



Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

The School of Ranch Building Farms, Barns & Community

by NOAH NELSON — CBN Feature Writer



PHOTO | COURTESY OF SCHOOL OF RANCH

School of Ranch is a nonprofit organization that teaches community members heritage skills while fostering a sense of community. Founded in 2022 by Mark Gross, the creation of the School of Ranch was inspired by the founder's own struggles when it came to owning and managing land in Central Oregon.

"I was a city boy who moved here about five years ago when I bought a ten-acre property," said Gross. "I needed to deal with some of the juniper trees on the property, so I bought a chainsaw without ever having used one before. I ran to YouTube but didn't learn much."

Gross decided to branch out and put an ad on Craigslist to see if he could get some in-person help. Sure enough, that's when Gross met Kaleb Watson. Watson showed up and taught Gross how to handle a chainsaw and get his job done. Along the way, Gross mentioned a shift in his own perspective.

"At first I thought we would have nothing in common, but we got along great," he said. "It inspired me to start something like this, where people can learn these outdoorsmen/heritage skills and connect with people who they might not interact with otherwise."

This is the inspiration for the School of Ranch. According to their website, "School of Ranch hires skilled community members to teach heritage skills to newcomers and curious locals. Our mission is to educate, to keep heritage skills alive and vital and to help people discover common ground regardless of politics, age, background or beliefs."

The skills that built Oregon are still needed today in many situations. Gross describes many Oregonians as "near the grid, but not quite off," referring to how many people in Central Oregon want to be less reliant on certain systems but not fully disconnected from society.

The skills and workshops offered by the School of Ranch include chainsaws and other power tools, trailer towing basics, handyman basics, motor/engine maintenance, tractor use, welding,

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The State of Prineville Business Development, Growth & More

by NOAH NELSON — CBN Feature Writer

Prineville is still a smaller community in Crook County, but they are projected to have a bright future. Their population is projected to keep growing steadily as it has in the last few years, while Crook County as a whole is projected to have the greatest economic growth in the next year out of all Oregon counties, with Deschutes County in second place.

According to Kelsey Lucas, the Prineville/Crook County area director at EDCO, the growth is being driven by a number of industries — most notably tech, aviation and renewable energies. Specifically, the recent additions of data centers owned by Apple and Meta in Prineville have had a big effect on the growth of the community; Crook County has achieved a remarkable 52.5 percent growth in GDP, outpacing both regional and state averages.

The latest Crook County U.S. Census Bureau data illustrates a staggering surge in household incomes, with an increase of over 83% in just five years. This is the fastest income growth rate in the entire state of Oregon, compared to the statewide average of roughly 35 percent or a modest two percent annual real growth.

"Crook County data speaks volumes to the activity experienced in recent years: median household income spiked from \$45,000 in 2018 to nearly \$82,000 last year. This growth is a testament to the successful diversification of our economy, as we've adapted and expanded beyond our traditional reliance on natural resources,"

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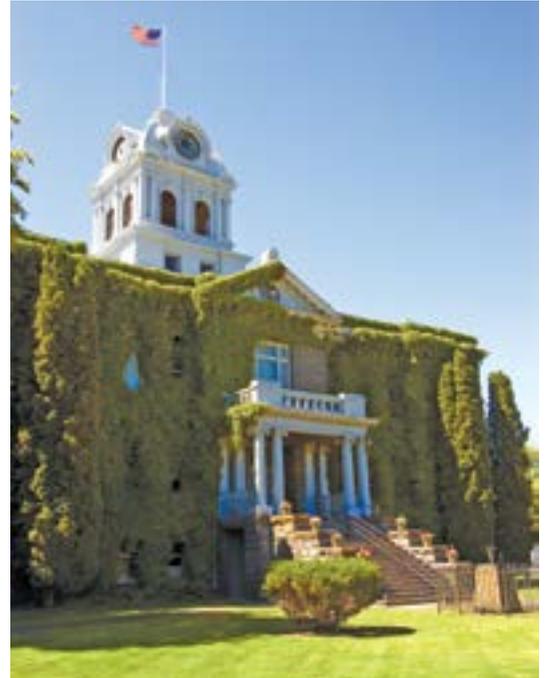


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Prineville Spotlight — Pages 9-12

BBT Architects

A Bend Firm, Through & Through

by NOAH NELSON — CBN Feature Writer



BBT ARCHITECTS TEAM | PHOTO COURTESY OF BBT ARCHITECTS

BBT Architects was founded in 1976 here in Bend under the name Waldron Huston Barber Architects. In 1988, leadership changes involving architects Ron Barber, Jim Barrett and Todd Turner shifted the name to Barber Barrett Turner Architects, with that being shortened to "BBT" by 2002.

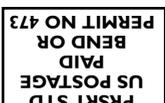
Since their founding, BBT Architects has helped develop Bend, Central Oregon and further regions with quality, modern style. The firm has a deep portfolio that includes more than 75 educational facilities (K-12), many higher education projects, commercial spaces that span from offices to breweries as well as many healthcare and civic-

related projects.

This year, BBT announced three leadership changes to their team. Renée Alexander has been the sole owner for the last five years and is now a senior partner. Kourtney Strong has moved from associate up to managing partner while Kyle Burke has moved from associate to partner.

The leadership changes reflect the culture of BBT and the values they strive to maintain. Back when the firm was founded, the core value of the firm was to serve Central Oregon as it was a very underserved region at the time. BBT has been a Bend firm for nearly 50 years and they have had several influential architects work for them during those

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Redmond Housing Lottery Extended, Offers Increased Down Payment Assistance for Veterans

RootedHomes announces an extension of the housing lottery for their first community in Redmond, Rooted at 19th. This extension provides income-qualified homebuyers more time to secure a sustainable home at well below-market rates. The lottery for Phase 2 homes will now close on June 30 at 5pm PDT. To further support homeownership, RootedHomes is now offering \$30,000 in

down payment assistance for qualified veterans and \$18,000 in down payment assistance for all others.

"We're extending the lottery to maximize opportunities for homeownership, understanding that the application process can have some

Continued on Page 30 ▶

Bend Outdoor Worx Opens 2026 Cohort Applications

Bend OutdoorWorx (BOW), the nation's first and longest-running outdoor industry accelerator, is now accepting applications for its 2026 cohort.

BOW is seeking emerging outdoor product companies to join the 2026 program, which runs from February to May. Selected participants will benefit

from personalized mentorship by BOW's core team of industry founders and expert advisors. The program features a 14-week intensive curriculum.

Each cohort is tailored to meet the

Continued on Page 30 ▶

EDCO Announces Approval of Large Lot into Madras UGB for Industrial Development

Economic Development for Central Oregon (EDCO) announced that the City of Madras has received approval to add a 196-acre site into the Madras Urban Growth Boundary (UGB) for future industrial use. The approval, which was granted by the Oregon Department of Land Conservation and Development, enhances Madras'

potential for economic growth.

This project was the result of a collaboration between Jefferson County officials, the City of Madras, EDCO, and community and business leaders who

Continued on Page 30 ▶

electrical training ALLIANCE Provides Electrical Workforce Development Programs Across Oregon with Support from Google.org

On June 9, the electrical training ALLIANCE (etA) announced it is providing workforce training to electrical professionals and apprentices in Oregon, with \$1 million in support from Google.org's AI Opportunity Fund. The etA — an organization created by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors

Association (NECA) — will use the funds to integrate AI tools into its curriculum and boost the number of apprentices in Oregon. It will also provide apprentices with access to Google's AI Essentials course to master AI skills. The initiative will

Continued on Page 30 ▶

Morrison-Maierle Named to the 2025 Best Firms to Work for List

Morrison-Maierle has recently been named to the Zweig Group's 2025 Best Firms to Work For list. This honor recognizes outstanding workplaces in the architecture, engineering and construction (AEC) industries across the United States and Canada. The selection is based on workplace practices, employee

benefits, retention rates and direct feedback from employees.

Morrison-Maierle achieved 12th place in the category for firms with over 200 employees and 19th place in

Continued on Page 30 ▶

RECENT TRANSACTIONS

Brokers **Jay Lyons, SIOR, CCIM, Graham Dent, SIOR, and Grant Schultz, CCIM**, represented the landlord, Taylor Brooks, in the lease of a 5,832 SF Bend office space located at 2220 NW Labiche Ln.

Compass Commercial Real Estate Services brokers **Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM, and Eli Harrison** represented both the landlord, Industrial Way QOZB, LLC, and the tenant, Sisters Coffee, in the lease of a 2,230 SF coffee shop at 310 SW Industrial Way in Bend.

Compass Commercial Real Estate Services broker **Robert Raimondi, CCIM**, represented both the buyer and the seller in the sale of a 6,400 SF air hangar located at the Bend Municipal Airport. The seller was Twin Oaks Aircraft Maintenance, LLC and the buyer was Mallo Family Rev Trust. The sale closed for \$801,930.

Continued on Page 30 ▶

Submit your Recent Transactions to Jeff@CascadeBusNews.com to be seen in the next edition of *Cascade Business News*

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Starting July 7, 2025 at 9am PST, you can register for the fall, winter, and spring career fairs in Handshake.

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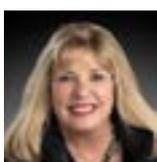
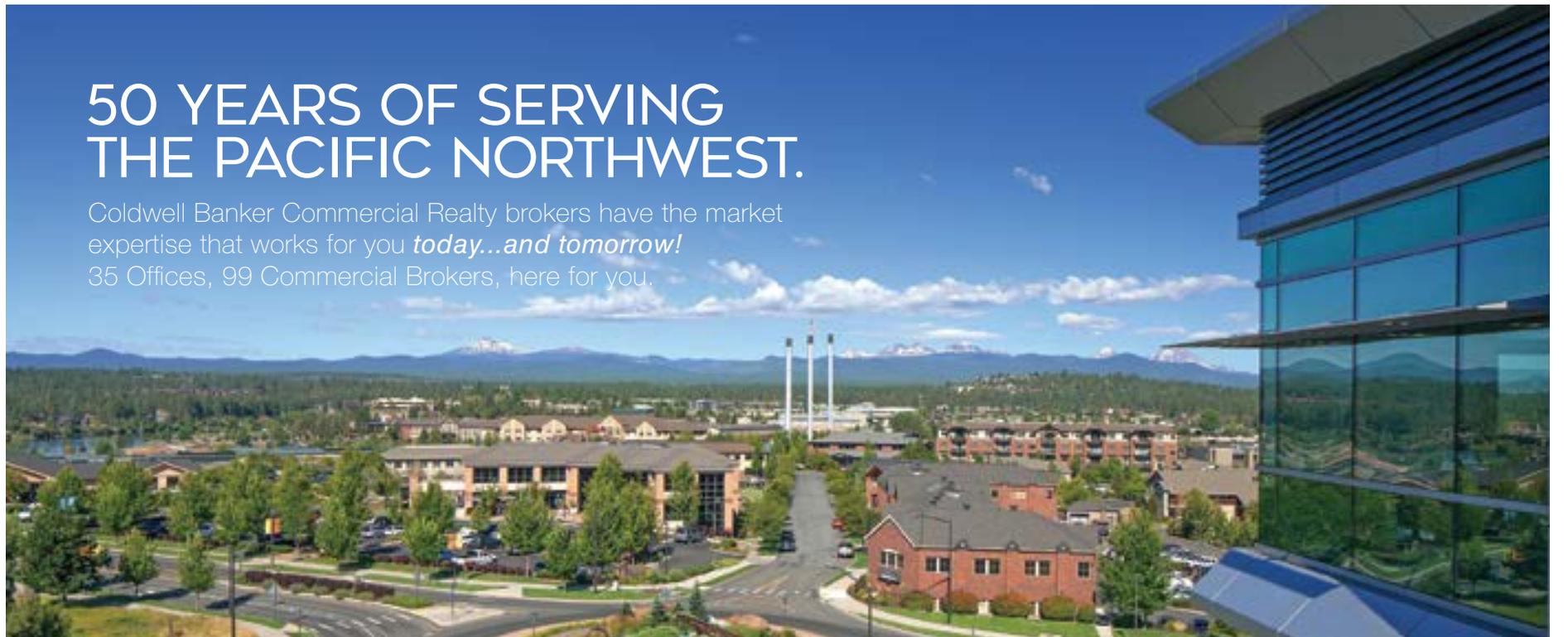
• October 14, 2025 — Civil, Construction and Architectural Engineering Fair*

• October 15, 2025 — Fall STEM

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Central Oregon's Economic Engine

Why Business Leadership Must Have a Seat at the Policy Table

by CHRIS C PIPER, Area Manager — BBSI Central Oregon

Central Oregon isn't just a picturesque landscape; it's a dynamic ecosystem fueled by the ingenuity and hard work of its regional businesses. These enterprises are the bedrock of our economic vitality, and their impact extends far beyond the jobs they create and the taxes they contribute. They are deeply woven into the fabric of our community, acting as catalysts for innovation, attracting and retaining talent, and actively participating in the very initiatives that make Central Oregon such a desirable place to live.

Consider the burgeoning tech sector in Central Oregon, often spearheaded by local startups that not only provide high-paying jobs but also foster a culture of innovation that attracts skilled individuals from across the nation. These companies become hubs of creativity, sparking new ideas and pushing the boundaries of what's possible. Similarly, our established manufacturing and service industries often lead the way in community involvement, sponsoring local events, supporting nonprofits, and contributing to the unique character of our towns. They understand that their success is intrinsically linked to the well-being of the community they serve.

The taxes paid by these businesses are, of course, crucial, funding essential public services that benefit everyone. But their contribution goes further. They invest in local infrastructure, support other regional businesses through their supply chains, and enhance the overall vibrancy of our Central Oregon downtown cores. They are the cornerstones upon which our collective prosperity is built.

However, the continued flourishing of this economic engine hinges on ensuring that the voices of our business leaders are not only heard but actively sought out during policy discussions. Organizations like Central Oregon's Chambers of Commerce serve as vital conduits in this process. Our regional Chambers of Commerce have been a steadfast advocate for our regional business community, providing resources, fostering leadership, and, critically, representing their members' interests on government advocacy issues at the local, state, and federal levels. Their proactive engagement ensures that policymakers understand the potential ramifications of proposed regulations on the ground level.

Likewise, Economic Development for Central Oregon (EDCO) plays a pivotal role in cultivating a diverse and resilient regional economy. By supporting traded-sector companies and fostering a pro-business environment across Bend, Redmond, Prineville, and beyond, EDCO acts as a crucial link between the business community and policymakers. Their efforts to attract, retain, and grow businesses directly translate into more opportunities and a stronger economic foundation for all Central Oregonians.

When these business leaders, often working through or alongside the Chambers and EDCO, are integral to policy discussions, the outcomes are invariably more informed and balanced. Consider the recent discussions around transportation



initiatives. Input from logistics companies, retailers, and manufacturers could offer invaluable insights into the practical implications of proposed changes on their operations and supply chains, leading to more effective and economically sound solutions. Furthermore, addressing the ongoing challenges of affordable housing requires the active participation of the business community, who understand the direct impact housing costs have on their ability to attract and retain a workforce. Their perspectives on potential solutions, from innovative housing models to public-private partnerships, are essential.

Conversely, what happens when the insights and concerns of the business community are consistently overlooked? The potential negative consequences are significant. We risk implementing regulations that inadvertently stifle innovation, increase operational costs to unsustainable levels, or create barriers to growth. This can lead to businesses choosing to expand elsewhere, a reduction in local investment, and ultimately, a weakening of the very economic base that supports our quality of life. Overlooking business expertise can result in policies that are well-intentioned but ultimately impractical or detrimental to the long-term economic health of Central Oregon.

We urge our local policymakers to actively engage with business leaders and organizations like our regional Chambers of Commerce and EDCO during the early stages of policy development. Central Oregonians can support a thriving business climate by encouraging their elected officials to prioritize dialogue with the business community. Business leaders are encouraged to actively participate in policy discussions through their industry associations and by connecting directly with local government.

Ultimately, a strong and vibrant Central Oregon requires a collaborative partnership between the public and private sectors. Our local businesses are not separate from our community; they are an integral part of it. Their success directly contributes to the well-being of all residents. Therefore, let us continue to foster an environment where their voices are not only heard but valued, ensuring that together, we build an even more prosperous and sustainable future for our beloved region. **Let's make it a community priority to ensure that the voices of our job creators are heard and valued in the policy-making process. Contact your representatives and advocate for this inclusion.** Ensuring our business leaders have a seat at the table is not just good for business; it's good for all of Central Oregon.

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Leveraging Video Marketing for Business Growth in Central Oregon

by **TOBY WEISS — Weiss Productions LLC**

Video marketing has become one of the most effective ways for businesses to reach new customers, increase engagement and drive sales. In a market like Central Oregon where small and mid-sized companies drive a significant portion of the economy, the ability to stand out, tell your story and build trust is more crucial than ever.

The good news? Video helps you do all of that. And it's more accessible than most business owners realize.



information quickly, clearly and in a way that feels engaging.

- 78% of people say they prefer to watch a short video to learn about a product or service
- 89% say watching a video has directly influenced their decision to purchase
- Viewers retain 95% of a message when it's delivered via video (versus 10% from text)

Whether you're explaining a real estate service, showcasing a product line or walking viewers through a client success story — video builds trust and makes your message stick.

The ROI Is Clear — and Growing

Nearly 93% of marketers now say video marketing gives them a strong return on investment. That's a sharp increase from just a few years ago when fewer than eight in ten businesses believed video was worth it.

What's changed? Technology has made video easier to produce. Audiences are consuming more video content than ever. And platforms like Google, Instagram and Facebook now prioritize video in how they deliver content to users.

