## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

OMB Number: 3235-0287

Expires: January 31, 2005
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☐ Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934,

| Steele William W. Labor Ready, Inc. (LRW)  (Law) (First) (Middle) 2. IR-S. Identification Number of Regeneral Person, I far entity (Voluntity)  (Steel) 2. IR-S. Identification Number of Regneral Person, I far entity (Voluntity)  (Steel) 2. IR-S. Identification Number of Regneral Person, I far entity (Voluntity)  (Steel) 3. IR-S. Identification Number of Regneral Person, I far entity (Voluntity)  (Steel) 3. IR-S. Identification Number of Regneral Person, I far entity (Voluntity)  (Steel) 4. Steel Number of Original (Month/Day/Vear) (Cleck Applicable Line) (Cleck Applicable Lin | (Print or Type Res     | sponses)         |            | Section 17(a) of the<br>Section 30(h) | Public Utility ) of the Invest | y Holding Compa<br>tment Company | ny Act of 1<br>Act of 1940 | 935 or          |             |                   |   |  |                                     |  |
|--|------------------------|------------------|------------|---------------------------------------|--------------------------------|----------------------------------|----------------------------|-----------------|-------------|-------------------|---|--|-------------------------------------|--|
| Reporting Person, if an entity (voluntary)    Size   Current   Six   Country   Country |                        |                  |            |                                       |                                |                                  |                            |                 | 6.          | (Check all appl   | (Check all applicable)  |  |                                     |  |
| Scattle WA 98166  C(City) (Sinter) (Zip)  Table I — Non-Derivative Securities Acquired, Disposed of, or Henricially Owner (Instr. 3)  Amount (A) or Price  (Month Day Year) (Month Day Year)  (Month Day Year) (Month Day Year)  (Month Day Year)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owner (Ga.p. puts, calls, warrants, options, convertible securities)  (As a St. 56 1,000 D D  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owner (Ga.p. puts, calls, warrants, options, convertible securities)  (Month Day Year) (Month Day Year)  (Month Day Year) (Month D |                        |                  |            | Reporting                             | Person, if an                  |                                  |                            | /Ionth/Day/Year |             |                   |   | below)                                 |                                     |  |
| (City) (State) (Zip)  Table I — Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned  Table of Security  (Instr. 3)  2. Transaction Date (Instr. 8)  (Month/Day/Year)  (Month/Day/Year)  (Month/Day/Year)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, Or Dispos |                        |                  |            |                                       |                                |                                  | 5. If A                    | mendment,       |             |                   | (Check Applica X Form fil   | able Line)<br>led by One Reporting     | Person                              |  |
| Table I — Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned  1. Title of Security 2. Transaction Date (Instr. 3)  (Month/Day/Year)  2A. Deemed Execution Date, if any (Month/Day/Year)  (Month/Day/Year)  (Month/Day/Year)  2A. Deemed Execution Date, if any (Month/Day/Year)  (Month/Day/Year)  (Month/Day/Year)  (Month/Day/Year)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 3)  Table II — Derivative Securities Acquired, One of Derivative of Derivative of Derivative of Derivative of Derivative of Derivative Security  Table II — Derivative Securities Acquired, One of Derivative of Deriva |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   | One Re  | porting Person                         |                                     |  |
| (Instr. 3)  (Instr. 3)  (Instr. 8)  (Instr. 8)  (Instr. 8)  (Instr. 8)  (Instr. 3, 4 and 5)  (Instr. 4)  (Instr. 3)  (Instr. 4)  (Instr. 5)  (Instr. 5)  (Instr. 5)  (Instr. 6)   | (City)                 | (State)          | (Zip)      | Table I — Non-l                       | Derivative Se                  | curities Acquire                 | d, Dispose                 | d of, or Ben    | eficially O | wned              |   |  |                                     |  |
| Common stock 12/18/02 M 1,000 A 55.56 1,000 D  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)  Title of Derivative Security  (Instr. 3)  Title of Derivative Security  Code V (A) (D)  Date Exerciseble and Expiration Date (Instr. 8), Disposed of (D) (Instr. 8), A convertible Securities Acquired, Disposed of (D) (Instr. 8), Dispo |                        |                  | if any     |                                       |                                | on Code 4.                       | Disposed of                | of (D)          | a) or       |                   | Securities<br>Beneficially<br>Owned Following<br>Reported<br>Transaction(s) | Form: Direct<br>(D) or Indirect<br>(I) | Indirect<br>Beneficial<br>Ownership |  |
| FORM 4 (Continued)  Table II — Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)  1. Title of Derivative 2. Conversion or 3. Transaction Date Security Exercise Price (Month/Day/Year) if any (Month/Day/Year) (Month/Day/Year) (Month/Day/Year)  (Instr. 3)  Security Securities Acquired (A) or Disposed of (Derivative Securities)  Code V (A) (D)  Date Exprisable Date  |                        | (Month/Day/Tear) | (ivioliti) | Day/1ear)                             | Code                           | V                                | Amount                     |                 | Price       | -                 |   |  |                                     |  |
| (e.g., puts, calls, warrants, options, convertible securities)  1. Title of Derivative Security (Instr. 3)  2. Conversion or Security (Instr. 3)  3. Transaction Date (Month/Day/Year) (Instr. 3)  3. Transaction Date (Month/Day/Year) (Month/Day/Year)  3. Deemed Execution Date, if any (Month/Day/Year) (Month/Day/Year) (Month/Day/Year)  (Month/Day/Year)  Code V  (A) (D)  Date Exercisable and Expiration Date (Instr. 8)  Date (Month/Day/Year)  Exercisable Date   | Common stock           | 12/18/02         |            |                                       | M                              |                                  | 1,000                      | A               | \$5.56      |                   | 1,000   | D                                      |                                     |  |
| (Instr. 3) of Derivative Security (Month/Day/Year) Disposed of (D) (Instr. 3, 4, and 5)  Code V (A) (D) Date Expiration Exercisable Date   | Title of Derivative    |                  |            | Date 3A.                              | Deemed .                       | g., puts, calls, wa              | 4. Trans                   | saction Code    | tible secu  | rities)<br>Number | of Derivative   |  |                                     |  |
| Exercisable Date   |                        | of Derivative    |            | Year)                                 |                                |                                  | (Instr                     | Disp            |             | Dispose           | d of (D)  | Date (Month                            | Date (Month/Day/Year)               |  |
| Options (Right to Buy) \$5.56 12/18/02 M 1,000 7/2/02 1/2/12   |                        |                  |            |                                       |                                |                                  | Code                       | V               | (           | (A)               | (D)   |  |                                     |  |
|  | Options (Right to Buy) | \$5.56           | 12/18/02   |                                       |                                |                                  | М                          |                 |             |                   | 1,000   | 7/2/02                                 | 1/2/12                              |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |
|  |                        |                  |            |                                       |                                |                                  |                            |                 |             |                   |   |  |                                     |  |

