



Effectual Acquires Five Talent



(L-R) ERIC RUDAN, PRESTON CALLICOTT AND TIM SELHORST
AT FIVE TALENT'S OPEN HOUSE AND RIBBON CUTTING ON
FEBRUARY 27, 2020 | PHOTO BY NATALIE NIEMAN

CBN Staff Report

Five Talent, a technology consultancy and custom software modernization and development firm headquartered in Bend, has announced that it is now an Effectual company — an innovative, cloud-first managed and professional services provider based in Hoboken, New Jersey.

The acquisition provides a powerful opportunity for both companies to combine expertise and deliver a full suite of services to customers on their IT modernization journey. "We've had many people approach us to acquire Five Talent over the years, but it was never a good fit. Lots of people wanted to buy us, but for the wrong reasons," said Preston Callicott, CEO of Five Talent. "Effectual really recognized the value we have built and the reputation we have for excellent application builds."

The two companies began working together as Five Talent clients needed help in maintaining the applications that were built by Callicott and his team. "As application developers, we have people who want us to manage their cloud infrastructure for them. We did it, but we were reluctant, because we are not a data center group," he said. "I started reaching out to several managed services providers (MSPs), including Effectual, to assist clients with this. Effectual's team came from well-known, first-class MSPs, so we started giving them small clients, and they did a great job. Then we started giving them bigger clients. We found that their cultures, morals and ethics matched ours perfectly." He added, "They are just good people. Working together over the past year, it is clear that the cultural similarities of our organizations and our complementary services provide customers with a complete solution for delivering successful business outcomes."

Callicott said the companies started discussing a deeper relationship last July,

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Idyllic Small Town Bands Together in Good Times & Bad

Prineville Spotlight — Pages 8-13

by RONNI WILDE — CBN Reporter



PRINEVILLE IS LOVELY AT SUNSET | PHOTO COURTESY OF THE PRINEVILLE CHAMBER OF COMMERCE

With all the chaos happening in 2020, there is a lot to be said for small-town life and living. As many people in large cities are discovering, when a crisis happens, it can feel much bigger when you live in an urban area.

While Central Oregon has certainly not escaped the COVID pandemic or the sting of the current protesting and racial tension, locals can safely attest that it feels safer and a little quieter here than in our country's larger counterparts, and

Prineville is a stellar example of what can go right in a small town when everything around us feels so wrong.

"This is a small community where we support each other. It's very different from the big cities, even Bend," said Kim Daniels, director of the Prineville Chamber of Commerce. "Although in the past there has been a feeling like Prineville may have been looked down upon by the larger neighboring towns, we have found that during this crisis, the way our community and local partners have come together to quickly support small

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Employment & Human Resources Pros Reflect on COVID-19 Workforce Landscape

by RONNI WILDE — CBN Reporter

In navigating the ebbs and flows of life during a pandemic, every industry has had to shift its way of doing business. Needs have changed, and in order to keep moving forward, businesses and employees have had to adapt very quickly to new requirements and demands.

Professionals working in the employment and human resources industry have had a bird's-eye view of the ever-changing workforce landscape. As those who keep tabs on who's hiring and who's not and fluctuating trends in the workplace, these pros have had to stay in the know throughout the entire shutdown, and now in the current phases of reopening.

"When COVID hit, it affected us just like everyone else. Being in the hiring and human resources business, we took a big revenue hit over the last couple of months," said Sam Lambert, vice president of Mid Oregon Personnel Services, Inc. "Most of our clientele had to lay people off, and when that happens, they generally start with their newest staff members. The people we have working for our



(L-R) MEMBERS OF THE COIC ADULT EMPLOYMENT AND TRAINING PROGRAM STAFF: DANA DUNLAP, JENNY PORFELY, TAMMY BANEY, MELISSA RODRIGUEZ AND DEANNA FENDER | PHOTO COURTESY OF COIC

clients on a temporary or temp-to-hire basis are oftentimes the first to go." He continued, "Many of our payroll and leasing clients had to shut their doors for a while. At the same time though, we have been very busy in different ways. We do more than just help our clients with hiring. We

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CBN is published the first and third Wednesdays of each month.

Subscriptions are \$35 for one year (\$40 for out of tri-county).

CBN is a division of Cascade Publications Inc. which also publishes the monthly Cascade Arts & Entertainment magazine, Book of Lists, Sunriver Magazine, Premiere Builders Exchange Directory, Bend-La Pine High Schools Fall & Winter Sports Programs and the Art & Wine Auction Program. Locally owned and operated since 1994.

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RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Pat Kesgard, CCIM, Dan Kemp, CCIM** and **Kristie Schmitt** represented the seller, **Burger King Corp.**, in the disposition of 1091 SE 3rd Street in Bend. Brokers **Russell Huntamer, CCIM** and **Peter May, CCIM** of **Compass Commercial Real Estate Services** represented the buyer, **Kendal Development Group**. The 3,275 SF restaurant on 0.94 acre sold for \$2,050,000.

Brokers **Dan Kemp, CCIM** and **Adam Bledsoe** of **Compass Commercial Real Estate Services** represented the buyer, **1533, LLC**,

Continued on Page 28 ▶

The High Desert Museum Opens June 17

Did you hear the news? The High Desert Museum is reopening to the public on Wednesday, June 17!

Admission capacity is limited and we are offering timed tickets for purchase online. Click here for more information. Tickets are for sale up to one week in advance. Once you're in the Museum, enjoy your visit at your own pace.

Wednesday will mark the public's first opportunity to see the new exhibition *Natural Wanderment: Stewardship. Sovereignty. Sacredness.*, which went up during our closure. Make the connection to Native America in the powerful images and stories from photographer Matika Wilbur.

Continued on Page 28 ▶

Important PPP Changes for Borrowers

Congress recently passed legislation to provide greater flexibility to Paycheck Protection Program borrowers. Here are a few of the important changes that may impact you:

- Extended covered period for loan forgiveness from eight weeks after the date of the loan disbursement to 24 weeks. This provides greater flexibility for borrowers to qualify for loan forgiveness.
- Lowered the amount of the loan that must be used for payroll costs from 75 percent of the loan

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CAT Rules Hearing Scheduled for June 23

In accordance with social distancing measures necessary during the COVID-19 pandemic, the public hearing for the second set of permanent rules for the Corporate Activity Tax will take place via conference call 9-11am Tuesday, June 23.

To participate in the hearing,

interested parties should call 541-465-2805 and enter the conference PIN 234470 when prompted. Those wishing to testify at the hearing will need to register beginning at 8:45am on the

Continued on Page 28 ▶

Central Oregon's Largest Horse Show, The Oregon High Desert Classics, Will Not Be Held This Summer

The Oregon High Desert Classics, Central Oregon's premier hunter-jumper show and J Bar J Youth Services' largest fundraiser of the year, will be cancelled in July. The organization had been working on plans for months, in coordination with U.S. Equestrian Federation, Deschutes County and the State of Oregon, to keep staff and participants safe. They were able to address numerous safety concerns and had the space to allow for six-foot social distancing on the 40 acre J Bar J Boys Ranch.

The hope was to hold the competition without spectators, allowing only staff and riders on the grounds. The guidance laid out in the state's Phase 2 COVID-19 opening restrictions however, allow only 250 people at an event, regardless



OREGON HIGH DESERT CLASSICS 2019 JUMPERS EVENT, JEFF CAMPF ON TENDER STAR | PHOTO BY EVA GILL, J BAR J YOUTH SERVICES

of the space available. This has made plans unworkable, and has pushed J Bar J Youth Services into the difficult

Continued on Page 28 ▶

Somewhere That's Green to Open New Location in Bend's Old Mill District

A leader in urban greenification in Central Oregon, the plant shop Somewhere That's Green has outgrown its current space and is opening a new storefront in Bend's Old Mill District. Somewhere That's Green will be located at 661 SW Powerhouse Drive, Suite 1301 (formerly Nashelle), and plans to open its doors to visitors in early July 2020.

"Bend has the sense of community, growing arts scene and expanding culture that we are looking for, and it truly supports local business owners," said owner John Kish. "Plants are good for the soul — they bring a sense of peace and purpose. When people visit us, we want them to experience this and leave knowing they can bring the same



JOHN KISH, OWNER OF SOMEWHERE THAT'S GREEN | PHOTO COURTESY OF SOMEWHERE THAT'S GREEN

feeling into their own space."

Somewhere That's Green has been providing plants, plant products and

Continued on Page 28 ▶



• FOR SALE •



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10 acre parcel in the proposed SE Area Special Planned District. Sale includes Bend Pet Resort, a profitable business, four industrial buildings and a single family residence. Adjacent 28.1 acres also for sale.

Contact **Al Eastwood**
541.350.0987

• FOR LEASE •



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Contact **Paula Van Vleck**
541.280.7774

• FOR LEASE •



\$1.25/SF/MONTH + NNN

Great 2620 SF retail space on Bend's Westside with good signage on a high traffic corridor. Open retail area with offices along the perimeter and storage in the back.

Contact **Bill Pon**
541.815.4140

• BUSINESS OPPORTUNITY •



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Contact **Meg Watkins**
541.530.1620



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Energy Efficiency Incentives

Free Professional Development Available During Pandemic

by CHRIS WILSON

Despite the difficult economic and human impact of COVID-19, the work of energy efficiency is moving forward, with free support available for many organizations across the state. Help is available from Energy Trust of Oregon and its network of contractors, including offers of educational resources, and incentives and rebates that put needed cash into Oregon industries and our communities as we rebuild.

Along with homeowners and renters, Energy Trust of Oregon also offers incentives and rebates that help municipalities, universities, schools, health care facilities, grocery stores, restaurants and many others make energy-efficient improvements to their facilities. The projects can vary widely, from updating HVAC, lighting, foodservice equipment and insulation to installing a solar array or even advising on the design and construction of a new building. The improvements help organizations use less energy and realize major savings on their utility bills. Depending on the projects, incentives can be as much as tens of thousands of dollars and offset much of the upfront costs of installation.

For example, Energy Trust is supporting several projects in central Oregon including the development and construction of new hotels in Bend as the community’s tourism industry continues to grow. Many upgrades do more than save energy. Some can increase safety, productivity and comfort.

Also underway are expanded, free opportunities for professional development and education in the energy efficiency field for a variety of professionals. Due to remote work during the pandemic, Energy Trust has moved all of its commercial training and education events online where some classes have seen a more than 60 percent increase in enrollment over last year. The events provide rare, free continuing education credits for engineers, architects and real estate professionals. The free courses build skills in

Commercial training and education events offer free opportunities for professional development and education in the energy efficiency field for a variety of professionals, providing rare, continuing education credits for engineers, architects and real estate professionals.


Oregon for professionals who can upgrade and increase the efficiency of our infrastructure, and offer valuable credits for professionals who must earn them to keep their licenses.

As an example, an upcoming online panel discussion will focus on creating new or turning existing buildings into net-zero buildings — or buildings that create as much energy as they use. This discussion will feature two projects from different regions in Oregon, including one that received nearly \$300,000 in incentives from Energy Trust. Go to energytrust.org/events to look at some of the other training events in the weeks and months ahead.

Other support available for Oregon businesses includes annual grants for both current architecture and engineering professionals and student interns. Energy Trust’s Net Zero Fellowship and internship grants support Oregon professionals whose work is focused on creating and maintaining net-zero buildings. Energy Trust just released the research from its 2018 fellows, which helps educate the field about net-zero building technology. One analyzed the energy and student performance benefits of net-zero schools. Another looked at helping designers create efficient, resilient buildings with our future climate in mind.

Energy efficiency is the lowest cost resource available to Oregon’s communities. Since 2002, Energy Trust has invested \$2 billion in utility customer funds, which has saved \$8.2 billion in total utility bill savings for businesses, residents and organizations, and added \$3.3 billion to Oregon’s economy. Any work in energy efficiency, no matter the size of the project, will strengthen an organization, its community and all of Oregon.

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Total Recall

Returning to the Office after COVID-19

by **WILSON JARRELL — Barran Liebman LLP**

It's been an unexpectedly unusual couple of months, which have been particularly difficult for employers and employees alike. While we will continue to feel the shockwaves of COVID-19 for many more months to come, we are beginning to approach a place where businesses can slowly open up again and return to some semblance of normalcy.

While each business is unique and will require different considerations for reopening, there are a few items that all businesses should consider:

I. Returning to the Office

Soon, many employers will begin to reopen their office spaces and recall their employees to the worksite. The best practice is for employers to require each returning employee to complete a certification confirming whether they are currently experiencing symptoms, their potential exposure and their previous symptoms of COVID-19 before having them return to the office. Implementing temperature checks before an employee can return to the office is also an option, but employers differ on their comfort with that step.

In addition to strict legal compliance with any laws, regulations or Executive Orders that are applicable to an employer's worksite, there are other decisions that employers will have to make as we move towards reopening our offices. These considerations include policies on mask wearing, social distancing, temperature checks, cleaning practices and interactions with customers or the public. Employees may be hesitant or nervous to return to work, and communicating clearly why and how the office is opening will be key in successfully moving forward.

II. Rehiring Employees

If you are recalling employees that were laid off, rather than those working from home, it is important to note that if it has been 180 days or less since they were laid off, their sick leave balance must be reinstated under the Oregon Sick Leave Laws (under Washington law, sick leave balances must be reinstated if rehired within 365 days). It is important to note that BOLI takes the position that an employer who cashed out accrued sick leave upon layoff must still restore sick time to employees rehired within 180 days so the employee can still use *unpaid* protected time off.

Also, when rehiring employees, you must review each employee's Form I-9, and identify whether the form was completed within the last three years. If the employee is rehired within three years of having completed the previous form, you do not need to require a new one; simply verify that no authorization document has expired and add the new rehire date to Section 3 of the form before signing and dating. If the form was completed longer than three years before the rehire date, you must require a new form and follow your usual process for verifying employment eligibility.

III. The Remote Work Question

State and federal guidance still frown on work in a physical office unless telework/



working from home is impossible. Therefore, you must consider whether each employee or class of employees can complete their work remotely. Even when this guidance changes, you may be faced with requests from employees to continue to work remotely rather than return to the office.

Employers can allow employees to continue to work remotely if they wish. Otherwise, you will have to evaluate whether an employee is requesting that opportunity to work from home as a disability accommodation or in lieu of taking leave under the Families First Coronavirus Response Act.

Deciding whether to grant such an accommodation is a case-specific, fact-intensive inquiry. Depending on the reason for the request, an employer can ask the employee to provide documentation of the need to continue to work remotely (such as a doctor's note), but we recommend consulting with counsel before taking any such step.

If you will continue to allow some or all employees to work remotely, either for a period of time or indefinitely, it is important to have a clear Telecommuting or Remote Work Agreement in place that lays out expectations and requirements. This can be paired with a Confidentiality or Non-Disclosure Agreement if you do not have one already, depending on the type of work the employee will be completing. It is important that timekeeping, privacy and security expectations are clearly addressed and acknowledged, as well as any other reporting expectations or other responsibilities that you want to make clear.

IV. "Hazard" Pay

If an employer has essential workers, then many of the above considerations won't apply, but another issue may be on the horizon. Many employers have granted essential employees some form of additional pay while working during COVID, often classified as "appreciation pay," "thank-you pay" or referred to by employees as "hazard pay."

As businesses begin to seek a return to pre-COVID times, they may wish to pull back these additional payments. However, businesses may receive pushback from employees who have grown used to these payments, or those who feel like the danger of COVID has yet to pass.

Employers in most situations are free to stop these additional payments prospectively. The Fair Labor Standards Act — the federal law that governs minimum wage, overtime pay and record keeping — does not address hazard pay, except that it must be taken into account when calculating a federal employee's overtime pay. Employees have no right to "hazard pay," although in a unionized environment, a collective bargaining agreement may include hazard pay and a formulation for calculating it. As with many COVID considerations, communication with employees will be key.

Wilson Jarrell is an attorney at Barran Liebman LLP, where he represents employers on a wide range of employment issues. Contact him at 503-276-2181 or wjarrell@barran.com.

RE/MAX
KEY PROPERTIES



#InThisTogether

Effectual Acquires Five Talent

Continued from page 1

and then started talking in earnest about merging in early December 2019. “Then we decided to allow them to acquire us, and have been working on the merger for the past four to five months,” he said. Upon the announcement of the merger, Callicott said all of Five Talent’s clients are very happy about the pairing. “Five Talent remains the same. Ryan (Comingdeer, CTO of Five Talent) and I are here to stay and to build the business. Clients will see a lot more resources, but we are the same company we were last Friday.”

Five Talent collaborates with customers to design, develop and architect applications built using DevOps methodologies that integrate best practices and drive innovation. “We are committed to building trusted, long-term relationships with our customers in every engagement,” said Callicott. “Similarly, Effectual approaches each engagement with a thorough understanding of each customer’s goals and success criteria. The alignment in our approach, and shared passion to learn and innovate alongside our customers, has inspired us to set new goals and grow our businesses as one.”

“Effectual and Five Talent have been working as partners on a number of engagements with our mutual customers,” said Robb Allen, CEO of Effectual. “Simply put, we believe we can accomplish more together as one company, delivering a complete suite of services for modernizing, securing and ensuring the continuous compliance of mission-critical applications and workloads for our customers. We will leverage our combined experience, resources, skill sets and geographic reach to continue to execute on our vision to be the leader in IT modernization services for commercial enterprises and the public sector.”