The impact is measurable:

- A website with video holds visitor attention 88% longer
- Adding video to a landing page can boost conversions by up to 80%
- Emails with "video" in the subject line get 19% more opens
- Social videos generate 12x more shares than posts with just text and images

For small businesses, this means more visibility, more leads and ultimately more sales — without necessarily increasing your marketing spend.

Real Results Across Industries

Video marketing isn't just for big brands. In fact, some of the most effective uses of video are happening in small and niche businesses.

A few examples from around the country:

- A construction technology company used a targeted video campaign to generate \$6 million in new revenue
- A small online retailer selling custom lightsabers boosted conversions by 26% after adding simple product videos
- A fashion brand doubled their online conversions using short, clickable "shoppable" videos on their website

These are not high-budget productions. They're strategic, clear and tailored to the customer experience — something any local business in Bend or Redmond can replicate.

Your Customers Prefer Video

Central Oregon's consumers are just like those across the country: they want

Getting Started Doesn't Have to Break the Bank

Cost is one of the most common concerns we hear from business owners. But the barrier to entry for video is lower than ever. You can shoot high-quality footage with a phone, edit it with affordable software and publish directly to the platforms your customers already use.

For those who want more polish, small production teams (like ours) offer scalable packages for everything from customer testimonials to web commercials.

And the return? Many businesses see results with just one well-placed video. In fact, some companies report a 19% decrease in cost per lead after integrating video into their marketing strategy.

Why Central Oregon Businesses Should Pay Attention

Bend and the surrounding region are full of entrepreneurial energy. But in a market where word-of-mouth and reputation matter, businesses need tools that help them connect — authentically and efficiently.

Video doesn't just attract eyeballs; it builds familiarity and confidence. That's especially important in an outdoor-oriented, locally driven economy like ours where relationships and reputation play a big role in purchase decisions.

Whether you're selling outdoor gear, real estate, professional services or craft food and drink — video can help you reach your next customer faster and more effectively.

Final Thought

If you're not yet using video as part of your marketing strategy, now is the time to start. Begin with one video: a service explainer, a client story or even a behind-the-scenes look at your team. Measure the response. The numbers speak for themselves.

In today's landscape, video is no longer a luxury — it's a high-ROI investment that Central Oregon businesses can't afford to overlook.

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Immigration Enforcement Actions in the Workplace

by **ABBY FITTS, Attorney & XAVIE DAVENPORT, Law Clerk — Barran Liebman LLP**

As immigration enforcement actions continue to take a front row seat in the headlines and across the country, it is critical for employers and employees to understand their roles and rights if U.S. Immigration and Customs Enforcement (ICE) comes to the workplace.

The Importance of a Warrant

Oregon's status as a "Sanctuary State" does not prevent the federal government from enforcing its laws within a state's borders. As a result, federal agencies often conduct workplace searches and arrests independently in Oregon without assistance from local law enforcement. When federal agents arrive, they are restricted to public areas unless they either obtain the employer's consent or present a judicial search warrant. Because agents may present one of two types of documents, it is important for employers to understand the scope of authority each one grants.

1. Judicial warrant. Agents may present a judicial warrant and request to be permitted entry into the workplace. There are two kinds of judicial warrants: search warrants and arrest warrants. A judicial search warrant is the only kind of warrant that permits agents to enter a private space. If an agent presents a judicial arrest warrant (but not a search warrant) they must wait in a public area. A valid judicial search warrant will include a court designation, a judge's signature, a specific address and a defined time frame for the search. Employers should review the warrant carefully to understand exactly what it authorizes because permission for an arrest does not give permission for a search. Employers can also make a photocopy (or take a picture) of the warrant for their records.

2. Administrative warrant. In some cases, federal agents may present an administrative warrant instead of a judicial warrant. Unlike judicial warrants, administrative warrants are not signed by a judge and do not bear a court designation. While an administrative warrant authorizes agents to make an arrest, it does not permit them to enter private areas of the workplace without the employer's consent.

What to Do and Say During an Immigration Action

In addition to understanding the different types of warrants, it is equally important for employers to know what they—and their employees—can and cannot do and say. Interfering with the actions of ICE or Department of Homeland Security (DHS) agents can carry serious legal consequences even if one believes the agents are acting improperly. Therefore, employers and employees must not attempt to obstruct or interfere with enforcement activities. If ICE or DHS agents enter the workplace, employers may ask the agents for their warrant and inform them of what spaces in the workplace are private. Remember, agents cannot enter private spaces without a judicial search warrant or the employer's consent.

Here are some other things to consider:

1. Employees and employers are not required to answer agents' questions. If an



Abby Fitts



Xavie Davenport

agent asks an employee about the whereabouts of another employee, no one is required to go find that employee or even tell the agents whether that employee came to work for the day.

2. Along those lines, employers and employees may choose to remain completely silent throughout the visit.

3. If they feel comfortable doing so, staff may take video footage or photos during an immigration action.

4. Employers may document what the agents are doing when they enter the workplace. For example, if an agent is searching a space under the authority of a judicial search

warrant, employers may document if the agent acts outside the bounds and scope of the search area.

5. When agents leave, employers should write down everything they can remember while the memory is still fresh.

6. If ICE makes an arrest, ask agents where the arrestee is being taken and document their response.

Private and Public Spaces

For employers, understanding the distinction between public and private spaces is essential to responding appropriately during immigration enforcement actions. A private space is any area where there is a reasonable expectation of privacy. Examples include examination rooms, break rooms and bathrooms. In some cases, even open spaces like cubicles can be considered private if they are behind physical barriers like doors, buzzers or gates.

In contrast, areas that are generally open and accessible without permission such as parking lots, lobbies or foyers are typically considered public spaces. Employers can proactively prepare for enforcement actions by clearly marking private areas with signs, locks or other physical indicators that distinguish them from public spaces.

Designate a Representative

In addition to designating spaces, employers should consider designating a representative to speak for the organization in the event ICE or DHS visits. This individual should be well-trained in identifying warrants, understand the rights of the federal agency and the rights of the employees and should maintain a calm demeanor. Designating and training an individual in advance of a visit will provide some peace for anxious employers and employees.

Abby Fitts is an attorney at Barran Liebman LLP where she represents employers on a wide range of employment issues. For questions, contact her at 503-276-2190 or afitts@barran.com.

Xavie Davenport is a law clerk with Barran Liebman LLP where she partners with attorneys in client trainings, legal research and the drafting of employment policies and handbooks.

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Collin was born and raised in Central Oregon. He graduated from Crook County High School in 2002 as a valedictorian. He graduated summa cum laude from SUNY Oswego in New York state with a BA in Public Relations and cum laude from Willamette University College of Law in 2017.

He and his wife are raising their two daughters in Redmond. They enjoy hunting in the Ochocos, backpacking, hiking, snowboarding and Collin has a passion for fly fishing.

Collin loves working with organizations that give back and help Central Oregon.

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OSU-Cascades Contributed Nearly \$90 Million to Region in 2024, Economic Impact Report Finds

by **CHRISTINE COFFIN — Oregon State University - Cascades**



EXPANSION AND CONSTRUCTION | PHOTO COURTESY OF OSU-CASCADES

A new study shows that Oregon State University - Cascades contributed \$89.9 million in economic impact to the Central Oregon region in 2024, reflecting the campus's growth, spending, research and other contributions to the surrounding community.

The report, commissioned by Oregon State University, details the collective impact of the university's contributions to the economy and society, which totaled more than \$3.5 billion.

The full report was unveiled today by OSU President Jayathi Murthy at the Portland Metro Chamber's annual meeting.

The economic analysis showed that OSU-Cascades generates 701 jobs in Crook, Deschutes and Jefferson counties

and drives \$6.6 million in state and local taxes. In all, OSU supports and sustains 933 jobs in the tri-county region and drives \$9.4 million in state and local tax revenues, with OSU-Cascades driving the majority of that impact.

"This report is confirmation of how OSU-Cascades is working in partnership with the Central Oregon community to fulfill its decades-long quest to bring a four-year university campus to serve both the region's educational and economic needs," said Sherm Bloomer, chancellor and dean of OSU-Cascades.

Since OSU-Cascades was founded in 2001, it has developed 24 undergraduate

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Building Resilient Teams

Lessons from the Frontlines

by **MICHAEL SIPE, Chairman — Vistage Int'l 667**

In the current cultural and business environment, the resilience of your business will be tested... time and time again.

But this is nothing new. Over the past few years, Central Oregon business leaders have faced wave after wave of challenges. Economic turbulence, workforce disruptions, pandemics, supply chain problems, cultural shifts and the pace of modern business has tested every team. And yet, some companies got stronger. Not just bigger but sharper, faster, more focused. What made the difference? They built resilient teams.

Resilience isn't built in a boardroom. It is forged in the fire of uncertainty, pressure, setbacks and constant change. Let's look at what that means.

What is Resilience?

Resilience is not about being tough. It is not about pretending things are fine when they are not. Resilience is the ability to recover quickly, to stay focused under pressure and to adapt to new realities. It is the skill of staying steady when the ground is shifting.

In business, resilience is what separates teams that succeed from teams that stall when plans go sideways. And if you lead a team, building resilience into your culture is no longer optional.

Three Lessons from the Frontlines

Here are three hard-earned insights from the business leaders I work with in Vistage and 10x peer groups across Central Oregon.

1. Normalize challenge. Do not run from it.

Good leaders do not protect their teams from challenge. They prepare them for it. The greatest

successes in life go to those who can show up every day even when the outcomes and rewards are uncertain. The team that can embrace the most uncertainty is the team that wins.

You do not build strong people by making life easy. You build them by letting them wrestle with tough questions, own meaningful problems and learn how to navigate difficulty. That is how people grow. That is how teams grow.

In your next meeting, ask your team, "What is the biggest challenge we are facing right now?" Then ask for ten fresh ideas on how to address the challenge. Get people in the habit of facing the hard stuff with open eyes and open minds.

2. Trade control for ownership.

Resilient teams do not wait to be told what to do. They step up. They take initiative. They care.

Give your people real responsibility. Define expectations then step back and let them lead in their area. Do not micromanage. Trust creates resilience. Micromanagement kills it. I often hear, "I wish my employees took more ownership of the business." But ownership is not something you can demand. It is something you model and invite.

Ask yourself, "Where am I still holding on to control? What positive things could happen if I let go?"

3. Debrief the hard moments.

Most teams move too fast to reflect. Something breaks, they patch it and move on. But resilient teams stop to ask, "What did we learn? What needs to change?"

Debriefs are where the real growth happens. Not to



PHOTO | COURTESY OF VISTAGE INT'L 667

assign blame but to extract wisdom.

That habit of reflection builds a feedback loop. It creates a culture of failing forward where failure becomes insight and insight becomes momentum.

Final Thought:

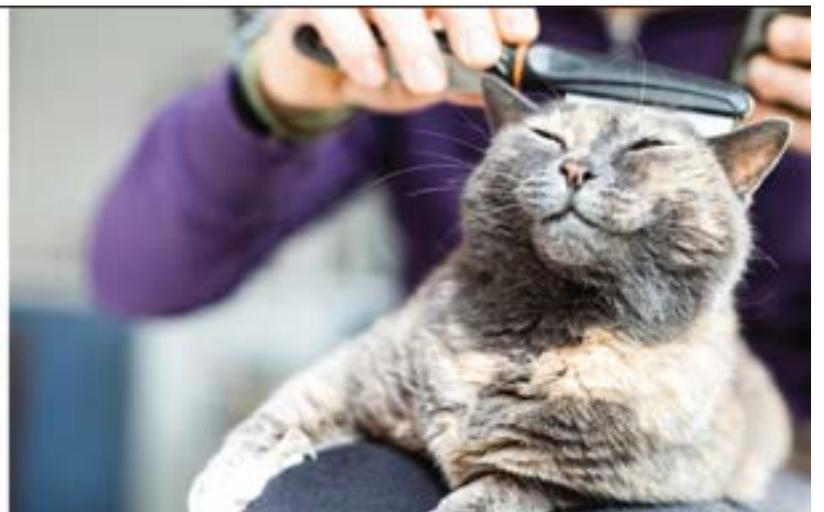
Build for Pressure, Not Just for Performance

Every team looks good on a good day. But the best teams are ready for the storm. They can adjust, respond, recover and stay focused when others fall apart.

If you want to lead a business that not only endures but thrives, build your team to handle pressure with poise. Build your people. Strengthen your systems. And create a culture that grows stronger every time it is tested.

We work on these things every month in our Vistage and 10x groups for business owners and executives. If you are tired of leading alone and ready for the kind of clarity and community that makes a real difference, consider sitting at the table with us.

Michael Sipe is a Central Oregon mergers and acquisitions advisor and executive coach. CrossPointeCapital.com • Vistage.com 10xGroups.com • Michael-Sipe.com



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PHOTOS | COURTESY OF SCHOOL OF RANCH

School of Ranch

Continued from page 1

carpentry, irrigation basics, how to start up with solar power and much more. In fact, these are just the “practical skills” offered. Outside of this category, there are artisan skills like candle and soap making as well as traditional food arts like pickling, canning, fermenting, cheese making and more.

The School of Ranch can teach you how to care for all sorts of livestock, how to manage any type of farm or garden and how to keep bees. All along the way, another goal of the nonprofit is to foster community and build relationships based on common goals and shared knowledge.

“At the beginning of a workshop, I say Americans always have more in common than we think. We can agree on most things but disagree on how to get it done,” said Gross. “By creating environments where people can talk about low level and non-controversial things, it builds the basis of a relationship that can handle more conversation on that. Once we build a baseline of respect and understanding, it makes difficult conversations easier.”

Continuing, he said, “In today’s climate, we’re very divided, but we can get people together on common goals and they get along. You’d be amazed how often I hear ‘I didn’t know you were my neighbor,’ which really

sums up our mission of connection. Through teaching skills, we can bring people together and foster a real sense of community. Without politicians or the media, we really just have our neighbors. It’s so incredibly important to see our fellow people as something more than a stranger.”

The existence of the School of Ranch is testament to its success and the necessity of having a place to learn heritage skills. As a nonprofit, Gross says it is run more like a business than a charity. “We still have customers, marketing, a business model and we strive to outperform competition,” he said. “AI makes it possible for everyone to apply for every grant, leading to intense competition in a market like Central Oregon, which is already saturated with nonprofits. There is no magic way to get funding, so I set things up to run like a business. If the community did not value us and the work we do, we would not be here.”

In an increasingly virtual world, the School of Ranch actively pushes the other way; Gross has no interest in recording workshops, posting YouTube videos or holding Zoom conferences. Everything he does is in person, face to face.

“We hold potlucks because I believe it is very important, in terms of building relationships and fostering community, to break bread that you baked together,” he said. “Anything that isn’t face to face just defeats the purpose of building genuine human connection.”

Another important detail is the forgoing of the usual

lecture structure. In many organizations that hold any sort of class or seminar, the usual setup involves one speaker at the front providing general information and 30 or so attendees who wish to have their specific questions answered. Every situation is unique and not always connected to someone else’s situation.

At the School of Ranch, Gross encourages the use of AI and other software to personalize lessons and help each attendee leave with an actionable plan that is specifically catered to their unique situation. By teaching people how to utilize these AI tools, Gross aims to help people become self-sufficient enough to solve their own problems by taking what they learned and being able to build off of it, in addition to learning the hands-on skills required to do the actual work.

Looking ahead, Gross sees growth and an expansion of services. Now, with so many codified processes in place, he feels confident in opening new chapters across Oregon (and the U.S.), knowing that his process can be replicated to help other communities.

“It is important to have institutions and places where we are told positive things, that the future is ours and that others share those hopes and dreams,” said Gross. “We’re creating common ground to build a future together. People have things in common and we help bring that out. We help create those bonds so later in any situation, they can see others as peers and friends as opposed to strangers.”

schoolofranch.org

OSU-Cascades

Continued from page 6

degrees, three master’s degree programs and a doctoral program. Several academic programs were developed in collaboration with regional industries as they sought a local and skilled workforce to boost employee recruitment and retention.

These include degrees in energy systems engineering, which has boasted a 95% job placement rate since 2012; and outdoor products, which was launched in 2020 with a \$250,000 gift from Hydro Flask and in the 2024-2025 academic year enrolled nearly 80 students.

In 2024, the first cohort of 44 students graduated from OSU-Cascades’ Doctor of Physical Therapy program. The program was created in 2021 to address the need for physical therapists in Oregon and the nation, especially in rural areas, and to help diversify the physical therapy workforce. Alumni of the program are now working in Central Oregon, Portland and around the state, as well as in California, Idaho and Washington.

The report also notes how OSU-Cascades’ transformation of nearly 120 acres of unusable land, a former pumice mine and demolition landfill near downtown Bend is a cost-effective use of public money and a long-term investment that will produce future economic benefit for the region.

Expansion plans include a 24-acre innovation district where entrepreneurs, established businesses, researchers and students will advance research, technology commercialization, incubation and economic development. Land remediation for the first eight-acre phase of the district is complete and roadways and utilities are under construction.

OSU-Cascades is currently seeking \$42 million in capital funds for the last phase of its land remediation for the academic campus, and for a student health and recreation center, for which students have raised \$20 million since 2017.

“As legislators face difficult budgeting decisions, this economic impact report can give them even more validation of the return of an investment in OSU-Cascades,” said Bloomer.

As a branch campus of Oregon’s leading research university, OSU-Cascades’ research portfolio has steadily climbed with expenditures for research and sponsored activities totaling \$5.8 million in the 2024 fiscal year. Challenges addressed by researchers have local and global impact related to water, energy, natural resources, human health and resilience, sustainable tourism and intervention strategies for injuries.

