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.”

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 clientèle had to lay people off, and when that happens, they generally start with their newest staff members. The people we have working for our 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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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 online. Click here for more information. Tickets are for sale up to one week in advance.

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

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 testify at the hearing will need to register beginning at 8:45am on the day of the hearing.

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 of the space available. This has made plans unworkable, and has pushed J Bar J Youth Services into the difficult task of canceling this year’s event.

Someplace 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 trails,” 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 feeling into their own space.”

Somewhere That’s Green has been providing plants, plant products and services to the community since 2012.

WHERE”s NEXT? Somewhere That”s Green

OCCASION: A PLACE TO GROW AND BE
PHOTO COURTESY OF SOMEWHERE THAT”S GREEN | PHOTO BY KEVIN MCELROY
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, including engineers, architects and real estate professionals. The free courses build skills in 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.

energytrust.org
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 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.

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.
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 partnership. “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 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 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 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 the AWS platform.

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

In May, there was a massive leap in pending homes from 141 in April to 285 in May, and Redmond had a bump to 97 pending vs. 73 the previous month. These numbers remain consistent and tell us both buyers AND sellers are competing for available properties. For 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.

**Looking Ahead**

Homeownership is one of the best wealth-building prospects for persons seeking security. Central Oregon is a desirable community and has only continued to be more inviting over the decades. Our team of real estate experts are always available and happy to help guide you in the home buying and selling journey. With record low interest rates and a variety of homes from which to choose, Central Oregon is a beautiful place to call home and establish roots. Whether you are buying for the first time, upgrading or downsizing, the Central Oregon real estate market has the perfect home for everyone. As you consider your housing needs, start to plan and look ahead, whether you want to buy or sell a home, keep us in mind for your real estate ventures. Our experienced team knows how to price properties according to the market trends, and our expertise in the industry is reflected in our willingness to work hard for our clients. Give us a call today and let us help you get started! We can be reached at 541-382-8262 or send us an email at info@dukewarner.com. dukewarner.com

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**Featured Properties**

435 SW Evergreen Avenue - For Sale

- $750,000
- 5000 square feet
- Front showroom on Evergreen Ave
- Middle production area with roll up door
- Rear office
- Two restrooms, AC in Showroom

Contact Bruce Barrett
541-410-3484

432 SW 6th Street - For Sale

- $695,000
- 15,000 square feet
- Downtown Redmond on busy 6th Street
- Ground floor retail or professional office, Second floor Office, Full basement
- In the downtown urban renewal district

Contact Bruce Barrett
541-410-3484

813 SW Highland Avenue - For Sale

- $1,425,000
- 5554 square feet
- Class A Office Building with a nice blend of strong tenants. Built in 1996, 5554 SF Beautifully finished inside and out.

Contact Pete Rencher
541-420-3423

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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 nearly a Decade of Serving the Prineville Region, the COCC Crook County Open Campus has shown the value of a “Home” campus.

One of the reasons so many moved to COCC’s Crook County Open Campus is the proximity it offers. 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.

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

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 funding 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, local 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 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...
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 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 up and doing non-essential 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 guidance, 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. Our 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, with the 800,000 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 up back again. "We work hard in Prineville to develop 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 Our City’s healthy and ready for the future. 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 a huge success. "We’ve seen a huge pickup to customers. Prineville Men’s Wear has ten employees, and although they had the task force walking them through the entire process, the owner said he even had some new people join in. Forrester also said that the chamber has not slowed down one bit; in fact, membership has grown. "We’ve gotten new members through the reopening, she said. "They 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."

Forrester 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 have lots of job-generating development happening right now."

Business leaders show back up on 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 having this online 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 one of the first big events here. It’s a 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, new events have been added, like "Ride ’52," a virtual rodeo that veterans and military personnel can participate in.

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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. The Prineville Reservoir was 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. 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. "I hope are 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 with 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."
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, there 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.