Five Talent has extensive experience in DevOps automation, custom application development, SaaS enablement and refactoring workloads. The company’s expertise in cloud-native services, including containers and serverless, enhance Effectual’s portfolio of professional and modern cloud-managed services. Five Talent holds Amazon Web Services (AWS) DevOps, SaaS and Mobile Competencies and recently surpassed the AWS 50 Certified milestone within the AWS Partner Network, placing them among the most technically experienced Advanced Consulting Partners in the AWS partner ecosystem. At a minimum, every Five Talent team member is an AWS Certified Cloud Practitioner, ensuring a foundational understanding of the AWS Cloud architectural principles as well as basic security and compliance aspects of the AWS platform. In addition, 25 percent of the certifications achieved by the team are at the Professional or Specialty level, the most challenging and sought after of all AWS certifications.

As a result of the acquisition, Callicott said Five Talent is hiring, “We are



(L-R) BRIAN KEITH, JENNIFER VOYTKO AND PRESTON CALLICOTT AT FIVE TALENT’S OPEN HOUSE AND RIBBON CUTTING ON FEBRUARY 27, 2020 | PHOTO BY NATALIE NIEMAN

staying in Bend. We were adamant about that. We’ll grow business here. We have already hired a couple new people, and are looking to hire ten to 11 more over the next month or so.” He said that Five Talent will expand beyond the west coast, and will look at opening offices anywhere Effectual has facilities, including Colorado, Washington, D.C. and New Jersey.

“Technical excellence and continuous learning are core values for both Effectual and Five Talent,” said Five Talent CTO Comingdeer. “Together, we can pursue greater levels of expertise and continue to push our team to advance their skills. The certifications, competencies and programs we have achieved through our partnership with AWS demonstrate this commitment and provide customers with the confidence that we are cloud experts who can deliver high-performing, impactful solutions.”

Combining Effectual’s certified Modernization Engineers with the certified expertise of the Five Talent team puts the company at more than 150 AWS certifications. Effectual is the only AWS Premier Consulting Partner to hold both the AWS Government Competency and the VMware Master Services Competency in VMware Cloud on AWS.

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RELEASING SELVES
BY MICHELLE LINDBLOM

Duke Warner Trend Report for May 2020

Not many people would disagree that Central Oregon is a beautiful town to reside in or visit during the summertime. Lovely sunshine during the day and stunning starlit nights make for an almost perfect summer set up. Each month we provide our latest findings in the Trend Report for your review. Now is an exceptional time to review the latest data on home purchasing trends in Central Oregon. As we continue to monitor the pandemic-related changes to our community, we want to put everyone's mind at ease and stress profoundly that the housing market is still soaring. You can depend on Duke Warner Realty to deliver the most recent data as it pertains to real estate in Central Oregon. Our Trend Reports goal each month offers valuable insights by reviewing last month's market activity and delivering the most accurate statistics we can, based on our research. The information we provide is an informative resource for any future trends in real estate. Last month's predictions were accurate as we anticipated finishing strong in May. As we move into the summer month of June, we already see a flourishing real estate market. Here are our latest findings from the previous month.

June 1 Inventory and Looking Ahead

More active listings, in addition to more new listings, were put into effect in May vs. April. We were arriving with 462 active listings and 258 new listings in the Bend market within a diverse range of pricing, providing a variety of homes for those looking to purchase a new home in Central Oregon this summer season. Closing out the month of May proved the number of active listings for Bend increased mildly from month-end in April, which reported at 446. May improved considerably on new listings with a substantial increase over April coming in at 258 vs. 193. Based on past trend data, we are slightly ahead for real estate sales currently. Redmond's active listings, as of June 1, showed a slight decrease from 215 homes overall in May to 202 currently active listings. Similar to the Bend market, the number of new listings in Redmond as of June 1 increased to 115 vs. May's 83. The count for both Bend and Redmond remained positive in May, and as we move through June, we see the combined active listings for Central Oregon increased to 664 homes.

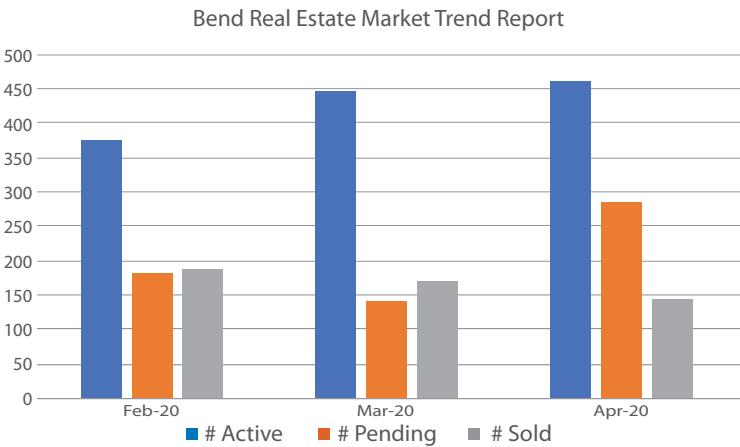
Month-end May statistics for the Redmond market show us 67 homes sold, 115 new homes on the market and 97 homes pending. The majority of active homes in Redmond's market were in the \$325,100-\$425,000 price range, showing a slight decrease from last month to 82 homes. The \$225,000-\$325,000 also had a mild decrease to 28 active listings, the \$425,000-\$525,000 range increased by one listing to 43 and the \$525,000 and up price range climbed up to 48 active listings.

For Bend, the number continued to move upward in May with a steady increase in active listings for the entire first quarter of 2020. This is promising news for new home buyers as well as home sellers. There was a slight decrease from 12 active listings to 10 in the \$225,000-\$325,000 range, another increase to 104 from 101 in the \$325,100-\$425,000 range, remaining the same with 76 active listings in the \$425,100-\$525,000 range and a decrease to 54 in the \$525,100-\$625,000 price range. The \$625,000-\$725,000 had 49 active listings, the \$725,000-\$825,000 had 46 actives and the \$825,000-\$925,000 showed a substantial jump to 42 active homes listed. As you can see from our Market Trend Report, there were homes available in the higher price ranges as well, showing a slight dip for homes listed in the \$925,100 and up price range at 81.

In our Central Oregon real estate market, buyers often look for competitive pricing as they consider properties. With low interest rates and a wide variety of inventory in multiple price ranges, now is the perfect time to buy or sell your home. Whether you are buying or selling your home, we encourage you to consult with your trusted Duke Warner Broker for seasoned, expert advice. Our brokers will share their variety of experience, excitement and in-depth market knowledge while they work for you.

Sold and Pending Listings

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sold listings in Redmond, there was a reduction from 73 in April to 67 in May. Equally in Bend with a decrease from 171 sold in April to 145 sold in May. Based on the increased number of pending homes underway in June, we anticipate the sold numbers for both cities to surpass all previous figures in 2020.

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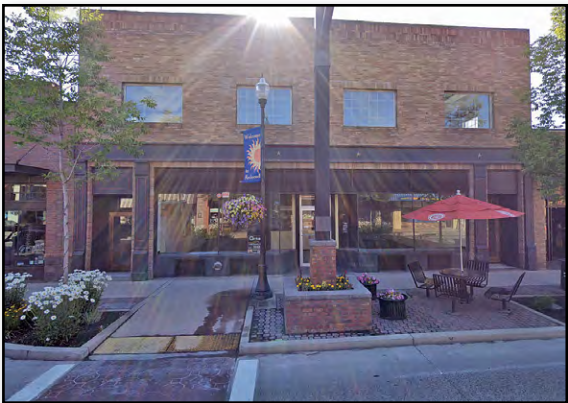


\$750,000
5000 square feet

Contact Bruce Barrett
541-410-3484

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Middle production area with roll up door
Rear office
Two restrooms, AC in Showroom

432 SW 6th Street - For Sale



\$695,000
15,000 square feet

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Downtown Redmond on busy 6th Street
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In the downtown urban renewal district

813 SW Highland Avenue - For Sale

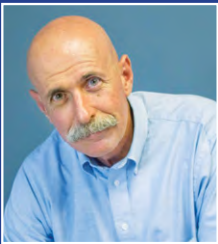


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Community Cornerstone

With Nearly a Decade of Serving the Prineville Region,
the COCC Crook County Open Campus Shows the Value of a “Home” Campus

by MARK RUSSELL JOHNSON — Central Oregon Community College

There’s a flourishing cherry tree planted along downtown Prineville’s Third Street, where the branches these days flutter with tentacles of red ribbon. Each long strand, 40 or so by last count, was tied on by staffers from the Crook County Chamber of Commerce and represents a local business that’s opened up after coronavirus closures. It’s a show of strength for a community now bouncing back.

One of those ribbons symbolizes Central Oregon Community College’s Prineville branch, the COCC Crook County Open Campus, which, in fact, never actually closed its doors. As with all of COCC’s campuses, the Prineville location has kept its computer lab up and running for students in need of computer access and online connectivity, with the space closely monitored for social distancing and abiding by state directives.

Though the classrooms inside are hushed for the moment, the learning is loud and clear. Nearly every academic program at COCC was able to funnel its curriculum into the virtual world within two weeks of pandemic restrictions. Faculty and students adapted; programs evolved. Zoom classes and GoPro fieldtrips have simply taken learning in a new direction for the time being.

And last week, the college honored its more than 600 graduates through a social media campaign, celebratory webpage and special commencement package mailed to students receiving their certificate or degree. For many, it was a celebration of perseverance.

A good number of those grads hail from Crook County: 41 are from Prineville, six are from Powell Butte. Like many of their fellow Crook County neighbors and former residents who call themselves Bobcat alums, the gateway to their higher learning was, in no small part, their COCC “home” campus that anchors Prineville’s southern city limits.

First opened in 2011, the broad brick building occupies a lot donated by the county. Its very proximity helps to spotlight higher learning.

“Having the campus within walking distance of our high school is a real plus for the students that want to take some college classes the last year or two of high school,” explained Jerry Brummer, Crook County Commissioner. Brummer has witnessed the campus’s impact firsthand. “I’ve been at annual meetings where they’ve introduced people who earned degrees because the campus was located here locally, which gave them the opportunity to grow and be leaders in our county.”

Offering a mix of credit and non-credit classes, from algebra and personal finance to cheese-making and a roster of summer Youth Camps, as well as workforce training and small-business advising, the campus serves many community needs. Resources include the computer lab (a 72-station facility open to both students and community members) and meeting spaces. Events, such as a March presentation by community organizer Chisao Hata, part of the COCC Foundation’s Visiting Scholar Program, have offered opportunities for enrichment.

“It provides a setting and an opportunity for lifelong learning, whether it be in the form of a degree, certificate or personal development and enjoyment,” said Becky Munn, board chair of the Crook County Chamber of Commerce and Oregon State University’s Open Campus education coordinator. “Having access to education and training locally raises the quality of life for all residents, and helps to break down barriers that exist for many when wanting to pursue new opportunities.”

More and more, the region is expanding its access to new opportunities. Its recent growth has certainly been remarkable.

A report released this year by Portland State University’s Population Research Center found that Crook County had 2019’s second-highest population growth in all of Oregon, rising by 3.2 percent. In fact, the county held that same title for 2017 and 2018, growing by 2.7 percent and 2.4 percent, respectively. By comparison, the 2018-19 growth rate for a bustling



THE COMPUTER LAB AT THE COCC CROOK COUNTY OPEN CAMPUS REMAINS OPEN | PHOTO COURTESY OF COCC

Deschutes County saw just a 2.1 percent bump in population. The COCC Crook County Open Campus will continue to play a vital part in serving a rising area, connecting a robust region with a skilled workforce.

For now, the campus — and the college — awaits its official order as to when, and how, it can return to normal operations. COCC does plan to offer some in-person instruction at all campuses this fall, along with online, remote and hybrid options for students, though the college is prepared to move to fully remote or online instruction if directed by state guidelines.

Suzie Kristensen, campus director, knows that some students, admitted to other colleges, are looking to stay local in lieu of remotely attending a distant, more expensive school. COCC is a great bridge, she said. “Staying safe and close to home is extremely important to our community, and COCC is able to provide education services without leaving home,” she said. “And whether you are a first-time student eager to start your educational journey or a former student looking for a fresh start, we can help.”

The college’s summer term starts on June 22; fall term begins on September 21.
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Move, Start & Grow

by KELSEY LUCAS, Prineville/Crook County Director — Economic Development for Central Oregon (EDCO)

Prineville/Crook County Economic Development through Economic Development for Central Oregon (EDCO)’s mission is to help move, start and grow traded-sector businesses to purposefully create a balanced and diverse economy both locally and region-wide. The Prineville/Crook County program was initiated in 2007, with this year marking 13 years of active engagement in Crook County’s growing community. The program has the support of a local advisory board that is 19 members strong across a diverse group of industries. The board plays a significant role in collaborating and strategizing on how to make this community prosper.

Funding for the Prineville/Crook County program comes from both public and private members and stakeholders. The City of Prineville, Crook County, and the Chamber are all key partners and contributors, as well as private businesses from around the County and Central Oregon region wishing to support a stronger, robust and inclusive economy in Crook County.

Prineville is the oldest community in the Central Oregon region, but remains innovative in terms of industry diversification, nationally-acclaimed infrastructure projects, and the progressive attitude of local leaders and partners. Prineville offers a collaborative and tight-knit community, traditionally driven by forest products, Les Schwab Tires and agricultural operations. While still thriving in these historic industries, today Prineville has some of the largest employers in the region in the form of Fortune 50 high-technology data centers, supporting sector employers and national manufacturers. With an incredibly active Chamber, recently developed Downtown Association, large Federal grants awarded and an influx of new residents and students, Prineville offers a network of business owners, leaders and stakeholders that are committed to making the community vibrant for both residents and businesses.

Some 2020 Crook County economic highlights include:

Crook County leadership organizations set up a COVID relief task force in order to help companies with gap financing for fixed costs such as mortgage/lease payments and utilities or payroll support for companies waiting on SBA financing, companies that did not qualify for SBA financing, or sole proprietors/independent contractors. The Prineville-Crook County Chamber acted as the fiscal agent and the task force included individuals from the Chamber, City of Prineville, Crook County, EDCO, COIC, Office of Rep. Vikki-Breese Iverson, Prineville Downtown Association and Facebook’s Prineville Data Center. These grants were available up to \$2,500 per business and \$1,250 per sole proprietor. 138 Crook County businesses have been awarded \$209,575 in business assistance grants thus far, with more funding going live this month through additional funding awarded by Business Oregon. 12 local businesses even returned their awarded grant funding to be redistributed to a business owner with more imminent need. 55.5% of all business that applied for the grant remained opened in some capacity throughout the Stay at Home order.

Prineville’s newest traded-sector company is Krah USA, a German plastic pipe



PHOTO | COURTESY OF EDCO PRINEVILLE

manufacturer new to the United States, but with roots around the world. Krah will be leasing space at the Prineville Railway Freight Depot and employing around 14 employees initially and then expanding to 20 in year two and 30 in year three. They plan to be in full operation by September of this year and will be manufacturing and shipping custom pipe from their Prineville headquarters. Krah USA will produce several products including the proprietary large-diameter, high pressure Krah HDPE pipe, a variety of sizes of Solid Wall HDPE pipe, manholes, fittings and fixtures. Krah USA is operated by CEO Midge Graybeal and her partner, Mark Theetge, who is the President and Chief Sales Officer, both local to Central Oregon, with Theetge growing up in Bend and Graybeal coming from Terrebonne. According to Graybeal, “After completing due diligence reviewing ten Central Oregon sites from Bend to Madras, the City of Prineville Railroad property was chosen as most compatible to our 22 listed requirements, including an existing and available large scale building, expansion capabilities, a loading rail dock and a separate office space among other amenities.”

Prineville is also home to both new and redeveloped speculative building developments in Baldwin Industrial Park and at the former Woodgrain Mill site. These spaces are available for lease and are intended to continue bringing new

Continued on Page 29 ►

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Idyllic Small Town

Continued from page 1

businesses has resulted in hearing words of praise and a sense of jealousy from Central Oregon and statewide leaders towards what we have been able to accomplish here in Crook County.” She added, “We are a tight group. Having that cohesion really helped us to jump into go mode and get things done.”

In Prineville, “go mode” involved the local business owners stepping in and quickly procuring the needed items — such as Plexiglas panels and hand sanitizer — to stay operational from day one of the COVID closures, Daniels said. “A lot of the retailers stayed open under the guidelines, except of course for the ones that were ordered to close like restaurants and gyms.”

“It’s been tough in Prineville, like most of the region, but all in all, it seems like we have a rebounding happening,” said City Manager Steve Forrester. “The strong relationship that exists between the public and private entities here is very helpful. One of the things that is really remarkable is the success of the local downtown business association task force and the speed at which they got a survey out in order to understand the needs of small businesses in Crook County.” A grant program was developed and deployed very quickly, he said, and businesses had money within a week of the closure to help stay afloat. “We had a bridge to help people immediately, before they were able to receive assistance from the national government.” Daniels said that the task force, which was composed of the chamber, the downtown business association, EDCO and other agencies, was able to gather \$240,000 in funding to help the local businesses that first week of the shutdown.