To date, the university campus’s energy systems engineering program has



PHOTO | COURTESY OF OSU-CASCADES

spun off two companies based on licensed commercial technologies. Onboard Dynamics and Espiku are both based in Bend.

A news release is also available outlining OSU’s overall economic impact in 2024.

Conducted by Parker Strategy Group, the economic impact report used data available through the Integrated Postsecondary Education Data System, as well as OSU operational and capital expenditures, employee payroll, and student and visitor spending.

About OSU-Cascades:

Oregon State University’s campus in Bend brings higher education to Central Oregon, the fastest growing region in the state. Surrounded by mountains, forest and high desert, OSU-Cascades is a highly innovative campus of a top-tier land grant research university, offering small classes that accelerate faculty-student mentoring and experiential learning. Degree programs meet industry and economic needs in areas such as innovation and entrepreneurship, natural ecosystems, health and wellness, and arts and sciences, and prepare students for tomorrow’s challenges. OSU-Cascades is expanding to serve 3,000 to 5,000 students, building a 128-acre campus with net-zero goals.

osucascades.edu

Allied Rock Expands Operations with New Quarry Acquisitions in Prineville & Salem

by JAMIE DOBROWOLSKI

Allied Rock, a trusted name in the production of high-quality quarry rock and aggregates, announces the acquisition of two new quarry sites — one in Salem, Oregon, formerly operated by PNP Quarry, and another in Prineville, formerly operated by Juniper Canyon Rock.

Established in 2004, Allied Rock has been a cornerstone supplier for the Salem Metro market and the North Santiam Canyon, operating out of its flagship X-Rock Quarry in Stayton, Oregon. With a reputation for exceptional service and reliability, the company also provides mobile crushing services for a diverse clientele, including contractors, municipalities, timber companies, and agricultural operations.

“These acquisitions align with our long-term growth strategy and reflect our commitment to providing premium aggregates to customers across the state,” said Andrew Siegmund, president of Allied Rock. “We are excited to expand our footprint and strengthen our relationships with new and existing customers.”

Operations at the newly acquired sites — Juniper Rock in Prineville and South Rock in Salem — will begin full-service production on June 15, 2025. Each location will offer a comprehensive range of aggregate products and services.

New Locations:

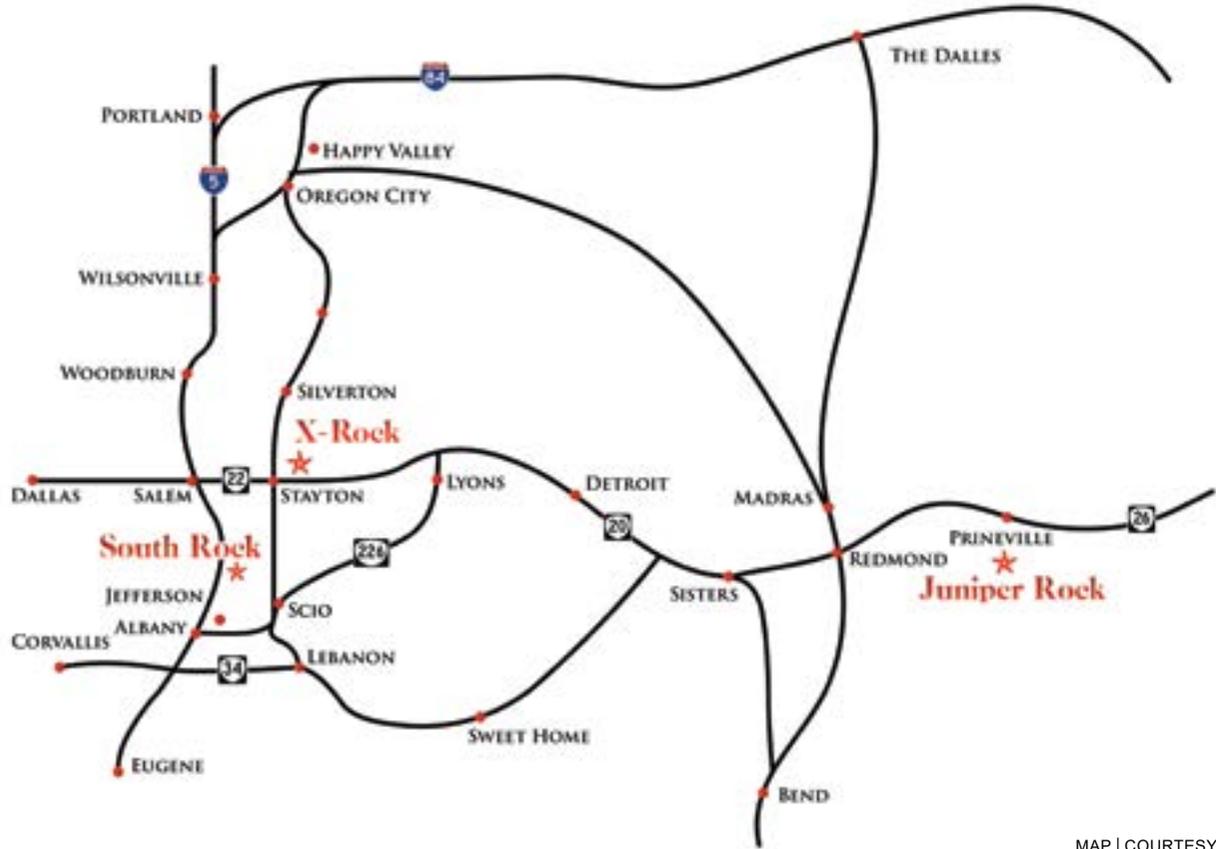
Juniper Rock

3717 SE Juniper Canyon Road
Prineville

South Rock

9700 Enchanted Way SE
Jefferson, Oregon

With these expansions, Allied Rock reinforces its dedication to supporting infrastructure growth and delivering consistent value to communities and partners across Oregon.
alliedrockllc.com



MAP | COURTESY OF ALLIED ROCK

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Crooked River Roundup Announces 2025 Young Gun Contestants

Spotlight on the Next Generation of Rodeo Stars

provided by CROOKED RIVER ROUNDUP

The Crooked River Roundup is proud to introduce the lineup for its 2025 Young Gun contestants, a special feature event celebrating the rising stars of rodeo. From June 26 to 28, the Prineville rodeo grounds will come alive with the energy and talent of competitors aged 6 to 18, competing alongside the Professional Rodeo Cowboy Association and Women's Professional Rodeo athletes, showcasing the future of the sport.

A total of 38 Young Gun contestants will compete in six different events, representing three states and bringing together incredible talent from across Oregon and beyond. These young athletes embody the spirit, skill, and determination that define the rodeo tradition.

This year's Young Guns event is already making headlines with a standout achievement from Kingslee Green, a 12-year-old cowgirl from Jefferson County (Madras). Green has become the first Young Gun contestant to qualify in all three timed events: barrel racing, breakaway roping, and team roping. Her all-around skills and determination make her a true inspiration and a name to watch in the rodeo world.

"Kingslee represents everything the Young Guns are about — grit, talent, and a love for the sport," said Kasey Every, Young Gun coordinator of the Crooked River Roundup. "We're thrilled to see such incredible young talent taking the reins."

The Young Guns competition is a favorite part of the Crooked River Roundup, offering a platform for youth to shine in front of a passionate local crowd. With family-friendly entertainment, thrilling rodeo action, and a strong sense of community, the event promises to be a highlight of the summer for fans and contestants.

Young Gun Contestants: Emma Jo Scrivner, New Plymouth, Idaho; Sean Mahoney, Bend, Oregon; Kane Robinson, Bend, Oregon; Hadley Gallagher, Bonanza, Oregon; Wyatt Walch, Chiloquin, Oregon; Addison Woodland, Creswell, Oregon; Cohen Earnest, Culver, Oregon; Hazel McGinn, Haines, Oregon; Henry Gregg, Hines, Oregon; Callahan Sargent, Klamath Falls, Oregon; Lane Sutfin, Lakeview, Oregon; Tess Hill, Merrill, Oregon; Cash Hill, Merrill, Oregon; Tatyn Harper, Mount Vernon, Oregon; Justin England, Powell Butte, Oregon; Hadyn Powers, Powell Butte, Oregon; Heath Powers, Powell Butte, Oregon; Logan Maul, Prineville, Oregon; Callie Giovanini, Prineville, Oregon; Lucas Kline, Prineville, Oregon; Brinlee Giovanini, Prineville, Oregon; Raynes Russell, Redmond, Oregon; Blakely Every, Redmond, Oregon; Teagan Cline, Roseburg, Oregon; Millee McCoy, Terrebonne, Oregon; Tyler Silva, Terrebonne, Oregon; Lincoln Romine, Terrebonne, Oregon; Tatum Scott, Yoncalla, Oregon; Taylor Herinckx, Cornelius, Oregon; Darren Cheyne, Klamath Falls, Oregon; Emmett Oliver, Madras, Oregon; Kingslee Green, Madras, Oregon; Jenner Cole, Molalla, Oregon; Riley Nonella, Redmond, Oregon; Eva Gow, Roseburg, Oregon; Isaiah Florendo, Warm Springs, Oregon; Ellie Endres, La Center, Washington

For more information, tickets, and a full schedule of events, visit crookedriverroundup.com/young-guns.



KINGSLLEE GREEN | PHOTOS COURTESY OF CROOKED RIVER ROUNDUP



KINGSLLEE GREEN TEAM ROPING

About the Crooked River Roundup:

Founded in 1945, the Crooked River Roundup is one of Oregon's most cherished rodeo traditions. Held annually in Prineville, it brings together top-tier rodeo athletes, local talent, and fans from across the region for a celebration of Western heritage and community spirit. The dedicated board of directors and all volunteers are extremely proud to be celebrating the Roundup's 80th anniversary!

crookedriverroundup.com/young-guns

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State of Prineville

Continued from page 1

said Lucas. "Crook County maintains the third highest average wage in the state of Oregon, behind only Washington and Multnomah Counties."

A contributing factor to future projected growth is the availability of CO.STARTERS Core and Bootcamp programs, offered by Foundry Collective and Reinventing Rural. The Bootcamp, offered in Prineville, is a four-part workshop series designed to help you bring small businesses to life. There are times when small businesses aren't growing as expected or generating the sales they need. Bootcamp offers a proven framework to help identify and address key issues with the business's current strategy to get them on track fast.

Through community-driven CO.STARTERS programs and other support, Foundry Collective connects dreamers with doers in rural communities like Prineville. According to their website, "We're not just about starting businesses - we're about starting movements. When a community rallies behind its entrepreneurs, magic happens. New shops open their doors. Local artists find their audience. That empty building everyone complained about? It becomes the place everyone talks about. We help build networks of support that stick with new business owners every step of the way. Because when small towns back their own, something amazing happens — they don't just survive, they thrive."

On the tourism side of things, Prineville is small but growing, and the tourism industry is ripe with opportunity as Central Oregon continues to grow as an international destination. According to Explore Prineville's Director of Tourism Kim Molnar, "Prineville's tourism sector is small but dynamic, rooted in natural beauty, stargazing in Oregon's first International Dark Sky Park, cycling trails and authentic cultural experiences. While many travelers continue on to regional hotspots like Bend, Prineville is gaining traction as a destination in its own right. Tourism is a growing economic strategy for the community, with strong local support — 72 percent of residents in a 2023 survey said the benefits of tourism outweigh the downsides."

Continuing, she said, "Through alignment with Visit Central Oregon and Travel Oregon, Prineville is benefiting from grants that promote inclusive and

accessible travel experiences. One standout development is the addition of a new all-terrain Vertacat golf cart at Meadow Lakes Golf Course — the first of its kind available for public use at any course in Central Oregon and free to use — expanding recreational access for visitors of all abilities. With continued investment and a focus on equity and experience, tourism is becoming a key part of Prineville's economic and cultural future."

Deb Shaw, the operations manager for the Crook County Chamber of Commerce, commented on the growth (and challenges) seen in the Prineville business community. "While historically known for its ranching roots and outdoor recreation, Prineville has seen a surge in data center development along with expansions in manufacturing, construction and locally owned small businesses, particularly in the revitalized downtown core. Our largest employer, St. Charles Health System, is critical in sustaining and attracting a diverse workforce."

Continuing, she said, "As we look to the future, we're honest about the challenges. Workforce limitations and skill gaps can restrict business growth, and housing affordability and infrastructure strain are ongoing concerns. But we see these as opportunities to invest in workforce training, plan for smart growth and support housing initiatives that keep Prineville livable and welcoming. We aim to grow in ways that honor the community's small-town character and values while creating space for innovation and economic diversity."

To address the housing issue, there are a planned 700 units of housing that are set to be available before the end of this year.

Aside from the housing issue, Prineville is primed and ready for major growth. "Crook County ranked second only to Deschutes County in new building permits for 2024, including both commercial and residential permits," said Lucas. "This trend is mirrored in incoming investment, where Crook County again ranked #2. This ranking indicates the significant development and capital flowing into our community."

According to Shaw, "With strong collaboration between public and private partners, Prineville is writing its next chapter — not just as a gateway to adventure but as a thriving, resilient and forward-looking community."

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Central Oregon Labor Market & Economy

Industry, Job Demand & Aging Workforce

by **JAKE PROCINO** — Workforce Analyst/Economist, Multnomah County — Oregon Employment Department

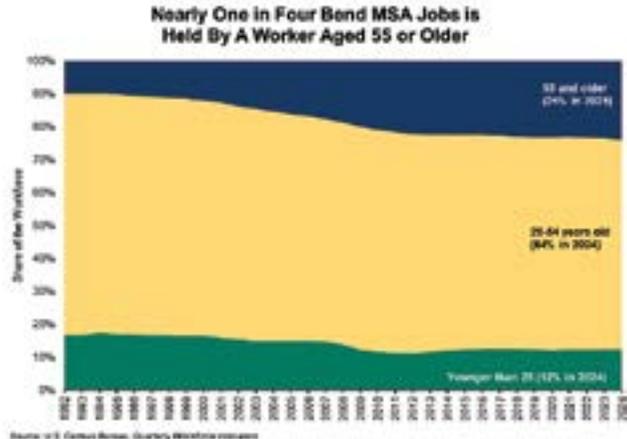
Since 2020, Central Oregon has experienced a booming economy compared to the rest of Oregon. Employment has increased by 10% and population has increased by 5%. Tariffs and reduction in the federal workforce announced earlier in the year threaten economic uncertainty in the near future. In the meantime, Central Oregon's economy keeps chugging along.



this trend is that the entire Baby Boomer generation is now 55 and older. Additionally, that generation tends to work for longer in their lives than previous generations. Many of these workers may plan to retire in the next ten years, taking their skills and experience with them.

Employment Slightly Increased Broadly in Central Oregon

From April 2024 to April 2025, employment in Central Oregon grew 1.2%, adding 1,370 jobs. This is quite high compared to Oregon as Oregon's total nonfarm payroll employment grew 0.8% over the same time frame.



GRAPHICS | COURTESY OF STATE OF OREGON EMPLOYMENT DEPARTMENT

With the relatively smaller Gen Z generation entering the workforce, workforce aging is expected to continue in the coming years. Its impacts will be felt industry-wide as there are fewer laborers available to replace retiring workers. It impacts employers, industries and regions to varying degrees. Employers should know the age profile of their own workforce so they can plan accordingly for increased turnover and recruitment efforts due to retirements. At a broader level, workforce planners need to know the demographic profiles of entire industries and regions to help gauge the need for future replacement workers.

Over the year job gains were concentrated within private education and health services (+750 jobs); manufacturing (+420 jobs); professional and business services (+370 jobs); and the public sector (+250 jobs). Other notable gains took place in mining, logging and construction (+140 jobs) and leisure and hospitality (+110 jobs). Over-the-year losses were largest within trade, transportation and utilities (-580 jobs) with 460 jobs lost within the retail trade subsector. Smaller job losses were also recorded in information (-70 jobs), financial activities (-10 jobs) and other services (-10 jobs).

The age of the workforce varies by industry. The health care and social assistance industry has the most workers ages 55 and over, with about 3,700. Proportionately, however, this accounts for only a middling 23% of the workforce. The real estate and rental and leasing industry has the largest share of workers 55 and older, accounting for 32% of the industry's workforce, though it is a relatively smaller industry. Employers in these and in all other industries need to plan for how they are going to attract replacement workers, especially for jobs that require significant training.

High Job Demand in Health Care and Service Sectors in the East Cascades

Looking more at job demand, we can take a look at job vacancies. Throughout the year, the Oregon Employment Department surveys private employers from all industries and areas of the state to ask about job vacancies they are actively trying to fill.

The Oregon Employment Department estimates that there were 5,941 job vacancies in the East Cascades region at any given time in 2024. The East Cascades region is a ten-county region that includes Gilliam, Hood River, Sherman, Wasco and Wheeler counties in the Columbia Gorge; Crook, Deschutes and Jefferson counties in Central Oregon; and Lake and Klamath counties in South Central Oregon.

Job vacancies in the health care and social assistance industry accounted for 23% of all job vacancies in the East Cascades, the most of any industry in the East Cascades. Leisure and hospitality accounted for 19%, the second most. Manufacturing (16%), retail trade (12%) and construction (10%) round out the top five.

Occupation	Vacancies
All Occupations	5,941
Fast Food and Counter Workers	410
Teaching Assistants, Primary and Secondary School	193
Woodworkers, All Other	186
Cashiers	177
Medical Assistants	164
Retail Salespersons	152
Installation, Maintenance, and Repair Workers	139
Dental Hygienists	138
Food Preparation Workers	125
Cooks, Restaurant	119

Source: Oregon Employment Department

Average wage across all job openings was \$22.68 an hour. The natural resources and mining (\$15.59) and the leisure and hospitality (\$16.79) industries had the lowest wage offered on average. On the other end, the transportation, warehousing and utilities (\$32.25) and professional, scientific and technical services (\$30.16) industries had the highest offered wage on average.