Gazing through its ever-changing 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 fisherman with 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 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 occupied, she moved in, and opened the gallery in May of 2018. "When artists have been exhibiting in museums, national art shows and prestigious galleries, all the time earning a living through their work and supporting their families,” the owner explains, “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 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 four-artist 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 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 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 the month, 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.

Prineville Spotlight

Prineville in Downtown Prineville

Rimrock Gallery in Downtown Prineville

MORNING ROSES, 16 X 24 OIL BY RALPH JAMES

On The Way, 48 X 60 OIL BY RALPH JAMES

LITTLE MUSTANG, 20 X 16 ACRYLIC BY JM BRODRICK

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Facebook Supports Shift VR Healthcare Training Through Grant to 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 partner with Shift. “Through the immersive power of virtual reality, real-life training around life-or-death medical scenarios can be held in a virtual world, making 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.”

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. 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.

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_gfueI&feature=youtu.be . As Stephanie Leapatldt 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.”

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

facebook.com/PrinevilleDataCenter • eastcascadesworks.org
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 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.

mosaicmedical.org • 541-323-3865
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<td>All Star Labor &amp; Staffing 2215 NE 3rd Ave. Bend, OR 97701</td>
<td>541-389-2778</td>
<td>541-389-6994</td>
<td><a href="http://www.allstarlaborinc.com">www.allstarlaborinc.com</a></td>
<td><a href="mailto:Joe@allstarlabor.com">Joe@allstarlabor.com</a></td>
<td>Scott Reynolds</td>
<td>6 2012</td>
<td>All Star Labor &amp; Staffing</td>
<td>Construction, clerical, industrial temp to hire payroll &amp; employee leasing.</td>
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<td>Cardinal Services</td>
<td>541-526-3180</td>
<td>541-526-5880</td>
<td><a href="http://www.cardinalservices.com">www.cardinalservices.com</a></td>
<td>Annick Landless</td>
<td>5 2014</td>
<td>N/A</td>
<td>Cardinal Services</td>
<td>Locally-owned in operation for over 30 years. We provide payroll services, human resources, safety training, along with temporary, contract to hire, direct hire employees.</td>
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<td>Fastlane Office Services - Redmond 123 NW 1st Ave, Redmond, OR 97751</td>
<td>541-504-9675</td>
<td>541-504-0590</td>
<td><a href="http://www.fastlaneoffice.com">www.fastlaneoffice.com</a></td>
<td>Pauline Young</td>
<td>5 1999</td>
<td>N/A</td>
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<td>Temporary, temp to perm, permanent, executive search/traffic control/freeway control/office, traffic control/office, emergency response.</td>
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<td>Good Ideas Aren't Enough</td>
<td>541-541-1550</td>
<td>541-541-1551</td>
<td><a href="http://www.goodideasarentenough.com">www.goodideasarentenough.com</a></td>
<td>Christine Williams</td>
<td>5 2015</td>
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<td>Create the right support system to keep the innovation coming.</td>
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<td>541-582-0800</td>
<td>541-318-6148</td>
<td><a href="http://www.fusecareerconsulting.com">www.fusecareerconsulting.com</a></td>
<td>Dr. Kathy Hoyt</td>
<td>1</td>
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<td>N/A</td>
<td>Career counseling &amp; testing (teens &amp; adults), resume writing, job search assistance, business consulting, group and individual counseling, team development.</td>
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<td>HR Technology Partners (HRTP)</td>
<td>577-337-3088</td>
<td>509-340-5770</td>