Forrester, whose wife owns Subway franchises, said they use her business to gauge how the economy is doing in general. “We saw a 70 to 75 percent decrease in sales over this same time last year, but now we are back at 75 to 80 percent of where we were last year at this time,” he said. The ongoing expansion of the local data centers in Crook County, which represents more than 1,000 construction jobs, took a pause during the shutdown, Forrester said. But the building has resumed, the workers are returning and traffic in the region has picked back up again. “We work hard in Prineville to develop



Kim Daniels



Steve Forrester



PRINEVILLE IS THE GATEWAY TO THE OCHOCO NATIONAL FOREST

a diverse set of family-wage jobs. We are very aware to not be too focused on any one industry,” he said. “We are much more diverse now. There is a nice, balanced job base,” He added, “This is key to staying healthy during a crisis. We weathered it much better than if we’d just been tied to one industry. The resilience of the community was great.”

To further enhance business enterprises during the COVID closures, Daniels said the chamber hosted a virtual shopping event right before Mother’s Day that was hugely successful. “Our local floral shop actually sold out. There was not a single flower left,” she said. The chamber also continued its Friday morning “Perk” gatherings, switching to an online version of the popular weekly event. “We had a waiting list of hosts for Perk. When we went virtual, the staff selected businesses that were pertinent to the situation to host, like Parks & Rec, the Health Department and a mortgage company. We had just as many people attending as before, and we even had some new people join in.”

Over the past three months, Daniels said chamber membership in Prineville has not slowed down one bit; in fact, membership has grown. “We’ve gotten new members throughout the whole thing. COVID did not slow down our goal of three new memberships per month.” Business remained so stable in Prineville that Daniels said she knows of only one that closed its doors solely due to COVID. “A few closed because they had underlying issues anyway, and with COVID decided it was just time. But we have a new shoe store, a new bakery coming and a new pipeline tech company all opening. Building is still happening like crazy here,” she said. “There’s lots of development and industrial building.”

Prineville Men’s Wear, a 70-year generational business that specializes in western wear, closed its doors for six weeks during the shutdown, but has since reopened with distancing and cleaning requirements in place. “Business is picking up, and people are coming back into the store. It’s back to normal,” said Jim Lane, manager, whose grandfather started the business back in 1950. During the closure, Lane said he came to the store every day to tend to the freight, and offered email orders and curbside pickup to customers. Prineville Men’s Wear has ten employees, and although they had to be laid off during the closure, all are back now except for one, who moved on to become a firefighter. “It’s been a crazy and hectic time. Thank you to our customers who worked with us during this time. We hope you all stay safe.”

Daniels and Forrester both said the real estate industry has remained strong in Prineville as well. “Homes are flying off the market,” said Daniels. “There is not a huge supply here in the \$250,000-\$300,000 range, so they go fast.” Forrester added, “There has been no downturn in activity, of either existing building or permit activity. All have stayed stable; even in the first month of shutdown, we continued to see activity. We



SPLASH PAD IS A POPULAR MULTI-EVENT RACE IN PRINEVILLE | PHOTO BY OLIVE AND BLUE PHOTOGRAPHY

have lots of job-generating development happening right now.”

Both city leaders are quick to praise Facebook as a “phenomenal” community partner in Crook County, saying that the company rose to the occasion in a big way to help out when the crisis hit. “A huge bonus to living here is Facebook. They have poured money into the school district,” said Daniels. “I believe we were one of the first school districts to reopen online. It was like the kids got a two-week spring break, and then were back at it from home.” Daniels said Facebook provided a \$200,000 grant and provided every student in the district with an electronic device. “Our partners at Facebook stepped up hugely,” added Forrester. “They helped facilitate wifi in every neighborhood.”

Moving forward, the city and chamber are looking for creative ways to reinstate events that have had to be cancelled or delayed, and to cautiously resume tourism in the region. “I think there will be creative ways to replace the signature events,” said Forrester. “The rodeo is just not possible this year, but we are looking at some sort of community celebration in the fall before the weather gets cold.” The popular annual rodeo is celebrating its 75th anniversary this year, but due to the necessary cancellation, next year’s rodeo has already been titled “Re-Ride 75.” Because the county fair has also been cancelled, Forrester said Prineville leadership is looking at ways to work with the 4-H kids who’ve been preparing their animals for months.

Daniels said the July Fourth fireworks will happen as usual, and that she contacted nearly every agency in town to make sure she had the green light before signing the contract with the pyrotechnic company. “You can pretty much see and enjoy the fireworks from anywhere in town,” she said. “There will be no mass gatherings, but in most cases, you can see them from the backyard.” The annual Splash-N-Dash, a race for individuals and teams that combines swimming, cycling, kayaking and running throughout the city, will also take place in a modified form, she said.

“The hard thing is that you really can’t plan ahead now, not even for tomorrow,” said Daniels. “I am getting lots of calls regarding events; people want to plan. I tell them to pick a drop-dead date, and if we don’t have an answer by then, to cancel the event.” Since the chamber also serves as the local visitor’s center, Daniels said the challenge she and her colleagues face is knowing where the fine line between safety and tourism should be drawn. “The chamber is in a gray area. Everything we do is sort of on shutdown. But our job is to promote business and tourism,” she said. “My biggest challenge is how I walk the line of what is safe and right and still support and promote business and tourism. I don’t want to rock the boat or upset anybody, but I don’t want to see business and tourism go away either.”

Like its sister cities in Central Oregon, Prineville is known for its abundant recreational offerings. With a population of about 9,000, Prineville is the gateway to the Ochoco National Forest, and has the unofficial title of Rockhound Capital of the U.S. thanks to the variety of precious gemstones found in this part of Oregon. The Prineville Reservoir is a popular local attraction, and golfing, boating, camping, biking and hiking are outstanding in Prineville and surrounds. Nestled in an idyllic setting on the Crooked River at the mouth of Ochoco Creek, the town also has a rich history, being named after Frances Barney Prine, the town’s first merchant, who reportedly built a house, store, blacksmith shop, hotel and saloon there in 1868. Part of its charm is the distinct essence of the wild west that permeates the region.



PRINEVILLE CITY HALL PLAZA AND COURTHOUSE | PHOTOS COURTESY OF THE PRINEVILLE CHAMBER OF COMMERCE

Daniels said she and others were encouraged by the return of tourists to Prineville on Memorial Day weekend, and that people from outlying areas seem to be heading out that way to enjoy the wide-open spaces and peacefulness to be found there. “Hotels are down, but not as much as the state level. At their worst, we had 30 percent occupancy for a week. But over Memorial Day weekend, we were at 90 percent occupancy. Our Tasty Treat was packed; we had a line out the door.” To help people recreate in the area, the chamber is allowing overnight parking in its parking lot. For those who want to bike or hike overnight, they can complete paperwork in the chamber office and then leave their cars in the chamber lot. “A lot of people are coming out here to camp. Even though the campgrounds haven’t been open, people are dry camping in the forest. If you go into the Ochocos, you see tons of campers.”

Forrester said he is relieved that Crook County, Central Oregon and the nation in general went into the COVID crisis during a strong economy. “This would have been much worse if we hadn’t,” he said. “The continuity of government, the coordination of local governments with the governor’s office and the sharing and deciphering of information from Salem was huge. I was very impressed. Whether you agree with the rulings or not, being able to ask questions was remarkable.” Forrester also said that St. Charles Medical Center has played a huge role in helping the region stay together during this time. “Being able to listen to people in the trenches and on the frontlines was so helpful. PPE (personal protective equipment) was a big deal, and we all banded together to get what we needed very quickly. This was a huge triumph for all of us in Central Oregon, not just Prineville.”

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Rimrock Gallery in Downtown Prineville

by KENNETH MARUNOWSKI, PhD — CBN Feature Writer

In a mid-century, nearly 3,000-square-foot building on the corner of NW Third St. and Deer St. in downtown Prineville, can be found dazzling gems of fine art. From luminous oil, pastel and mixed-media paintings of beautiful western landscapes, florals and still lifes to riveting bronze sculptures of wildlife, sports and leisure figures and, of course, so much more, Rimrock Gallery is a most welcome addition to the already impressive Central Oregon art scene.



TO THE MONUMENTS, 12 X 18 PASTEL BY GRETHA LINDWOOD

Gazing through its everchanging windows facing NW Third St., powerful bronzes and beautiful detailed landscapes beckon the viewer in for a closer look. Upon entering the gallery, a grouping of paintings of contented farm animals as well as a bronze sculpture of a happy faced fisherman with waders and a fish on the line greet the visitor to the left while a massive and mighty bronze eagle, wings spread wide as it swoops in for a landing on a sturdy perch, commands center stage. And this, just the beginning as the fine art venue reveals a multitude of rooms and maze-like corridors adorned with realist, impressionist and tonalist nature-centric works in frames and on pedestals.

A beautifully curated space, Rimrock Gallery is the creation of Pamela Claflin, who first brought the prestigious Mockingbird Gallery into being in 1989 in Sisters, moved it to Bend after four years, and then sold it in 2007 to its current owner, Jim Peterson.

Clearly no stranger to the art world, Pamela herself is an oil painter, an “impressionist realist” she explains, who makes lovely images of inspiring nature scenes. Although she enjoyed her time working as a full-time artist, Pamela missed the community aspect of greeting visitors and the joy of selling other art works. Once she moved back to Prineville in December 2017 and found a vacant building that was begging to be an art gallery, she knew what she had to do. “I so enjoy the story-filled chats,” Pamela reveals, “and I really love being back in Prineville; the best part is the people: self-made, strong, quality.”

Featured in Rimrock Gallery are 28 professionally recognized artists from the Western states and beyond: 22 two-dimensional painters and seven bronze sculptors. Besides the often idyllic landscapes found in the majority medium of oil paintings, there are masterful pastel and acrylic scenes, and a single black and white graphite drawing.

Discover the amazingly detailed oil paintings of wildlife, both American and African, by Bend artist Tyler

Saunders. Every hair is depicted making the animal feel like it is breathing right there in front of you. His work ranges from a large moose and a 48” face of a lion to a small, white egret. The largest painting displayed in the gallery is a brilliant 48”x 60” oil titled *On The Way* made by Robert Moore of Idaho. This romantic image shows a lone rider on horseback leading a packhorse, both seen from behind as they set off from a high rocky outcropping on the left into the distant, purple-hued mountains beyond the river valley below.

As Pamela notes, “With established artists come established prices, and these are sometimes a bit shocking to visitors not accustomed to the fine art market. We represent savvy artists such as Jim McVicker, Ralph James, Lindsay Scott, Rett Ashby, Meagan Blessing, Stefan Savides and Richard Loffler who have been painting and sculpting 35-40 years.

“Their works have been exhibited in museums, national art shows and prestigious galleries, all the time earning a living through their work and supporting their families,” the owner explains. “What we have are artists’ careers on our walls and pedestals; the artists and the visitors couldn’t be better. Many are newly established home owners from outside the area and the rest are visitors who come from the tri-county community,” Pamela explains. This will



MORNING ROSES, 16 X 24 OIL BY RALPH JAMES

be our first full summer to welcome the out-of-town population that visits Central Oregon. This summer we will feature a show depicting National and State Parks by the gallery artists and sculptors, which opens July 11 and runs through August 5, followed by a four-artist show starting August 8, which will feature Lindsay Scott, Tyler Saunders, Rett Ashby and Richard Loffler. The September 12 show will feature highly collected painter, Robert Moore, and nationally selling bronze sculptor, Stefan Savides. Rod Frederick will round out the show with his story telling wildlife paintings.

To introduce the beginning art collector to the thrill of owning one of a kind fine art, Pamela will introduce a *Small Works Show* at Rimrock Gallery running from December 12 to January 7, 2021. Smaller pieces beget lower prices, and this will serve as the perfect opportunity to purchase a painting or bronze “to fill a small area or nook in your home or office, or to collect a piece of one of your favorite artists, or to give as a meaningful



LITTLE MUSTANG, 20 X 16 ACRYLIC BY JM BRODRICK

gift.” A variety of rotating shows will keep the gallery fresh, and although there is not yet an artwalk in Prineville per se, the owner and other community members are holding ‘Second Saturday Events’ to open shows and hold special exhibits. We chose that day so we wouldn’t conflict with first Fridays of Bend. These events allow our patrons and new visitors to see changing exhibits and meet the artists and sometimes watch them demonstrate painting or sculpting in the gallery. Also in the works, Pamela reveals, is potential programming to connect with local schools to “get kids in here, sketchbooks in hand to draw from the artworks, as well as the opportunity for them to see what people can do with art in their lives and as a career.” Clearly a community-minded business (with off-street parking), Rimrock Gallery invites you for a visit so you, too, can participate in the enriching world of art appreciation and art collecting.

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SHOSHONE, 38 X 49 OIL BY TYLER SAUNDERS





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Facebook Supports Shift VR Healthcare Training Through Grant to East Cascades Works

provided by HEATHER FICHT — East Cascades Works

East Cascades Works recently received a generous grant from Facebook to support a partnership with Shift, a Bend-based company, to deliver a cutting-edge Virtual Reality training for healthcare workers on the proper use of PPE related to COVID 19. This \$50,000 grant will support the purchase of five Oculus headsets and a Cleanbox to ensure safe deployment of the virtual reality training, which will be made free of charge to students and healthcare professionals throughout the East Cascades region.

“Our goal was to provide virtual reality COVID-19 training for healthcare workers and those working in post-acute care and long-term care facilities who are being asked to engage in care that is outside their normal practice as well as for those whose training is out of date,” explains Wendy Morgan, CEO of Shift.

Shift’s COO and co-founder Maggie Hubbell adds that in the near term, this will provide a no-barrier solution to help bring the skills needed to people on the front lines. “Long-term, this training will continue to be vital to bring our national systems back into balance.”

“We are so excited about both the immediate and longer term benefits of diversifying the way education is delivered in Crook County and Central Oregon, as well as the potential for this technology to be used for career exploration opportunities in a health setting for young people,” said Heather Ficht, executive director of East Cascades Works. “We’re very grateful to Facebook for their support of this innovative program, and we’re excited to partner with Shift.”

“Prineville is our home, and we are committed to the health and vitality of the Crook County community,” said William Marks, community development regional manager at Facebook. “We are proud to be a partner with East Cascade Works and Shift, and to support healthcare workers during the COVID-19 pandemic. Through the immersive power of virtual reality, real-life training around life-or-death medical scenarios can be held in a virtual world, making them safe, efficient and cost-effective, and we’re excited to help bring this innovative program to Crook County.”

Central Oregon Community College (COCC) hosted beta testing of the technology on their Bend Campus in May and participants shared positive feedback with the Shift team, including Julie Downing, instructional dean at COCC, who described it as, “Important training that is taught in an organized, easy-to-remember way that could save lives.” Jessica Fitzpatrick, director of youth programs at East Cascade Works also participated, saying, “Shift’s training incorporates social distancing standards and safe handling of the training equipment whilst teaching trainees how to properly prepare for a highly stressful patient care setting in a safe and sanitary way. You are both fully immersed in a virtual world, while remaining completely safe in your own.”

For a demonstration example please check out a video at youtube.com/watch?v=RWH3b_gfuel&feature=youtu.be. As Stephanie Leapoldt of Cascades East Area Health Education Center stated, “I did the training today, it was awesome! It gave you the feeling that you were in the room with other people. It allowed you to do a pulse check, do respirations, put on an oximeter as well as learning the patterns to don your PPE and take it off.”

East Cascades Works, a nonprofit and local workforce board, is responsible for finding innovative solutions to meet both the demand of industry and the needs of job-seekers. Like our partners, we have had to adapt quickly to the challenges COVID-19 has presented, finding new ways to deliver services aimed at equipping our workforce with the tools they need for the jobs most in demand today.

Partnering with Central Oregon Community College as a possible training provider, and with Shift to develop the technology and oversee deployment, coupled with the generous support from Facebook, enables us to more urgently and quickly meet the needs safely and aggressively, both for industry and our emergent workforce.

Facebook has been part of the Prineville community since breaking ground on their data center in 2010.

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Mosaic Medical Opens First Retail Pharmacy in Prineville

New Pharmacy Increases Access & Affordability of Prescriptions in the Region

by BRIDGET MCGINN, Communications Manager — Mosaic Medical

Crook County is one of a handful of counties in the western region of the U.S. that have the lowest number of pharmacies per person. Lack of access to pharmacy services can result in an increase in the unsafe use of medications and poor health outcomes for patients.

In response to this community need, Mosaic Medical opened a retail pharmacy this past March in its Prineville Clinic at 375 NW Beaver Street. The pharmacy hours are extended beyond the normal clinic hours and is open from 9am to 6:30pm. Patients are able to fill their prescriptions before they leave the building, and community members have extra hours to access centrally-located pharmacy services.

The pharmacy is open to all community members as well as Mosaic patients.

As a nonprofit Community Health Center, Mosaic Medical is able to receive medications at lower prices and then pass the savings along to those in need.

"This can help community members who do not have insurance or who have high prescription copays," said Albert Noyes, PharmD, CDE, BC-ADM and director of Pharmacy Services for Mosaic. "These discounts can make a significant difference for patients who require medications they otherwise could not afford."

Noyes shared an example of a Prineville resident who called the pharmacy recently to ask about pricing for their medication copays. On a restricted income, the patient was concerned about the high monthly costs. The pharmacy team was able to pass on significant savings to the patient, which allowed them to be able to afford their copays and continue to take their medication.

"When we can help someone find a way to be able to afford the medications that they need, it makes us very happy," said Noyes. "It means that the patient will be healthier because they are taking their medications and not worrying so much about how to pay for them."

