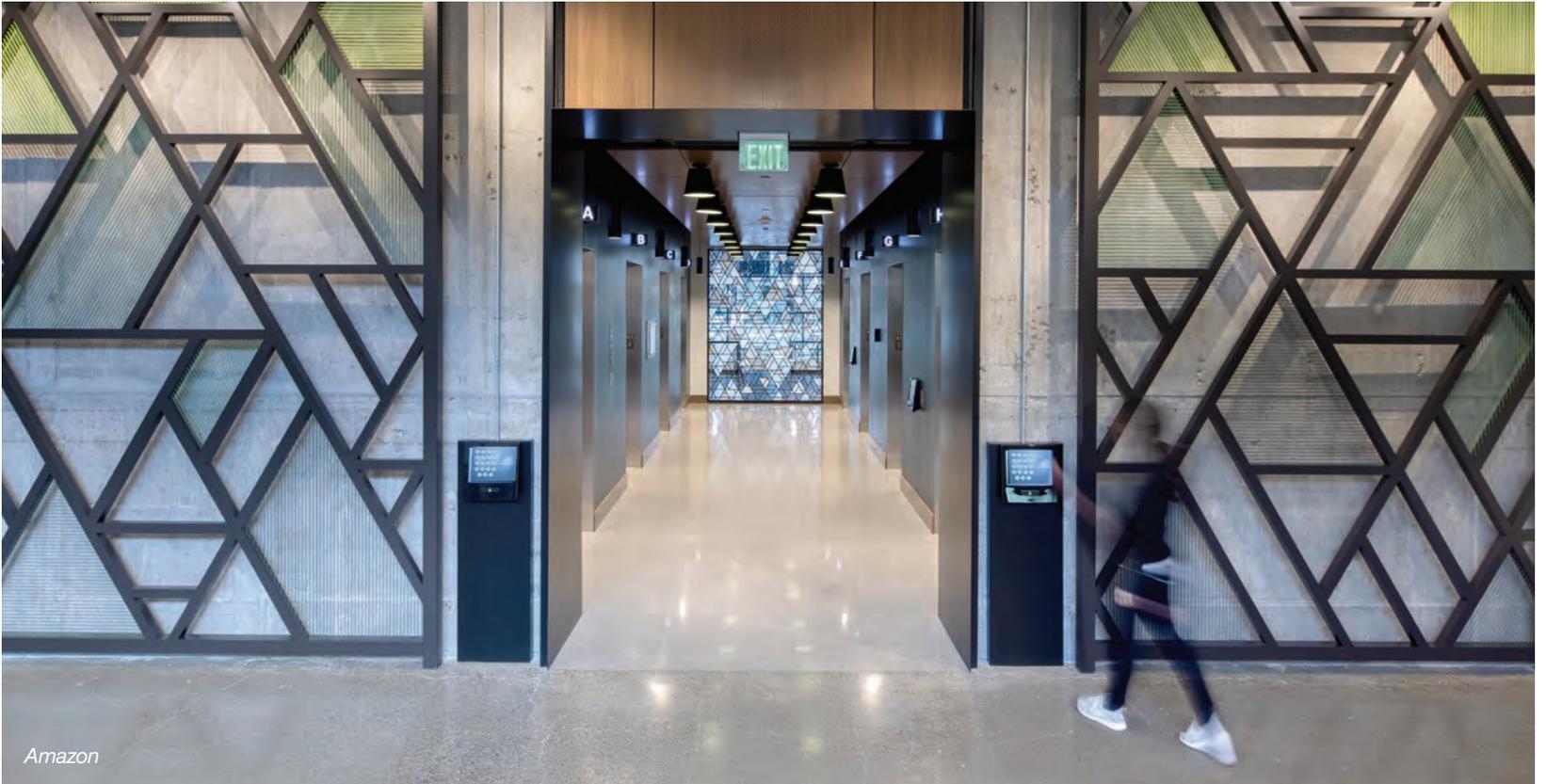
**Sellen**

The program, which is sponsored by Deloitte Private and *The Wall Street Journal*, recognizes outstanding companies and celebrates the achievements of high-performing teams. Firms are evaluated by a panel of independent, external judges for overall business performance across four criteria: strategy, execution, culture and financials.

**Sellen is among 49 Best Managed Companies, a nation-wide group of leading private firms honored in 2021.** The 2021 US Best Managed Company honor is a testament to the dynamic leadership at every level of Sellen and the enduring creativity and resilience of teams throughout the company.

# Amazon Bingo Tenant Improvement

Photography by Best Good Thing



Amazon



Amazon

**Owner**

Amazon

**Architect**

B+H

**Location**

Bellevue

**Formerly Known As**

Tower 333

**Size**

400,000 SF

**Number of Levels**

18

**Completed**

2020

“During COVID, this project was a respite to keep us motivated and remember that what we do helps create inspiring and meaningful spaces. The team, their grace, collaboration, and support were magical!”

– Ramak Khaleghi, Project Designer  
B+H Architects

In January 2020, Sellen started work on the Bingo tenant improvement project in Bellevue’s Tower 333, partnering once again with Amazon and Seneca Group to deliver world-class office space in the Pacific Northwest. Designed by B+H Architects, the scope included 450,000 square feet of office space; a cafe for employees on the 11th floor; and the addition of a two-story interstitial feature stair on the building’s first two levels, providing a seamless connection between the lobby and the building’s amenity spaces.

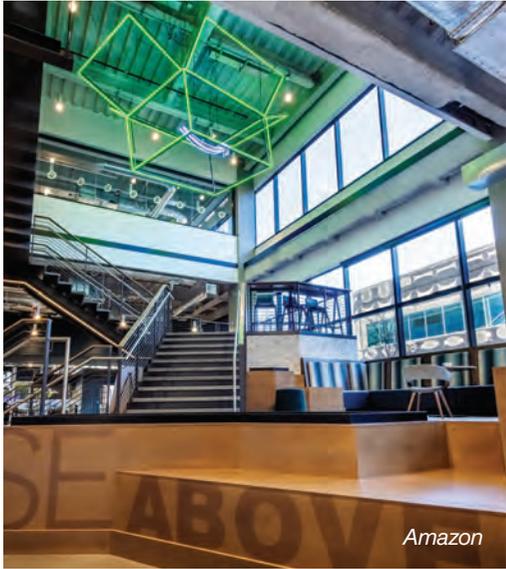
The project’s scope required significant demolition within the 12-year-old building. During preconstruction, Sellen’s team realized there could be an opportunity to salvage and repurpose multiple interior finishes to reduce waste. The team worked with Sellen’s in-house sustainability experts to determine how the materials could be reused and to which organizations they could go.

Among these salvaged materials were a large number of sinks and soap dispensers. When the pandemic paused work in March 2020, Sellen’s team repurposed them to install touchless handwashing stations on each floor, allowing this project to be the first non-essential Sellen project to re-start work again under COVID-19 safety guidelines.

The project team also salvaged 350,000 square feet of carpet tiles, which were distributed to several local community organizations. Other items, including cabinets, water heaters, stainless steel bars and sinks, were donated to Second Use, an organization dedicated to reducing waste and maximizing the impact of donations for local communities. All proceeds from items donated to Second Use benefits Habitat for Humanity affiliates. Despite the momentary work stoppage and other challenges presented by the pandemic, Sellen’s team completed 18 stories of office space in just 10 months. ➔



Amazon



Amazon

# Museum of Flight Vietnam Veterans Memorial Park

Photo by Francis Zera Photography

**T**he idea for the Museum of Flight's B-52 Vietnam Veterans Memorial Park was sparked by a group of Vietnam War veterans who reunited with the B-52 airplane at Paine Field in Everett, Wash. Each member of the group had served in a different branch of the military during the war, and they shared an interest in creating a place where the public could learn about, reflect and remember not only the unique aircraft used during the war, but also, more importantly, the people who flew them.