<td><a href="http://www.hrtp.com">www.hrtp.com</a></td>
<td>Dean Goodwin</td>
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<td>2002</td>
<td>HR Technology Partners, LLC</td>
<td>Bend, OR</td>
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<td>541-323-5666</td>
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<td>Brad Perlstein</td>
<td>10</td>
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<tr>
<td>Latino Community Association - Madison</td>
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<td>Ana Bartos</td>
<td>2</td>
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<td>Latino Community Association - Redmond</td>
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<tr>
<td>Mid Oregon Personnel Services</td>
<td>541-447-1299</td>
<td>541-475-7640</td>
<td><a href="http://www.midoregonpersonnel.com">www.midoregonpersonnel.com</a></td>
<td>Greg Lambert, Sam Lambert, Nick Kessel</td>
<td>12</td>
<td>1984</td>
<td>Mid Oregon Personnel Services</td>
<td>Bend, OR</td>
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<td>541-797-0497</td>
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<td>Keshia-Mohrenst</td>
<td>50</td>
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<td>541-643-1000</td>
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<td>Ben Burns</td>
<td>16</td>
<td>1987</td>
<td>OneSource HRE, LLC</td>
<td>Employment bonding, payroll services, PEO, professional employer organizations, HR administration &amp; support, employee benefits, policy development, risk management, vision and dental insurance, life, disability, workers’ compensation, co-employment, employee benefits, time &amp; attendance systems</td>
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<td>PeopleReady</td>
<td>541-546-6113</td>
<td>541-546-9177</td>
<td><a href="http://www.opportunityfound.org">www.opportunityfound.org</a></td>
<td>Eliza Wilke, Jeff Johnson</td>
<td>340</td>
<td>1965</td>
<td>N/A</td>
<td>Our mission is empowering people of diverse abilities</td>
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<tr>
<td>PeopleReady</td>
<td>541-512-5645</td>
<td>541-512-5177</td>
<td><a href="http://www.worksourcecentraloregon.org">www.worksourcecentraloregon.org</a></td>
<td>Chris Vogelgesang</td>
<td>29</td>
<td>1996</td>
<td>Agius Health Services</td>
<td>Supplemental medical staffing (MD, LPN, CNA), CM &amp; various other medical professions for part-time contracts</td>
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<td>PeopleReady</td>
<td>541-316-7360</td>
<td>541-318-7362</td>
<td><a href="http://www.selectemp.jobs">www.selectemp.jobs</a></td>
<td>Rhonda Elliott</td>
<td>3</td>
<td>1992</td>
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<td>PeopleReady</td>
<td>541-797-0491</td>
<td>541-797-0485</td>
<td><a href="http://www.selectemp.jobs">www.selectemp.jobs</a></td>
<td>Matt Erik</td>
<td>5</td>
<td>2016</td>
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<td>Selectemp Employment Services</td>
<td>541-512-5950</td>
<td>541-512-5952</td>
<td><a href="http://www.selectemp.com">www.selectemp.com</a></td>
<td>Diane Westmoreland</td>
<td>5</td>
<td>1998</td>
<td>SP Eugene, OR</td>
<td>Administrative, professional, industrial, temporary, long-term, &amp; temp-to-hire. Also medical including LICS RN, CNA &amp; N/A</td>
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<tr>
<td>Selectemp Employment Services</td>
<td>541-566-4770</td>
<td>541-566-4775</td>
<td><a href="http://www.selectemp.com">www.selectemp.com</a></td>
<td>Rachel Niles</td>
<td>12</td>
<td>1960</td>
<td>State of Oregon</td>
<td>Job search assistance, re-education &amp; training program referrals, resources referral assistance. Serving all of Central Oregon’s vocational which includes all counties, dietary required, disabled, special delayed in the process of veteran &amp; individuals coming out on active duty Employment services</td>
</tr>
</tbody>
</table>

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.

---

**THE KEY TO CENTRAL OREGON BUSINESSES**

**LOCALLY OWNED & OPERATED SINCE 1994**

---

**NOT ON THE LIST?**

Central Oregon’s Most Effective B2B Marketing Tool

GET ON IT!

ads@cascadebusnews.com

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Matching the best people with the best jobs for **35 years**.
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 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.