Mosaic patients are also able to access sliding scale prices based on their income level. Discounts are based on guidelines set by the federal government. And for community members who are under-employed or under-insured, the Mosaic pharmacy offers a prescription club. Members of the prescription club will have access to thousands of medications at a discounted rate, including



Alison Hoffman



Darcy Martin

300 generic medications that cost no more than \$4. Anyone can join the prescription club for an enrollment fee of \$10 per family, per year.

Transferring prescriptions to the Mosaic pharmacy is an easy process. All that is needed is photo identification, insurance card and a list of medications. The pharmacy team handles the rest.

The Mosaic pharmacy accepts most major insurance plans including Oregon Health Plan, Medicare and private/commercial insurance. Noyes noted that the pharmacy had some insurance billing delays when they first opened, but that those issues have now been resolved.

Language services are also available. The pharmacy team can engage interpreters and print medication instructions in many different languages, as needed.

The Prineville pharmacy is led by Alison Hoffman, PharmD, RPh and Darcy Martin, RPh. Hoffman is a Central Oregon native and she enjoys spending time being active outdoors. Martin is also a native Oregonian who enjoys spending time with her family and riding her horse.

To help slow the spread of COVID-19, the Mosaic pharmacy will offer curbside pickup of medications. Prepayment can be made over the phone using a credit or debit card, which makes the process even quicker. Mail delivery for some prescription medications is also available.

"We are happy to be helping provide greater access to an important service in the Prineville community," said Noyes. "Being able to fill and receive prescriptions quickly and safely is especially important during a pandemic situation, and we are here and ready to serve."

Mosaic Medical is a nonprofit community health center that serves all Central Oregonians, regardless of life circumstances. Through a network of 15 clinics, we offer integrated health services that address each patient's medical, dental, behavioral health, nutrition and medication needs. Our care is never influenced by how much money our patients make, what language they speak or the status of their insurance coverage. Mosaic Medical provides quality care for all.

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Employment Resources *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
All Star Labor & Staffing 1269 NW Wall St. Bend, OR 97701	541-389-1718	541-389-6096	www.allstarlabor.com jobs@allstarlabor.com	Scott Reynolds	4	2012	All Star Labor & Staffing	Construction, clerical, industrial temp to hire payroll & employee leasing
Barrett Business Services, Inc. - BBSI 497 Century Dr., Ste. 101 Bend, OR 97702	541-382-6946	541-388-1984	www.barrettbusiness.com Bend-OR_jobs@bbsihq.com	Eric Strobel	4	1990	Barrett Business Services in Vancouver, WA	Professional employer organization, HR, employee benefits, payroll, safety, workers comp., drug testing, temp & long term staffing, employee leasing.
Begin Right Employment Services 3855 SW 21st St., Ste. 104 Redmond, OR 97756	541-526-1300	541-526-5089	www.beginright.com ainskeep@beginright.com	Amy Inskeep	3	2014	N/A	Locally owned & operated for over 30 years. We provide payroll services, human resources, safety training, along with temporary, contract to hire, & direct hire employees.
Business Health Resources, Inc. 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756 Located in Mid Oregon Personnel Offices	541-447-1299 541-330-8408 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	admin@business-health.us admin@business-health.us admin@business-health.us admin@business-health.us	Greg Lambert Sam Lambert Charitie Gamble-Lansing Nick Kessel	12	1997	BHR Prineville, OR	On-site & walk in drug testing service. Employee drug & alcohol testing. Pre-employment & random testing. DOT, non-DOT & breath alcohol testing. Located in the four Mid Oregon Personnel offices in Bend, Redmond, Madras & Prineville.
Cardinal Services 855 SW Yates Dr., Ste. 201 Bend, OR 97702	541-389-4259	541-389-4299	www.cardinal-services.com aaron@cardinal-services.com	Aaron Trudell	50	1984	Cardinal Services, Inc.	Professional employer organization, human resources administration, employee benefits, payroll, workers' compensation, employee leasing.
Central Oregon Intergovernmental Council 334 NE Hawthorne Ave. Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	COIC	Education, employment, economic development, loans & transportation services.
Certified Personnel Service Agency 1707 N Hwy. 97 PO Box 514 Redmond, OR 97756	541-504-9675	541-504-0590	www.cpsagency.com redmond@cpsagencyinc.com	C.J. Redman, Karisa Mata	3	1999	CPSA, Inc. La Grande, OR	Temporary, temp to perm, permanent, executive search, traffic control flaggers, traffic control devices, traffic control plans, emergency response.
COIC WorkSource Office - Bend 1645 NE Forbes Rd., Ste 101 Bend, OR 97701	541-388-6070	N/A	www.coic.org coic@coic.org	Dana Dunlap	5	1972	COIC	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.
COIC WorkSource Offices - Prineville 2321 NE Third St. Prineville, OR 97754	541-447-9292	541-447-6278	www.coic.org coic@coic.org	Dana Dunlap	1	1972	N/A	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.
COIC WorkSource Offices - Redmond 2158 SE College Ln., Ste. C Redmond, OR 97756	541-548-8196	541-504-2969	www.coic.org coic@coic.org	Dana Dunlap	9	1972	N/A	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.
ExecuFeed 320 SW Century Dr., Ste. 405 Bend, OR 97702	503-522-1150	N/A	www.execufeed.com feedback@execufeed.com	Matthew Jensen	3	2005	N/A	Organizational effectiveness, leadership development, executive coaching, corporate off-site retreats.
Express Employment Professionals - Bend 61379 S Hwy. 97 Bend, OR 97702	541-389-1505	541-389-1581	www.expresspros.com/bendor stephanie.miller@expresspros.com	Connie Worrell-Druliner, Stephanie Miller	7	1983	Express Personnel, Oklahoma City, OK	Temporary & permanent placement, executive search, payroll, leasing.

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Employment Resources (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
Fuse Creativity Consulting Cook Ave., Downtown Tumalo, Ste. 104 70 SW Century Dr., 100-387 (Mailing) Bend, OR 97702	541-382-0800	541-318-6148	www.fusecreativityconsulting.com khoyt@fusecreativityconsulting.com	Dr. Kathy Hoyt	1	2009	N/A	Career counseling & testing (teens & adults), resume rewrites, job search skill development. Business consulting & group seminars on creative thinking, communication, team development.
HR Technology Partners (HRTIP) 1550 NW Farewell Dr. Bend, OR 97701	877-327-5888	800-540-3779	www.hrtechpartners.com dean@hrtechpartners.com	Dean Gendron	11	2002	HR Technology Partners, LLC, Bend, OR	Human Capital Management Technology Consulting, Global HR planning, SaaS planning for Cloud HR apps. We represent several of the most popular HRIS applications (time, payroll, benefits, talent, etc.)
Latino Community Association - Bend 2445 NE Division St., Ste. 200 Bend, OR 97703	541-382-4366	N/A	www.latinocommunityassociation.org brad@latinocommunityassociation.org	Brad Porterfield	10	2000	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Bend: 2445 NE Division St., Ste. 200, Bend, OR 97703; Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Latino Community Association - Madras 715 SW Fourth St., Ste. A Madras, OR 97741	541-325-6837	N/A	www.latinocommunityassociation.org ana@latinocommunityassociation.org	Ana Bueno	2	2012	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Bend: 2445 NE Division St., Ste. 200, Bend, OR 97703; Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Latino Community Association - Prineville 430 NW Fourth St. Prineville, OR 97754	541-350-8910	N/A	www.latinocommunityassociation.org ofelia@latca.org	Ofelia	1	2000	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Bend: 2445 NE Division St., Ste. 200, Bend, OR 97703; Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Latino Community Association - Redmond 412 SW Eighth St., Becky Johnson Center Redmond, OR 97756	541-325-6837	N/A	www.latinocommunityassociation.org ana@latinocommunityassociation.org	Ana Bueno	2	2010	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Bend: 2445 NE Division St., Ste. 200, Bend, OR 97703; Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Mid Oregon Personnel Services Headquartered in Prineville 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756	541-447-1299 541-382-0445 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	www.midoregonpersonnel.com greg@midoregonpersonnel.com sam@midoregonpersonnel.com charlie@midoregonpersonnel.com nick@midoregonpersonnel.com	Greg Lambert Sam Lambert Charlie Gamble-Lansing Nick Kessel	12	1984	Mid Oregon Personnel Services Prineville, OR	Locally owned & the only staffing compabny in Central Oregon with full time offices in each major community. Human resources, temp to hire, direct hire, temporary, PEO services, safety, payroll services & workers compensation consulting, DOT, non-DOT drug & breath alcohol testing.
National Engineering Search (NES) 1345 NW Wall St., Ste. 101 Bend, OR 97701	541-317-4150	541-317-5010	www.nes-llc.com nes@nes-llc.com	Garry Todd	5	1994	N/A	National executive recruiting firm specializing in geo-technical, civil & environmental services.

Continued on Page 16



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Employment Resources *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
Northwest Industrial Staffing 409 NE Greenwood Ave., Ste. 201 Bend, OR 97701	541-797-0147	N/A	www.nwstaff.com kodiak@nwstaff.com	Kodiak Malmstrom	30	2018	N/A	Regionally certified staffing agency specializing in Construction/Carpentry, Drivers (CDL), Welding & Fabrication, Forestry/Lumber Mill, Wild land Fire, Manufacturing, Technical, & all other skilled Industrial positions including Management Positions.
OnePoint Employer Solutions, LLC 1847 Canyon Dr. Redmond, OR 97756	541-420-1180	N/A	www.onepointhoregon.com ronburns@bendbroadband.com	Ron Burns	18	1987	OnePoint HRO, LLC	Employee leasing, payroll services, (PEO) professional employers organization, HR administration & support, employment law compliance advice, employee benefits, policy development, risk management, workers compensation insurance, employee handbook development, co-employment, employee leasing, time & attendance system.
Opportunity Foundation of Central Oregon 835 E Hwy. 126 PO Box 430 Redmond, OR 97756	541-548-2611	541-548-9573	www.opportunityfound.org info@opportunityfound.org	Ellyn Waler, Seth Johnson	340	1965	N/A	Our mission is empowering people of diverse abilities.
Pace Medical Staffing 205 SE Wilson Ave., Ste. 1 Bend, OR 97702	541-312-5849	541-312-0077	www.pacestaffing.net info@pacestaffing.net	Chris Vogelgesang	20	1996	Ageia Health Services	Supplemental medical staffing: RN's, LPN's, CNA's, CMA's & various other medical professions for per diem or contracts.
PeopleReady 755 NE Third St., Ste. A Bend, OR 97701	541-318-7340	541-318-7382	www.laborready.com 1118-br@peopleready.com	K.C. Kelly	3	1989	True Blue	Employing workers for temporary or permanent jobs in all fields of work, with specialty in manual day labor to the construction industry, other light industry & small businesses.
PRIDESTAFF 2214 NE Division St., Ste. 202 Bend, OR 97703	541-797-6941	541-797-6945	www.pridestaffbend.com Bend@pridestaff.com	Matt Ertle	5	2016	N/A	Staffing & recruiting.
Selectemp Employment Services 576 SW Bluff Dr., Ste. 2 Bend, OR 97702	541-749-7931	541-749-7936	www.selectempjobs kmerickel@selectempjobs	Rhonda Elliott	3	1987	TalentLaunch	Temporary employment, temp to hire, permanent & direct placement; recruiting, payroll & workers compensation.
Staffing Partners, LLC 846 NW Colorado Ave. Bend, OR 97703	541-318-5950	541-318-5952	www.staffingoregon.com dw@staffingoregon.com	Dianne Westmoreland	5	1998	SP Eugene, OR	Administrative, professional, industrial, temporary, long term, & temp-to-hire. Also medical including LPN RN CNA & NA.
Work Capacities, LLC 20420 Heritage Ave. Bend, OR 97702	541-306-6175	541-306-6244	www.workcapacities.com workcapacities@bendbroadband.com	Janet Kadlecik	3	1992	N/A	Services Physical/ Work Capacity Evaluations; Ergonomic Assessments, Fit For Duty Evaluations, Disability Evaluations, Physical Capacity Evaluations for Vocational purposes
Worksource Central Oregon 1645 NE Forbes Rd., Ste. 100 Bend, OR 97701	541-388-6070	541-388-6453	www.employment.oregon.gov mellis@coic.org	Racheal Nellis	12	1960	State of Oregon	Job search assistance, re-education & training program referrals, resource referral assistance. Serving all of Central Oregon's veterans which includes: all veterans, recently separated, disabled, special disabled & the spouses of veterans & individuals currently serving on active duty. Employer services.

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.



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Financial Fundamentals

The Loaded Cost of Labor

by DAVE KYLE — SCORE

According to statistics from the U.S. Department of Labor, labor costs are one of the largest expenses any company has to absorb. In the retail industry, they average roughly 20 percent of total revenue—even more than the cost of inventory on hand in most cases! Other industries, including the food and hospitality fields, often see that percentage come in closer to 30-35 percent, and it can easily be up to 50 percent.



For profit or nonprofit, large company or small, it is critical to know what it costs for each hour of actual work performed. Many owners and managers, let alone employees, do not understand this concept and often companies get into financial difficulties because of it.

Loaded labor recognizes the costs beyond the gross wage and the amount of time that is not spent performing billable or service work. This is summarized as a percentage or loading rate to show the true cost of labor. An employee who is paid \$18 an hour might have a loading rate of 50 percent that translates into an extra cost of \$9 or a loaded cost of \$27 per hour. If you want to cover just the cost of labor, you better charge at least the loaded rate. If you want a profit, you need to markup your labor cost to cover overhead and profit.

Extra expense that increases the cost includes payroll taxes and health insurance. If you are self-employed, you must cover total payroll tax expense. Other expenses that employers can forget include company parties, bonuses, sponsoring a sports team, pizza for lunch or maybe a monthly massage. Most of these costs vary by business.

Time not worked that does not directly result in billable hours or service provided includes vacation, holidays, sick time, breaks, meetings, training time and yes, the time spent getting a massage. This time is subtracted from total available time to obtain the net working time and is stated as a percentage. These times also vary by business.

If you are just starting a business or have not yet considered the full cost of your employees, there are worksheets available that will help with the calculations. "T-Sheets" by Quickbooks is an online worksheet (tsheets.com/resources/determine-the-true-cost-of-an-employee) that will help calculate the true (Loaded) cost of an employee.

It does not matter if an expense or time not worked is mandated, it is still

Loaded Labor Per Hour		
Cost of Labor	\$ Annual	%
Gross Wage \$18/Hr	37,440	100%
Extra Cost		
Oregon Unemployment & Workers Compensation	1,471	3.9%
Medical Insurance	6,000	16.0%
Social Security + Medicare	5,728	15.3%
Total Cost	50,640	135.3%
Working Time	Hours	
Available Hours 40 X 52	2,080	100.0%
Less Hours Not billable or no service provided		
20 min/day breaks	-87	-4.2%
2 weeks vacation	-80	-3.8%
1 hour/week meetings	-52	-2.5%
6 holidays	-48	-2.3%
Net Working time	1,813	87%
Loading rate=		
Total Cost /Net Work Time= 135.3/.87		155%
Hourly Loaded Labor = \$18*1.55	\$27.9	

a cost to the employer and a benefit to the employee. Once you understand loaded cost you can show your employees the total cost of their benefits and be more accurate in determining what you should charge for work as part of your service or product pricing.

Dave Kyle is a Certified SCORE Mentor. His work experience includes a blend of manufacturing, retail and software. His education is Michigan State – marketing, and the University of Texas — accounting, with a specialty in tax.