Led by Museum of Flight Trustee Jim Farmer, the group formed the "Project Welcome Home" committee. After investing seven years in the fundraising, conceptualization, design and construction of the memorial, the committee — and over 3,000 people — gathered to celebrate the official opening of the memorial on May 25, 2019.

The focal point of the park is the B-52G Stratofortress 59-2584, named the "Midnight Express." The Stratofortress was used extensively in the Vietnam War, including during Operation Linebacker II in December 1972. The strike was instrumental in bringing the Vietnamese government back into negotiations that resulted in the release of 591 U.S. prisoners of war in 1973.

The sloping-grade concrete wall along the footpath surrounding the B-52 features plaques displaying the names of the soldiers who served during the Vietnam War. Neighboring the B-52 is an 8-foot-tall bronze statue of an American airman carrying a folded American flag. The airman represents those that returned home from combat, and the flag represents those whom were lost.

"This is important to the veterans of the Vietnam War. Many of them didn't get properly welcomed home or acknowledged for their sacrifice," Farmer said. "It's a place where people can come reflect, feel acknowledged, and feel appreciated." ➤



"It's a place where people can come reflect, feel acknowledged, and feel appreciated."

— Jim Farmer, Museum of Flight Trustee,  
Vietnam War B-52 Pilot, and  
Project Welcome Home Chairman

**Owner**  
Museum of Flight

**Architect**  
SRG Partnership

**Location**  
Seattle

**Plane Size**  
185-foot wingspan

**B-52 Flight Hours**  
15,305

**Completed**  
May 2019

# F5 Networks Headquarters

Photo by Kevin Scott



In the heart of downtown Seattle, F5 Networks welcomed employees into its new office space in May 2019. Sellen collaborated with NBBJ Architects to complete the tenant improvement project, which included structural upgrades to 28 floors and 456,000 square feet of office space; 21 interstitial stair cut-ins; an executive briefing center on level 48; and training rooms and conference rooms.

The Seattle-based tech company previously operated in four separate buildings, but the updated space allowed the firm to consolidate its employees into one location.

All work was done in the new state-of-the-art tower above a 20-story hotel that shares the same building. The team delivered the project in phases, allowing F5 employees to relocate their workstations and furniture prior to substantial completion of all floors. The finished space has sleek finishes, contemporary design features and panoramic views of the Puget Sound. It not only makes a new dramatic statement in Seattle's skyline but will also serve as a modern and spacious home for F5 employees for decades to come. ➤

**Owner**  
F5 Networks

**Architect**  
NBBJ

**Location**  
Seattle

**Size**  
456,000 SF

**Number of Levels**  
28

**Completed**  
May 2019

“By bringing everyone out of their individual buildings and into one main location, we are able to promote better collaboration while offering employees the variety of amenities that being located downtown offers.”

– Jay Phillips, Senior Director of Global Workplace Solutions  
F5 Networks

# MultiCare Tacoma General Inpatient Pharmacy Renovation

Photo by Cleary O'Farrell Photography

To accommodate new standards from the Washington State Department of Health, Sellen worked alongside MultiCare and CBRE to complete a phased renovation to the compounding pharmacy for Tacoma General Mary Bridge Children's Hospital. The project team worked closely with hospital staff to complete major upgrades to mechanical and electrical infrastructure and split the project into phases to ensure the pharmacy remained fully operational and accessible for patients during construction. Several system shutdowns were required to large portions of the campus to support this work. Sellen's team carefully planned these activities with the hospital to minimize impacts to patient and staff.

The first phase of the project, the new Mary Bridge pharmacy, wrapped up in late 2020. The new space includes an ante room and positive buffer room to ensure pristine air quality in the clean rooms where pharmacy staff prepare medications for patients. An intercom system was installed in the clean room areas to allow pharmacy staff to easily communicate with those working inside the airtight room. The second phase will be completed in 2021. ➤



“Completing a project like this in a new environment, where we were facing COVID-19 cases for the first time required patience, flexibility and strong collaboration between both parties.”

– Neal Cho, Director of Mary Bridge Children's Hospital Pharmacy  
MultiCare Tacoma General

**Owner**  
MultiCare Health System

**Architect**  
Mahlum Architects

**Location**  
Tacoma

**Size**  
2,947 SF

**Completed**  
June 2020

# Woodland Park Zoo

## 1899 Grove

Photo by Cleary O'Farrell Photography



Sellen partnered with Woodland Park Zoo to renovate the 1899 Grove building. The project's scope included a complete renovation of the existing space for the building's new food vendor, Levy Restaurants, to serve up delicious meals and snacks for visitors and families. Sellen's Special Projects team refreshed an existing coffee bar into a grab-and-go concession stand, upgraded an existing pizza concession area, and completed a variety of upgrades to the kitchen facilities. The refreshed space includes improved lighting and ventilation systems; acoustic treatments and flooring upgrades; updated bathrooms; and new tables and chairs. With the renovation, the zoo's visitors have the perfect spot to take a break and grab a snack in between exhibits. In addition, the 1899 Grove serves as the zoo's primary interior rental space for parties, weddings and corporate events.

"The fresh new look of our 1899 Grove is functional and elegant, serving both our daytime casual dining and providing an intimate romantic setting during the evenings," said Toni Godwin-Sells, senior director of grounds operations and events at the Woodland Park Zoo. ➤

**Owner**  
Woodland Park Zoo

**Architect**  
MIG

**Location**  
Seattle

**Size**  
9,284 SF

**Completed**  
2020

"The fresh new look of our 1899 Grove is functional and elegant, serving both our daytime casual dining and providing an intimate romantic setting during the evenings."

– Toni Godwin-Sells, Sr. Director of Grounds Operations & Events  
Woodland Park Zoo

# Committee for Children: Q&A with CEO Andrea Lovanhill

Photography by Ryan Warner Photography



Committee for Children is a nonprofit that focuses on empowering children through social-emotional learning curriculum. Its programs aim to teach children valuable skills that create an impact on the way they interact with those around them. Through its curriculum, the Seattle-based nonprofit reaches over 20.5 million children each year around the world.

**T**he Committee for Children and Sellen's partnership began in July 2018 when Sellen began work on an 18,000-square-foot interior renovation for the organization. Located in Seattle's Belltown neighborhood, Sellen Special Projects transformed a dark and outdated office environment into an open and welcoming workspace for its employees to conduct the organization's important work.

In September 2019, the Special Projects teams returned to help the Committee for Children expand its offices into another floor. The expansion gives the organization an additional 9,000 square feet from which to further its mission.

We recently had a chance to chat with the new CEO, Andrea Lovanhill. After 13 years with the organization, Lovanhill was officially named the CEO in January.

**Q:** What makes the Committee for Children a unique nonprofit in Seattle?

**A:** Committee for Children has been headquartered in Seattle for over 40 years. In that time, we've grown from a grassroots nonprofit to a global leader in research-based social-emotional learning curricula. In a region that is heavily focused on technology, we've remained steadfast in our commitment to championing social and emotional competence. And when it comes to educating the whole child, Committee for Children does it all, which is rare compared to others in our industry. We are focused on systemic impact. To that end, we conduct research; run our own SEL-focused innovation lab; advocate for policies and legislation that advance safe and supportive learning environments; and develop research-based social-emotional learning programs for schools and resources for families. We do all of this to help every child thrive emotionally, socially and academically, something we know is more important now than ever.