score.org
kyle@scorevolunteer.org

### Loaded Labor Per Hour

<table>
<thead>
<tr>
<th>Cost of Labor</th>
<th>$ Annual</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross Wage $18/Hr</td>
<td>37,440</td>
<td>100%</td>
</tr>
<tr>
<td>Extra Cost</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oregon Unemployment &amp; Workers Compensation</td>
<td>1,471</td>
<td>3.9%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>6,000</td>
<td>16.0%</td>
</tr>
<tr>
<td>Social Security + Medicare</td>
<td>5,728</td>
<td>15.3%</td>
</tr>
<tr>
<td>Total Cost</td>
<td>50,640</td>
<td>135.3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Working Time</th>
<th>Hours</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Available Hours 40 X 52</td>
<td>2,080</td>
<td>100.0%</td>
</tr>
<tr>
<td>Less Hours Not billable or no service provided</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20 min/day breaks</td>
<td>-87</td>
<td>-4.2%</td>
</tr>
<tr>
<td>2 weeks vacation</td>
<td>-80</td>
<td>-3.8%</td>
</tr>
<tr>
<td>1 hour/week meetings</td>
<td>-52</td>
<td>-2.5%</td>
</tr>
<tr>
<td>6 holidays</td>
<td>-48</td>
<td>-2.3%</td>
</tr>
<tr>
<td>Net Working time</td>
<td>1,813</td>
<td>87%</td>
</tr>
</tbody>
</table>

| Loading rate:                                     |          |       |
| Total Cost /Net Work Time= 135.3/87               |          |       |
| Hourly Loaded Labor = $18*1.55                    | $27.9    | 155%  |

---

SecureReliable
Locally owned SecureShred destroys any amount of sensitive documents or electronic data with on-call, scheduled and walk-in services.
**Central Oregon Employment**