Aging Workforce in Central Oregon

Central Oregon's workforce is aging. The number of workers in the Bend MSA (which is Crook, Deschutes and Jefferson counties) who were ages 55 and over more than tripled in the 30 years from 1994 to 2024, increasing sixfold from 4,000 to over 24,000, according to the U.S. Census Bureau. The share of the workforce 55 and older more than doubled in the same period from 10% to 24%. Driving

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— Calvin Mann, Owner of VocalBooth



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Central Oregon Employment

Employment Resources *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
All Star Labor & Staffing 550 NW Franklin Ave., Ste. #348 Bend, OR 97703	541-389-1718	541-389-6096	www.allstarlabor.com jobs@allstarlabor.com	Ryan Olivares	2	2012	All Star Labor & Staffing	Industrial, manufacturing, administration, event staffing - temp to hire, recruiting & payroll services.
Barrett Business Services, Inc. - BBSI 497 Century Dr., Ste. 101 Bend, OR 97702	541-382-6946	541-388-1984	www.BBSI.com/CentralOregon Chris.Piper@bbsi.com	Chris Piper, Dave McRobie	5	1990	Barrett Business Services, Inc (BBSI) headquartered in Vancouver, WA. Publicly traded on: NASDAQ	Locally-supported solutions serving Central Oregon for payroll, HR, risk & safety, business strategy, plus workers compensation, health benefits & 401K.
Begin Right Employment Services 730 SW 11th St Redmond, OR 97756	541-526-1300	541-526-5089	www.beginright.com hharris@beginright.com	Hiedi Harris, Sandy Ward	3	2014	N/A	Locally owned & operated for over 30 years. We provide payroll services, human resources, safety training, along with temporary, contract to hire & direct hire employees.
Business Health Resources, Inc. 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756	541-447-1299 541-330-8408 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	admin@business-health.us admin@business-health.us admin@business-health.us admin@business-health.us	Courtney Michel, Sam Lambert, Julie Shepherd, Nick Kessel	5	1997	BHR Prineville, OR	On-site & walk in employee non-DOT drug testing service. Pre-employment & random testing. Located in the four Mid Oregon Personnel offices in Bend, Redmond, Madras & Prineville.
Cardinal Services, Inc. Central Oregon	800-342-4742	N/A	www.cardinalservices.com hello@cardinalservices.com	Aaron Trudel	10	1984	Cardinal Services, Inc.	Oregon family owned & operated, has been helping local business owners achieve marketplace success since 1984. Provide a full range of employment services customized to fit any size or type of business. Offers employee staffing/recruiting/screening services, payroll & HR administration, risk/safety consulting, affordable 401(K) benefit plans, co-employment/employee leasing options & total employer compliance support. Serving employers & job seekers across the Pacific Northwest with six office locations across Oregon & in Northern California.
Central Oregon Intergovernmental Council 1250 NE Bear Creek Rd. Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	COIC	Education, employment, economic development, loans & transportation services.
Certified Personnel Service Agency, Inc. 1707 NW Sixth St. PO Box 514 Redmond, OR 97756	541-504-9675	541-504-0590	www.cpsagency.com redmond@cpsagencyinc.com	Karisa Mata, C.J. Redman	3	1999	CPSA, Inc. La Grande, OR	Temporary, temp to perm, permanent, traffic control flaggers & pilot car, traffic control devices, traffic control plans.
COIC WorkSource Office - Bend 1007 SW Emkay Dr. Bend, OR 97702	541-388-6070	N/A	www.coic.org coic@coic.org	Dana Dunlap	5	1972	COIC	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.
COIC WorkSource Offices - Redmond 2158 SE College Ln., Ste. C Redmond, OR 97756	541-388-6416	N/A	www.coic.org training@coic.org	Dana Dunlap	9	1972	N/A	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.
ExecuFeed 320 SW Century Dr., Ste. 405 Bend, OR 97702	503-522-1150	N/A	www.execufeed.com feedback@execufeed.com	Matthew Jensen	3	2005	N/A	Organizational effectiveness, leadership development, executive coaching, corporate off-site retreats.
Express Employment Professionals - Bend 296 SW Columbia St., Ste. B Bend, OR 97702	541-389-1505	541-389-1581	www.expresspros.com/bendor chris.petty2@expresspros.com	Karen Turner, Chris Petty	9	1983	The Stoller Group, Portland, OR	Temporary & permanent placement, executive search, HR services.
G.A. Rogers & Associates 2214 NE Division St., Ste. 202 Bend, OR 97703	541-797-7622	541-797-6945	ga-rogers.com/bend bend@ga-rogers.com	Matt Ertle	2	2021	PRIDESTAFF Bend	Recruiting in finance, accounting, construction engineers, general & operations managers.
Latino Community Association - Bend 2680 NE Twin Knolls Dr., Ste. 110 Bend, OR 97701	541-382-4366	N/A	latinocommunityassociation.org info@latinocommunityassociation.org	Catalina Frank	24	2000	Latino Community Association	Empowering Latino families to thrive through free tax preparation & ITIN enrollment; English & computer classes, tutoring, help with job search & starting a business; U.S. citizenship preparation & legal assistance for immigrants; enrollment in the Oregon Health Plan & health system navigation assistance; cultural programs for youth & seniors; & advocacy to encourage participation in civic life. Offices in Bend: 2680 NE Twin Knolls Dr., Ste. 110; Redmond: 636 NW Cedar Ave.; Madras: 231 SE Sixth St.; & Prineville: 185 NE Fourth St., Ste. 1.

Local Employment Resource Professionals Offer Insights

CBN STAFF REPORT

With all of the changes and growth across the High Desert, we asked local employment resource professionals what has changed in the workforce landscape and how they see new challenges arising.



CHRIS C PIPER
Area Manager
BBSI Central Oregon
BBSI.com/CentralOregon

What has changed in the past five years in Central Oregon's employment landscape?

Over the past five years, Central Oregon has experienced significant job growth, although recent growth has slowed and become concentrated in specific sectors. Notably, the healthcare and social assistance sector has been a major

driver of job creation. The construction industry has also rebounded strongly. While the labor market has generally been tight with low unemployment rates, there has been a slight easing recently. The aging population is also becoming a more significant factor, with a substantial portion of the workforce nearing retirement.

For example, between November 2023 and November 2024, private education and health services in the Bend MSA saw the most significant job gains. Total nonfarm employment in Deschutes County increased by 3.1% from January 2024 to January 2025, with gains concentrated in private education and health services, leisure and hospitality, and trade, transportation and utilities.

What do you expect to change in the next five years for Central Oregon's employment landscape?

Looking ahead, Central Oregon is expected to continue experiencing positive population growth, although potentially at a slower pace than in recent years, with smaller communities outside of Bend possibly seeing higher percentage increases due to the lower cost of living. Job growth is anticipated to continue, driven by persistent demand in healthcare, housing, vehicles and recreation. Advanced manufacturing and technology sectors are also likely to see capital investment and growth. There's optimism regarding potential business development projects, particularly in advanced manufacturing, high technology and lifestyle and scientific product companies. Industrial land development in areas like Juniper Ridge in Bend and potential urban growth boundary expansions in places like Madras suggest further economic expansion.

Projections indicate that Central Oregon will see a faster job growth rate (9%) compared to the overall state (8%) between 2023 and 2033. The strongest growth is expected in private educational and health services, construction and professional and business services.

What and where are the largest growth sectors or growth areas?

- The largest growth sectors in Central Oregon are projected to be:
- **Private Educational and Health Services:** This sector is expected to see substantial growth due to the aging population and increasing demand for healthcare.
 - **Construction:** Driven by population growth and infrastructure needs, construction is projected to grow significantly.
 - **Professional and Business Services:** This sector has shown steady growth, particularly in professional, scientific and technical services.
 - **Leisure and Hospitality:** Central Oregon's tourism sector continues to be a significant contributor and is expected to see strong growth.

In terms of growth areas, while Bend has been a central hub, smaller communities like La Pine, Madras, Terrebonne and Redmond may see higher rates of population growth due to the lower cost of living. Industrial development in areas such as Juniper Ridge in Bend and near the Madras Airport also indicates specific geographic areas of economic growth.

What are the biggest challenges employers face in our region?

- The biggest challenges employers in Central Oregon face include:
- **Workforce Shortages:** Many employers report difficulty in finding and retaining workers across various sectors. A significant percentage of job vacancies are reported as hard to fill.
 - **High Cost of Housing:** The high cost of housing in the region makes it difficult for businesses to attract and retain employees, as potential hires may reject job offers due to the unaffordability of living in the area.
 - **Intergenerational Workforce Management:** Employers are navigating a workforce with up to five generations, each with different expectations and career approaches, making management and succession planning complex.
 - **Rising Costs:** Increased costs of leasing, building, labor, products and transport put financial pressure on businesses.

What are the biggest challenges our workforce faces in our region?

- The biggest challenges the workforce in Central Oregon faces include:
- **Affordability of Housing:** High housing costs make it challenging for many workers to live in the region, potentially leading to longer commutes or the inability to accept jobs.
 - **Workforce Shortages Impact:** While it might seem counterintuitive, workforce shortages can lead to increased workloads and burnout for the existing workforce.
 - **Evolving Skill Requirements:** Automation and technological advancements in some sectors mean the workforce needs to adapt and acquire new skills.
 - **Healthcare Access:** While the healthcare sector is growing, access to affordable and quality healthcare services remains a concern for the workforce.

Additional comments?

Central Oregon's economy has shown resilience and growth, particularly in the healthcare, construction and professional services sectors. The region's natural beauty and outdoor recreation opportunities continue to be a draw for

both residents and tourists, influencing the economy. However, the high cost of living, especially housing, poses a significant challenge to sustained and equitable economic growth. Addressing workforce shortages through training, competitive wages and tackling housing affordability will be crucial for the region's future economic health. The increasing prevalence of automation in some industries, like manufacturing, also necessitates a focus on upskilling and reskilling the workforce to adapt to changing job demands.

**Sources: CBN, Oregon.Gov, Business Oregon, EDCO, Bend Chamber of Commerce, Common Sense Institute, Visit Central Oregon*



CHRIS PETTY
Owner
Express Employment Professionals
expresspros.com/us-oregon-bend

What has changed in the past five years in Central Oregon's job market?

We've seen strong growth in health care and social services, especially in Bend and Redmond. Construction and tech have also grown, but not as fast. Job growth has slowed a bit recently, but we're still ahead of many other

regions. We are seeing a reduction in the number of fully remote and hybrid roles over the past year as many Central Oregon businesses are bringing workers back to the office.

What do I expect in the next five years?

Health care will keep growing as our population ages. Construction will stay strong with more people moving here. I also think we'll see more demand for skilled workers in tech and the trades.

Where are the biggest growth areas?

Health care is the biggest, especially in Deschutes County. Construction and professional services are also growing fast. Redmond is becoming a hotspot for new job development, particularly in the manufacturing sector because Redmond has the land to support the growth.

Continued on Page 17 ▶

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Employment Resources *(Listed Alphabetically)*

▶ CONTINUED FROM PAGE 14

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
Latino Community Association - Madras 231 SE Sixth St. Madras, OR 97741	541-325-6837	N/A	www.latinocommunityassociation.org info@latinocommunityassociation.org	Catalina Frank	24	2012	Latino Community Association	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Bend: 2680 NE Twin Knolls Dr., Ste. 110; Redmond: 636 NW Cedar Ave.; Madras: 231 SE Sixth St.; & Prineville: 185 NE Fourth St., Ste. 1.
Latino Community Association - Prineville 185 NE Fourth St., Ste. 1 Prineville, OR 97754	541-350-8910	N/A	www.latinocommunityassociation.org info@latinocommunityassociation.org	Catalina Frank	24	2000	Latino Community Association	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Bend: 2680 NE Twin Knolls Dr., Ste. 110; Redmond: 636 NW Cedar Ave.; Madras: 231 SE Sixth St.; & Prineville: 185 NE Fourth St., Ste. 1.
Latino Community Association - Redmond 636 NW Cedar Ave. Redmond, OR 97756	541-316-5456	N/A	www.latinocommunityassociation.org info@latinocommunityassociation.org	Catalina Frank	24	2010	Latino Community Association	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Bend: 2680 NE Twin Knolls Dr., Ste. 110; Redmond: 636 NW Cedar Ave.; Madras: 231 SE Sixth St.; & Prineville: 185 NE Fourth St., Ste. 1.
Mid Oregon Personnel Services Headquartered in Prineville 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756	541-447-1299 541-382-0445 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	www.midoregonpersonnel.com steve@midoregonpersonnel.com sam@midoregonpersonnel.com julie@midoregonpersonnel.com nick@midoregonpersonnel.com	Steve Peeler, Sam Lambert, Julie Shepherd, Nick Kessel	5	1984	Mid Oregon Personnel Services Prineville, OR	Human resources, temp to hire, direct hire, temporary, PEO services, safety, payroll services & workers compensation consulting, DOT & non-DOT drug testing.
National Engineering Search (NES) 497 SW Century Dr., Ste. 103 Bend, OR 97702	541-317-4150	541-317-5010	www.nes-llc.com nes@nes-llc.com	Garry Todd	5	1994	N/A	National executive recruiting firm specializing in geo-technical, civil & environmental services.
OnePoint Employer Solutions, LLC 1847 Canyon Dr. Redmond, OR 97756	541-420-1180	N/A	www.onepointhroregon.com ronburns@bendbroadband.com	Ron Burns	18	1987	OnePoint HRO, LLC	Employee leasing, payroll services, (PEO) professional employers organization, HR administration & support, employment law compliance advice, employee benefits, policy development, risk management, workers compensation insurance, employee handbook development, co-employment, employee leasing, time & attendance system.
Opportunity Foundation of Central Oregon 835 E Hwy. 126 PO Box 430 Redmond, OR 97756	541-548-2611	541-548-9573	www.opportunityfound.org info@opportunityfound.org	Ellyn Waler, Seth Johnson	221	1965	N/A	Our mission is empowering people of diverse abilities.

Continued on Page 18 ▶

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Where Have All the Good Ones Gone?

by MATT ERTLE, Owner/Strategic Partner — PrideStaff Bend

Part 1 — The Sansdemic, our nationwide workforce shortage

In 2018 employers started feeling the impacts of workforce shortages across most industry segments. This was the early stage of a long-forecasted labor shortage known as the Sansdemic that was first reported in the 1990s. It is the basic result of our aging workforce, the Baby Boomers, retiring at faster rates than what our birth rates every generation since the Baby Boomers could replace. "Where have all the good ones gone" was the general sentiment expressed by employers in our region and nationwide in trying to reconcile why positions went unfilled for so long.



From a macro perspective, the workforce shortage remains today and will for at least another ten years. More details about this specific shortage can be found under the Sansdemic research that is now widely published and acutely known by most executive teams, business owners and anyone involved in workforce planning.

Part 2 — As Portland goes, so does the State of Oregon... except for Central Oregon

Oregon's overall year-over-year population started to decline in 2022 as did the population of the greater Portland area. Economists have long explained that "as Portland goes, so does the State of Oregon" to summarize our collective statewide trends related to economic expectations.

Central Oregon is the exception as it relates to population changes. While Portland and Oregon have both seen population declines, Central Oregon has seen our population increase. This is great for our region and illustrates the long-range strategic planning by our local municipalities, economic development partners and the overall strong desire to live in our region that drives people and households to relocate to our area.

There are currently no economic or demographic indicators that predict a population decline in Central Oregon.

Part 3 — The remote workforce

Central Oregon was an economic and population Boomtown from 2014 to 2019. During this period, we also started to increase our remote workforce that accounted for 10-12% of the total workforce population before 2020, to a percentage averaging at over 15% during the COVID pandemic and also years following in 2020-2023. Bend and Deschutes County specifically were often included in the published "Zoomtown" lists that identified desirable destinations for remote working.

Remote work opportunities have remained for a large percentage in our community, although the return-to-office (RTO) trend started to eliminate some of these remote employment opportunities in our region beginning in 2024 and continuing throughout 2025. Former remote working community members are then left trying to replace their income through another remote job opportunity which have become increasingly scarce or secure local employment options in the Central Oregon region. Many people in the workforce that are forced into this transition cannot find replacement incomes locally that are adequate to remain in Central Oregon. These people are asking the same question about jobs as employers ask about employees, which is "where have all the good ones gone?"

Part 4 — The Central Oregon conundrum and solutions

Central Oregon arguably has one of the best workforces in our state and country. We also arguably have some of the best employers and job opportunities in our state and country. We certainly have more today of both than in the history of our region. How do we solve the conundrum between job availability and talent available? We need more of both.

We need more people in Central Oregon that will, want and are able to participate in the local workforce. And we need more jobs that are good and high(er) paying than what we currently have. Our region will get continuously better at both, it simply feels like it doesn't happen fast enough for some.

We expect the topic of how we achieve growing both our local workforce and local job opportunities will be one of the primary community conversations that dominates our region for the next several years to come.

pridestaff.com/bend

Employment Resource Insights

Continued from page 15

What challenges do employers face?

It's hard to find and retain good workers in low-mid range paying jobs. Housing costs make it tough for employees to live nearby, and turnover is high in lower-wage jobs.

What challenges does our workforce face?

Affordable housing is the biggest issue. Wages have not kept up with the cost of living, and it's hard to find the training require for better-paying jobs. The availability of affordable Childcare also continues to be a challenge for our region.



SAM LAMBERT

Vice President

Mid Oregon Personnel

midoregonpersonnel.com

What has changed in the past five years in Central Oregon's employment landscape?