**Q:** How has the Committee for Children changed over the past 40 years?

**A:** Our story began in 1979 when two cultural anthropologists at the University of Washington determined that child sexual abuse often led to sex trafficking in adulthood — and they decided to do something about it. Our founders, Dr. Jennifer James and Dr. Debra Boyer, created Talking About Touching, a program designed to empower children to recognize, resist and report sexual victimization. Over the past four decades, we've broadened our scope to child protection and bullying prevention resources, as well as our flagship social-emotional learning program, Second Step. And we're proud to say that we are now the largest provider of social-emotional learning programs to schools, reaching more than 20.5 million children each year.



**Q:** Can you explain why the Committee for Children's mission is important and why people should get involved?

**A:** 2020 has been a year of change for everyone around the world, both personally and professionally. Change is difficult, but we know that's when social-emotional learning is needed the most. Combating the long-term effects of the pandemic will require a systemic approach that involves whole communities. We believe social-emotional learning is a key part of that approach. People with strong social-emotional skills are better able to cope with everyday challenges and unexpected disruptions. From practical problem-solving to emotion management and more, social-emotional learning provides a foundation for positive, long-term effects on children, adults and communities.

**Q:** Sellen Special Projects has completed interior renovations for the Committee for Children – how does the new office configuration serve the organization?

**A:** Our new office space is lovely. The new configuration allows for more connectedness and cross-office collaboration. Working in a field that focuses so much on relationship-building, it was wonderful to invest in a space that is conducive to building relationships within our organization. Even though we're working from home right now, our staff members occasionally set their Zoom backgrounds to images of our new office space because we appreciate the renovation and look forward to returning when appropriate.

**Q:** How can people get involved if they'd like to help Committee for Children?

**A:** We know that strong advocates are needed to positively transform the social-emotional well-being of children. And right now, there's a huge opportunity to rally together to create a positive impact at a crucial time for educators, students and families. I strongly encourage people to visit our website, [cfchildren.org](http://cfchildren.org), to learn more about our priorities, and sign up to receive advocacy updates, along with alerts on policies in motion that affect children's well-being. ➤

*To learn more about the Committee for Children and donate go to [www.cfchildren.org](http://www.cfchildren.org).*



*Committee for Children's Mission: To foster the safety and well-being of children through social-emotional learning and development.*

**Owner:**  
Committee for Children

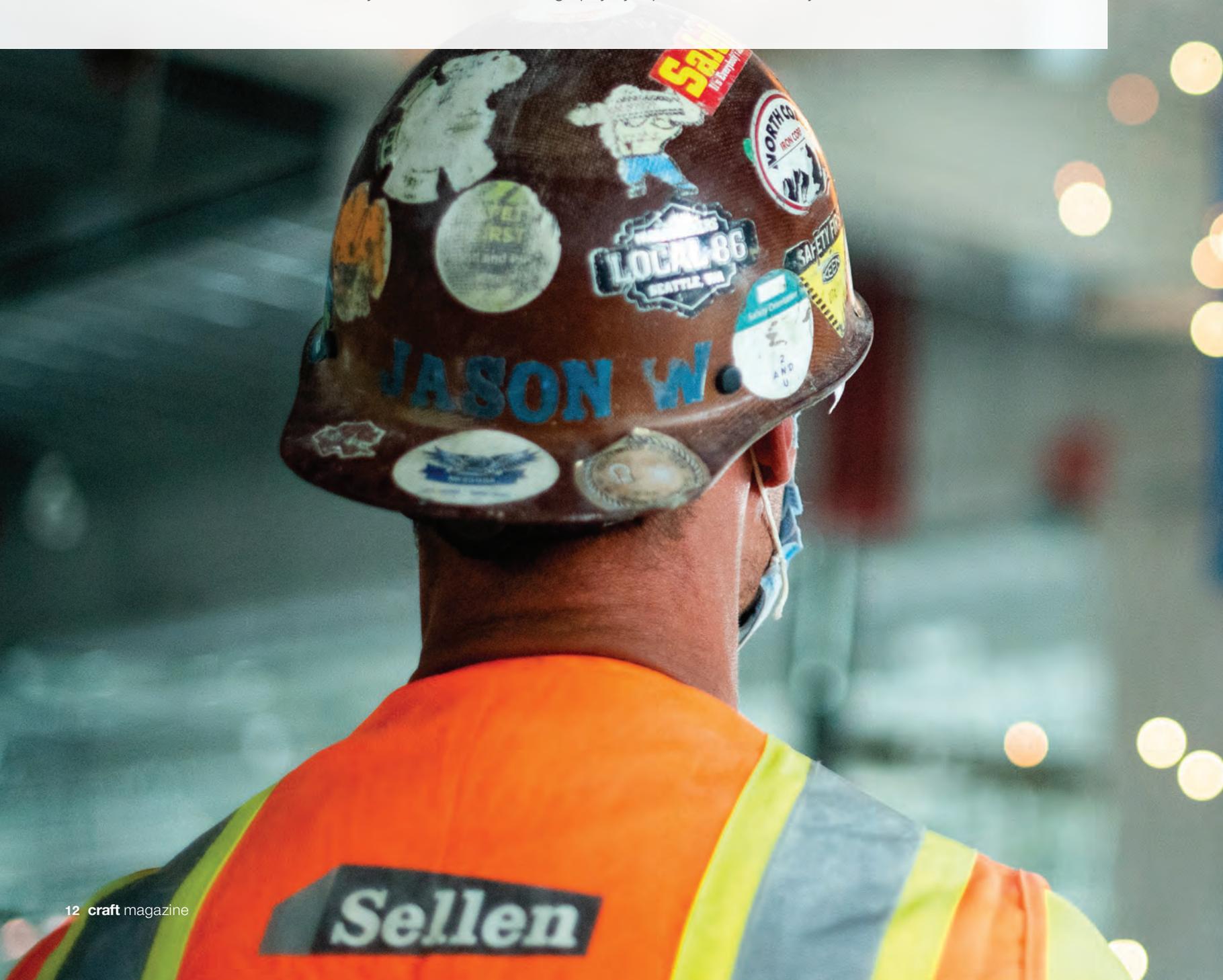
**Architect:**  
Burgess Design, Inc.

**Size:**  
18,000 SF

/// FEATURE

# Building COMPASSION

By Connor Davis • Photography by Kip Beelman and Benjamin Benschneider



**A**lmost everyone has a Seattle Children's Hospital story. Within each of these stories — which often originate in times of great anxiety and uncertainty for parents or loved ones — is a moment of realization and appreciation for the incredible level of care provided by Seattle Children's and the magnitude of its impact on the health of our community. For some, these experiences live on as a heartfelt appreciation for Seattle Children's, which is consistently ranked among the top pediatric hospitals nationally. For others, including many at Sellen, it's the beginning of a lifelong journey to support the institution in any way they can.

Sellen has been fortunate to build projects with Seattle Children's for more than two decades, completing large-scale expansions, infrastructure upgrades and interior renovations. Throughout the years, Sellen's crews have had a unique vantage point, working inside the hospital and building new spaces next door under the watchful eyes of patients, families, doctors and nurses. Many on the construction team have found it deeply moving to work in such close proximity to healthcare professionals who have committed their lives to providing care for the most vulnerable members of our community.

These experiences have inspired Sellen's teams to go the extra mile to make even one child smile; to push through the late nights, weekend work and challenging moments to build critically important spaces for those in need; and to forge lasting commitments that extend far beyond the boundaries of the job site.

## Committed to the Mission

Sellen's Seattle Children's story dates back to 1999, when crews began work on four large projects on the main campus in the Laurelhurst neighborhood, including two large expansions to the hospital, a parking garage and a nearby administrative building. And while Sellen had built many large-scale healthcare expansions in the region since opening for business in 1944, it quickly became apparent that these projects would present new challenges requiring creative solutions.