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Largest Central Oregon Employers *(Listed by number of employees over 100 - includes multiple Central Oregon branches.)*

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St. Charles Bend (Total Regional Employees) 2500 NE Neff Rd., Bend, OR 97701	541-382-4321	541-388-7723	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	3,408	1918	N/A
Bend-La Pine Schools 520 NW Wall St., Bend, OR 97703	541-355-1000	541-355-1009	www.bend.k12.or.us shay.mikalsen@bend.k12.or.us	Shay Mikalsen	2,200	1883	\$73 million
Deschutes County 1300 NW Wall St., Ste. 201, Bend, OR 97701	541-388-6570	541-385-3202	www.deschutes.org	N/A	1,118	1916	\$41,080,268
Sunriver Resort PO Box 3609, Sunriver, OR 97707	541-593-4609	541-593-5448	www.sunriver-resort.com info@sunriver-resort.com	Molly Johnson	1,000	1968	N/A
Redmond School District 145 SE Salmon Dr., Redmond, OR 97756	541-923-5437	541-923-5142	www.redmond.k12.or.us	Michael D. McIntosh	998	1907	\$29 million
Mt. Bachelor, Inc. 13000 Century Dr., Bend, OR 97702	541-382-2442	541-382-6536	www.mtbachelor.com info@mtbachelor.com	John McLeod	975	1958	\$5.2 million
State of Oregon State Capital, Salem, OR 97306	503-378-6777	503-378-3518	www.scd.das.state.or.us/scd.htm	Tom Anderson	924	1859	N/A
Warm Springs Confederated Tribes PO Box C, Warm Springs, OR 97761	541-553-1161	N/A	www.warmsprings.com	Charles Calica	860	N/A	N/A
Bright Wood Corporation - Madras (Total Regional Employees) 335 NW Hess St., PO Drawer 828, Madras, OR 97741	541-475-2234	541-475-7086	www.brightwood.com info@bnghtwood.com	Dallas Stovall	721	1960	N/A
City of Bend 710 NW Wall St., Bend, OR 97701	541-388-5505	541-385-6676	www.ci.bend.or.us	Eric King	674	1905	\$27.9 million
Jefferson County School District, 509-J 445 SE Buff St., Madras, OR 97741	541-475-6192	541-475-6856	www.jcsd.k12.or.us webmaster@509j.net	Rick Molitor, Superintendent	630	1905	\$17,204,049
Summit Medical Group - Formerly Bend Memorial Clinic 1501 NE Medical Center Dr., Bend, OR 97701	541-382-2811	N/A	www.bendmemorialclinic.com info@bendmemorialclinic.com	Kurt Kemcke, Cheryl Stewart, Joan Sheldon, Dr. David Holloway	587	1946	N/A
St. Charles Redmond 1253 N Canal Blvd., Redmond, OR 97756	541-548-8131	541-526-6504	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	578	1952	N/A
Bend Park & Recreation District 799 SW Columbia St., Bend, OR 97702	541-389-7275	N/A	www.bendparksandrec.org info@bendparksandrec.org	Don Horton	550	1974	N/A
Deschutes National Forest 63095 Deschutes Market Rd., Bend, OR 97701	541-383-5300	541-383-5553	www.fs.usda.gov/centraloregon jean.nelson-dean@usda.gov	Jean Nelson-Dean	550	1893	\$22.2 million
McDonald's 11 Restaurants Throughout Central Oregon	800-244-6227	N/A	www.mcdonalds.com www.mcdonalds.com/us/en/contact_us.html	N/A	536	1940	N/A
Les Schwab Tires Centers - Headquarters 63590 Hunnell Rd., Bend, OR 97701	541-318-0281	541-416-5363	www.lesschwab.com	Alan	500	1952	N/A
Ibex 501 SW Hill St., Bend, OR 97702	541-647-6670	N/A	www.ibex.co charlotte.kachold@ibex.co	Charlotte Kachold	480	1984	N/A
Wal-Mart Supercenter - Redmond 300 NW Oak Tree Ln., Redmond, OR 97756	541-923-5972	N/A	www.walmart.com	Robin Geiss, Ryan Coker	476	1993	N/A
PCC Schlosser 345 NE Hemlock Ave., Redmond, OR 97756	541-548-0766	541-548-6579	www.pccstructurals.com	Keith Covlin	465	1989	N/A
Ray's Food Place - Regional Throughout Central Oregon	541-318-7297	N/A	www.gorays.com	Varies with Location	450	2001	N/A
Central Oregon Community College 2600 NW College Way, Bend, OR 97703	541-383-7500	541-317-3065	www.cocc.edu feedback@cocc.edu	Dr. Laurie Chesley	425	1949	N/A
Consumer Cellular 2999 SW Sixth St., Redmond, OR 97756	800-686-4460	541-693-8060	www.consumercellular.com	John Marick	400	1995	N/A
Lonza — Formerly Bend Research, a division of Capsugel 1201 NW Wall St., Ste. 200, Bend, OR 97703	541-382-4100	541-382-2713	www.bendresearch.com info@bendresearch.com	Phoenix Barringer	385	1975	N/A
Lonza — Formerly Bend Research, a division of Capsugel 1201 NW Wall St., Ste 200, Bend, OR 97703	541-382-4100	541-382-2713	www.capsugel.com dfsinqury@capsugel.com	Alissa Barrett, Phoenix Barringer	385	1975	N/A
Crook County School District 471 NE Ochoco Plaza Dr., Prineville, OR 97754	541-447-5664	541-447-3645	www.crookcounty.k12.or.us	Dr. Ivan Hernandez	382	1921	\$17,419 million
Black Butte Ranch 12930 Hawksbeard, PO Box 8000, Black Butte Ranch, OR 97759	541-595-1251	541-595-2077	www.blackbutteranch.com info@blackbutteranch.com	Human Resources	375	1970	\$3.25 million
Central Oregon Truck Company 394 NE Hemlock Ave., Redmond, OR 97756	800-394-0222	541-416-2041	www.centraloregontruck.com recruiting@cotruck.net	Rick Williams, Jessica Frey	365	1992	N/A
Mosaic Medical - East Bend Clinic 2084 NE Professional Ct., Includes All Central Oregon Clinics., Bend, OR 97701	541-383-3005	N/A	www.mosaicmedical.org	Bridget McGinn	365	2004	N/A
COSTCO 2500 U.S. 20, Bend, OR 97701	541-383-2299	N/A	www.costco.com	N/A	350	2002	N/A
Facebook - Prineville Data Center 735 SW Connect Way, Prineville, OR 97754	N/A	N/A	www.facebook.com/prinevilldatacenter	William Marks	350	2010	N/A
Fred Meyer One Stop Shopping - Redmond 944 SW Veterans Way, Redmond, OR 97756	541-504-5100	541-504-9041	www.fredmeyer.com	Rhonda Etnire	340	1999	N/A
Opportunity Foundation of Central Oregon - Redmond 835 E. Hwy. 126, 3294 S Hwy. 97, PO Box 430, Redmond, OR 97756	541-548-2611	541-504-9573	www.opportunityfound.org lengland@opportunityfound.org	Lew England	335	1965	N/A
OSU-Cascades 1500 SW Chandler Ave., Bend, OR 97702	541-322-3100	N/A	www.osucascades.edu info@osucascades.edu	Dr. Rebecca Johnson	331	2001	N/A
Fred Meyer One Stop Shopping - Bend 61535 S Hwy. 97, Bend, OR 97702	541-385-6667	541-385-6664	www.fredmeyer.com	Mike Ross	327	1990	N/A
JELD-WEN Bend Window Division 62845 Boyd Acres Rd., Bend, OR 97701	541-382-4411	541-385-3268	www.jeld-wen.com info@jeld-wen.com	Lee Sparks	315	1977	N/A
JELD-WEN Millwork Manufacturing Bend 62845 Boyd Acres Rd., Bend, OR 97701	541-385-1444	541-382-2215	www.jeld-wen.com leebo@jeld-wen.com	Lee Bouck	315	1968	N/A
Eagle Crest Resort 1522 Cline Falls Rd., Redmond, OR 97756	541-923-2453	541-923-1720	www.eagle-crest.com info@eagle-crest.com	David Campbell	300	1985	N/A
Pronghorn Resort 65600 Pronghorn Club Dr., Bend, OR 97701	541-693-5300	541-693-5496	www.pronghornresort.com careers@pronghornresort.com	Human Resources	300	2004	N/A
Deschutes Brewery 901 SW Simpson Ave., Bend, OR 97702	541-385-8606	541-383-4505	www.deschutesbrewery.com info@deschutesbrewery.com	Gary Fish	296	1988	N/A
Oregon State University - Cascades 1500 SW Chandler Ave., Bend, OR 97702	541-322-3100	541-383-7501	www.OSUcascades.edu info@osucascades.edu	Christine Coffin	283	2001	N/A
BendBroadband 63090 Sherman Rd., Bend, OR 97703	541-382-5551	541-317-9086	www.bendbroadband.com megan.rutherford@tdstelecom.com	Tyler Honzel	280	1955	N/A
G5 Search Marketing 550 NW Franklin Ave., Ste. 200, Bend, OR 97703	541-306-3374	N/A	www.G5platform.com carrie.percich@g5platform.com	Carrie Percich	278	2005	N/A
The Center 2200 NE Neff Rd., Ste. 200, Bend, OR 97701	541-382-3344	541-382-1681	www.thecenteroregon.com info@thecenteroregon.com	Mike Gonsalves	274	1954	N/A
Contact Industries 1155 N Main St., Prineville, OR 97754	541-447-4177	541-447-6479	www.contactind.com sales@contactind.com	N/A	270	1946	N/A
Bi-Mart 6 Locations Throughout Central Oregon	541-344-0681	N/A	www.bimart.com comments@bimart.com	N/A	251	1955	N/A
Brasada Ranch 16986 SW Brasada Ranch Rd., Powell Butte, OR 97753	541-526-6869	N/A	www.brasada.com vincer@brasada.com	Vince Rosa	250	2007	N/A
Epic Aircraft 22590 Nelson Rd., Bend, OR 97701	541-318-8849	N/A	www.epicaircraft.com info@epicaircraft.com	Doug King	250	2004	N/A
Wal-Mart - Bend 20120 Pinebrook Blvd., Bend, OR 97702	541-389-8184	N/A	www.walmart.com	Edward Camp	250	1994	N/A
PacificSource Health Plans 2965 NE Connors Ave., Bend, OR 97702	541-330-8896	541-330-8948	www.pacificsource.com info@pacificsource.com	Dan Stevens	243	1933	N/A
Keith Manufacturing Company 401 NW Adler St., PO Box 1, Madras, OR 97741	541-475-3802	541-475-2169	www.keithwalkingfloor.com mediadept@keithwalkingfloor.com	Mark Foster	235	1950	N/A
St. Charles Prineville 384 SE Combs Flat Rd., Prineville, OR 97754	541-447-6254	541-447-6705	www.stcharlesheathcare.org jcbishop@stcharleshealthcare.org	John Bishop	228	1950	N/A
Central Oregon Radiology Assoc. PC 1460 NE Medical Center Dr., Bend, OR 97701	541-382-6633	541-382-9327	www.centraloregonradiology.com keharvey@cmille.org	Kate Harvey	225	1947	N/A
Riverhouse on the Deschutes 3075 N Business Hwy. 97, Bend, OR 97701	541-389-3111	541-389-0870	www.riverhouse.com marketing@riverhouse.com	Eric Trachsel	220	1974	N/A
Crook County 300 NE Third St., Room 10, Prineville, OR 97754	541-447-6555	541-416-3891	www.co.crook.or.us mike.mccabe@co.crook.or.us	Mike McCabe	213	1882	N/A
Medline ReNewal 1500 NE Hemlock Ave., Redmond, OR 97756	541-923-3310	541-923-3375	www.medline.com swyss@medline.com	Steve Bettis	210	1997	N/A

Employment & Human Resources Pros

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are a human resources company, and many of our clients have needed help navigating the Paycheck Protection Program, Workshare Oregon, benefits continuation and proper communication with employees."

Stephanie Miller, franchisee/owner of Express Employment Professionals in Bend, said that like many businesses, Express had to learn to adapt during the COVID-19 pandemic. "We have continued to be open during this time to help people find work and to continue providing paychecks and benefits to our associates. Our team has been remarkably flexible to the adapting needs of our community, both companies and employees," she said. Miller said her team has seen new jobs surfacing due to the pandemic, such as COVID-19 medical greeters, temperature takers and additional grocery positions. "However, we have seen mandatory layoffs in other industries, like hospitality, recreation and service industries."

Dana Dunlap, manager of the Adult Employment and Training Program for Central Oregon Intergovernmental Council (COIC), said that targeted sectors in the employment arena right now are advanced manufacturing, technology, health care and construction. "As a result of COVID-19, the top three industries that have been affected are hospitality and leisure, health care and manufacturing," she said. "Although hiring has slowed in the past three months, we still see a need in grocery stores, in construction especially, for commercial truck drivers and in some health care-related positions. (Visit oregon.gov/employ/jobseekers/Pages/Find-a-Job.aspx for a current job listing through WorkSource.)

Miller adds that seasonal businesses such as building, landscaping and skills trades have remained strong during the closures, and Lambert said that although many of Mid Oregon's clients were forced to lay off, they also have some client companies that have needed additional help over the past couple of months. "Medical facilities, sanitation services and a few manufacturers have needed to bring on extra help." Lambert said he has not, however, seen an uptick in applicant flow, because many of the people who have been laid off are making more on unemployment right now than they were at work. "The people we do have applying for work genuinely want to work though, so we have not had much trouble filling the open positions."

"These are challenging times for both employers and employees," added Tammy Baney, executive director of COIC. "We have worked hard to find ways to connect in a meaningful way with those we serve. We are an incredibly nimble, dedicated and caring team who do our best to provide individualized, supportive services to our residents." With the changing dynamic in the current workplace, COIC has fielded many questions from those looking for help with employment — or unemployment — during this turbulent time.

"COIC is a council of governments, meant to fill gaps and assist local government in leveraging resources, building systems that meet regional needs and providing support when service gaps are identified," said Baney. To that end, COIC operates the following programs:

- Adult Employment and Training
- Youth Employment (mentorship/work experience and linked to education)



Sam Lambert,
Mid Oregon Personnel
Services, Inc.



Stephanie Miller,
Express Employment
Professionals

- Youth Alternative Education (High School)
- Small Business Loan
- Cascades East Transit (Regional Public Transit Provider)
- Community & Economic Development (COIC is designated by the U.S. Department of Commerce, Economic Development Administration (EDA) as the "Economic Development District" for Central Oregon.)

The Adult Training and Education Department team works in partnership with the WorkSource offices in Bend, and Dunlap said they have seen a substantial increase in phone calls with questions pertaining to unemployment insurance. "While the Oregon Employment Department, which oversees the UI benefits in Oregon, is best suited to answer specific questions about unemployment insurance, our employment counselors have been proactive in their outreach to local employers — nearly 800 companies have been contacted so far — to provide current resources for both employers and their employees who are experiencing a layoff or reduction in staffing," she said. COIC recently received two National Emergency Grants that will provide employment-related support services, education and training opportunities to the local workforce disrupted by COVID-19.

The biggest change within COIC and the Adult Employment and Training Program, agree Baney and Dunlap, is the shift to virtual services. "Due to COVID-19 precautions, our WorkSource offices had to close our doors to the public," said Dunlap. "We are still assisting customers, but it's all via phone, email, Skype or Zoom. Our team didn't skip a beat, and was providing the majority of services virtually within the first week of the Governor's orders."

While the employment agencies focus on helping the public find work, the owners and directors of the companies have had to make adjustments within their own offices as well. Lambert said that at Mid Oregon, he fortunately did not have to lay off anyone. "We learned a lot from the economic downturn in 2008/2009. We had a strong first quarter and were in a position to be able to keep all of our staff members for an extended period of time without much revenue," he said. "We support a large number of essential businesses, and from my perspective, every member of my team is essential to our success in providing the services our clients need and expect." At the Adult Training and Education Department, Dunlap said staffing levels have remained the same, but that the workload has increased.

In running the offices, Lambert said social distancing has created difficulties, but that with the technology Mid Oregon has at its disposal, they have been able to continue conducting business with little interruption. "We have limited personal contact as much as possible, and this means conducting interviews over the phone or utilizing platforms like Zoom," he said. "Our doors are open for walk-in traffic, but we have minimized the number of people we can have in our buildings and we utilize appropriate PPE and social-distancing guidelines. We have made the health and welfare of our employees paramount in our daily activities."

Miller said that at Express, many changes have been made to their internal office, and in their clients' offices. "We have health and safety tools for all of our client companies to help them open in a safe way for both their employees and customers," she said. "Internally, we have spaced our employees out to accommodate 6-foot distancing, installed plexiglass windows to keep all parties safe in our office and utilized a drive-up window to ensure business could remain open during this time."

The good news in all of this, agree the pros, is that the future of the workforce in Central Oregon looks hopeful. "As of early June, we have seen an uptick in hiring across the board," said Lambert. "We went from pretty quiet to extremely busy almost overnight. While there is still a lot of uncertainty in the marketplace, it really does feel like we are about through the storm. Any time there is uncertainty in the

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Older, Larger Companies Benefit from Not Investing in Worker Safety, Study Finds

by MOLLY ROSBACH — Oregon State University

Companies best equipped to provide safe workplaces are the least likely to do so, because they benefit financially from forgoing the cost of enacting workplace safety practices, a recent study found. In some cases, companies with worker injury claims were more than 50 percent more likely to survive than their safer counterparts.

When it's cheaper to pay nominal fines for violating workplace regulations than to provide safe workplaces, that indicates current safety regulations are not enough to protect workers, researchers say.

Oregon State University Public Health and Human Sciences associate professor Anthony Veltri was one of several authors on the study, an international collaboration between Mark Pagell, Mary Parkinson, Michalis Louis and Brian Fynes of University College Dublin in Ireland; John Gray of the Ohio State University in Columbus, Ohio; and Frank Wiengarten of Universitat Ramon Llull in Spain.

"Organizations that do not provide a safe workplace gain an economic advantage over those that do," said Veltri, who studies occupational safety and health. "The goal of improving the longevity of a business conflicts with the goal of protecting the workforce."

The study, published last week in the journal Management Science, looked at both short- and long-term survival of more than 100,000 Oregon-based

organizations over a 25-year period. In this study, "survival" was defined as ongoing operations, even in the face of an ownership change.

Researchers determined whether a company provided a safe workplace by examining the company's history of disabling claims, using data provided by the Oregon Department of Consumer Affairs. Disabling claims include those where a worker suffers a temporary disability that forces them to take at least three days off work, or where there is the expectation of a permanent disability. More costly claims stem from more severe incidents, and higher costs indicate more frequent or more severe claims.

Results from the study indicated that providing a safe workplace generally hindered organizational survival, as organizations with worker injury claims survived up to 56 percent longer than organizations with no claims. The effect was strongest among larger, older companies — those most likely to have the resources to invest in safety practices.

High claims costs were more likely to harm the survival of younger or smaller companies, or companies that are growing quickly. Thus they have a greater incentive to protect their workforce, but likely fewer resources to do so, the researchers said.

Companies with more than 100 employees and claims filed against them were more likely to survive compared

with similar-sized companies without claims. That outcome holds until quarterly claims reach just over \$9 million, a level that is unlikely to ever be reached.