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

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>Website/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Charles Bend (Total Regional Employer)</td>
<td>541-380-2025</td>
<td>541-380-7723</td>
<td>stcharleshealthcare.org</td>
<td>Jean Stensrud</td>
<td>1,118</td>
<td>1921</td>
<td>$29 million</td>
</tr>
<tr>
<td>Bend - Direct Health Care</td>
<td>541-315-1695</td>
<td>541-315-1199</td>
<td>stcharleshealthcare.org</td>
<td>Stu Milhorn</td>
<td>2,249</td>
<td>1965</td>
<td>$73 million</td>
</tr>
<tr>
<td>Western Oregon University</td>
<td>541-686-7050</td>
<td>541-383-3202</td>
<td><a href="http://www.wou.edu">www.wou.edu</a></td>
<td>Dan Sneed</td>
<td>1,130</td>
<td>1966</td>
<td>$63,098,208</td>
</tr>
<tr>
<td>Sunset Radio</td>
<td>541-955-4007</td>
<td>541-315-5446</td>
<td><a href="http://www.knkw.com">www.knkw.com</a></td>
<td>Molly Johnson</td>
<td>1,480</td>
<td>1966</td>
<td>N/A</td>
</tr>
<tr>
<td>Mc Beachum Ins.</td>
<td>541-810-1100</td>
<td>541-955-4056</td>
<td>mbeachuminsurance.com</td>
<td>John McCall</td>
<td>875</td>
<td>1975</td>
<td>$2.2 million</td>
</tr>
<tr>
<td>State of Oregon</td>
<td>541-335-5000</td>
<td>541-373-3558</td>
<td>oregon.gov</td>
<td>Tom Anderson</td>
<td>528</td>
<td>1976</td>
<td>N/A</td>
</tr>
<tr>
<td>Spring Stringed Instruments</td>
<td>541-533-1110</td>
<td>N/A</td>
<td><a href="http://www.springstring.com">www.springstring.com</a></td>
<td>Charlie Coker</td>
<td>800</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Bingle Wood Corporation</td>
<td>541-475-2204</td>
<td>541-475-7986</td>
<td>binglewoodcorporation.com</td>
<td>Bill Bevel</td>
<td>724</td>
<td>1980</td>
<td>N/A</td>
</tr>
<tr>
<td>City of Bend</td>
<td>541-380-8886</td>
<td>541-380-6067</td>
<td><a href="http://www.bend.or.us">www.bend.or.us</a></td>
<td>Tim Kang</td>
<td>879</td>
<td>1980</td>
<td>$27.9 million</td>
</tr>
<tr>
<td>Central Oregon Dental Group</td>
<td>541-475-0152</td>
<td>541-475-0950</td>
<td><a href="http://www.cordental.com">www.cordental.com</a></td>
<td>Rick McCarver, Spokane office</td>
<td>630</td>
<td>1939</td>
<td>$21,204,049</td>
</tr>
<tr>
<td>Summit Medical Group</td>
<td>541-328-2001</td>
<td>N/A</td>
<td><a href="http://www.summitmedicalgroup.com">www.summitmedicalgroup.com</a></td>
<td>Karen Konitz, Chief Strategy Officer</td>
<td>540</td>
<td>1946</td>
<td>N/A</td>
</tr>
<tr>
<td>Telesis Research</td>
<td>541-686-0156</td>
<td>541-520-0504</td>
<td><a href="http://www.telesisresearch.com">www.telesisresearch.com</a></td>
<td>Israel Simonini</td>
<td>378</td>
<td>1992</td>
<td>N/A</td>
</tr>
<tr>
<td>Bend Park &amp; Recreation District</td>
<td>541-380-7275</td>
<td>N/A</td>
<td><a href="http://www.bendparkandrecreation.org">www.bendparkandrecreation.org</a></td>
<td>Don Horton</td>
<td>550</td>
<td>1974</td>
<td>N/A</td>
</tr>
<tr>
<td>Earthscope National Facility</td>
<td>541-383-0830</td>
<td>541-383-3553</td>
<td><a href="http://www.earthscope.org">www.earthscope.org</a></td>
<td>Joel Herr</td>
<td>450</td>
<td>2010</td>
<td>N/A</td>
</tr>
<tr>
<td>JELD-WEN Bend Window Division</td>
<td>541-475-0644</td>
<td>541-475-3045</td>
<td><a href="http://www.jeld-wen.com">www.jeld-wen.com</a></td>
<td>Dr. Tom Hernandez</td>
<td>400</td>
<td>2010</td>
<td>$17,197,019</td>
</tr>
<tr>
<td>Pronghorn Resort</td>
<td>541-380-9225</td>
<td>541-380-2077</td>
<td><a href="http://www.pronghornresort.com">www.pronghornresort.com</a></td>
<td>Human Resources</td>
<td>375</td>
<td>1977</td>
<td>$3.2 million</td>
</tr>
<tr>
<td>Diamond Rock</td>
<td>541-580-5708</td>
<td>541-580-0557</td>
<td><a href="http://www.diamondrock.com">www.diamondrock.com</a></td>