"I had worked on other healthcare buildings, but not specialized pediatric facilities," said Sr. Project Manager/Seattle Children's Lead Dave Scalzo, who helped lead the team on these early projects in 1999 and has played an integral role on every Sellen project at Seattle Children's since. "When you walk around the campus and take a look around, you see parents and children in really difficult situations coming from all over the region to get specialized care. It challenged all of us on the construction team to do everything we could to improve the lives of those kids and build a great facility where they could receive care."

Sellen's team quickly introduced themselves to hospital staff and nearby residents in Laurelhurst, listening to their needs to inform the project's schedule and site logistics. Working on any active healthcare campus — let alone one nestled in a quiet residential neighborhood like Laurelhurst — required the team to carefully plan every activity to minimize construction impacts and ensure the safety of everyone nearby. And while these challenges were significant, the team knew from the outset that they paled in comparison to those faced by the doctors, nurses and patients in the hospital.

"Every project has its obstacles, but Seattle Children's mission really breathes new life into the team to find that extra gear and solve those challenges for the people we're building these spaces for," said Sr. Project Manager Shanna Dennis, who is currently leading Sellen's team on the 330,000-square-foot Seattle Children's Building Care expansion. "There's a level of grit and determination here unlike anything I've seen before."

From the very beginning of the relationship with Seattle Children's, Sellen's team established a guiding doctrine that carries on more than 20 years later: plan and execute every construction activity as if your own family members were receiving care within the hospital. This mentality is more than a hypothetical situation for many of the mothers and fathers, brothers and sisters, aunts and uncles, and grandparents who have worked on a construction project at Seattle Children's over the years.

On a recent upgrade of Seattle Children's infrastructure within the existing hospital, Sellen's team completed its standard, months-long planning effort to ensure there would be no major impacts to the patients and staff. The project would require the hospital to temporarily transfer to its secondary power system — a process that needed to be carefully planned for the safety of those inside.

"Months before, I remember talking with the team about how we needed to treat this as if our own kids were in the middle of surgery when the crossover to secondary power happened," Dennis said. "As it turned out, my kid was the one receiving treatment during the activity. I was wearing a patient badge that day — not my Sellen badge — but I will never forget how seamless it felt from that perspective, and the way Seattle Children's staff took care of me as a parent. I was so proud of Sellen's team for how comfortable and safe they made everyone feel."

Many people on the construction team have similar stories, further reinforcing an already strong belief in the importance of the work they're doing. This holds true for both the large expansion projects like Building Care, and the smaller interior upgrade and renovation projects. These fast-paced interior projects

are critically important and frequently require working through early mornings, late nights and weekends to get the job done. While this work can be challenging, the skilled project managers, superintendents, foremen and field crews doing the work on a daily basis take tremendous pride in delivering world-class healthcare facilities for families in the Puget Sound region and beyond.



ABOVE: Exterior and interior of the Friends of Costco Building



**Building Care  
(New Ongoing Expansion)**

- 310,000 square feet
- Eight new operating rooms
- Two catheterization labs
- 20 inpatient rooms



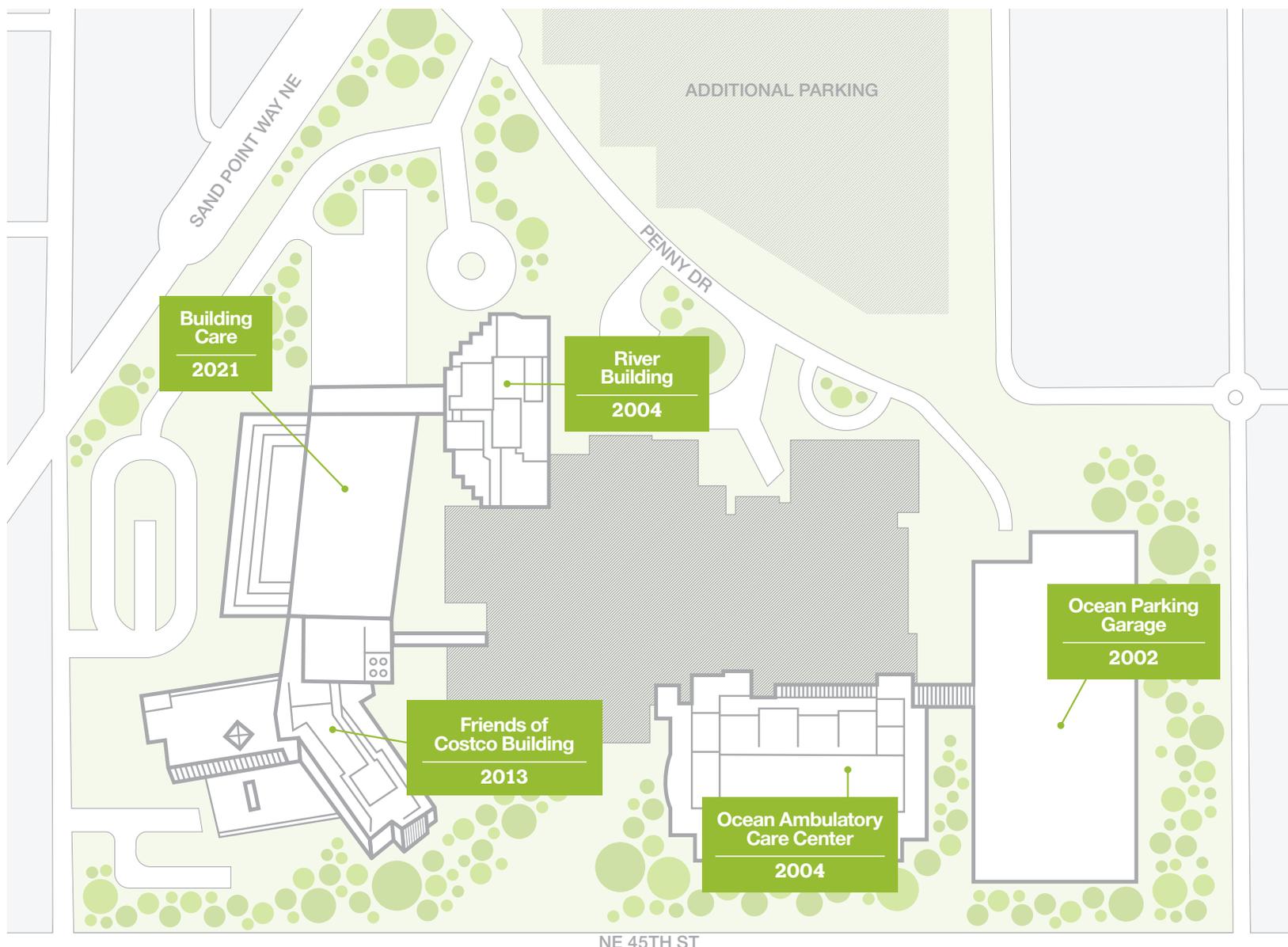
**Friends of Costco Building  
(Large Expansion Completed in 2013)**

- 325,000 square feet
- 196 rooms
- LEED Gold Certified
- 96% of construction waste recycled



**Bellevue Clinic and Surgery Center  
(New Clinic Completed in 2010)**

- 175,000 square feet
- One of the first projects in the country to use an Integrated Project Delivery (IPD) tri-party process
- LEED Gold Certified





### Philanthropic Support

While crews were wrapping up work on the River Building Expansion in 2004, Scott Redman, Sellen's president at the time and current CEO, embarked on his own journey with Seattle Children's, sparking a lifelong passion for supporting the organization through volunteerism and philanthropy. After the project was complete, Scott was invited to join the Seattle Children's Foundation Board of Trustees.