Central Oregon has experienced rapid job growth far outpacing the rest of the state. Healthcare, technology, construction and manufacturing have all seen significant gains. The increase in remote work options has had a real

impact on Central Oregon's overall growth and our local economy.

What do you expect to change in the next five years for Central Oregon's employment landscape?

We expect to see continued population growth and at the same time we are going to continue to see a larger shift in workforce dynamics with more Baby Boomers retiring. AI has already had a large impact on daily life and will continue to grow as a powerful tool. Healthcare, construction and professional services are all expected to add large numbers of new jobs. The manufacturing sector will also grow over the next five years with many new and expansion projects already underway.

What are the biggest challenges employers face in our region?

Inflation along with a growing regulatory burden have driven up the cost of doing business. Tariffs and uncertainty have caused short-term pain and made long-term planning more difficult. Talent acquisition and retention have always been a challenge but over the last few years this has become increasingly difficult for many employers. Wages have been rising but employees are struggling to keep up with the cost of living. Employers really need to be strategic and forward thinking with their recruitment efforts as well as compensation packages to provide their workforce with what they need.

What are the biggest challenges our workforce faces in our region?

Increased cost of living has created a situation where many dual income families are struggling just to make ends meet. On a local level our biggest challenges are affordable housing and childcare costs. These are not new challenges but they have become critical. It is going to take a continued effort on the part of the private sector along with local and state governments to create long-term workable solutions to these issues. Your company will not be as successful as it could be without a happy and healthy workforce who feel valued by their employer. Understanding the challenges your workforce is facing and making efforts to provide them with what they need to face those challenges can be a tough balance but it is not insurmountable. Our local economy has a bright future but it is going to take the combined efforts of everyone involved to guide our growth and overcome the challenges that will come with it. We are excited to be a part of that.



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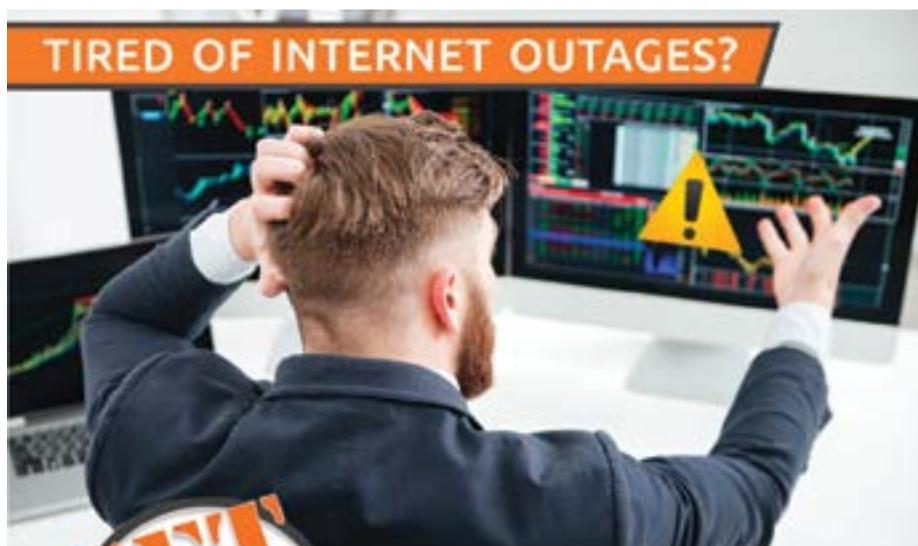
Employment Resources *(Listed Alphabetically)*

▶ CONTINUED FROM PAGE 16

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
Pace Medical Staffing 205 SE Wilson Ave., Ste. 1 Bend, OR 97702	541-312-5849	541-312-0077	www.pacestaffing.net info@pacestaffing.net	Chris Vogelgesang	20	1996	Ageia Health Services	Supplemental medical staffing: RN's, LPN's, CNA's, CMA's & various other medical professions for per diem or contracts.
PeopleReady 755 NE Third St., Ste. A Bend, OR 97701	541-318-7340	541-318-7382	www.PeopleReady.com 1118-br@peopleready.com	Jonatan Sedano	3	1989	True Blue	Employing workers for temporary or permanent jobs in all fields of work, with specialty in manual day labor to the construction industry, other light industry & small businesses.
PRIDESTAFF 2214 NE Division St., Ste. 202 Bend, OR 97703	541-797-6941	541-797-6945	www.pridestaffbend.com Bend@pridestaff.com	Matt Ertle	5	2016	N/A	Staffing & recruiting.
Selectemp Employment Services 547 NE Bellevue Dr., Ste. 105 Bend, OR 97701	541-749-7931	541-749-7936	www.selectemp.jobs relliott@selectemp.jobs	Rhonda Elliott	3	1987	TalentLaunch	Temporary employment, temp to hire, permanent & direct placement; recruiting, payroll & workers compensation.
Staffing Partners, LLC 846 NW Colorado Ave. Bend, OR 97703	541-318-5950	541-318-5952	www.staffingoregon.com	Dianne Westmoreland	2	1998	SP Eugene, OR	Administrative, professional, industrial, temporary, long term & temp-to-hire. Also medical including LPN RN CNA & NA.
Worksource Central Oregon 1007 SW Emkay Dr. Bend, OR 97702	541-419-3873	N/A	www.employment.oregon.gov ddunlap@coic.org	Dana Dunlap	12	1972	State of Oregon	Job search assistance, re-education & on-the-job training program, resource referral assistance. Serving all of Central Oregon.

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

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Rethinking the Resume

87% of Job Seekers Want Skills to Matter More Than Degrees

by **KAREN TURNER, SHRM-CP, Managing Director — Express Employment Professionals**

Forget the skills gap — job seekers say it's a training gap. According to a recent Express Employment Professionals-Harris Poll survey, 79% of U.S. job seekers believe companies are passing over capable candidates because they're unwilling to train them. And with 87% calling for skills-based hiring over degrees, many are pushing back on outdated job requirements that may be doing more harm than good.

While hiring managers continue to cite a widening skills gap, most job seekers disagree. Instead, they call on employers to be more realistic about qualifications and more willing to invest in training. And they're not just voicing frustration, they're ready to stay loyal to companies that meet them halfway.

Job seekers across all age groups agree that certain core skills are essential in today's workforce. Communication, work ethic, problem-solving, accountability and general demeanor all rank highly in importance, with more than 80% of job seekers citing them as critical when applying for a position. Slightly fewer consider technical skills (71%) and cultural fit (69%) as top priorities, suggesting a greater emphasis on soft skills.

At the same time, a significant number of job seekers believe employers are setting unrealistic standards that overlook capable candidates. Many feel that companies should reconsider rigid qualification lists and focus instead on potential and willingness to learn:

- 79% of job seekers say the "skills gap" is less about a lack of ability and more about employers' unwillingness to train.
- 87% believe companies should prioritize skills-based hiring over requiring formal degrees.
- 74% think employers should be willing to forgo some job requirements to find the right person.

Generational differences are also evident. Younger candidates, particularly Gen Z and millennials,

are much more likely to believe that company requirements are too strict:

- 77% of millennials and 71% of Gen Z say requirements are too stringent, compared to 53% of Boomers/Seniors.
- Similarly, 71% of Gen Z, millennials, and Gen X wish companies would waive education requirements, while only 55% of Boomers/Seniors agree.

On the employer side, the tension is apparent. Nearly seven in ten hiring managers (69%) say the skills gap is wider than ever, even though 84% believe their company has the resources to close it. Still, many employers are beginning to adapt.

Eighty-three percent of hiring managers report their company has waived some job requirements to fill open roles, including:

- Years of experience (47%)
- Educational degrees (34%)
- Soft skills (34%)
- Hard skills (29%)
- Professional certifications (28%)

Furthermore, 60% say their company is willing to make exceptions to job requirements in some instances, and 69% are open to waiving degree requirements. However, challenges persist as 35% admit they don't know how to assess certifications or online degrees, which may discourage their adoption.

Survey Methodology

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from November 11 to 26, 2024, among 1,001 U.S. hiring decision-makers.

The Job Seeker Report was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from November 21 to December 10, 2024, among 1,039 adults ages 18 and older.



GRAPHIC | COURTESY OF EXPRESS EMPLOYMENT PROFESSIONALS

For full survey methodologies, please contact Sheena.Hollander@ExpressPros.com, director of corporate communications and PR.

About Express Employment Professionals:

At Express Employment Professionals, we're in the business of people. From job seekers to client companies, Express helps people thrive and businesses grow. Our international network of franchises offers localized staffing solutions to the communities they serve across the U.S., Canada, South Africa, Australia and New Zealand, employing 492,000 people globally in 2023 and more than 11 million since its inception.

The Central Oregon Express office is located at 296 SW Columbia, Suite B, Bend, and serves Deschutes, Crook and Jefferson counties.

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Minimum & Maximum Benefit Amounts Increasing for Paid Leave Oregon & Unemployment Insurance

provided by OREGON EMPLOYMENT DEPARTMENT

This July, the minimum and maximum weekly benefit amounts (WBAs) for both Paid Leave Oregon and Unemployment Insurance (UI) will increase, as part of Oregon's annual update based on the state average weekly wage.

For Paid Leave Oregon (benefit years starting July 6, 2025):

- Minimum WBA: \$65.36 → \$68.19
- Maximum WBA: \$1,568.60 → \$1,636.56

For UI (claims filed on or after June 29, 2025):

- Minimum WBA: \$196 → \$204
- Maximum WBA: \$836 → \$872

By law, the department calculates the minimum and maximum benefit amounts once a year. These calculations are based on Oregon's State Average Weekly Wage, which increased from \$1,307.17 to \$1,363.80.

These changes apply only to new claims or benefit years that begin on or after the effective dates. Existing claims are not affected.

Employers can help their employees understand these updates by sharing resources like the Paid Leave benefits calculator. For UI information, visit our website. You can also view the press release posted on our website for more information.

oregon.gov/employ

Explore Oregon Occupational Wage Information

provided by OREGON EMPLOYMENT DEPARTMENT

Understanding wages is key for hiring managers and business owners. The Oregon Employment Department's workforce economists have recently released an Occupation and Wage Information tool for 2024. This includes wage estimates for more than 750 occupations statewide, including detailed data for every region.

These figures are based on employer surveys across Oregon and reflect the variety in industries, cost of living, and workforce availability throughout the state. For example, Portland may show higher wages for tech and corporate roles, while rural areas may lean toward natural resource jobs. Coastal regions often see more leisure and hospitality employment.

Wage estimates provide insights into how pay varies based on experience and education. Entry-level wages tend to fall near the 10th or 25th percentiles, while more experienced or highly educated workers earn near the median or higher. This helps employers set competitive wages and job seekers understand earning

potential as they grow in their careers.

In 2024, the average annual wage across all occupations in Oregon was \$68,780 (\$33.06 per hour). Among the lowest-paid were door-to-door sales workers and street vendors (\$15.33/hour), while obstetricians and gynecologists topped the list at \$163.29/hour.

Learn more:

- Use the "Occupation and Wage Information" tool on QualityInfo.org for even more detailed wage data.
- Contact your local Workforce Analyst for customized wage insights. These economists are located throughout Oregon and support local employers.

The 2025 Occupations in Demand brochure — organized by typical education requirements — is available online at and in print at WorkSource Oregon centers.

oregon.gov/employ

BBT Architects

Continued from page 20

years. BBT is Bend based, through and through.

As BBT (and Bend) has grown, their values have evolved to address the needs of the community. Today, their values are curiosity, courage and responsibility. According to Strong, "It's a big part of how we show up and how we operate the business. I think of curiosity and courage as two ways to ask questions and interact with clients, while responsibility dictates what we do with that info, how we implement opinions or critique and how we move forward on projects."

Alexander pointed out an additional value that the firm holds true, "One thing that isn't specifically called out as part of our core values but is still rooted in our practice is truly listening and understanding our clients. It's something we really pride ourselves on and according to our clients, it's something they really value in our process. We will always listen to try to solve our clients' problems, address unique issues and make sure everyone is heard and respected. We make sure their dreams are achieved by hearing them out and acknowledging the unique challenges and culture surrounding each project."

Understanding culture is a big part of what makes BBT stand out among competitors. For example, BBT is currently working with Bend Senior High School to modernize the school.

"A project like Bend High requires us to really understand who they are, what they value and what we can do to respect that and make everything work for them as best we can," said Burke. "From a big project like Bend High to a smaller one, it comes down to us understanding how the finished project will function and how our community will use it."

Burke said this is true especially beyond Bend and in smaller communities in Central and Eastern Oregon. "Their cultures can be very unique to them and it'll be different from a project in Bend. It goes beyond putting blinders on and fulfilling some basic needs. We take the time to ingrain ourselves and get to know the community. We might be in a community for a bond project, like a high school, for five to eight years so we really get to learn who we are working with and what we can do to make their dreams happen."

Beyond those values, BBT strives to lead the industry in sustainability. They have committed to the AIA 2030 commitment, which is a platform initiated by the American



(L-R) BBT LEADERSHIP TEAM KYLE BURKE (PARTNER), KOURTNEY STRONG (MANAGING PARTNER) AND RENÉE ALEXANDER (SENIOR PARTNER) | PHOTO AND RENDERING COURTESY OF BBT ARCHITECTS

Institute of Architects (AIA) aimed at achieving net zero carbon emissions in the built environment by 2030. BBT strives to go beyond basic requirements and accolades and truly push to make a difference in their community.

BBT has been proudly women-owned for years and also has a staff that is majority female — a contrast to the statistic that only about one in four American architects are women. "Being a women owned business sets us apart in the world of architecture," said Strong. "Having leadership and representation that understands what it is like to be a woman in this industry, who can relate to younger staff and help them develop professionally is very beneficial to everyone involved."

Continuing, she said, "I've seen the industry change from a top-down structure and female leadership is allowing room for others to move up. For me, being able to mentor with Renee and past partners has really helped me understand what my trajectory is and what my options are without a glass ceiling."

Renee pointed out another value that makes BBT special: transparency. "One thing we've changed quite significantly in the last few years is we are very transparent. The industry has been traditionally very top-down and hierarchical. We started quarter launches where we share financial info with the staff, get everyone involved in their work and have conversations about what the future looks like. We listen to our staff, conduct surveys and include everyone wherever we can."

This mentality goes beyond financial discussions. Entry level design staff are involved in pitch meetings where they themselves can present their own work. Friday afternoons, the office is closed and employees are encouraged to enjoy what Bend has to offer with their friends, coworkers and families. Employees are encouraged to speak up, get involved around town and enjoy Bend for the beautiful and healthy community that it is.

"Taking care of our people means that they take care of our clients," said Strong. "It all comes around to quality work and happy interactions for the clients."

Looking to the future, the goal for BBT's new leadership revolves around maintaining excellence and a healthy culture at work. For project selection, they intend to focus on projects that they feel will be a real asset for the community.

"I think the firm is in great hands for the future," said Alexander. "I'm so very excited about these changes and I feel very confident that this firm has a great future ahead."

bbtarchitects.com



BEND SENIOR HIGH SCHOOL THEATER

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

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
St. Charles Bend (Total Regional Employees) 2500 NE Neff Rd., Bend, OR 97701	541-382-4321	541-388-7723	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	4,791	1918	N/A
Bend-La Pine Schools 520 NW Wall St. Bend, OR 97703	541-355-4700	N/A	www.bend.k12.or.us anne.birky@bend.k12.or.us	Anne Birky	2,300	1883	\$73 million
Deschutes County 1300 NW Wall St., Ste. 201, Bend, OR 97701	541-388-6570	541-385-3202	www.deschutes.org	N/A	1,243	1916	\$41,080,268
Mt. Bachelor, Inc. 13000 Century Dr. Bend, OR 97702	541-382-2442	541-382-6536	www.mtbachelor.com info@mtbachelor.com	John McLeod	1,117	1958	\$5.2 million
Bright Wood Corporation - Madras (Total Regional Employees) 335 NW Hess St., PO Drawer 828, Madras, OR 97741	541-475-2234	541-475-7086	www.brightwood.com ininfo@brightwood.com	Dallas Stovall	1,009	1960	N/A
Les Schwab Tires Centers - Headquarters 63590 Hunnell Rd. Bend, OR 97701	541-318-0281	541-416-5363	www.lesschwab.com	Reception	985	1952	N/A
Safeway - Regional Central Oregon	541-383-6500	541-383-6504	www.safeway.com	Jerry Newell	964	1937	N/A
Sunriver Resort 17600 Center Dr., PO Box 3609 Sunriver, OR 97707	855-420-8206	541-593-2742	www.sunriver-resort.com info@sunriver-resort.com	Lindsay Borkowski	950	1968	N/A
BASX Solutions 3500 SW 21 Place, Redmond, OR 97756	541-647-6650	N/A	www.basx.com info@groups.basx.com	Matt Shaub, David Benson, Matthew Tobolski	948	2012	N/A
Warm Springs Tribal Government PO Box C Warm Springs, OR 97761	541-553-1161	N/A	www.warmsprings.com	Charles Calica	932	N/A	N/A
State of Oregon State Capital, Salem, OR 97306	503-378-6777	503-378-3518	www.scd.das.state.or.us/scd.htm	Tom Anderson	924	1859	N/A
Redmond School District 145 SE Salmon Dr. Redmond, OR 97756	541-923-5437	541-923-5142	www.redmond.k12.or.us	Michael D. McIntosh	919	1907	\$29 million
City of Bend 710 NW Wall St., Bend, OR 97701	541-388-5505	541-385-6676	www.ci.bend.or.us	Eric King	763	1905	\$27.9 million
Central Oregon Community College 2600 NW College Way Bend, OR 97703	541-383-7500	541-317-3065	www.cocc.edu feedback@cocc.edu	Dr. Laurie Chesley	760	1949	N/A
Summit Medical Group - Regional 1501 NE Medical Center Dr., 865 SW Veterans Way, Redmond 815 SW Bond St., Bend	541-382-2811	N/A	www.bendmemorialclinic.com info@bendmemorialclinic.com	Dr. David Holloway, Joan Sheldon, Cheryl Stewart, Kurt Kemcke	736	1946	N/A
Almost Family, LLC 698 NW York Dr., Bend, OR 97703	541-389-0006	541-389-0906	www.almostfamilycare.com kristy@almostfamilycare.com	Kristy Walters	698	1982	N/A
Bend Park & Recreation District 799 SW Columbia St. Bend, OR 97702	541-389-7275	N/A	www.bendparksandrec.org info@bendparksandrec.org	Don Horton	678	1974	N/A
Albertson's - Regional Central Oregon	541-382-3661	N/A	www.albertsons.com	Customer Service	646	N/A	N/A
McDonald's 11 Restaurants throughout Central Oregon	800-244-6227	N/A	www.mcdonalds.com www.mcdonalds.com/us/en/contact_us.html	N/A	611	1940	N/A
Facebook - Prineville Data Center 735 SW Connect Way Prineville, OR 97754	N/A	N/A	www.facebook.com/prinevilledatacenter	William Marks	600	2010	The data center directly supports 350 jobs.