Conversely, companies with fewer than 30 employees get no or minimal benefit from having claims relative to similar-sized companies without claims.

Despite the presence of regulatory bodies like the Occupational Safety and Health Administration (OSHA), "Our results imply that the regulations of a developed economy are not enough to incent the elimination of poor safety," the study says.

The researchers suggest that future regulations need to be written and enforced to reward innovation that both improves worker safety and improves the business's likelihood of survival.

While the dataset did not allow researchers to explain why having claims makes a business more likely to survive, it allowed them to refute the idea that improving worker safety improves profits.

Although there are businesses that provide safe workplaces and also improve their competitiveness, such businesses are not the norm, the study says. And while organizations seeking to maximize their survival are unlikely to harm workers on purpose, they are correct in calculating that the costs of preventing all harm to workers is higher than the cost of not doing so.

oregonstate.edu

Largest Central Oregon Employers *(Listed by number of employees over 100 - includes multiple Central Oregon branches.)*

▶ CONTINUED FROM PAGE 18

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
10 Barrel Brewing 62970 NE 18th St. (Brewing) 1135 NW Galveston Ave. (Pub), Bend, OR 97701	541-585-1007	541-585-1008	www.10barrel.com info@10barrel.com	Kyle Mckee	202	2006	N/A
Safeway - Bend Forum 2650 NE Hwy. 20, Bend, OR 97701	541-383-6500	541-383-6504	www.safeway.com	Jerry Newell	200	1937	N/A
The Athletic Club of Bend 61615 Athletic Club Dr., Bend, OR 97702	541-385-3062	541-385-4774	www.athleticclubofbend.com	Kip Heilman	200	1993	N/A
NAVIS 389 SW Scalehouse Ct., Bend, OR 97702	541-385-5255	N/A	www.TheNavisWay.com info@thenavisway.com	Kyle Buchner	199	1987	N/A
Partners In Care 2075 NE Wyatt Ct., Bend, OR 97701	541-382-5882	N/A	www.partnersbend.org marlenec@partnersbend.org	Marlene Carlson	198	1979	N/A
St. Charles Madras 470 NE A St., Madras, OR 97741	541-475-3882	541-475-0615	www.stcharleshealthcare.org jcbishop@stcharleshealthcare.org	John Bishop	198	1967	N/A
First Interstate Bank 1100 NW Wall St., Bend, OR 97703	541-385-6200	541-382-8780	www.firstinterstatebank.com bill.kuhn@fib.com	Bill Kuhn	197	1977	N/A
Touchmark at Mount Bachelor Village 19800 SW Touchmark Way, Bend, OR 97702	541-383-1414	541-383-3434	www.touchmarkBend.com mcs@touchmark.com	Mattie Corya-Swanson	196	2001	N/A
Target 63435 N Hwy. 97, Bend, OR 97701	541-330-1434	N/A	www.target.com/sl/bend/766	Customer Service	190	N/A	N/A
NeighborImpact 2303 SW First St., Redmond, OR 97756	541-548-2380	541-548-6013	www.neighborimpact.org info@neighborimpact.org	Scott Cooper	186	1985	N/A
J Bar J Youth Services 62895 Hamby Rd., Bend, OR 97701	541-389-1409	541-389-9348	www.jbarj.org egill@jbarj.org	Eva Gill	174	1968	N/A
High Lakes Health Care - Bend-Upper Mill 929 SW Simpson Ave., Ste. 300, Bend, OR 97702	541-389-7741	1-541-278-8375	www.highlakeshealthcare.com	Dan McCarthy	170	1996	N/A
Home Instead Senior Care 296 SW Columbia St., Ste. C, Bend, OR 97702	541-209-6016	541-330-7362	www.homeinsteadbend.com Jonathan.Mack@homeinstead.com	Cole Mack, Jonathan Mack	170	2000	N/A
MASA Medical Transport Solutions 70 SW Century Dr., Bend, OR 97702	541-848-8124	N/A	masamts.com/biz-solutions turioste@masamts.com	Tony Urioste	170	1974	N/A
Medline Industries, Inc. 1500 NE Hemlock Ave., Redmond, OR 97756	541-923-3310	541-923-3375	www.medlinerenewal.com sales@medline.com	Suzie Wyss	165	1997	N/A
Hayden Homes Inc. 2464 SW Glacier Pl., Ste. 110, Redmond, OR 97756	541-923-6607	541-548-0761	www.hayden-homes.com kmcgowan@hayden-homes.com	Katie McGowan	161	1989	N/A
Rebound Physical Therapy Throughout Central Oregon	541-382-2181	541-382-7875	www.reboundoregon.com info@reboundoregon.com	Varies with location	157	1995	N/A
Sunriver Brewing Company 57100 Beaver Dr., Bldg. 4, Sunriver, OR 97707	541-593-3007	N/A	www.sunriverbrewing.com info@sunriverbrewingcompany.com	N/A	155	2012	N/A
Safeway - Bend Century 320 SW Century Dr., Bend, OR 97702	541-389-0085	541-389-0553	www.safeway.com	Don Morrison	153	1923	N/A
Benham Hall at SHARC 57250 Overlook Rd., Sunriver, OR 97707	541-585-3144	541-593-6900	www.sunriversharc.com/eventspace sharevents@srowners.org	Melanie Berg	150	2012	N/A
Juniper Swim & Fitness Center 800 NE Sixth St., Bend, OR 97701	541-389-7665	541-385-6706	www.juniperswimandfitness.com info@bendparksandrec.org	Sue Glenn	150	1949	N/A
Knife River 64500 OB Riley Rd., Bend, OR 97701	541-388-0445	541-388-8932	www.kniferiver.com chris.doan@kniferiver.com	Chris Doan	150	1968	N/A
Pantheon Drug Development & Manufacturing Services 62925 NE 18th St., Bend, OR 97701	541-318-7115	541-318-7082	www.patheon.com marshall.crew@patheon.com	Marshall Crew	150	2008	N/A
Safeway - Madras 80 NE Cedar St., Madras, OR 97741	541-325-0460	541-324-0464	www.safeway.com	Torfinn Bolken	149	1937	N/A
Western Heavy Haul & SMAF 2260 NW Industrial Park Rd.m PO Box 672m Prineville, OR 97754	541-447-5643	541-447-2190	www.whhsmaf.com scotp@whhsmaf.com	Scott Porfily	142	1965	N/A
Nosler Inc. 107 SW Columbia St., PO Box 671, Bend, OR 97709	541-382-3921	541-388-4667	www.nosler.com zachw@nosler.com	Zach Waterman	141	1948	N/A
Kirby Nagelhout Construction Company 63049 Lower Meadow Dr., Bend, OR 97701	541-389-7119	541-385-5834	www.knccbend.com Miket@kirbynagelhout.com	Mike Taylor	140	1986	N/A
Lowe's Home Improvement Warehouse 20501 Cooley Rd., Bend, OR 97701	541-693-2560	541-693-2561	www.lowes.com	David Lockard	135	2005	N/A
Wells Fargo 960 NW Wall St., Bend, OR 97701	541-735-5173	541-388-0514	www.wellsfargo.com colm.s.boer@wellsfargo.com	Colm Boer	135	1936	N/A
Sisters School District 525 E. Cascade Ave., Sisters, OR 97759	541-549-8521	N/A	www.ssd6.org info@sisters.k12.or.us	Front Desk	133	1885	N/A
Safeway - Redmond 1705 S Hwy. 97, Redmond, OR 97756	541-504-4160	541-504-4164	www.safeway.com	Bart Scrivner	132	1937	N/A
Hooker Creek Companies, LLC 95 SW Scalehouse Lp., Ste. 100, Bend, OR 97702	541-389-0981	call first	www.hookercreek.net info@hookercreek.net	John Fournier	130	1993	N/A
Microsemi Corporation 405 SW Columbia St., Bend, OR 97702	541-382-8028	541-388-0364	www.microsemi.com	Mark Gabler	130	1984	N/A
Pahlisch Homes, Inc. 210 SW Wilson Ave., Ste. 100, Bend, OR 97702	541-385-6762	541-385-6742	www.pahlischhomes.com Jessicas@pahlischhomes.com	Jessica Seidel	130	1983	N/A
Systema 265 NW Franklin Ave., Ste. 201, Bend, OR 97701	541-602-2092	N/A	www.systema-usacorp.com	Travis Stevens	130	1993	N/A
Mid Oregon Credit Union PO Box 6749, Bend, OR 97701	541-382-1795	541-389-0103	www.midoregon.com info@midoregon.com	Bill Anderson	125	1957	N/A
Safeway - Bend Third 642 NE Third St., Bend, OR 97701	541-312-6480	541-312-6495	www.safeway.com	Dave Vernon	125	1923	N/A
U.S. Bank 1025 NW Bond St., Bend, OR 97703	541-388-8760	541-389-8918	www.usbank.com sherry.jones@usbank.com	Sherry Jones, Coby Horton	125	1937	N/A
BasX Solutions 3500 SW 21 Place, Redmond, OR 97756	541-647-6650	N/A	www.basxsolutions.com mtobolski@basxsolutions.com	Matthew Tobolski, David Benson	122	2012	N/A
Bright Wood Corporation - Redmond 630 SE First St., Redmond, OR 97756	541-548-4511	541-548-3272	www.brightwood.com info@brightwood.com	Dallas Stovall	122	1960	N/A
Humm Kombucha 20720 Brinson Blvd., Bend, OR 97701	541-306-6329	N/A	www.hummkombucha.com hello@hummkombucha.com	Jamie Danek, Michelle Mitchell	118	2009	N/A
Seventh Mountain Resort 18575 SW Century Dr., Bend, OR 97702	541-382-8711	541-382-3517	www.seventhmountain.com info@extraholidays.com	Jim Kinney, General Manager	116	1971	N/A
Taylor Northwest LLC 18500 Bull Springs Rd., Bend, OR 97703	541-382-7887	541-382-3505	www.taylornw.com	Todd Taylor, CEO	116	2003	N/A
Head Start: NeighborImpact 2303 SW First St., Redmond, OR 97756	541-548-2380 ext.127	541-504-5725	www.neighborimpact.org/get-help/head-start hs-support@neighbonimpact.org	Scott Cooper	115	1985	N/A
Home Depot, The 63465 Hwy. 97, Bend, OR 97701	541-382-1020	541-617-5496	www.homedepot.com	Richard Bouchard	115	1999	N/A
Central Oregon Intergovernmental Council 334 NE Hawthorne Ave., Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	N/A
COIC WorkSource Offices Redmond/Prineville/Bend, Redmond/Prineville/Bend	541-388-6070	N/A	www.coic.org coic@coic.org	Dana Dunlap	111	1972	N/A
Ochoco National Forest 3160 NE Third St., Prineville, OR 97754	541-416-6500	541-416-6695	www.fs.fed.us/r6/centraloregon	Kate Klein, Forest Supervisor	109	1911	\$8 million
Redmond Area Park & Recreation District 465 SW Rimrock Dr., Redmond, OR 97756	541-548-7275	N/A	www.raprd.org raprd@raprd.org	Vicki O.	104	1978	N/A
Bend Surgery Center 1303 NE Cushing, Ste. 200, Bend, OR 97701	541-318-0858	541-318-6740	www.bendsurgery.com info@bendsurgery.com	Jason Winters	100	1997	N/A
Bulletin, The 1777 SW Chandler Ave., PO Box 6020 97708, Bend, OR 97702	541-382-1811	N/A	www.bendbulletin.com news@bendbulletin.com	N/A	100	1903	N/A
Energy Trust of Oregon 421 SW Oak St., Ste. 300, Portland, OR 97204	866-368-7878	503-546-6862	www.energytrust.org info@energytrust.org	Susan Jowaiszas	100	2002	N/A
PV Powered Advanced Energy, Inc. PO Box 7348, Bend, OR 97701	541-312-3832	541-312-3840	www.advanced-energy.com Yuval.Wasserman@aei.com	Yuval Wasserman	100	2003	N/A
Worthy Brewing Company 495 NE Bellevue Dr., Bend, OR 97701	541-639-4776	N/A	www.worthybrewing.com events@worthybrewing.com	Robert Cammelletti	100	2014	N/A

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.

Central Oregon Recruiting Trends for the Remainder of 2020

by MATTHEW ERTLE, Strategic-Partner — PrideStaff Bend

Remember December? That nearly mythical before-time, when a mass pandemic only seemed relevant as the premise for a Netflix-original series? Well, way back then, companies likely finalized their recruitment plans for the upcoming year. Forget those expectations. It's time to take a new look at the recruiting trends for the remainder of 2020.

The COVID-19 outbreak has dramatically altered the outlook for the rest of the year. We all knew that one already. However, the question remains: what to do about the changing situation? Well, it's time to reassess now that the post-COVID world is opening up.

As such, let's look at the recruiting trends for the remainder of 2020. Here are a few things to evaluate:

Defining "Essential"

The coronavirus has made everyone painfully aware of the concept of "essential workers." Of course, that designation exists within any organization. There are the employees that companies need in order to keep their business open. Then, there are tasks that have more peripheral value.

In the wake of COVID, it's important for every company to review their key staff and create a comprehensive retention plan. This is especially crucial as the lockdowns and quarantines lift. It might not be possible to bring everyone back right away. If not, identify the core employees and do what's needed to keep them with your organization for the long haul.

Going Remote

The coronavirus restrictions forced many companies to accelerate their remote hiring practices. Organizations leaned on video interviewing and other techniques to keep their recruitment plan going during social distancing. Consider keeping some of these methods in place as business returns to normal.

Virtual interviews have a lot of benefits even without a pandemic. There is evidence that they cut the costs associated with recruitment. Meanwhile, other stats indicate that more than half of job applicants (57 percent) actually prefer video interviews to the in-person variety.

That's not to say abandon live interviews. They still provide information not possible to get through the video version. But the virtual model can help cull a list of candidates in a low-cost and efficient way, allowing the ability to conserve resources for top prospects.



GRAPHIC | COURTESY OF PRIDESTAFF BEND

Contract Assignments

Of course, the gig economy didn't need help from the coronavirus. It was already a major force in U.S. labor markets. Stats show that about 57 million workers are active in the gig economy, representing more than a third of the workforce.

The coronavirus might accelerate this trend. In a post-COVID world, employers will want to keep their options open, fearing another shut down could further disrupt the economy. This can be accomplished by delaying full-time hiring decisions and starting out candidates with contract assignments.

Contingency Planning

This a review of recruiting trends for the rest of 2020. However, the process becomes complicated for one key reason: it's extremely difficult to predict what will happen in the second half of the year. To put it another way, the rest of 2020 won't feature a "set it and forget it" economy. Conditions are set for a volatile situation in the near future, made even more uncertain by the unpredictable nature of the outbreak.

What does that mean? Well, be ready for anything. Don't rely on a single strategy to drive decisions. Stay flexible and be ready to reassess as conditions change.

pridestaff.com/bend

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Don't Allow Boredom in Retirement to Get the Best of You

When You Bid Your 9-to-5 Adieu, How Do You Plan to Spend Your Time?

by **CLAY TRENZ, AIF, AAMS** — Branch Manager & Independent Financial Advisor

You've made a financial plan for retirement, but what about a fun plan? According to an article by *The Senior*, "Your Retirement | Don't be a bored Baby Boomer," two in three people enter retirement with little or no thought about what they want to actually do in retirement. But professionals agree it's a key component to a satisfying "after-party."

It's not too soon to think through how you plan to keep yourself busy with all those extra hours in the day — and recognize that the options are endless. Without a purpose, you may find yourself bored and unfulfilled. A little preparation will not only help you avoid this, but also contribute to the happy retirement you've always envisioned.

These tips will help you explore the possibilities.

DIG DEEP

Many of us identify with our careers and titles, but how will we feel once those are part of our past? You're still the same person, after all. It may take some deep thought about your true passions and the legacy you want leave, but this preparation will lead you on a path to fill your time with things that mean the most to you.

Maybe these will get your juices flowing.

What did you want to do as a child? Were there any missed opportunities in your career journey that you'd like to learn more about? Did you lack the time you wanted to volunteer when you had a career and young family to balance? Or maybe your friends are always telling you you're so good at [insert skill here] but you never harnessed it? These are all hints that'll steer you to a satisfactory retirement.

GET INSPIRED

There are some pretty incredible examples of those fully embracing their encore years by doing extraordinary things. There's nothing wrong with finally learning how to crochet, perhaps inspired by watching your grandma make intricate blankets while you were a kid. But there are other options, too. People in retirement are learning to surf, getting a doctorate, starting charitable organizations or traveling to new continents. Picture the possibilities. This is the time to think about trying something new and leaving regrets behind.

Case in point: Jimmy Carter. While he never intended to start an annual project, he and his wife helped Habitat for Humanity volunteers build and renovate homes for the less fortunate in 1984 — and have continued their efforts well into retirement. Want to set a Guinness World Record instead? An 83-year-old Japanese woman who goes by DJ Sumirock earned the title of oldest professional club DJ. She started DJ school at age 77, thinking it might be a fun endeavor. Does a physical endeavor suit you better? There's no shortage of boomer-aged skateboarders. Both Lena Salmi and Neal Unger have gained notoriety as beginners in their 60s.

You won't know if you don't try.