"Scott represents the best of our community partners," said Doug Picha, president of Seattle Children's Foundation. "We are deeply grateful for our enduring relationship with Scott and Sellen. From every dollar contributed, to each Sellen employee on the hospital job site taking extra time to wave at a patient, you are furthering Seattle Children's mission to provide hope, care and cures to all children."

Redman's involvement on the board, where he would serve three consecutive three-year terms, introduced him not only to key leaders within Seattle Children's but also to leading pediatric health experts around the country, who detailed the status of pediatric cancer research and the critical challenges faced by Seattle Children's peers. A relationship that had started during a construction project quickly grew into something entirely different.

"Seattle Children's is an easy place to fall in love with — the work they do, the kids and families they serve, and the amazingly capable way they handle the most difficult situations — all of it is so inspiring,"

Redman said. "Once you get involved, you can't really step away from the mission. It's easy to spend time helping them in any way that I can."

Several years ago, Redman had the opportunity to join members of Seattle Children's executive leadership team on a tour of a pediatric clinic in San Francisco, where healthcare professionals were focused on treating children from underprivileged communities who had endured traumatic early years. The visit to the clinic in San Francisco helped the hospital begin to think through the future of the Odessa Brown Children's Clinic (OBCC), a fixture in Seattle's Central District that provides critical access to healthcare for historically underserved communities. The clinic was already doing great work, but it needed to expand in order to improve accessibility for its patients and continue to serve the growing needs of the community.

At the time, Seattle Children's had started planning "It Starts With Yes: The Campaign for Seattle Children's." This was the largest campaign in its history aimed at enabling the organization to expand the services it provides to children and families in underserved communities. Building a second OBCC location became a key initiative of the campaign. As one of the campaign's five co-chairs, Redman was passionate about supporting the clinic and providing equitable access to healthcare for the communities it served.

"Over the years, through my involvement with Seattle Children's, I saw that some folks had easy



**BORN IN ARKANSAS IN 1920, ODESSA BROWN** moved to Chicago during the Great Depression.

While she was there, she experienced health problems and sought medical care from a local hospital, where she was turned away.

*"I am Black and poor, but I will leave in peace so that I can keep my dignity,"* Brown reportedly said to hospital staff.

She later moved to Seattle and became a community organizer in the midst of the civil rights era. Her experiences from her youth inspired her to fight to bring quality healthcare with dignity to children in Seattle's Central District. While Brown sadly died of leukemia in 1969 at age 49, her legacy and community impact lives on at the Odessa Brown Children's Clinic, which opened the next year in 1970.

Since then, the clinic has grown into a comprehensive facility, offering patients medical, dental, mental health and nutrition services. Its mission remains the same: to promote quality pediatric care, family advocacy, health collaboration, mentoring, and education in a culturally relevant context.

### FOUNDED IN 2016, THE SELLEN COMMUNITY FOUNDATION'S

mission is to improve the lives of those around us through leadership, engagement, partnership and investment. The Foundation is focused on supporting:

-  Arts and Culture
-  Health and Human Services
-  Industry Advancement and Pre-Apprenticeship Support
-  Environmental Stewardship

In 2020, the Sellen Community Foundation provided \$341,000 to local nonprofits in grant funding and Dollars for Doers, a program that provides Sellen employees with the opportunity to request support for organizations with which they volunteer.

access to healthcare, but I also saw so many that didn't get those same chances," Redman said. "In OBCC, Seattle Children's had this gem within the larger constellation of the organization, run by truly incredible leaders.

"There was a great need there, and we thought if we made it a little bigger, the impact could be felt in the communities where it's needed most."

The Sellen Community Foundation made a \$500,000 contribution to the campaign, directed specifically toward the OBCC. Support from the Sellen Community Foundation and countless others led to the planning of a new, 35,000-square-foot OBCC located adjacent to the Othello Link light rail station, providing easy access to mass transportation for patients and families.

"Our families are traveling farther and farther to get to us, but they continue to come to us because of the trusting relationships we have established and the holistic care models that we wrap around the entire family," said Arlesia Bailey, Sr. Director, Community & Health Development at OBCC. "OBCC Othello builds on the things we already do well and provides space to better integrate our medical, mental health, dental,

nutrition and basic social needs care models ... We will measure our ideas and take our learnings to inform how to provide even better care to our deserving community."

The new clinic, currently under construction by another local builder, will be completed in 2021 as part of the "Othello Square" development, a community hub that will provide the neighborhood with mixed-income housing, an early learning center, an economic opportunity center, and a charter high school. The funds also enabled the renovation of the existing OBCC in the Central District, allowing it to improve its service to patients for many years to come.

### Contributing to the Legacy

Whether it's through hard work on the job site or passionate philanthropy and volunteerism, everyone who has had the opportunity to contribute to the Seattle Children's story over the years understands that they are now part of something greater — a legacy of helping families in need that dates back more than a century and that will endure for generations to come. ➤

"Seattle Children's is an easy place to fall in love with – the work they do, the kids and families they serve, and the amazingly capable way they handle the most difficult situations – all of it is so inspiring."

---

– Scott Redman, CEO  
Sellen Construction



### Waldo and Dora on the Job

When Sellen's team started work on the River Building expansion in the early 2000s, they knew they would have an eager audience looking down on them from the hospital next door. Seeking a creative way to brighten the days of families going through challenging times, the team came up with an idea: a real-life version of *Where's Waldo?* Each day, a member of Sellen's project team placed a manikin dressed like the iconic character in a different location on the job site for kids to find. Waldo proved to be very popular with the hospital's patients and made his triumphant return several years later for the Friends of Costco Building expansion.

When the time came to begin work on Building Care, the next major expansion to the hospital, another legendary children's character made her debut on the job site: Dora the Explorer, the titular character from Nickelodeon's long-running television show. Like Waldo, Dora was moved each morning to a new location on the jobsite for the children next door to find. Sellen's team enjoyed hiding Waldo and Dora just as much as the patients at the hospital liked finding them each day.

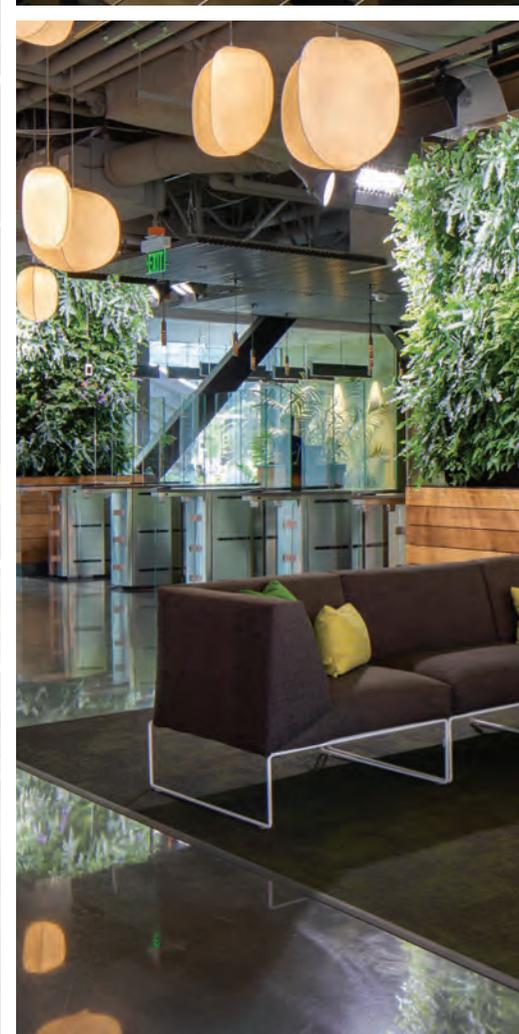


*You can donate to It Starts with Yes: The Campaign for Seattle Children's. Visit [SeattleChildrens.org](http://SeattleChildrens.org) to say "YES" to hope, care and cures for kids.*