Continued on Page 22

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

▶ CONTINUED FROM PAGE 21

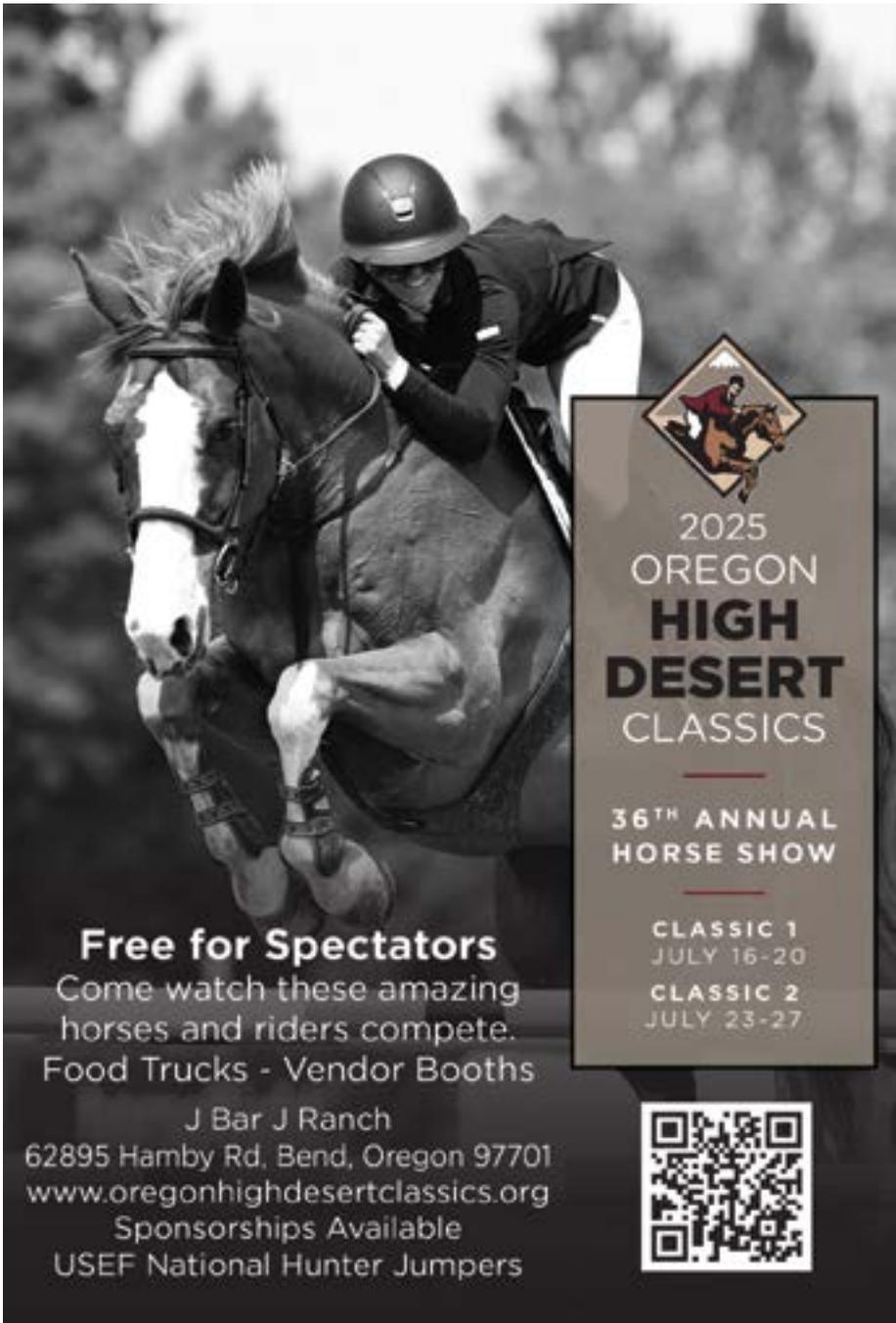
Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
Fred Meyer One Stop Shopping - Regional 61535 S Hwy. 97, Bend, OR 97702, 944 SW Veterans Way, Redmond	541-385-6667	541-385-6664	www.fredmeyer.com	Mike Ross	582	1990	N/A
Crook County School District 471 NE Ochoco Plaza Dr. Prineville, OR 97754	541-447-5664	541-447-3645	www.crookcounty.k12.or.us	Dr. Ivan Hernandez	556	1921	\$17, 419 million
Jefferson County School District, 509-J 445 SE Buff St., Madras, OR 97741	541-475-6192	541-475-6856	www.jcsd.k12.or.us webmaster@509j.net	Rick Molitor	509	1905	\$17,204,049
Deschutes National Forest, U.S. Forest Service 63095 Deschutes Market Rd. Bend, OR 97701	541-383-5300	541-383-5553	www.fs.usda.gov/main/deschutes/home jean.nelson-dean@usda.gov	Jean Nelson-Dean	480	1905	\$22.2 million
St. Charles Redmond 1253 N Canal Blvd., Redmond, OR 97756	541-548-8131	541-526-6504	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	461	1952	N/A
Epic Aircraft, LLC 22590 Nelson Rd. Bend, OR 97701	541-318-8849	N/A	www.epicaircraft.com info@epicaircraft.com	Doug King	455	2004	N/A
Lonza - Formerly Bend Research, a division of Capsugel 1201 NW Wall St., Ste. 200, Bend, OR 97703	541-382-4100	541-382-2713	www.bendresearch.com info@bendresearch.com	Phoenix Barringer	441	1975	N/A
Black Butte Ranch 12930 Hawksbeard, PO Box 8000 Black Butte Ranch, OR 97759	541-595-1251	541-595-2077	www.blackbutteranch.com info@blackbutteranch.com	Human Resources	390	1970	\$3.25 million
COSTCO 62207 Northwest Costco Dr., Bend, OR 97703	541-383-2299	N/A	www.costco.com	N/A	388	2002	N/A
Mosaic Medical - Regional Bend, Madras, Redmond, Prineville	541-383-3005	N/A	www.mosaicmedical.org	Bridget McGinn	388	2004	N/A
Central Oregon Truck Company 394 NE Hemlock Ave., Redmond, OR 97756	800-394-0222	541-416-2041	www.centraloregontruck.com recruiting@cotruck.net	Rick Williams, Jessica Frey	365	1992	N/A
Ibex 501 SW Hill St., Bend, OR 97702	541-647-6670	N/A	www.ibex.co david.redell@ibex.co	David Redell	365	1984	N/A
Effectual Inc. 320 SW Upper Terrace Dr., Ste. 101 Bend, OR 97702	800-770-1868	N/A	www.Effectual.com info@Effectual.com	Robb Allen	350	2019	N/A
Pence Contractors 1051 NW Bond St., Ste. 310 Bend, OR 97701	541-323-3393	503-256-3684	www.pence.net coryl@pence.net	Karl Nottelmann, John Williamson, Cory Loomis	350	1992	N/P
PacificSource Health Plans 2965 NE Conners Ave. Bend, OR 97702	541-330-8896	541-330-8948	www.pacificsource.com info@pacificsource.com	Dan Stevens	347	1933	N/A
BestCare Treatment Services - Regional 908 NE Fourth St., Ste. 100, Bend; 1470 NW Fourth St., Redmond	541-504-9577	N/A	www.bestcaretreatment.org	Reception	331	1997	N/A
PCC Schlosser 345 NE Hemlock Ave. Redmond, OR 97756	541-548-0766	541-548-6579	www.pccstructurals.com	Keith Covlin	328	1989	N/A
Oregon State University - Cascades 1500 SW Chandler Ave. Bend, OR 97702	541-322-3100	541-383-7501	www.OSUCascades.edu info@osucascades.edu	Christine Coffin	323	2001	N/A
Central Oregon Radiology Assoc. PC 1460 NE Medical Center Dr. Bend, OR 97701	541-382-6633	541-382-6635	www.centraloregonradiology.com sstuemke@cmillec.org	Sara Stuemke	295	1947	N/A
Medline ReNewal 1500 NE Hemlock Ave. Redmond, OR 97756	541-923-3310	541-923-3375	www.medline.com customer.service@medlinerenewal.com	Steve Bettis	293	1997	N/A
Brasada Ranch 16986 SW Brasada Ranch Rd. Powell Butte, OR 97753	541-526-6869	N/A	www.brasada.com brandons@brasada.com	Brandon Sirstins	280	2007	N/A
The Center 2200 NE Neff Rd., Ste. 200 Bend, OR 97701	541-382-3344	541-382-1681	www.thecenteregon.com info@thecenteregon.com	Mike Gonsalves	274	1954	N/A
JELD-WEN Bend Window Division 62845 Boyd Acres Rd., Bend, OR 97701	541-382-4411	541-385-3268	www.jeld-wen.com info@jeld-wen.com	Lee Sparks	257	1977	N/A
JELD-WEN Millwork Manufacturing Bend 62845 Boyd Acres Rd. Bend, OR 97701	541-385-1444	541-382-2215	www.jeld-wen.com leebo@jeld-wen.com	Lee Bouck	257	1968	N/A
Deschutes Brewery 901 SW Simpson Ave., Bend, OR 97702	541-385-8606	541-383-4505	www.deschutesbrewery.com info@deschutesbrewery.com	Gary Fish	251	1988	N/A
Knife River 64500 OB Riley Rd. Bend, OR 97701	541-388-0445	541-388-8932	www.kniferiver.com chris.doan@kniferiver.com	Chris Doan	250	1968	N/A
TDS (Previously BendBroadband) 63090 Sherman Rd. Bend, OR 97703	855-696-8368	N/A	www.HelloTDS.com	Customer Service	250	1969	N/A
City of Redmond 411 SW Ninth St., Redmond, OR 97756	541-923-7710	541-548-0706	www.redmondoregon.gov	Keith Witcosky	242	1910	N/A
Endura Products 1155 N Main St. Prineville, OR 97754	541-447-4195	541-447-6479	www.enduraproducts.com sales@enduraproducts.com	Casey Jackson	241	1946	N/A
Sunriver Brewing Company 57100 Beaver Dr., Bldg. 4 Sunriver, OR 97707	541-593-3007	N/A	www.sunriverbrewing.com info@sunriverbrewingcompany.com	Reception	240	2012	N/A
Tetherow Resort 61238 Skyline Ranch Rd. Bend, OR 97702	541-388-2582	N/A	www.tetherow.com info@tetherow.com	Jennifer Geers	240	2008	N/A
Wal-Mart - Regional 20120 Pinebrook Blvd., Bend; 300 NW Oak Tree Ln., Redmond	541-389-8184	N/A	www.walmart.com	Edward Camp	234	1994	N/A
Crook County 300 NE Third St., Room 10 Prineville, OR 97754	541-447-6555	541-416-3891	www.co.crook.or.us mike.mccabe@co.crook.or.us	Mike McCabe	233	1882	N/A
St. Charles Prineville 384 SE Combs Flat Rd., Ste. 1200 Prineville, OR 97754	541-447-6254	541-447-6705	www.stcharleshealthcare.org jcbishop@stcharleshealthcare.org	John Bishop	226	1950	N/A
Opportunity Foundation of Central Oregon - Redmond 835 E Hwy. 126, 3294 S Hwy. 97, PO Box 430 Redmond, OR 97756	541-548-2611	541-504-9573	www.opportunityfound.org lengland@opportunityfound.org	Lew England	221	1965	N/A
Partners In Care - Hospice-Home Health-Transitions-Palliative Care 2075 NE Wyatt Ct. Bend, OR 97701	541-382-5882	N/A	www.partnersbend.org maureend@partnersbend.org	Maureen Dooley	220	1979	N/A
Bi-Mart - Regional 6 Locations Throughout Central Oregon	541-344-0681	N/A	www.bimart.com comments@bimart.com	N/A	207	1955	N/A
St. Charles Madras 470 NE A St., Madras, OR 97741	541-475-3882	541-475-0615	www.stcharleshealthcare.org jcbishop@stcharleshealthcare.org	John Bishop	207	1967	N/A
Nosler, Inc. 107 SW Columbia St., PO Box 671 Bend, OR 97709	541-382-3921	541-388-4667	www.nosler.com catalog@nosler.com	Zach Waterman	206	1948	N/A
Touchmark at Mount Bachelor Village 19800 SW Touchmark Way Bend, OR 97702	541-383-1414	541-383-3434	www.touchmarkBend.com SDN@Touchmark.com	Scott Neil	200	2001	N/A
High Lakes Health Care - Bend-Upper Mill 929 SW Simpson Ave., Ste. 300 Bend, OR 97702	541-389-7741	1-541-278-8375	www.highlakeshealthcare.com	Dan McCarthy	197	1996	N/A

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

▶ CONTINUED FROM PREVIOUS PAGE

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
10 Barrel Brewing 62970 NE 18th St. (Brewing) 1135 NW Galveston Ave. (Pub) Bend, OR 97701	541-678-5228	541-585-1008	www.10barrel.com info@10barrel.com	Kyle Mckee	195	2006	N/A
J Bar J Youth Services 62895 Hamby Rd. Bend, OR 97701	541-389-1409	N/A	www.jbarj.org	Eva Gill	193	1968	N/A
Target 63435 N Hwy. 97, Bend, OR 97701	541-330-1434	N/A	www.target.com/sl/bend/766	Customer Service	190	N/A	N/A
Keith Manufacturing Company 401 NW Adler St. Madras, OR 97741	541-475-3802	541-475-2169	www.keithwalkingfloor.com sales@keithwalkingfloor.com	Mark Foster	188	1950	N/A
Ochoco National Forest 3160 NE Third St. Prineville, OR 97754	541-416-6500	541-416-6695	www.fs.fed.us/r6/centraloregon	Kate Klein	175	1911	\$8 million
MASA Medical Transport Solutions 70 SW Century Dr. Bend, OR 97702	541-848-8124	N/A	masamts.com/biz-solutions turioste@masamts.com	Tony Urioste	170	1974	N/A
Sisters School District 525 E Cascade Ave. Sisters, OR 97759	541-549-8521	N/A	www.ssd6.org info@sisters.k12.or.us	Front Desk	170	1885	N/A
Mid Oregon Credit Union PO Box 6749 Bend, OR 97701	541-382-1795	N/A	www.midoregon.com kyle@midoregon.com	Kevin Cole	168	1957	N/A
Consumer Cellular 2999 SW Sixth St. Redmond, OR 97756	800-686-4460	541-693-8060	www.consumercellular.com	John Marick	166	1995	N/A
G5 Search Marketing 550 NW Franklin Ave., Ste. 200, Bend, OR 97703	541-306-3374	N/A	www.G5platform.com carrie.percich@g5platform.com	Carrie Percich	165	2005	N/A
Medline Industries, Inc. 1500 NE Hemlock Ave. Redmond, OR 97756	541-923-3310	541-923-3375	www.medlinere renewal.com customer.service@medlinere renewal.com	Suzie Wyss	165	1997	N/A
Riverhouse Lodge 3075 N Business Hwy. 97 Bend, OR 97701	541-389-3111	541-389-0870	www.riverhouse.com marketing@riverhouse.com	Eric Trachsel	160	1974	N/A
The Bulletin - CMGEO Oregon 320 SW Upper Terrace Dr., Ste. 200, PO Box 6020 Bend, OR 97702	541-617-7839	N/A	printdrop@bendbulletin.com	Holly Rouska	160	1903	N/A
Energy Trust of Oregon 421 SW Oak St., Ste. 300 Portland, OR 97204	866-368-7878	503-546-6862	www.energytrust.org info@energytrust.org	Nate Merrill	159	2002	N/A
Jefferson County 66 SE D St., Ste. D Madras, OR 97741	541-475-2449	541-475-4454	www.jeffco.net	Lyndsay Hessel	158	1914	N/A
Ray's Food Place - Regional Throughout Central Oregon	541-318-7297	N/A	www.gorays.com	Varies with Location	153	2001	N/A
Rebound Physical Therapy - Regional Throughout Central Oregon	541-382-2181	541-382-7875	www.reboundoregon.com info@reboundoregon.com	Varies with Location	153	1995	N/A
Bend Surgery Center 1342 NE Cushing Dr., Ste. 170 Bend, OR 97701	541-318-0858	541-318-6740	www.bendsurgery.com info@bendsurgery.com	Todd Carrier	150	1997	N/A