While keeping busy staves off issues retirees can encounter, like unhappiness and



physical decline, it's also OK to decide you want to take this time to relax. Just do it purposefully. According to *U.S. News & World Report's* "The Art of Doing Nothing in Retirement," there are a few steps to take to adjust to this new pace of life. First things first, let go of any guilt you may feel making yourself a priority. But don't let go of a routine altogether. Create one that helps you appreciate your slower lifestyle, and enjoy being in the moment.

Watch the sunset, listen to the ocean and observe wildlife.

IT'S AN EVOLUTION

Creating a so-called bucket list is a good start to having something to always look forward to. But your list should continue to grow, not dwindle.

When you check off one thing, add another. It should be an evolution of your wants and wishes. Don't be afraid to reinvent yourself — then re-reinvent yourself. You may just surprise yourself with a new passion.

Say you decided to take some yoga classes — and now you love it so much you want to become an instructor. Let your level of enjoyment guide you to your next endeavor. You may also do so much traveling one year that staying closer to home the next is what you crave. The most important part is being honest with yourself and what's making you happy.

It's easy to slide into expectations from your family and retired peers — but it's your life. Of course, you should include your children and spouse in your plans, but don't let their wishes overrule yours. And be sure to include your financial advisor in retirement planning conversations. Not only will they be able to help you put together the financial pieces of the puzzle, but they will make sure you have adequate insurance should you take up one of the riskier hobbies.

Remember, this is your retirement. It's a chapter you won't get to rewrite, so do what you please — as wild or laid-back as it may seem. You won't regret listening to your heart and giving it a try.

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by ED WETTIG, CFP — Wettig Capital Management

A headshot of a middle-aged man with a receding hairline, smiling. He is wearing a dark suit jacket, a white shirt, and a patterned tie. The background is a soft, out-of-focus grey.

Provided by Ed Wettig, CFP, Wettig Capital Management which offers investment management, financial planning and retirement income strategies. Securities, insurance and investment advisory services offered through Royal Alliance Associates, Inc. Member FINRA/SIPC. Wettig Capital Management is a marketing designation.

A close-up photograph showing a person's hand dropping a US dollar coin into the slot of a pink piggy bank. The piggy bank is a classic pig shape with a large ear and a small eye. The coin is held between the thumb and index finger, just above the slot. The background is a plain, light color.

PHOTO | PIXABAY



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Class of 2020



Mia



Cameron



Deisy



Danitza

**Big Brothers Big Sisters.**
OF CENTRAL OREGON

PHOTO | COURTESY OF BIG BROTHERS BIG SISTERS OF CENTRAL OREGON

This year, 100 percent of the high school seniors in Central Oregon with a Big Brother or Big Sister are graduating from high school on time. We are exceeding the national average by nearly 40 percent. The youth involved in **Big Brothers Big Sisters of Central Oregon** face barriers to graduation even in the best of circumstances, several being the first in their families to graduate high school and go on to secondary education. Their mentors, support and encourage their Littles, some since young adolescence through high school graduation. Graduating from high school will change these kids' lives forever! The Littles who have received their high school diploma are more likely to raise their children above the poverty line, have children that will graduate from high school and maintain steady employment.

Dr. Peter Palacio of **VIVA! GYN** welcomes **Jade Carboy** N.P., an experienced certified nurse practitioner to his Bend-based gynecology practice. She will begin seeing patients on a full time basis as of June 1, 2020 although appointments are being made effective immediately.

After graduating with a master's in nursing degree from Vanderbilt University, she has spent the past six years with various hospitals, aesthetics and wellness centers as well as medical groups focusing on women's health and wellness. Her background in emergency services, primary care and cosmetic applications allows her to bring a wealth of education and breadth of experience to her new role at VIVA! GYN.

Carboy will be providing a full spectrum of services including women's wellness exams, health screenings, contraception and management of various gynecologic conditions. She also shares Dr. Palacio's interest in mid-life and menopause.

At VIVA GYN, both Palacio and Carboy remain committed to their mission of helping women live life to the fullest as they navigate the various stages of those post-childbearing years.



Brooks Resources' newly appointed Director of Real Estate Development, **Rick Hayes**, has taken on the primary leadership and management role in the development of Discovery West, Bend's newest westside neighborhood. An experienced construction and development manager, Hayes has spent 30 years providing strategic leadership for residential and commercial projects.

His role with Discovery West has recently expanded due to the retirement of David Ford, vice president of Real Estate Development for Brooks Resources. Ford is well-known as the general manager of NorthWest Crossing for more than 15 years, as well as serving on the Central Oregon Community College Campus (COCC) Board of Directors.

Hayes joined the Brooks Resources team last year. Prior to this role, he served as vice president of Strategic Operations for Visionary Homes in Bend and as

senior project manager for COCC. Over the course of his three decades in the industry, he has worked on residential and commercial development, land acquisition, multiple-site entitlements and public heavy infrastructure and building construction programs. He holds a bachelor's degree in construction engineering management from Oregon State University and a master of business administration from Washington State University. He has been a registered engineer, has held the project management professional certificate from the Project Management Institute, and serves as the board chair of the KOR Community Land Trust.



CURTIS NORSEN PADDLING THE JARBIDGE RIVER IN NEVADA | PHOTO COURTESY OF SUN COUNTRY TOURS

Outdoor industry veteran **Curtis Norsen** has joined **Sun Country Tours** as operations manager. Norsen worked as a river rafting guide for Sun Country Tours for seven years after moving to Bend from Colorado in 1995, and also as a ski patroller for Mt. Bachelor Ski Resort during that time. Ultimately, Norsen served as the patrol director and risk manager for Mt. Bachelor until 2017.

Sun Country Tours restructured its leadership team this past winter, and when the operations manager position was created, Norsen quickly threw his hat in the ring.

Norsen grew up in an active family and outdoor adventure has always been his passion. He says now, more than ever, outdoor recreation is critical to our collective wellbeing, and is eager to open for rafting.

Umpqua Bank, a subsidiary of Umpqua Holdings Corporation (NASDAQ: UMPQ), announced that **Tory Nixon** has been promoted from chief banking officer to bank president. The announcement is part of Umpqua's increasing focus on serving the small and middle market businesses that are such a critical part of local economies across the West Coast. Cort O'Haver will continue to serve as CEO of both Umpqua Bank and Umpqua Holdings.

Before joining Umpqua, Nixon served as division president and managing director for California Bank & Trust in San Diego and Northern California. He also served as the executive vice president and COO for the San Diego International Sports Council, hosting sporting events in the community to spur economic development. In addition, Nixon played for the San Francisco 49ers from 1985-1989 and was a member of the Super Bowl XXIII Championship team. He holds a master of business administration from the University of Southern California.

Local children in foster care now have 14 more CASA volunteers advocating for them. The community volunteers were the first class of **Court Appointed Special Advocates**, or CASA volunteers, who, due to COVID, were trained through distance learning and sworn in remotely by Judge Bethany Flint.

All CASA volunteers complete a thorough training process that includes a background check, more than 40 hours of training and an interview with a Judge before being sworn-in as an officer of the court and assigned a child or sibling group. Once assigned, the advocate becomes the voice for the child's best interest in court.

CASA predicts that over 500 local children will spend time in foster care this year due to abuse and neglect. In 2019, more than 430 children spent time in foster care in Central Oregon. More than 360 of these children had a CASA volunteer. CASA of Central Oregon hopes to recruit, train and support enough volunteers so that every child can have an advocate.

CASA of Central Oregon trains and supports volunteers to serve children in foster care in Crook, Deschutes, and Jefferson counties. CASA volunteers are adults from many different backgrounds who are dedicated to advocating for abused and neglected children.



CASA SWEARING IN | PHOTO COURTESY OF CASA

Starseed Foundation Offers a Repeat Challenge to High Desert Chamber Music for Fourth Year in a Row

The Starseed Foundation has offered a repeat challenge to High Desert Chamber Music for the fourth year in a row. The foundation will match the first \$5,000 of funds raised during the challenge. The Starseed Foundation seeks to provide opportunities and exposure to the arts and environment, to improve the quality of life for those in need and to support social programs that offer cultural and lasting benefit to deserving populations.

In response to this generous opportunity, HDCM has begun a “Starseed Foundation Matching Funds Campaign.” Every contribution will go toward reaching this matching challenge. “We are honored to have the continued belief in and support of our programs from the Starseed Foundation. We have met this challenge for the past three years, doubling the impact of our generous donors. Given the profound disruption to our Spring events calendar due to the uncertainty around COVID-19, this challenge could not have come at a more opportune time,” states Executive Director Isabelle Senger.

HDCM’s most recent 12th season has been largely successful, boasting increased season ticket sales, growth in support at the Annual Gala, the largest number of applications for the Master Class, highest attendance for pre-concert

talks and record attendance numbers at the annual Valentine’s Day concert.

Donations can be made on their website, by phone or mail. All donors receive recognition in the program, as well as invitation to the Annual Contributor reception. HDCM is a nonprofit 501(c)(3) and a qualifying organization for the Oregon Cultural Trust.

High Desert Chamber Music’s mission is to bring world-class chamber music and musicians to Central Oregon. HDCM presents an acclaimed series of classical chamber music concerts, ranging from piano duos to string sextets. As the premier and leading chamber music organization in the region, HDCM offers an exciting roster of professional performing artists.

HDCM 2019-20 title sponsors include Mission Building and Renovation, Fairfield Inn & Suites by Marriott, German Master Tech, Miller Lumber, Hayden Homes, Pine Tavern Restaurant and Newstalk KBND and 101.7 Radio. Additional support provided by the Tower Theatre Foundation, BendBroadband and Tracy Lynn Photography.

HighDesertChamberMusic.com

Businesses Serving Community

RIMROCK TRAILS TREATMENT SERVICES

Rimrock Trails Treatment Services received \$5,000 in grant funds from the Moonflower Fund of the Oregon Community Foundation to support the work Rimrock Trails has underway including providing behavioral health services to the Central Oregon community through Telehealth Counseling and their adolescent Residential Treatment Program for teens with mental health and severe substance use issues. Rimrock Trails knows that the stress of the COVID-19 virus is exacerbating individuals’ anxiety, depression, grief and a myriad of other concerns. During the health crisis, the human services agency continues to provide essential and critical behavioral health counseling services for the Central Oregon community.

Rimrock Trails Treatment Services also receive \$2,000 in grant funds from First Story on behalf of their building partners, Hayden Homes, to support their Redmond based Child and Family Program. Due to an urgent need in the community for child and family counseling services, Rimrock Trails hired Licensed Clinical Social Worker, Jackie Taylor to offer specialized counseling services focused on children diagnosed with mental health disorders and their families. The Redmond clinic will continue to provide individual and group counseling services to persons of all ages and with Taylor’s direction will incorporate a specialized focus on children’s mental health issues including depression, anxiety, trauma and grief.

SELCO

SELCO Community Credit Union celebrated its 30th year of its annual scholarship program by awarding \$50,000 in college scholarships to 20 graduating high school seniors throughout Oregon, including ten students from Central Oregon. Each scholarship recipient will receive \$2,500 to use toward college-related expenses.

SELCO started its scholarship program in 1991 as an important component to its mission to aid member-owners in achieving their financial and educational goals. In the past five years alone, SELCO has awarded nearly \$200,000 in scholarships through this program.

This year’s scholarships were awarded on June 12 via SELCO’s virtual scholarship ceremony, which was hosted live on Instagram and replaces SELCO’s traditional scholarship luncheon.

“This year’s graduating seniors are facing unprecedented obstacles, and for that reason we are truly thankful that we are able to help this impressive group of students,” said Craig Carpenter, SELCO’s senior vice president of lending and business solutions. “Since teachers founded the

credit union more than 80 years ago, SELCO has embraced education as a core tenet to its mission of improving the financial health of all its members. The importance of that mission is growing as the needs of our member-owners have increased during this most challenging time.”

SELCO’s Scholarship Committee chose the recipients from applicants representing all 27 Oregon counties that SELCO serves. To qualify, recipients had to be graduating from a four-year accredited high school in Oregon, have a cumulative GPA of at least 3.5 and plan to attend an accredited two- or four-year college or university.

In addition, every applicant was asked to submit an essay that answers the question: “You get to spend the next year of your life in either the past or the future. What year would you travel to, and how would you use what you learned upon your return?”

- Central Oregon’s 2019-20 SELCO Scholarship recipients are:
- **Alexandria Chastain** — Ridgeview High School, Redmond
 - **Cassidy Cummings** — La Pine High School, La Pine
 - **Katie Elliott** — Elliott Family Home School, Redmond
 - **Shannon Hoyer** — Mountain View High School, Bend
 - **Casey Johnson** — Central Christian School, Redmond
 - **Sarah Kilroy** — Redmond Proficiency Academy, Redmond
 - **Jevan La Marche** — Summit High School, Bend
 - **Cody Pickett** — Mountain View High School, Bend
 - **Sydney Pickett** — Mountain View High School, Bend
 - **Isabelle Wynne** — Central Christian School, Redmond

FAMILY ACCESS NETWORK

The Family Access Network (FAN) received a \$10,000 grant from the Lamb Foundation, which will provide 100 local children and families in Central Oregon with essential needs including nutritious food, safe shelter, clothing, health care, school supplies and much more. It only takes \$100 to give a child FAN advocate services for an entire year, enabling children to thrive in school and beyond.

The Lamb Foundation’s mission is to support creative programs to improve the quality of human experience. They value innovation, sound management, and the potential for positive impact over time. A small family foundation founded in 1971, the Lamb Foundation is primarily focused on the Pacific Northwest and supports projects that emphasize direct action, exploration and intellectual curiosity.

E - Headlines

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Walk Away from Back Pain & Toward a Healthier You

The man who wrote the words, “We hold these truths to be self-evident,” was later quick to document what he discovered to be another unquestioning truth.

“The sovereign invigorator of the body is exercise, and of all the exercises, walking is best,” Thomas Jefferson wrote during the mid-1780s. “There is no habit you will value so much as that of walking far without fatigue.”

More than two centuries later, during a time when social distancing has interrupted so much within our lives, Bend physical therapist Rob Hollander continues to promote walking as not just great exercise, but also great medicine.

“There’s no one drug that can so positively affect your body as exercise, and that’s why many consider walking a wonder drug,” said Hollander, co-owner of Alpine Physical Therapy in Bend. “It not only makes you healthier, but also happier — each of which is so important during this COVID-19 era.”

Multiple studies have shown walking is effective in everything from losing weight, strengthening the immune system, reducing blood pressure and warding off depression, to preventing diseases such as diabetes and cancer.

It’s also proven effective for easing and preventing back pain, which affects eight of ten people in the U.S.

“Walking isn’t just about exercise, it’s also about self-care,” Hollander said. “If for instance you’re dealing with some back pain, but you don’t feel comfortable leaving your home for an assessment or treatment during the pandemic, walking can be a way to cope with, and even overcome, the discomfort.”

One study conducted by Tel Aviv University’s Stanley Steyer School of Health Professions (2013) concluded that home aerobic walking programs may, in some cases, be as effective as clinical treatments for easing lower back pain.

According to the study, when people walk, their abdominal and back muscles work in much the same way as they do when one performs exercises specifically meant to target these areas.

“What makes walking all the more effective than these other exercise,” Hollander said, “is that walking requires no special equipment and can easily fit into a person’s daily routine.”

The inherent health benefits of a regular walking program include:

- **Stronger Muscles in the Feet, Legs, Hips & Torso:**
This increases stability of the spine, conditioning these muscles to keep the body upright and balanced.
- **A Nourished Spine:**
Walking encourages improved circulation, which allows the body to pump nutrients into the spine’s soft tissues while washing away toxins.
- **Improved Flexibility & Posture:**
Along with regular stretching, walking does what other, more targeted exercise are designed to do: helps increase range of motion while preventing injury through better movement.

Walking also works to stimulate the brain into releasing serotonin and endorphins, neurotransmitter chemicals that can make you feel better both physically and mentally.

Coupled with the simple distraction inherent in a vigorous stroll, this can lead to a ten to 50 percent reduction in lower back pain after just a single session of walking, according to a study published in The Spine Journal.

“Walking is one of the easiest, most accessible ways to get exercise,” Hollander said. “It doesn’t cost anything, and it’s something virtually anyone can do, even during COVID-19. Just continue to abide by all social distancing guidelines when on the sidewalks and trails.”

When beginning a walking program, start off slow and easy, then gradually build up your speed and distance. a

alpinephysicaltherapy.com

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| #1 — Eyce LLC | #10 — Velox Systems |
| #2 — Broken Top Candle Company | #11 — Everist Irrigation |
| #3 — Southside Physical Therapy Inc. | #12 — Budget Blinds of Central Oregon |
| #4 — Steele Associates Architects LLC | #13 — ATL Communications |
| #5 — Broad Sky Networks | #14 — DiversiPed Heating & Cooling, Inc. |
| #6 — CiES Inc. | #15 — N the Zone Ink |
| #7 — Preston Thompson Guitars, LLC | #16 — Step & Spine |
| #8 — Minuteman Press | #17 — TechLink |
| #9 — Composite Approach | #18 — Specialty Auto Electric, Inc. |
| | #19 — Central Oregon Eyecare, PC |
| | #20 — Bennington Properties LLC |

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Synergy Health & Wellness Shares its Model (at least for now)

by **ANDREA WASILEW LARSON**

In response to the COVID-19 crisis, businesses have pivoted to protect clients and staff by taking to a “virtual care” model, using platforms like Zoom, social media live and watch parties, private video sessions and more. Synergy Health & Wellness has reimagined its business model with continued education experiences and telehealth therapies for its clients despite logistical and technological challenges.

