

## Who We Are and What We Believe

Made In Washington was founded in 1984 by a Seattle couple who had the vision to showcase the work of local artisans and purveyors across a variety of products. Today, we continue this tradition, guided by the following mission and beliefs:



### — OUR MISSION —

To be the primary destination of locals and visitors alike, for gifts which celebrate the best of Washington state... our food, our art, our lifestyle.

### — OUR BELIEFS —

The foundation of our business concept is our merchandise... mutually profitable vendor relationships help us feature an ever-evolving mix of high quality, interesting, authentically Washington products.

Every customer deserves an experience that makes them want to return, and to tell their friends about us.

Attracting and retaining superior employees is critical to achieving the total customer experience we want to deliver.

Our owners deserve a return on investment that consistently meets or exceeds their expectations.

The first store opened at Seattle's Pike Place Market. Now, over 20 years later, our original store has been joined by others around the Puget Sound region:

Alderwood Mall  
425 771-3212

Bellevue Square  
425 454-6907

Pike Place Market  
(Post Alley)  
206 467-0788

SouthCenter Mall  
206 439-9683

Westlake Center  
206 623-9753



Importantly, we also have a high-growth direct-to-consumer business via our direct mail catalog and online store at [www.MadeInWashington.com](http://www.MadeInWashington.com). Finally, a Made In Washington store operates at Sea-Tac airport under a licensing agreement.

## What it's Like to Work Here

At Made In Washington, we take our work seriously, while having fun at what we do, selling artisan gifts with a truly local flavor. Our culture is one that rewards teamwork, initiative, and doing whatever it takes to thrill our customers.

**Training** – A key part of every manager's responsibilities is training of their team. Our training is a combination of on-the-job, centralized training sessions, and special events, such as tours of artisan facilities.

**Promotion** – We seek to promote from within wherever possible; our growth has consistently created new opportunities.

**Compensation** – For all positions, we seek to offer compensation competitive with similar retailers. Additionally, 100% of our employees participate in performance-based bonus plans. Our benefit plans include competitive health care and dental coverage as well as a Section 125 Flexible Spending Account, 401K program, vacation, company discounts and free salmon every week.

## What We Look For

For every position in our organization, we look for employees who share several common characteristics, along with the job-specific skills. We call these *Made In Washington's What Counts Factors for Success*.



*Made in Washington's  
What Counts Factors for Success*

- Character and integrity
- Team player
- Record of accomplishments and successes
- Works well in a small company environment
- Position-specific skills