/// PICTORIAL

# AMAZON *re:Invent*

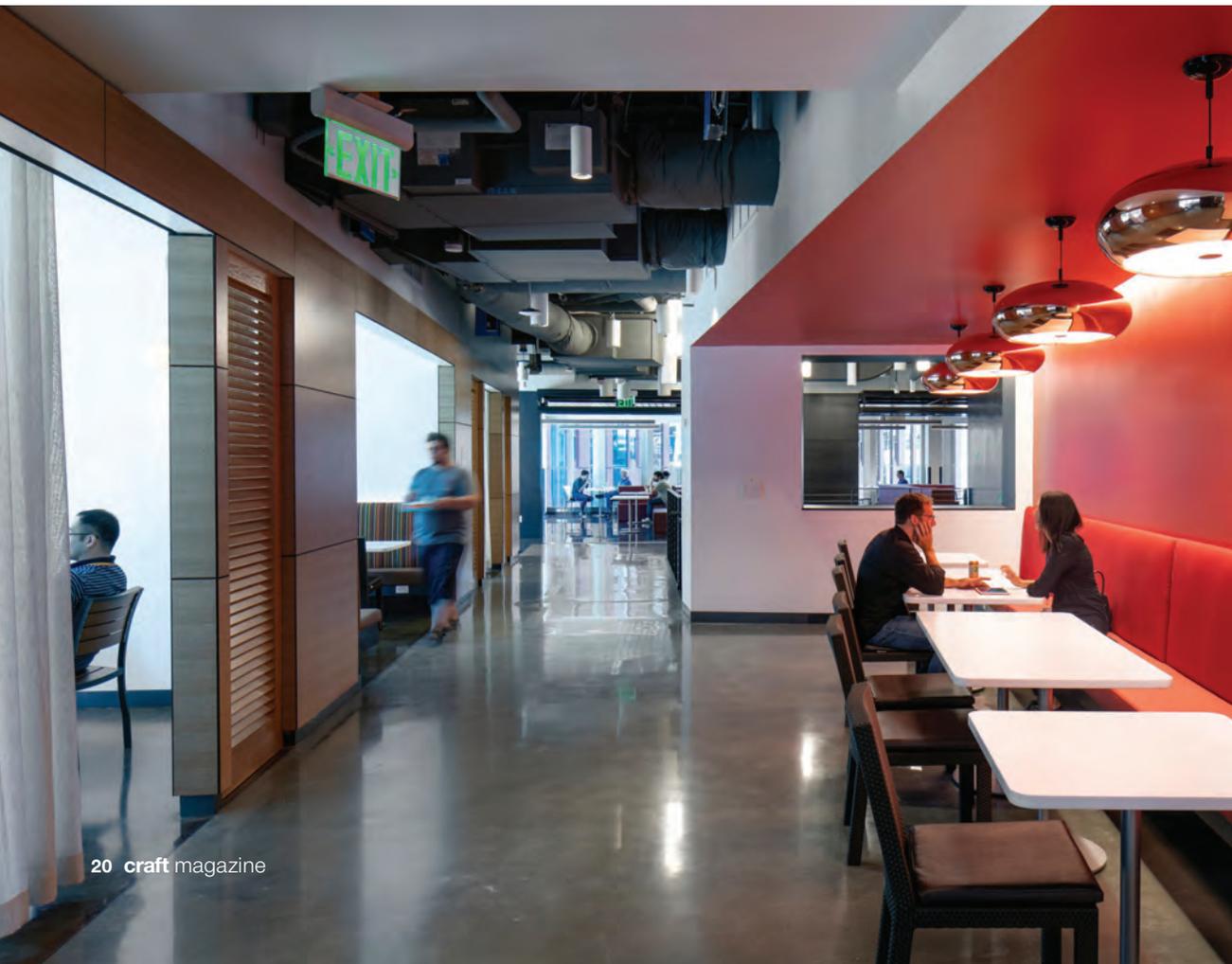
Photography by Sean Airhart





**T**he re:Invent building, formerly known as Block 20, is the third high-rise office tower completed by Sellen at Amazon's Rufus 2.0 campus in the Denny Regrade area. Sized at just over 1.5 million square feet, re:Invent and its two, 37-story siblings — Doppler and Day One — have reshaped the Seattle skyline and its downtown office landscape. After three years of hard work, planning and dedication to ensure the success of the project, the team completed re:Invent in October 2019.

Similar to Day One and Doppler, the re:Invent tower stands 37 stories tall, with six stories of underground parking, as well as more than 1 million square feet of office, retail and meeting space and an adjacent mid-rise tower. Levels two through four are dedicated to the Center of Energy, which contains multiple meeting rooms, coffee bars, interactive breakout spaces and two roof decks for employees. At the ground level, the plaza includes several unique art installations and an intricate water feature. The remaining lower level spaces are filled with retail tenants, food services, a coffee shop and a child care center. ➤



**960 ILLUMINATING LIGHT SWITCHES** that can be used to write a message or draw a picture



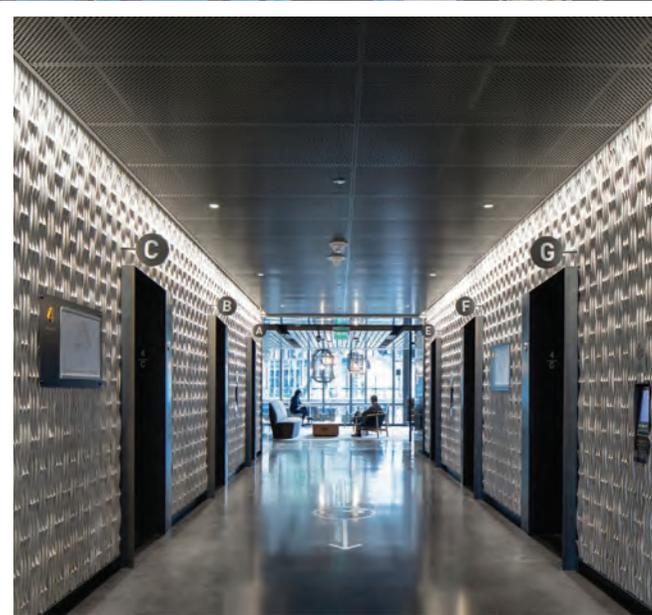
**6-FOOT CLOCK** in the lobby that counts down to re:Invent Day, Dec. 2



**365 QUOTES** displayed on the clock (a new quote each day)



**1,312 RUBIK'S CUBES** used to create a graphic featured in the tower



IMAGES: Amazon re:Invent

/// MEET THE EXPERTS

# Community Heroes

Serving the community has been at the heart of Sellen's company culture since the day we opened for business in 1944. The ways we give back, however, have changed and grown immeasurably over the decades. Today, our philanthropic spirit is stronger than ever, thanks to the incredible efforts of the people here at Sellen. We spoke with three team members at Sellen to learn how they are mentoring the next generation of our industry, serving the Puget Sound community, and improving the lives of others here, and around the world.



**Mike Thomason**  
Superintendent  
*With Sellen Since 1996*

In 2008, Mike Thomason — a foreman at the time — was asked by his superintendent at Sellen to volunteer with Habitat for Humanity, a nonprofit organization that helps to provide housing to families in need. This small request would be the first step toward more than a decade of giving back to multiple organizations in his community.