Continued on Page 24 ▶





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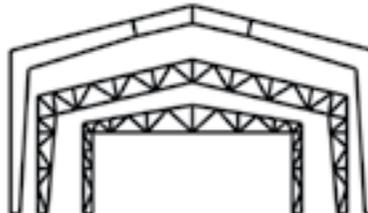
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Largest Central Oregon Employers *(Listed by number of employees over 100 - includes multiple Central Oregon branches.)*

▶ CONTINUED FROM PAGE 23

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
Benham Hall at SHARC 57250 Overlook Rd. Sunriver, OR 97707	541-585-3144	541-593-6900	www.sunriversharc.com/eventspace sharcvents@sowners.org	Beth Herron	150	2012	N/A
Eagle Crest Resort 1522 Cline Falls Rd. Redmond, OR 97756	541-923-2453	541-923-1720	www.eagle-crest.com info@eagle-crest.com	David Campbell	150	1985	N/A
Juniper Swim & Fitness Center 800 NE Sixth St. Bend, OR 97701	541-389-7665	541-385-6706	www.juniperswimandfitness.com info@bendparksandrec.org	Sue Glenn	150	1949	N/A
Republic Services - Regional 20835 NE Montana Wy. Bend, OR 97701	541-382-2263	541-383-3640	www.republicservices.com/centraloregon	Kristin Steiner	144	1960	N/A
First Interstate Bank - Regional 1100 NW Wall St. Bend, OR 97703	541-385-6200	541-382-8780	www.firstinterstatebank.com Cameronne.mosher@fib.com	Cameronne Mosher	141	1977	N/A
The Athletic Club of Bend 61615 Athletic Club Dr. Bend, OR 97702	541-385-3062	541-385-4774	www.athleticclubofbend.com	Kip Heilman	140	1993	N/A
Broken Top Club 62000 Broken Top Dr. Bend, OR 97702	541-383-8200	541-383-1963	www.brokentop.com brokentopclub@brokentop.com	Mike Sizemore	136	1993	N/A
Lowe's Home Improvement Warehouse 20501 Cooley Rd. Bend, OR 97701	541-693-2560	541-693-2561	www.lowes.com	David Lockard	135	2005	N/A
NeighborImpact: Head Start & Early Head Start 2303 SW First St. Redmond, OR 97756	541-323-6543	541-548-6013	www.neighborimpact.org/headstart headstart@neighborimpact.org	Kim Brown	135	1985	N/A
Wells Fargo 960 NW Wall St. Bend, OR 97701	541-735-5173	541-388-0514	www.wellsfargo.com colm.s.boer@wellsfargo.com	Colm Boer	135	1936	N/A
Quality Truss 1000 SE Lake Rd. Redmond, OR 97756	541-923-2759	541-923-0023	qtruss@qtruss.com	Andy Scott, Ted Hormel	133	1985	N/A
Suterra LLC 20950 NE Talus Pl. Bend, OR 97701	541-388-3688	N/A	www.suterra.com customercare@suterra.com	N/A	132	1984	N/A
Juniper Preserve 65600 Pronghorn Club Dr. Bend, OR 97701	541-693-5300	N/A	juniperpreserve.com guest.services@juniperpreserve.com	Human Resources	130	2004	N/A
Microsemi Corporation 405 SW Columbia St. Bend, OR 97702	541-382-8028	541-388-0364	www.microsemi.com	Mark Gabler	130	1984	N/A
Systema 265 NW Franklin Ave., Ste. 201 Bend, OR 97701	541-602-2092	N/A	www.systema-usacorp.com	Travis Stevens	130	1993	N/A
Bend Fire & Rescue 1212 SW Simpson Ave. Bend, OR 97702	541-322-6300	541-322-6321	www.bendoregon.gov/fire communications@bendoregon.gov	Todd Riley	125	1905	N/A
Cascade Lakes Brewing Company 2141 SW First St. Redmond, OR 97756	541-923-3110	N/A	www.cascadelakes.com chris@cascadelakes.com	Andy Rhine	125	1994	N/A
U.S. Bank 1025 NW Bond St. Bend, OR 97703	541-388-8722	541-388-7396	www.usbank.com wendy.mcgrane@usbank.com	Coby Horton, Wendy McGrane	125	1937	N/A
Culver School District 410 West E St., PO Box 259 Culver, OR 97734	541-546-2541	541-546-7522	www.culver.k12.or.us mvervaecke@culver.k12.or.us	Megan Vervaecke	120	1894	N/A
Pantheon Drug Development & Manufacturing Services 62925 NE 18th St. Bend, OR 97701	541-318-7115	541-318-7082	www.pantheon.com pharmaservices@thermofisher.com	Marshall Crew	120	2008	N/A
Western Heavy Haul & SMAF 2260 NW Industrial Park Rd., PO Box 672 Prineville, OR 97754	541-447-5643	541-447-2190	www.whhsmaf.com scotp@whhsmaf.com	Scott Porfly	120	1965	N/A
Seventh Mountain Resort 18575 SW Century Dr. Bend, OR 97702	541-382-8711	541-382-3517	www.seventhmountain.com info@extraholidays.com	Jim Kinney	116	1971	N/A
Taylor Northwest LLC 18500 Bull Springs Rd. Bend, OR 97703	541-382-7887	541-382-3505	www.taylornw.com	Todd Taylor	116	2003	N/A
Head Start: NeighborImpact 2303 SW First St. Redmond, OR 97756	541-548-2380 ext.127	541-504-5725	www.neighborimpact.org/get-help/head-start hs-support@neighborimpact.org	Scott Cooper	115	1985	N/A
Home Depot, The 63465 Hwy. 97 Bend, OR 97701	541-382-1020	541-617-5496	www.homedepot.com	Richard Bouchard	115	1999	N/A
Kirby Nagelhout Construction Company 20651 High Desert Ln. Bend, OR 97701	541-389-7119	541-385-5834	www.knccbend.com Miket@kirbynagelhout.com	Mike Taylor	113	1986	N/A
Central Oregon Intergovernmental Council 1250 NE Bear Creek Rd. Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	N/A
COIC WorkSource Offices Redmond/Prineville/Bend	541-388-6070	N/A	www.coic.org coic@coic.org	Dana Dunlap	111	1972	N/A
Hooker Creek Companies, LLC 95 SW Scalehouse Ip., Ste. 100 Bend, OR 97702	541-389-0981	call first	www.hookercreek.net info@hookercreek.net	Scott M. Carlson	110	1993	N/A
Hayden Homes Inc. 2464 SW Glacier Pl., Ste. 110 Redmond, OR 97756	541-923-6607	541-548-0761	www.hayden-homes.com kmcgowan@hayden-homes.com	Katie McGowan	105	1989	N/A
Pahlisch Homes, Inc. 210 SW Wilson Ave., Ste. 100 Bend, OR 97702	541-385-6762	541-385-6742	www.pahlischhomes.com Jessicas@pahlischhomes.com	Jessica Seidel	105	1983	N/A
Central Oregon Pediatric Associates (COPA) 760 NW York Dr., 2nd Floor Bend, OR 97703	541-389-6313	541-389-8760	www.copakids.com wjackson@copakids.com	Wendy Jackson	104	1975	N/A
Home Instead 296 SW Columbia St., Ste. C Bend, OR 97702	541-209-6016	541-330-7362	www.homeinsteadbend.com may.mobbs@homeinstead.com	May Mobbs, Jonathan Mack, Cole Mack	104	2000	N/A
PV Powered Advanced Energy, Inc. PO Box 7348 Bend, OR 97701	541-312-3832	541-312-3840	www.advanced-energy.com Yuval.Wasserman@aei.com	Yuval Wasserman	100	2003	N/A
Tech Soft 3D 1567 SW Chandler Ave., Ste. 100 Bend, OR 97702	541-385-3000	503-914-0483	www.TechSoft3D.com info@techsoft3d.com	Ron Fritz	100	1996	N/A
Worthy Brewing Company 495 NE Bellevue Dr. Bend, OR 97701	541-639-4776	N/A	www.worthybrewing.com events@worthybrewing.com	Sam Bathke	100	2014	N/A

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

Office Furniture & Supplies *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
9 to 5 Office Furniture 61 NW Oregon Ave., Ste. 103 PO Box 2061 Bend, OR 97709	541-480-7138	N/A	www.9to5officefurniture.com cl@9to5officefurniture.com	Christine Limburg	3	2019	Create functional & stylish workspaces tailored to your business needs. We start by understanding your workflow & vision, then develop a space plan & help you select fabrics & finishes that reflect your brand. From consultation to installation, we handle every detail - including receiving, inspecting, delivering & setting up new furniture.
Central Oregon Office Interiors 15 SW Colorado Ave., Ste. 310 Bend, OR 97702	541-797-3662	N/A	www.centraloregonoffice.com valerie@centraloregonoffice.com	Valerie Axworthy	10	2005	Commercial office furniture company creating functional & flexible spaces to support your team's needs.
Juniper Paper & Supply 1028 SE Paiute Way Bend, OR 97702	541-312-4070	541-312-4077	www.juniperpapersupply.com bfridrich@walterenelson.com	Brent Fridrich	16	1999	Janitorial supplies & paper products.
Mail, Copies & More/Office Express 380 SW Fifth St. Madras, OR 97741	541-475-5656	541-475-5662	officeexpress@gmail.com	Loren Dunten	7	1997	Office supplies & furniture, UPS/FedEx shipping center, full-scale printing, free delivery in Madras.
OfficeMax, A Boise Company 2550 NE Hwy. 20, Ste.100 Bend, OR 97701	541-318-0102	541-388-1794	www.officemax.com	Rick Uhlenhopp	30	1997	Contract office supplies, office furniture, computers, computer supplies & school supplies & print services.
Pacific Office Automation 815 SE Third St. Bend, OR 97702	541-388-1276	541-388-1266	www.pacificoffice.com info@pacificoffice.com	Phil Burns	15	1998	Sharp, Konica Minolta, HP, Xerox office equipment, digital copiers, printers, color machines & network solutions.
Solutions YES 888 NW Hill, Ste. 3 Bend, OR 97703	541-306-2222	N/A	www.solutionsyes.com sean.bell@solutionsyes.com	Dave Pfaff, Sean Bell	30	2011	Supplier of Canon & Kyocera multifunction printers, desktop printers, scanners, wide format printers, fax servers, secure document portals, document management systems & AI as a service for process automation.
Staples 63485 N Hwy. 97, Ste. C Bend, OR 97701	541-312-2880	541-312-8896	www.staples.com	Todd Bossemeyer	20	1999	Office supplies, business machines, computers, computer supplies, copy center & office furniture & tech services.
Strive Workplace Solutions 63011 Plateau Dr., Ste. 1 Bend, OR 97701	541-382-6688	541-389-1762	www.striveoffice.com kathym@striveoffice.com	Kathy Madison	6	1969	Office supplies, furniture, office machines, design planning, printing, janitorial & break room supplies.
The Pony Express 160 S Oak St. PO Box 3500 Sisters, OR 97759	541-549-1538	541-549-1811	www.sisterspony.com sisterspony@gmail.com	Wes & Teagan Johnston	4	1993	USPS, UPS, FedEx, shipping, freight, office & art supplies, copies, faxes & laminating. Secure document shredding. Scanning. Mail box rentals. Mail forwarding.

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



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Kit Galloway

Elk Meadow Elementary School in Bend will have a new principal next school year. Bend-La Pine Schools Superintendent Steven Cook recently announced that **Kit Galloway** has been selected for the position and will begin July 1, 2025. She is replacing Principal Ben Johnston, who has resigned to relocate.

Galloway is currently the principal at Maplewood Elementary School in Portland Public Schools (PPS), a position she has held since 2021. Prior to her current role, she served as an assistant principal with PPS and in the United Arab Emirates, which followed over 15 years as an elementary classroom teacher.

In other administrative hiring, **Quinn McAndrews** was hired as the athletic director/assistant principal at Summit High School and **Cory Young** was hired as the Athletic director/assistant principal at La Pine High School. Both positions begin July 1, 2025.

Sabrina "Bri" Slusser has joined Boys & Girls Clubs of Bend as the interim CEO.

Slusser brings 25 years of experience in nonprofit leadership, organizational management, strategic planning and community engagement. She previously served as CEO of the Humane Society of Central Oregon, interim executive director at Northeast Community Center and held several leadership roles with the YMCA.

Her background includes increasing fundraising capacity, negotiating pivotal contracts and strengthening operations. With strong expertise in fiscal management, staff development and community partnership-building, Slusser is well-equipped to lead us through this interim period and support the ongoing success of our mission.

The search for a permanent CEO is now underway.



Bri Slusser

Cuppa Yo Self-Serve Frozen Yogurt celebrates 15 years of serving up joy, community and customizable frozen treats. Since opening its doors on June 2, 2010, Cuppa Yo has grown from a single shop in Bend to a growing network of stores across many states including Oregon, Idaho, Arizona, Texas, California, Kansas, North Carolina, South Carolina, Alabama and others soon to come.

The celebration comes with even more exciting news: the announcement of Cuppa Yo's third Bend location, set to open soon in the Costco shopping plaza on the city's north end. This new store adds to the brand's strong presence in Central Oregon and marks another step in its regional expansion.

With nearly 15 locations and growing, Cuppa Yo continues to expand through franchising opportunities with a focus on family values, community connection and high standards of service. Looking forward, the brand remains committed to strategic growth while preserving the heart and soul that started it all in Bend.



Ray Hacke

Salem-area attorney **Ray Hacke** was appointed to the Oregon Conservative Caucus (OCC) Advisory Board by a unanimous vote of its Board of Directors. The advisory board, referred to as the OCC-13, is composed of experts in 13 vital policy areas that affect the state. Hacke will focus on First Amendment issues.

Hacke also serves as a volunteer affiliate attorney for the Pacific Justice Institute, and heads that organization's Oregon office. He has been instrumental in winning court cases that protect the civil rights of Oregonians and non-Oregonians for many years. An award-winning sportswriter before becoming an attorney, Hacke felt compelled to switch careers because he saw that religious liberty was under attack.

Hacke replaces former advisory board member, Judge Vance Day, who resigned back in February to join the Trump administration. Day now serves as Deputy U.S. Attorney General Todd Blanche's senior counsel, helping to direct DOJ policy.

The Kiwanis Club of Redmond has granted \$16,500 in scholarships to 12 graduating seniors of Redmond's four high schools during awards ceremonies in May at the respective schools.

At Redmond Proficiency Academy, five students received awards of \$1,000: **Jotham Bailey, Clair Gray, Edison Medlock, Camryn Rundle** and **Darrian Streater. Remington Thompson** received \$2,000.

Three graduates at Ridgeview were honored: **Caylie Grande**, \$2,000; **Natalie Hawkins**, \$1,500; and **Meghan Matlock**, \$1,000.

At Redmond High School, **Apollo Bezdek** received \$2,000 and **Brooklyn Hartfield**, \$1,000.

Zech Milichichi at Central Christian School received \$2,000.

Kiwanis, comprised of 60 men and women of all ages, has been serving the youth of Redmond since 1937.

Ogletree Deakins, one of the largest labor and employment law firms representing management, welcomes **Erin O. Sweeney** to the firm's Portland, Oregon, office as a shareholder. Sweeney joins Ogletree Deakins from Littler, where she was a member of the firm's Labor Management Relations Practice Group.

With a legal career spanning more than two decades, Sweeney brings invaluable experience in all facets of labor and employment law. Her traditional labor practice focuses on workplace activism and organizing campaigns, collective bargaining, grievance proceedings and representing employers in petition hearings and unfair labor practice proceedings. Sweeney's comprehensive experience also includes the defense of employment-related claims in state and federal courts and administrative forums.



Erin O. Sweeney

Among her many accomplishments, Sweeney managed close to 50 National Labor Relations Board (NLRB) representation petitions over the past few years and has served as a key strategic adviser to numerous Pacific Northwest employers with newly organized workforces. She represents employers in many industries, including retail, healthcare, entertainment, cannabis, manufacturing, technology and nonprofits.

Sweeney is a member of the Oregon State Bar's Labor and Employment Law Section, the Oregon Labor and Employment Relations Association and Oregon Women Lawyers. She earned her J.D., *cum laude*, from the Seattle University School of Law and her B.A., *cum laude*, from Arizona State University.



Sunriver Music Festival Young Artists Scholarship Recipients 2025



PHOTOS | COURTESY OF SUNRIVER MUSIC FESTIVAL

Sixteen accomplished young musicians aged ten to 20 have been awarded scholarships from Sunriver Music Festival. Young Artists Scholarship awards are for private music lessons, summer music camps/conservatories, or for college tuition up through one master's degree. This year's intense audition process welcomed four string players, two oboists, four vocalists, three pianists, one trombonist, one guitarist and one trumpeter, all from Central Oregon.

Congratulations to: **Madeleine Bloom**, violin, age 14; **Ellie Cape**, piano, age 14; **Lauren Chalet**, trumpet, age 18; **Casselin Clark**, violin, age 10; **Fiona Curley**, soprano, age 20; **Aaron Goyal**, guitar, age 17; **Spencer Holliday**, piano, age 18; **Juliana Ives**, oboe, age 16; **Lucinda Mone**, mezzo-soprano, age 19; **Ian McNalley**, oboe, age 13; **Megan Nave**, violin, age 14; **Matthias Santucci**, piano, age 20; **Ava Swetland**, soprano, age 18; **Perrin Standen**, viola, age 17; **Nathan Stevens**, bass, age 18; and **Henry Tee**, trombone, age 12.