Dedicated to its patient-centered approach, Synergy continuously creates new programs to nourish the needs of its patients and the community. Now more than ever, they understand that building synergies with physicians and therapists in the community is also essential to build more well-rounded support for people in the region.

From Pop-up pantry nutrition education to troubleshooting diabetes and blood sugar levels, Synergy and its team have conducted Facebook pop-ups and video watch parties to stay connected and educate clients. “The rewards and accomplishments over the past couple of months have been nothing short of encouraging,” says Founder at Synergy, RanDee Anshutz, as they’ve adapted and implemented these changes on a fast-track.

At the forefront of Synergy’s virtual care services, and essential in fighting the prevention of contracting COVID-19, includes virtual nutrition therapies and diabetes education with Synergy’s team of experts. These visits are covered by most health insurance companies during this time and are conducted by phone and video chat from the

comfort and safety of the client’s home. The team has not only conducted individual medical nutrition therapy and diabetes education visits using virtual platforms but has also launched a virtual classroom that allows their classes to continue without interruption.

Its Licensed Massage Therapists are also rolling with the hiatus by offering virtual musculoskeletal and self-care support visits, guiding clients through stretching and self-massage techniques to alleviate aches or pains.

While opening its doors to in-person clients is coming soon, Synergy’s utmost concern is maintaining a safe and healthy environment for both its clients and its therapists. Synergy has adopted stringent health and safety steps at its Bend office and will continue to follow CDC and OHA guidelines.

Popular upcoming programs include:

- **Thriving with Diabetes:** Complete diabetes program that is accredited by the American Association of Diabetes Educators (AADE). This program includes individual support and a four-week group session for those who are new to diabetes or who are needing a little extra help with improving their blood sugars. Participants will experience lower HbA1c, decreased complications and better quality of life. Individual sessions are scheduling now, and the next group sessions are slated for July and September.

synergyhealthbend.com
541-323-3488



SYNERGY’S ABBY DOUGLAS, RDN WORKING VIRTUALLY | PHOTO COURTESY OF SYNERGY HEALTH & WELLNESS

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High Desert Museum

Continued from page 3

You also still can see our original exhibit Infinite Moment: Burning Man on the Horizon.

We're excited to welcome everyone back in a way that's safe, supportive

and thoughtful. To that end, we've implemented new procedures. One new aspect is that we're requiring face coverings of either cloth or paper by both visitors and staff, with a few exceptions. Learn more about how we aim to create as safe an environment as possible for an enjoyable museum experience.

highdesertmuseum.org

CAT Rules Hearing

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conference call line. Those needing to make alternate arrangements for registration should contact the Department of Revenue (DOR) rules coordinator before 8:45am June 23.

Taxpayers may also send written comments to the rules coordinator by email, fax, or mail. Comments must be received no later than 5pm June 23. Contact information for the rules coordinator is included below.

Katie McCann, Administrative Rules Coordinator
Director's Office
955 Center St. NE
Salem, OR 97301-2555
Direct telephone: 503-509-9787
E-mail: Rulescoordinator.dor@oregon.gov
FAX: 503-945-8290

The CAT rules being considered are:

- 150-317-1050 Sourcing of Commercial Activity for Financial Institutions.
- 150-317-1060 Farmers Sales to Agricultural Cooperatives.
- 150-317-1140 Wholesale sale of groceries exclusion.
- 150-317-1400 Determining property resold out of state and methods of determining.

The rules and additional information about the hearing can be found on the administrative rules page of the Revenue website.

Taxpayers with general questions about the CAT can email cat.help.dor@oregon.gov or call 503-945-8005.

Visit oregon.gov/dor to get tax forms, check the status of your refund, or make tax payments; call 800-356-4222 toll-free from an Oregon prefix (English or Spanish); 503-378-4988 in Salem and outside Oregon; or email questions.dor@oregon.gov. For TTY (hearing or speech impaired), call 800-886-7204.

oregon.gov

RECENT TRANSACTIONS

Continued from Page 3

in the acquisition of a 5,032 SF office building on 0.44 acre located at 20380 Halfway Road in Bend. The seller, **2TENNBRO, LLC**, represented by **Compass Commercial Real Estate Services** brokers **Jay Lyons, SIOR, CCIM, Howard Friedman, CCIM** and **Grant Schultz**, sold the property for \$1,262,000.

Principal broker **Bruce Churchill** of **Compass Commercial Real Estate Services** represented the seller, **Basalt Number Five, LLC**, in the disposition of 63575 Hunnell Road in Bend. The 2.15-acre parcel sold for \$796,000.

Compass Commercial Real Estate Services brokers **Howard Friedman, CCIM, Jay Lyons, SIOR, CCIM** and **Grant Schultz** represented the landlord, **Deschutes Ridge Business Park, LLC**, in the lease of a 1,410 SF office suite located at 1005 SE Disk Drive in Bend.

Compass Commercial Real Estate Services broker **Graham Dent** represented the landlord, **Floyd Lewis Real Estate**, and the tenant, **Style 8 Design, LLC**, in the lease of a 6,050 SF industrial suite located at 126 NE Emerson Avenue in Bend.

PPP Changes

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to 60 percent of the loan.

- Expanded safe harbor from reductions in loan forgiveness for businesses that are unable to return to the required level of staffing as before coronavirus if the business is complying with federal health requirements.

- Provide safe harbor from reductions in loan forgiveness based on reductions in full-time equivalent employees for businesses that are unable to rehire previous employees or hire similarly qualified employees by December 31, 2020.

- Increase to five-year the maturity of PPP loans that are approved by the SBA

on or after June 5, 2020.

- Extend the deferral period for borrower payments to the date the SBA remits the borrower's loan forgiveness amount to the lender (or, if the borrower does not apply for forgiveness, ten months after the end of the borrower's loan forgiveness covered period).

These changes are significant and may change how you calculate your PPP loan forgiveness. If you are a PPP borrower and have any questions, contact us to speak with a business adviser.

Contact us at 541-383-7290 or sbdc@cooc.edu. Not in Central Oregon? Locate your local SBDC at bizcenter.org. Oregon Small Business Development Centers across the state are open and available to assist businesses. Centers are currently operating virtually.

bizcenter.org

High Desert Classics

Continued from page 3

decision to cancel this year's events.

This is the second of three annual events J Bar J Youth services will have cancelled, and by far the largest. Bowl for Kids' Sake was also cancelled in May, a primary fundraiser for J Bar J's Big Brothers Big Sisters of Central Oregon program. The organization is looking for help from sponsors and the community to bridge those losses.

The Oregon High Desert Classics provides funding not only to the nonprofit organization and their many programs in the region, but brought an estimated three million in revenue to Central Oregon's tourism industry

annually. With over 600 horses and thousands of participants including trainers, riders and staff coming from all over the western U.S. and Canada, The Oregon High Desert Classics is one of the largest events in Bend each summer. The Classics were scheduled for July 15-19 and 22-26 this year. J Bar J Youth Services plans to hold the event again in 2021.

J Bar J Youth Services operates many programs helping youth facing challenges on their path to self-sufficiency: Cascade Youth & Family Center, Grandma's House, Big Brothers Big Sisters of Central Oregon, J Bar J Boys Ranch and J5, The Academy at Sisters, Kindred Connections and at: project.

jbarj.org
oregonhighdesertclassics.org

Somewhere That's Green


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horticultural services in Bend since 2018. In addition to a wide array of indoor plants that include arid, tropical, aquatic and hanging varieties, Somewhere That's Green offers horticultural workshops, in-home plant consultations and plant troubleshooting. Local artisans are featured through products like pottery and macramé, and the business is always looking for new artists to feature.

Somewhere That's Green previously operated a studio open to the public out of Bend's DIYcave. The new Old Mill District location will be reminiscent of a rustic British pub, with whimsy and earthy touches. Kish describes the space as "a plant shop intertwined with theatrical themes and a hint of Hogsmeade."


Partners John Kish and Matt Marson bring decades of experience to this growing business. Kish began gardening at just five years old and was arranging greenery and flowers for large-scale events while still in high school. After studying horticulture in college, Kish spent time in riparian and wetland restoration projects throughout the Pacific Northwest. He is also the author of the children's book *My Best Friend is a Cactus*. Marson brings a professional background in marketing and digital advertising to the business.

SomewhereGreen.com • oldmilldistrict.com



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COMMERCIAL PERMITS WEEK ENDING 5-29-2020

City of Bend

\$15,183,851.00 - Multi-FD 139,673 sf. at 171 SW Shevlin Hixon Dr. Bend 97702 OR Owner: Brooks Resources Corp. 409 NW Franklin Ave. Bend, OR 97703
Builder: Exxel Pacific, Inc. 360-734-2872 Permit # 19-5558

City of Redmond

\$125,000.00 - Commercial Alteration (Mariscos Los Langostinos) 2,660 sf. at 3113 S Hwy 97 Ste. 300 Redmond 97756 OR Owner: PBO, LLC 1133 Highland View Lp. Redmond, OR 97756
Builder: Hayes Building and Design, LLC 541-390-4094 Permit # 711-20-000458-STR

\$60,000.00 - Commercial (Radian Weapons) 580 sf. at 875 NE Kingwood Ave. Redmond 97756 OR Owner: Underwood Estates, LLC 875 NE Kingwood Ave. Redmond, OR 97756
Builder: Christiansens Contracting Company, LLC 541-526-0195 Permit # 711-20-000675-STR

COMMERCIAL PERMITS WEEK ENDING 6-5-2020

City of Bend

\$1,631,733.00 - Commercial Alteration (Council of Aging Co.) 8,953 sf. at 1036 NE 5th St. Bend 97701 OR
Owner: Council on Aging of Central Oregon 373 NE Greenwood Ave. Bend, OR 97701 Builder: Sunwest Builders 541-548-7341 Permit # 19-6202

\$213,659.00 - Commercial (Green Cross) 2,006 sf. at 341 SW Century Dr. Bend 97702 OR Owner: KTMD Properties, LLC 1929 NE Walnut Dr. Redmond, OR 97756
Builder: Eco Development and Construction 541-948-4035 Permit # 19-3410

\$75,000.00 - Commercial 8,599 sf. at 842 NW Brooks St. Bend 97703 OR
Owner: Holt West, LLC 338 SE Railroad Blvd. Redmond, OR 97756 Builder: Michael W Rogers 541-977-1163 Permit # 20-1555

\$20,000.00 - Commercial (Verizon Wireless Tower) at 2500 NE Neff Rd. Bend 97701 OR Owner: St. Charles Medical Center PO Box 5789 Bend, OR 97708
Builder: T3 Construction, LLC 541-580-1055 Permit # 19-4561

City of Redmond

\$1,994,000.00 - Commercial 14,976 sf. at 2045 SW Deerhound Ave. Redmond 97756 OR Owner: Charron Metals Corporation 1225 Emory St. San Jose, CA 95126
Builder: Empire Construction and Development 541-389-0070 Permit # 711-20-000805-STR

\$165,000.00 - Commercial Alteration at 1555 S Hwy 97 Redmond 97756 OR Owner: MW Cousins 1555, LLC 22285 Pepper Rd. #307 Barrington, IL 60010
Builder: Mission Building & Renovation, LLC 541-550-2747 Permit # 711-20-000797-STR

EDCO Prineville

Continued from page 9

family wage jobs and capital investment to Crook County. Both spaces have the capacity to house a range of light and heavy industrial businesses in close proximity to Prineville’s downtown commercial hub.

EDCO Prineville still plans to host a 2020 Annual Luncheon at Brasada Ranch later in the year, as well as the Made in Crook County Tour in the Fall. The Annual

Lunch will focus on translating branding into the optimum digital experience for a business’s customer base, which is something that the EDCO Prineville advisory board has been working on as part of the marketing strategy for our local program as well. Ellen Morningstar of Morningstar Films, based in Prineville, is working on a business and industry film featuring the wonderful companies, jobs and lifestyle assets attracting new businesses and residents to the community being one of these efforts. More event details to come in the next couple of months as we look forward to reconnecting with members and partners face-to-face.

edcoinfo.com

Employment & Human Resources Pros

Continued from page 19

marketplace, there is an added need for services like ours. We are optimistic that our booming economy will return, and while things may not get back to ‘normal’ for a while, the future is bright.” Mid Oregon Personnel, which just celebrated 36 years in business in Central Oregon, is a locally owned non-franchise company. “We are grateful for the opportunity to serve our client companies and the individuals who we are privileged to employ,” Lambert said.

“Most clients are reporting to us that they had to put some positions on hold

until they addressed the critical changes COVID-19 brought to their business. But we are happy to report that businesses are now more adept at what they need to do to keep the community safe, and are making plans for moving forward,” said Miller. “We believe this is the first step in working with the new changes and opening back the economy here in Central Oregon. Companies are starting to align their hiring needs around production and administrative positions that are starting to see activity again.” She continued, “Our community has faced economic challenges in the past. It is our relationships with our tremendous business leaders that carry us through the hard times. This experience has been no different. We are eternally grateful for the companies and employees who continue to find solutions to keep our local economy moving forward.”

coic.org • midoregonpersonnel.com • expresspros.com

Watch for Upcoming Editions of **CASCADE BUSINESS NEWS**
2020 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
July 1 Deadline Jun 24	SUNRIVER Profile/Summer Recreation Special	Travel Agencies, Athletic Clubs, Spas, Tour Companies, Mailing Services, Golf Courses
July 15 Deadline Jul 8		Engineers, Insurance Companies, Health Plan Companies
August 5 Deadline Jul 29		Internet Services, Computer Services, Education Services, Web Design & Digital Marketing
August 19 Deadline Aug 12	Women in Business	Largest Women-Owned Businesses, Moving/Storage, Auto Dealers, Trucking & Transportation, Auto Body Repair
September 2 Deadline Aug 26	Annual Healthcare	Asst'd. Living, Chiropractors, Dentists, Eye, Home Care, Hospitals, Physical Therapy, Physician Groups, Reconstructive Surgery, Audiologists, Emergency Transport, Acupuncture
September 16 Deadline Sept 9	Sisters Profile	Financial Planners, Stock Brokers
October 7 Deadline Sept 30	Nonprofit Profiles/Accomplished Under 40	Nonprofit Organizations, Accountants, Bookkeepers
October 21 Deadline Oct 14		Manufacturers in Deschutes, Crook & Jefferson Counties, Garbage/Recycling

CENTRAL OREGON BUSINESS CALENDAR

VIRTUAL BUSINESS EVENTS

June 18
Noon City Club of Central Oregon Livestream, Journalism in Crisis, The Impact of COVID-19 on the American Media. Watch on Facebook or youtube. [com/channel/UCDBZIX_sr3OK0hQSSvNwW6Q](https://www.youtube.com/channel/UCDBZIX_sr3OK0hQSSvNwW6Q).

June 18
1-4pm City of Bend Virtual Transportation Steering Committee Meeting. Meeting materials will be available online on the Transportation System Plan committee webpage.

June 19
8:30am Redmond Chamber Virtual Coffee Clatter via Facebook Live.

June 24
Noon-1pm Environmental Center Virtual Power Hour, Featuring Zero Energy Projection Builder, Meritage Homes. Eventbrite: www.eventbrite.com/e/power-hour-zero-energy-homes-better-for-business-better-for-living-tickets-107580187236, Facebook event: www.facebook.com/events/3080299422028655/, TEC Website: envirocenter.org/event/virtual-power-hour-zero-energy-homes.

June 25
5pm EDCO In Person AND Virtual PubTalk at McMenamins' O'Kanes Outdoor Patio, and livestreaming at edcoinfo.com/edcoevents.

June 26
8:30am Redmond Chamber Virtual Coffee Clatter via Facebook Live.

July 23
5pm EDCO In Person AND Virtual PubTalk at McMenamins' O'Kanes Outdoor Patio, and livestreaming at edcoinfo.com/edcoevents.

September 12
Deschutes County Sheriff's Office Public Shredding, *Prescription Drug Disposal On-Site* Event and *Canned Food Drive*, in Terrebonne. Information at sheriff.deschutes.org/community/community-programs/events.

September 19
Deschutes Children's Foundation Ripples at Riverhouse on the Deschutes, Bend. Register at www.deschuteschildrensfoundation.org.

September 24
5pm EDCO Virtual PubTalk. Livestream at edcoinfo.com/edcoevents.

September 30
1-5pm Redmond Chamber Business Expo and Job Fair at Deschutes Fair and Expo Center Middle Sister. www.visitredmondoregon.com/events/business-expo.

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Deadline September 30, 2020.

Only percentage of growth will be published.

2019 Winners:

- #1 — Eyce LLC
- #2 — Broken Top Candle Company
- #3 — Southside Physical Therapy Inc.
- #4 — Steele Associates Architects LLC
- #5 — Broad Sky Networks
- #6 — CiES Inc.
- #7 — Preston Thompson Guitars, LLC
- #8 — Minuteman Press
- #9 — Composite Approach
- #10 — Velox Systems
- #11 — Everist Irrigation
- #12 — Budget Blinds of Central Oregon
- #13 — ATL Communications
- #14 — DiversiPed Heating & Cooling, Inc.
- #15 — N the Zone Ink
- #16 — Step & Spine
- #17 — TechLink
- #18 — Specialty Auto Electric, Inc.
- #19 — Central Oregon Eyecare, PC
- #20 — Bennington Properties LLC

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