The organization was working on the beginning stages of a housing project in Seattle's Rainier Vista neighborhood at the time. Thomason and others at Sellen were there to help Habitat and its other volunteers pour the foundation.

"My superintendent told me, just go out there and do what you do to help them make this happen," Thomason said. "I had so much fun and got so much out of it that I just kept coming back."

In just one weekend, Thomason used his experience of running efficient job sites at Sellen to help Habitat complete work that would typically take its volunteer groups more than two weeks. Later, Thomason was able to return and see the impact of his volunteer work when he attended a "key ceremony," when Habitat presents residents with keys to their new homes — many of whom had never before had a home to call their own.

He has continued to volunteer with Habitat over the years, often bringing others at Sellen and his family along to help. Several years ago, Mike connected with another organization doing great work in the community: Cancer Pathways, a Seattle nonprofit that provides support services to families touched by cancer.

"Cancer Pathways keeps thanking us for the work we are doing, but really, they are superstars, and we're lucky we get to hang around with them," Thomason said. "Once I got involved with them — helping them complete a room remodel, fixing doors and simple maintenance stuff — I felt like I needed to do more."

On a recent project with Cancer Pathways, Thomason got the whole family involved. His two sons completed demolition work and installed cabinets, while his wife helped with painting — all on their wedding anniversary.

"The folks at Cancer Pathways gave me a hard time about bringing my wife out to help on our anniversary, but I made it up to her with a nice night out on the town at Cancer Pathway's fundraising gala a little later," Thomason said.

Today, as a superintendent at Sellen, Thomason is focused on inspiring the next generation. He recently organized a volunteer event with a large group of Sellen engineers at Cancer Pathways, hoping to spark a passion for community service.

"I think about community the same way I think about my neighborhood — you always want to help your neighbor and be there for them when times are tough. Community is just a bigger neighborhood," Thomason said. "If you want to make a difference, don't complain — just jump in and help out." ➤



"I think about community the same way I think about my neighborhood — you always want to help your neighbor and be there for them when times are tough."



## Kalin Magruder

Project Manager

*With Sellen Since 2015*

Project Manager Kalin Magruder had an early introduction to construction, working alongside her stepfather – a foundations contractor – in high school and college. This experience would prove to be the beginning of a lifelong love for the industry and a drive to advocate for construction as a meaningful, lucrative career for young people from all walks of life.

“Many students believe that college is the only path to a meaningful job, and that’s just not the case,” Magruder said. “I want to help change the conversation and help students discover options in the construction industry that use their talents and provide them with stability in their careers.”

Today, Magruder is a project manager on Sellen’s Special Projects team supporting critical interior renovation healthcare projects at Seattle Children’s Hospital. With a passion for construction that extends beyond the job site, she started looking for ways to give back and share her industry knowledge. Based on her experience, she feared many students may not understand how their skills and interests could be applied to a role in construction.

To help influence change, Magruder joined the Associated General Contractors of America’s (AGC) Tomorrow’s Construction Workforce Today (TCWT) board to increase awareness of construction career pathways and the diversity of opportunities available. The board is working to support existing pre-apprenticeship programs, such as ANEW and Sawhorse Revolution, and encouraging high school curriculum updates through the Washington State Office of Superintendent of Public Instruction (OSPI).

Through her work with OSPI, she is supporting efforts to develop a new high school curriculum that offers an alternative path to earning a diploma. The program is designed to offer students an opportunity to achieve their graduation requirements through courses that offer practical applications, such as welding or woodshop, in place of Algebra 2 or Physics. Reintroducing these courses provides a more inclusive learning option for students that benefit from being able to build something tangible. The curriculum also includes a focus on building strong communication skills. To help representatives from the OSPI understand the importance of these changes, Magruder invited them to join her on a job site tour and shadow her throughout the day.

“My investment feels so small,” Magruder said, “but seeing the impact it can have on the back end to influence policy change is inspiring and feels great.”

She continues to work closely with the AGC as it continues its efforts to build construction curriculum into classrooms, even with the challenge of online learning. For Magruder, it’s all about exposure.

“Construction is a phenomenal career path, and I think a lot of young people miss that or have preconceived notions,” Magruder said. “I really want to change that, and education is a first step.” ➤



“My investment feels so small, but seeing the impact it can have on the back end to influence policy change is inspiring and feels great.”



## Salvador Arellanes

Sr. Project Engineer

*With Sellen Since 2015*

In 2017, as an aspiring engineer just months away from graduation, Salvador Arellanes had the opportunity to attend a career fair for multiple general contractors. One in particular caught his attention — but not for its construction expertise.

“Community was a core value for Sellen, and that stood out to me,” said Arellanes, a senior project engineer. “I wanted to see if they were serious, or if it was just talk.”

After relocating to Seattle to join Sellen, he quickly learned it was more than just talk, and it has since given Arellanes the opportunity to give back to the programs that helped him along his career journey.

For Arellanes, giving back started out by serving as a guest speaker at the Yakima Valley Technical Skills Center and mentoring students through the AGC Foundation. Through this work, he later became involved with mentorship and career exploration efforts with the ACE Mentor Program and Seattle Nativity School.

“After joining the Sellen team, I can honestly say that community has been a focus from day one,” Arellanes said. “Not only is Sellen vocal about improving our communities, but we also encourage employees to do their own outreach and help people out, which has been awesome.”

Arellanes enjoyed construction from an early age, helping his dad with projects and later signing up for woodshop class to follow his curiosity and explore how things are built. In high school, he enrolled in a program at Yakima Valley Technical Skills Center, where he could explore the construction industry both inside the classroom and on-site. Noticing his interest and passion, his professor offered him additional opportunities to visit job sites and meet people in various roles.

“Having these opportunities opened my eyes to what construction actually was and was a big step for me into the industry,” said Arellanes. “Having the mentorship and support of my professor set me on the track to where I am today.”

After completing a two-year degree in drafting from Yakima Valley Community

College, Arellanes was inspired to follow his curiosity and enrolled in the construction management program at Central Washington University (CWU), where he discovered Sellen at the career fair.

“Being a scholarship recipient at Central provided me with a boost to complete my degree. Ever since I’ve graduated, I’ve kept in touch with that group and asked how I can pay it forward to help other students,” Arellanes said.

CWU connected him with Seattle Nativity School, a science, technology, engineering and mathematics (STEM) middle school seeking to break the cycle of poverty through education. The school aims to close the widening achievement gap for underserved students in Central and South Seattle. Through assembly and classroom presentations, Arellanes has helped students understand the construction industry and the different kinds of career paths that could align with their interests.

“Seattle Nativity focuses on kids that may be facing a hardship in their childhood,” Arellanes said. “I want students to understand their education and career are not a straight line to an end goal. By sharing my story and journey, I hope they can start to imagine a path that is right for them and start working toward it.”

Additionally, as an AGC Foundation mentor for the past three years, Arellanes has worked one-on-one with students to help them explore their options in the industry. For example, when a mentee expressed an interest working in drywall similar to her family, Arellanes helped her understand not only the pathway to that role but also shared a number of similar roles that were available to her. Arellanes has also returned to CWU’s campus to help recruit new talent for Sellen.

“I’ve enjoyed finding success in my career, but what has been more impactful and rewarding is being able to bring people into the industry that may not have known about it,” Arellanes said. “The AGC Foundation opened so many doors for me, and now it’s my turn to give back and help give that boost to others.” ➤



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“I want students to understand their education and career are not a straight line to an end goal. By sharing my story and journey, I hope they can start to imagine a path that is right for them.”

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# Equal Access = Thriving Communities



ANEW is the oldest, continuously running pre-apprenticeship program in the nation. We are focused on building equity and inclusion in the construction industry for women and people of color, because we know that a thriving community is a diverse one where everyone has equal access to family wage careers.