| <b>7.</b>    | Title and Amount of Underlying Securities (Instr. 3 and 4) |   | 8.                     | Price of Derivative Security (Instr. 5) | 9.        | Number of Derivative<br>Securities Beneficially<br>Owned Following Reported<br>Transaction(s)<br>(Instr. 4) | 10. | Ownership Form of<br>Derivative Securities: Direct<br>(D) or Indirect (I) (Instr. 4) | 11. | Nature of Indirec<br>Beneficial<br>Ownership<br>(Instr. 4) |
|--------------|--|---|------------------------|---|-----------|---|-----|--|-----|--|
|              | Title  | Amount or Number of Shares                              |                        |   |           |   |     |  |     |  |
| Com          | mon stock  | 1,000   |                        |   |           | 4,000   |     | D  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
|              |  |   |                        |   |           |   |     |  |     |  |
| Expl         | anation of Responses:                                      |   |                        |   |           |   |     |  |     |  |
| /s/ Gary Koo |  |   | her                    |   |           |   |     | 12/19/02   |     |  |
|              |  | **Signature of Repor<br>Gary Kocher, Attorney in fact f | rting Per<br>for Willi | son<br>am W. Steele                     |           |   |     | Date   |     |  |
|              | Reminder: Report on a s                                    | separate line for each class of securities b            | benefici               | ally owned directly or indirectly.      |           |   |     |  |     |  |
|              |  | filed by more than one reporting persor                 |                        |   |           |   |     |  |     |  |
|              | ** Intentional m   | sisstatements or omissions of facts const               | itute Fe               | deral Criminal Violations. See 18       | U.S.C. 1  | 001 and 15 U.S.C. 78ff(a).  |     |  |     |  |
|              | Note: File three cop                                       | pies of this Form, one of which must be                 | manuall                | y signed. If space is insufficient, s   | ee Instru | action 6 for procedure.   |     |  |     |  |

11. Nature of Indirect Beneficial