<td>Keith Corbin</td>
<td>390</td>
<td>1988</td>
<td>N/A</td>
</tr>
<tr>
<td>Summit Medical - Bend</td>
<td>541-381-8222</td>
<td>541-411-2840</td>
<td><a href="http://www.summitmedical.com">www.summitmedical.com</a></td>
<td>Rick Williams, Chief Financial Officer</td>
<td>366</td>
<td>1992</td>
<td>N/A</td>
</tr>
<tr>
<td>Brightwood Corporation - Madras</td>
<td>541-380-3895</td>
<td>N/A</td>
<td><a href="http://www.brightwood.com">www.brightwood.com</a></td>
<td>Brian Miller</td>
<td>250</td>
<td>2007</td>
<td>N/A</td>
</tr>
<tr>
<td>Chevron Corporation</td>
<td>541-380-5704</td>
<td>541-380-3785</td>
<td>nucor.com</td>
<td>Dr. Louis Cheeky</td>
<td>625</td>
<td>1949</td>
<td>N/A</td>
</tr>
<tr>
<td>Facebook - Prineville Data Center</td>
<td>541-383-0211</td>
<td>541-415-5821</td>
<td><a href="http://www.facebook.com">www.facebook.com</a></td>
<td>Kirk Sorensen</td>
<td>585</td>
<td>1994</td>
<td>N/A</td>
</tr>
<tr>
<td>Wells Fargo - Bend, OR</td>
<td>541-387-0038</td>
<td>541-387-0039</td>
<td><a href="http://www.wellsfargo.com">www.wellsfargo.com</a></td>
<td>John Mark</td>
<td>1,106</td>
<td>1990</td>
<td>N/A</td>
</tr>
<tr>
<td>Summit Medical Group - Formerly Bend Memorial Clinic</td>
<td>541-371-7700</td>
<td>541-371-7701</td>
<td><a href="http://www.summitmedicalgroup.com">www.summitmedicalgroup.com</a></td>
<td>Iman Simmons</td>
<td>578</td>
<td>2004</td>
<td>N/A</td>
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<tr>
<td>Summit Medical Group - Bend</td>
<td>541-380-0130</td>
<td>541-380-2713</td>
<td><a href="http://www.summitmedicalgroup.com">www.summitmedicalgroup.com</a></td>
<td>Phoebe Boning</td>
<td>301</td>
<td>1973</td>
<td>N/A</td>
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<tr>
<td>Summit Medical Group - Bend</td>
<td>541-380-0130</td>
<td>541-380-2713</td>
<td><a href="http://www.summitmedicalgroup.com">www.summitmedicalgroup.com</a></td>
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<td>301</td>
<td>1973</td>
<td>N/A</td>
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<tr>
<td>JELD-WEN Bend Window Division</td>
<td>541-380-9511</td>
<td>541-380-9512</td>
<td><a href="http://www.jeld-wen.com">www.jeld-wen.com</a></td>
<td>Luke Sportol</td>
<td>315</td>
<td>1977</td>
<td>N/A</td>
</tr>
<tr>
<td>John Deere</td>
<td>541-299-8484</td>
<td>541-299-8485</td>
<td>john degradear.com</td>
<td>John Deere</td>
<td>527</td>
<td>1950</td>
<td>N/A</td>
</tr>
<tr>
<td>Sunriver Resort</td>
<td>541-955-4007</td>
<td>541-315-5446</td>
<td><a href="http://www.sunriverresort.com">www.sunriverresort.com</a></td>
<td>Richard Campbell</td>
<td>920</td>
<td>1965</td>
<td>N/A</td>
</tr>
<tr>
<td>Oregon State University - Cascades</td>
<td>541-383-0644</td>
<td>541-383-0645</td>
<td><a href="http://www.osucascades.edu">www.osucascades.edu</a></td>
<td>Christine Coffin</td>
<td>270</td>
<td>2004</td>
<td>N/A</td>
</tr>
<tr>
<td>Prineville Data Center</td>
<td>541-383-0644</td>
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<td><a href="http://www.deschutes.org">www.deschutes.org</a></td>
<td>William Marks</td>
<td>275</td>
<td>2004</td>
<td>N/A</td>
</tr>
<tr>
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<td>Brian Miller</td>
<td>250</td>
<td>2007</td>
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<tr>
<td>Deschutes Brewery</td>
<td>541-766-3111</td>
<td>541-382-6633</td>
<td><a href="http://www.deschutesbrewery.com">www.deschutesbrewery.com</a></td>
<td>Gary Fish</td>
<td>327</td>
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<td>N/A</td>
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<td>2007</td>
<td>N/A</td>
</tr>
</tbody>
</table>