We work hard to improve people's lives by providing quality training, employment navigation and support services for construction careers, and we have proven success for training people to enter the construction industry.

**When you donate to ANEW, you help to change lives.**



**Donate or learn more at [anewaop.org](http://anewaop.org)**

# Creating Change, One Apprentice at a Time

ANEW's pre-apprenticeship program breaks down barriers  
to build up our industry for generations to come.

By Hillary Schneider & Amanda Erickson • Photography Courtesy of ANEW



“Our work is vital right now because economic justice is critical if we’re going to get anywhere with racial justice.”

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– Karen Dove, Executive Director  
ANEW

**K**aren Dove's goal is for each ANEW graduate apprentice who walks onto a job site to be noticeably different from other apprentices — in a positive way.

“My hope is that when an ANEW grad goes to a job site, they will be ready to be put to work, have a positive attitude, and be someone that the company can invest in for the long run,” said Dove, the executive director at ANEW.

ANEW is the oldest, continuously running pre-apprenticeship program in the nation with a proven successful reputation for training people to enter the construction industry. Sellen has had the opportunity to partner with ANEW since 2015.

“ANEW is really dedicated to its mission, and it brings a level of professionalism to its work. It's truly inspiring,” said Tim McKey, Sellen's COO of Field Operations. “Pre-apprenticeship programs are a win/win for our industry and community.”

ANEW started in 1980 in an effort to get more women into the construction trades by providing quality training, employment navigation and supportive services. Since then, its program has evolved to focus on increasing engagement and retention for both people of color and women.

ANEW apprentices go through the program in cohorts. What starts as an ANEW information session with nearly 1,000 attendees eventually transitions into cohorts of 25 students who study math, construction skills, emotional intelligence, and other subjects in preparation for work in the trades. ANEW also offers support services before, during, and after the pre-apprenticeship program to ensure students have guidance throughout their journey and help eliminate any barriers to future employment.

With a focus on equity in its work, Dove's hope is that people understand that racial justice can't be solved without economic justice. More opportunities for all people to make family wages — through learning a trade in the construction industry, for example — can have a positive impact on other social systemic issues.



“If we lean into creating a more equitable environment for all people, our industry will benefit from a stronger, more diverse workforce.”

– Tim McKey, COO – Field Operations  
Sellen Construction

“With less systemic barriers to entry, more women, single parents, Black Americans and other people of color can get into construction jobs,” Dove said. “Our work is vital right now because economic justice is critical if we’re going to get anywhere with racial justice.”

Sellen and ANEW’s partnership has taken many forms over the past five years, as Sellen has sponsored its annual Diversity and Inclusion Summit, as well as other similar events that increase ANEW’s exposure in the industry and community. Sellen has also contributed in-kind services and equipment to ANEW over the years — from providing annual OSHA 10 training programs for students, to gifting a truck for project work, and over \$6,000 of gently used technology tools to help facilitate educational needs.

More recently, Sellen and the Sellen Community Foundation have strengthened our partnership with ANEW. In response to the pandemic, in April 2020 the Sellen Community Foundation provided a \$5,000 grant toward ANEW’s Apprenticeship Opportunity Project (AOP). The AOP provides employment navigation and case management to any unemployed or employed apprentice who is in need of additional support, such as paying for union dues, tuition for math class, or buying work boots. The Sellen Community Foundation has also pledged \$15,000 over the next three years as a commitment to serving underrepresented populations and reducing their barriers into employment. Additionally, this year marked Sellen’s first annual fundraising campaign for ANEW, working in concert with our subcontractor partners to raise nearly \$105,000 — enough to fund a complete cohort of 25 students.

As a nonprofit, ANEW’s main focus right now is ensuring there is funding in place to support its students and services — a concern in our current and future economic climate. Its long-term goals are to increase its reach around the Puget Sound area, increase corporate partnerships and potentially launch an entrepreneurship program.

“At Sellen, we recognize the need to create opportunities for those underrepresented at all roles in our industry, and we believe there is room in the trades for everyone. If we lean into creating a more equitable environment for all people, our industry will benefit from a stronger, more diverse workforce.” McKey said. “Supporting ANEW and the vital programs it provides is one way Sellen is helping to drive this change.” ➤

To learn more about how you or your company can contribute to ANEW’s impactful work in our community, visit [anewaop.org](http://anewaop.org).



*“When I didn’t have the responsibility of being an active member in the armed forces,*

*accompanied with the tragic loss of my father, I was then left to my own devices of coping with reality. I turned to substance abuse to help ease the constant fog of depression and hatred for what I had become. Soon after, I was incarcerated in 2014, then released in April of 2018. Within the same month, I hit the deck running and immediately signed up for ANEW. I now have a solid career; I’m currently in the process of finally becoming a homeowner. I have an amazing life that I am so grateful for, and I could not have accomplished these things without the direction, knowledgeable intellect, patience, and compassion I received after completing ANEW. Thank you for giving me my life back!”*

– C. Aquino, 2018 ANEW Grad

# Q&A with Michael Greer, ArtsFund CEO

The pandemic closed the doors of theaters, museums, and other arts institutions across the country. We spoke to ArtsFund CEO Michael Greer, who joined the arts advocacy nonprofit June 2020, about COVID-19 and the importance of art in our communities.

Photo by Alabastro Photography



## How has COVID-19 affected the arts community?

COVID-19 has upended our sector and forced us to reimagine how we create, promote and deliver art in a post-pandemic world. Organizations have seen substantial human costs with layoff and furlough numbers at some of the highest levels of all industries. In addition, earned income has been slashed by as much as 100 percent for many organizations. That said, arts nonprofits have also seen increased philanthropic support, and their shift to a more digital platform has broadened the scope and the diversity of their audiences, donors and other stakeholder groups. The arts sector has been one of the most hard hit by the pandemic, but it is also poised to learn the most. Our goal, as a sector, is to reemerge from this experience more resilient, more equitable, and more connected to our communities than ever before.

## How can the arts help unite us as we strive toward racial equity?

Arts and culture has the ability to tell people's experiences and stories in a constructive manner. ... The arts play a very large role in relating individuals of different backgrounds with different experiences and different stories in a way that is constructive, so that if people do end up in a confrontational situation, they have some type of non-confrontational reference from which to engage with the other person. That is a very powerful way that arts and culture can be part of the healing and be part of helping to make some significant strides in the racial injustice that we continue to face with society.

## Why is it important to advocate for arts and culture?

The arts are an integral part of everybody's day to day. ... It's larger than just what you see on stage. I invite everybody out there to actively look for how the creative economy and arts impacts or intersects with your daily life ... because if you don't look for it, it can be easy to just let it pass over you.

One thing that I think COVID-19 is highlighting right now is what our world might look like without arts and culture, and also how much we rely on it in order to keep our peace of mind. It allows us to engage with feelings and emotions beyond words and beyond our traditional day-to-day interactions. ... Arts and culture are a way to express those feelings in a constructive and positive manner.

... We need to remind the public of that, and remind everyone of the many men and women that it takes to make the arts happen.

## If people are inspired to help, what can they do right now?

Reach out to your local arts and cultural organizations. ... The power really comes in individuals advocating for their own local organizations. Another part of this is to give — it's very important to give. These organizations are nonprofits — their mission is to serve their communities, not to make a profit. So please, if there is an opportunity in your world to give, then please do that. ➤



Photo courtesy of Spectrum Dance Theater, by Marcia Davis



Photo courtesy of Coyote Central, by Jessica Schwab



Photo courtesy of Seattle Art Museum, by Jen Au



ARTSFUND

# Make An Impact

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Photo courtesy of Museum of Pop Culture, by Christine Michelle