*Continued on Page 21*
are a human resources company, and many of our clients have needed help navigating the Paycheck Protection Program, Worksource 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 been able to continue to operate during this time, providing services to our clients and continuing to field a 24/7 hotline for those who need help.”

Miller adds that seasons 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 remained active to provide 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.)

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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.

**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 shutdown 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
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 these 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 to 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 surf, getting a doctorate, 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 new and leaving regrets behind. These are all hints that’ll steer you to a satisfactory retirement.

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Money & Investment

Roth IRA Conversions in 2020 Could Help Your Retirement Plan

by ED WETTIG, CFP — Wettig Capital Management

2020 may be a year that none of us ever forgets, for many reasons. But here’s one positive: Roth IRAs can be particularly beneficial for financial planning in the current tax and economic environment. A major incentive for investors to move assets from traditional IRAs and 401(k) plans to Roth IRAs is the promise of tax-free income in retirement and tax-free growth during earning years. Roth IRAs also have no required minimum distributions, so your funds can simply continue to grow if you don’t need to use them to live on.

Roth IRAs typically offer these benefits, but for certain investors they may be particularly appealing this year. Here’s why:

**Historically low federal income tax rates.**

When you convert funds from a traditional retirement account to a Roth IRA, you only pay income taxes on the funds in the year you roll the money over. After that, it’s never taxed again. Right now, taxes are lower than they’ve been historically and are slated to stay that way until 2025, thanks to the federal Tax Cuts and Jobs Act (TCJA).

**Potentially lower tax bracket.**

If you’ve experienced a reduction of income or job loss in 2020, you may have dropped to a lower income tax bracket. That could mean paying even less tax on funds converted to a Roth IRA.

**Reduced financial liability during a market downturn.**

Although you do have to pay taxes on the amount you decide to convert from a traditional retirement account to a Roth, the market downturn may actually help you. That’s because the lower your account balance, the less tax you pay. Then, once the investments in your new Roth account recover, the gains are all yours, tax-free.

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.
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 more than five 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 to the fullest as they navigate the various stages of life, 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.

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 patrol 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.
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 of the region. Support of 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

RIMROCK TRAILS TREATMENT SERVICES

Rimrock Treats Treatment Services received $5,000 in grant funds from the Bloomflower 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 Rimrock staff and services have continued to provide essential and critical behavioral health counseling services for the Central Oregon community.

Rimrock Treats 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.
Hollander continues to promote walking as not just great exercise, but also has interrupted so much within our lives, Bend physical therapist Rob walking is best, “Thomas Jefferson wrote during the mid-1780s. “There is no specifically meant to target these areas. muscles work in much the same way as they do when one performs exercises some cases, be as effective as clinical treatments for easing lower back pain. Professions (2013) concluded that home aerobic walking programs may, in walking can be a way to cope with, and even overcome, the discomfort. “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.

Walk Away from Back Pain & Toward a Healthier You

T he 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.”

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

alpinephysicaltherapy.com

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- Established and operating on or before January 1, 2017.
- Gross revenues in 2019 greater than 2017 with consistent year-over-year growth.
- Gross annual revenues $100,000 or greater in fiscal year 2019.

Recognizing fastest growing independently operated privately owned for-profit entities located and based in Central Oregon

Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS. Deadline September 30, 2020. Only percentage of growth will be published.

2019 Winners:

#1 — Eyce LLC
#2 — Broken Top
#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 — DiversiBed 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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Surviving & Adapting to Virtual Therapies
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
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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
Continued from page 3
Conference call line. Those needing to alternate means of 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:
- 150-317-1060 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.
gov or call 503-945-8005.

PP Changes
Continued from page 3
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 sdbcc@co.cascades.or.us. 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 JS, The Academy at Sisters, Kindred Connections and at: project.jbarj.org
oregonhighdesertclassics.org

Somewhere That’s Green
Continued from page 3
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 Mill Old 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 Hogmeades.”
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
family wage jobs and capital investment to Crook County. Both spaces have
proximity to Prineville’s downtown commercial hub.

E

EDC 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.

EDC 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

E

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

Lunch will focus on translating branding into the optimum digital experience
for a business’s customer base, which is something that the EDCO Prineville
advocacy 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
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/UCDBZXr3OK0HQS5svNW6Q.

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

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

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.

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Accomplished
under 40

• Impressive Careers?
• Successful Entrepreneur?
• Social & Philanthropic Commitment to your Community?
• Under 40?

Nominate your Accomplished Leader @ www.CascadeBusNews.com

Nomination Deadline
August 14, 2020

Join us at a celebration to toast the winners October 7, 2020 at the Oxford Hotel
Got Green?
We Do!

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Recognizing fastest growing independently operated privately owned for-profit entities located and based in Central Oregon

Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS.
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