Raise the Baton is the party raising funds so this vital support for the next generation of musicians can continue. This year's event is Saturday, June 21 in Bend at the Unitarian Universalist Fellowship of Central Oregon and will feature performances by advanced scholarship recipients Matthias Santucci, piano; Lucinda Mone, mezzo-soprano; and more. Fresh off his exciting debut with the New York Philharmonic, Sunriver Music Festival's Artistic Director and Conductor Brett Mitchell returns to host this inspiring evening of music and conversation with the talented scholarship recipients, dinner and drinks, fun with friends and abundant opportunities to *raise the baton* for the future of music.

Seven athletes from **Bend Endurance Academy's** Performance Climbing Team competed at the USA Climbing Youth Lead and Top Rope Divisional Championships this past weekend at Portland Rock Gym Beaverton. Six advanced to finals and three secured invitations to the 2025 Youth National Championships, the highest level of youth competition in the United States.

This event marked the second major step in the national competition pathway, following Regionals in May. Divisionals brought together the strongest youth climbers from Alaska, Washington and Oregon.

Nathaniel Perullo earned the Male U19 Division Champion title, placing 1st overall and punching his ticket to Nationals in the Lead discipline.

Vance Stanfield took second place in Male U19, also earning a Nationals invite. In the Male U17 category, Soren Hasselblad finished 6th, qualifying as well.

Additional BEA finalists included: **Quinn Nash Weber**, Female U17 (Finalist), **Logan Wallace**, Soren Long and **Ryker Long**, Male U15 (Finalists).

These results add to a strong season for the BEA team, with Nathaniel Perullo, Vance Stanfield and Soren Hasselblad already having qualified for Youth Bouldering Nationals earlier this year.

In total, five BEA athletes will represent the Academy at the 2025 USA Climbing Youth National Championships, held June 26-July 2 at Portland Rock Gym, Beaverton. They have earned eight national starts across Lead, Bouldering and Speed disciplines.

Siblings **Soren** and **Ryker Long** will also represent BEA in Speed Climbing in the Male U15 category.

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Volunteers in Medicine, Clinic of the Cascades Named 2025 Health Hero Organization by Deschutes County Public Health Advisory Board

by COURTNEY GALLANT — Volunteers in Medicine, Clinic of the Cascades

Volunteers in Medicine, Clinic of the Cascades, Central Oregon's only free clinic and pharmacy dedicated to serving low-income, uninsured working adults, has been named the 2025 Health Hero Organization by the Deschutes County Public Health Advisory Board (PHAB). This prestigious award recognizes VIM Cascades' unwavering commitment to providing equitable, compassionate healthcare to those who would otherwise go without; a mission that has transformed nearly 16,000 lives since the clinic's founding in 2004.

The honor comes on the heels of two other major accolades: VIM Cascades' Gold Rating from the National Association of Free and Charitable Clinics (NAFC) and its Gold Seal of Transparency from Guidestar, cementing its reputation as a model for nonprofit healthcare excellence and program transparency.

A Legacy of Compassionate Care

VIM Cascades fills a critical gap in Central Oregon's healthcare ecosystem, serving patients who earn too much to qualify for Medicaid (Oregon Health Plan, OHP) but too little to afford private marketplace insurance. With a network of over 300 volunteer medical providers and pro-bono partners, the clinic has delivered over \$155 million in charitable care to nearly 16,000 patients since 2004 — many of whom work in construction, hospitality, agriculture, small businesses, and other essential yet underinsured industries.

"This award reflects the heart of our community: volunteers who give their time, staff who go above and beyond, and supporters who refuse to accept that hardworking people should go without healthcare," said Heather Laird, ANP, Medical Director at VIM Cascades. "Every patient who walks through our doors is proof that compassion can transform lives."

Innovations in Diabetes Care and Community Collaboration

VIM Cascades' Diabetes Wellness Program has garnered national attention for its extraordinary success rates: 89.3% of diabetic patients achieve controlled blood sugar levels (A1c below 9.0), far surpassing state and national averages. Key to this success is VIM Cascades' pioneering use of continuous glucose monitors (CGMs), paired with culturally responsive care coordination, cooking and exercise classes, and behavioral health support.

The clinic also plays a vital role in Oregon Health Authority's (OHA) Healthier Oregon Program (HOP), in a recognized best-practice collaboration with Latino Community Association (LCA) and Mosaic Community Health to enroll community members in expanded Oregon Health Plan (OHP) Medicaid coverage. Together, this collaborative redefined what's possible in community healthcare, achieving outcomes that exceed expectations through a shared



PHOTO | COURTESY OF VOLUNTEERS IN MEDICINE, CLINIC OF THE CASCADES

commitment to innovation and service.

"VIM Cascades' work doesn't stop at our clinic doors," said Kat Mastrangelo, VIM's Executive Director and a 2024 recipient of NAFC's Circle of Caring Award. "Whether it's through HOP, our diabetes program, or partnerships with community organizations like LCA, Mosaic, and others, we're committed to breaking down barriers to quality healthcare. This award belongs to everyone who shares that vision."

About Volunteers in Medicine Clinic of the Cascades:

Volunteers in Medicine Clinic of the Cascades provides healthcare to low-income, working adults who live in Central Oregon and have no medical insurance or means to pay for care. Using a community approach, 200+ in-clinic volunteers and 300 local pro-bono medical partners collaborate to provide patients with necessary primary and specialty medical care, prescription medications, basic dental care and mental health counseling. Patient costs are funded by patient donations along with individual, corporate and foundation support. VIM has contributed over \$155 million in care to people in Central Oregon since opening in 2004.

vim-cascades.org

Who's Who

Continued from page 31



(L-R/BACK TO FRONT) STEVEN SAUNDERS, TODD PRIOR, MARY MURPHY, NICK SACKOS, RYAN ECKMAN, NICK GIBSON, MARK PEDERSEN, CONNOR MCCULLOUGH, NOAH BRANDT, JEN HAMMOND, CORY LOOMIS, ERIC HEIDEBRECHT, AMY MCCARTHY-SMITH, DAVID WILKERSON, GREG WATSON, HANK KAMAKAALA, JENNY ODOM, TARYN AMENS RAMOS, JAMIE DYER, MCKENZIE BOYD, RENEE BROOKE, MELLISSA KAMANYA, KIMBERLY LISZKA, CYNTHIA HUNT, IAN ISAACSON, QUINN HANSON, SARAH SLAUGHTER, MICHELLE SOLLEY, TALENA BARKER, AMANDA WINDLINX, AMBER GOMES, TED KRAUSE AND SARA SHERMAN | PHOTO COURTESY OF BEND CHAMBER

The Bend Chamber, in partnership with Taylor Northwest, announced the Leadership Bend Class of 2025 graduates. Thirty-two outstanding individuals formally graduated from the Leadership Bend program on June 10, 2025.

These participants come from a wide variety of backgrounds and industries, and differing lengths of time living in Central Oregon.

What they all have in common is a commitment to Bend and our region, and a willingness to work collaboratively to create a strong future for all. Over the course of nine months, they spent more than 90 class hours learning about local challenges and opportunities firsthand from decision-makers, and through interactive work. They also completed four impact projects outside of class hours and carved out time to connect and nurture their relationships with one another.

The Leadership Bend class of 2025 are: **Taryn Amens Ramos**, Saving Grace; **McKenzie Boyd**, Parametrix; **Noah Brandt**, Anthony's Restaurant; **Renee Brooke**, City of Bend; **Jamie Dyer**, Central Oregon Radiology Assoc., P.C.; **Ryan Eckman**, Mike's Fence Center; **Nick Gibson**, Caldera; **Amber Gomes**, Koya Partners; **Jen Hammond**, Bend Chamber of Commerce; **Quinn Hanson**, G.A. Rogers; **Eric Heidebrecht**, Morrison-Maierle; **Cynthia Hunt**, Volunteers In Medicine Clinic of

the Cascades; **Ian Isaacson**, Bend Park & Recreation District; **Hank Kamakaala**, Kellcon; **Melissa Kamanya**, City of Bend; **Ted Krause**, Lynch Murphy McLane LLP; **Kimberly Liszka**, Reveille & Retreat Project/Dog Tag Diaries Podcast; **Cory Loomis**, Pence Contractors; **Amy McCarthy-Smith**, S&J Architecture; **Connor McCullough**, McCullough Financial Group; **Mary Murphy**, Latino Community Association; **Jenny Odom**, FM CIVIC; **Mark Pederson**, Kirby Nagelhout Construction Company; **Todd Prior**, First Interstate Bank; **Nick Sackos**, Hennebery Eddy Architects; **Steve Saunders**, Cerity Partners; **Sara Sherman**, Brasada Ranch; **Sarah Slaughter**, Rosendin; **Michelle Solley**, St. Charles Foundation; **Greg Watson**, Simplicity by Hayden Homes; **David Wilkerson**, ORW Architecture; and **Amanda Windlinx**, Bend Chamber of Commerce.

Members of the 32nd class of Leadership Bend join nearly 700 other graduates as program alumni. The program has now graduated 726 informed and engaged citizens since 1993.



SELCO Community Credit Union recently hired **Donny Macneish** as a personal lines specialist for SELCO Insurance Services. He will be based in SELCO's West Redmond office in Central Oregon. In this role, Macneish will sell homeowners, auto and life insurance products and provide ongoing service to clients in the Redmond market.

Macneish began his insurance career in 2021 as a sales representative at a State Farm agency in Redmond. In 2023, he opened his own American Family Insurance agency in Bend, specializing in commercial business and personal lines insurance before coming to SELCO.

Outside of work, Macneish believes there is nothing quite like going fishing with his family. And over the years, he has volunteered his time at Central Oregon Veteran Outreach and Ronald McDonald House of Central Oregon.

The Source has been recognized with three first-place awards in the 2024 Society of Professional Journalists (SPJ) Northwest Excellence in Journalism contest, competing among newsrooms across five states in the NW Region 10: Oregon, Washington, Idaho, Montana and Alaska.

The awards received include first place: General Excellence Writing (Small Newsroom), first place: Graphics & Illustrations — Small and first place: Environment & Natural Disaster Reporting.

The SPJ is one of the oldest organizations representing journalists in the U.S., and its annual awards program honors outstanding journalism across platforms and regions. The NW Excellence in Journalism contest is one of the largest of its kind in the country, recognizing high standards of storytelling, visual presentation and public service.

Summer of Love Adoption Promotion

by **LYNNE OUCHIDA, Director of Community Partnerships — Humane Society of Central Oregon**

Celebrate a summer of love with a new furry friend. The Humane Society of Central Oregon (HSCO) is reducing the adoption fee by half for all animals six months and older through Saturday, June 14.

To kick off a summer of love, adopters get to choose a few gifts that include toys, collar, leash, bed and more.

All of our furry guests would love a summertime adventure or simply lounging by your side. All adoptions include spay or neuter, health exam at a local veterinarian, vaccination, microchip ID, collar, ID tag, leash, food, and more!

There are a variety of dogs, cats, kittens and small animals at HSCO waiting to meet you — big, small, purebred and mixed breeds. The staff will help you find a companion to fit your lifestyle.

See who's waiting to be your summer sidekick at hSCO.org. HSCO is located just south of Reed Market Road on SE 27th Street in Bend. The shelter is open Tuesday through Saturday 10am to 5:30pm.

About the Humane Society of Central Oregon:

Founded in 1961, the Humane Society of Central Oregon (HSCO) is a full-service animal shelter located at 61170 SE 27th Street in Bend. As a Socially Conscious Shelter, HSCO is dedicated to providing the best possible outcomes for all animals under its care. In the past year, HSCO found homes for more than 2,200 animals and reunited 659 pets with their families. Our community outreach includes accessible veterinary care and the HOPE pet food bank, which support the needs of pet owners in Central Oregon. The shelter is open Tuesday through Saturday, 10am-5:30pm.

hSCO.org • 541-382-3537



PHOTO | COURTESY OF HSCO

Sylvan Learning Center of Bend Partners with Boys & Girls Club to Deliver Free Literacy Tutoring Through State Grant

by **AUDRA BOHN, Director — Sylvan Learning**

Sylvan Learning Center of Bend announces a new partnership with the Boys & Girls Club of Bend to provide free, high-dosage tutoring in reading for all Club members in kindergarten through third grade. This initiative is made possible through Oregon's Early Literacy Success Community Grants, part of a statewide investment in early childhood literacy.

Launched under the leadership of Governor Tina Kotek, the Early Literacy Success Initiative was created in 2023 to improve reading outcomes for children from birth through third grade, close longstanding academic disparities, and support families in nurturing early literacy development. In March 2025, the Boys & Girls Club of Bend was selected as one of 13 organizations across the state to join Cohort 1 of the Community Grant recipients—and Sylvan Learning Center of Bend is proud to be their implementation partner.

Over the next 2.5 years, Sylvan will deliver free, individualized literacy tutoring to Club members in K-3, using evidence-based practices aligned with Oregon's

commitment to culturally responsive, student-centered learning. All tutoring will be provided onsite at the Boys & Girls Club of Bend, removing barriers to access and ensuring that every eligible child has the opportunity to strengthen their reading skills in a supportive and engaging environment.

"We're honored to be part of Oregon's bold vision for early literacy," said Audra Bohn, Owner/Director at Sylvan Learning Center of Bend. "Partnering with the Boys & Girls Club allows us to reach students where they already feel safe and supported, and to deliver targeted instruction that can make a lasting difference."

Interested families can enroll by signing up with the Boys & Girls Club of Bend.

Together, Sylvan Learning Center of Bend and the Boys & Girls Club of Bend are working to ensure that every child has the support they need to become a strong and confident reader!

bgcbend.org

bend.or@sylvanlearning.com

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Setting the Record Straight

by **SAMMI PENNINGTON, Events & Marketing Manager — MountainStar Family Relief Nursery**

Central Oregon has a vital network of nonprofit organizations that are the backbone of our community, serving as trusted partners in delivering essential services. From community food pantries that feed the hungry to shelters for houseless individuals and from groups who provide lifesaving intervention services to organizations that support and nurture children and families, nonprofits work every day to serve people across the region and meet urgent community needs.

Unfortunately, nonprofits are once again facing unexpected challenges as a subcommittee of the House Committee on Oversight held a hearing on June 4 called "Public Funds, Private Agendas: NGOs Gone Wild." The premise of this hearing was based on political attacks and ignores the work that charitable nonprofits across the country are doing to support their communities, respond to urgent needs and provide critical services.

Local nonprofits are working to set the record straight about their work here in Central Oregon and dispelling any rhetoric that undermines essential services. Cassi MacQueen, Deschutes Children's Foundation's executive director says, "Not only are nonprofit organizations vital for our community, they are local, accountable and transparent. These organizations are fundamentally about service to our community, stepping in to fill gaps. We show up in times of crisis to provide support and we show up for everyday needs, from providing childcare to wrap around services to essential food and shelter."

Many nonprofits receive federal and state funds to deliver vital services to

local communities across the country — services that otherwise would not be available. These organizations must meet rigorous requirements to ensure public funds are well-spent, and they are entrusted with these resources to help fill the gaps where government support falls short. By partnering with nonprofit organizations, the government ensures that critical services can reach households that need it most in communities across the country.

Kara Tachikawa, the executive director of MountainStar Family Relief Nursery, explains, "Some nonprofits have already had contracts terminated or frozen while others are stuck in a waiting game to see if and how much funding will change. Both the uncertainty and the decrease in funding make providing services and meeting needs very difficult at a time when people need our services urgently." As funding is reduced, many nonprofits have to consider what changes they must make and some are facing a possibility of closing their doors.

In the absence of critical nonprofit organizations, local individuals and families will have few other places to turn to in times of crisis. Children, families and people across our region are still in need of food, housing, safety, medical care and other services, and cutting funding or otherwise undermining nonprofits that serve the community only creates more barriers. The work of Deschutes Children's Foundation and MountainStar Family Relief Nursery prove one thing for sure: Central Oregon needs nonprofit organizations.

deschuteschildrensfoundation.org
mtstar.org

LCA Celebrates 25 Years & Cuts Ribbon for Permanent Home

by **CATALINA SÁNCHEZ FRANK, Executive Director — Latino Community Association**

Just in time for its 25th anniversary, the Latino Community Association signed a deal to buy its headquarters at 2680 NE Twin Knolls Drive in Bend.

Just in time for its 25th anniversary, the Latino Community Association (LCA) signed a deal to buy its headquarters at 2680 NE Twin Knolls Drive in Bend.

The growing nonprofit moved into the building off 27th Street in fall 2021 and shared the space with Abilitree. When Abilitree moved to a new location in August 2024, LCA expanded to fill the entire 7,200 square feet.

“For the first time, we had abundant room for offices, conferences and community events,” said Executive Director Catalina Sánchez Frank. “It became the hub for our cultural experience,” she added, referring to family celebrations that took place in the community room.

In October 2024, the building manager told LCA that the building would soon go up for sale. LCA’s interim leaders got a green light from the board of directors and began negotiating with the owner. When that seller agreed to carry the loan, LCA signed a purchase contract on April 22, 2025.

The Bend Chamber of Commerce hosted the ribbon-cutting ceremony outside the building on May 30. The event attracted about 200 people who enjoyed lively tunes from the High Desert Middle School mariachi band. Sánchez Frank and Board President Zavier Borja told the audience why the place was “much more than a building.” It is a permanent infrastructure that symbolizes the roots that Latine and immigrant communities have planted here in Central Oregon. It is a recognition of the resilience of the past 25 years and a celebration for many more years to come.

After the ribbon cutting, a private event took place inside and community members were invited to take an inside look at the entire building. Lined along the halls were posters that told the timeline history of LCA. From simple beginnings as a hotline hosted at a church, the timeline highlighted major milestones that have shaped LCA to what it is today.

Dancing, cake and pictures of the smiling crowd were the highlights of the celebration, similar to traditional Latine fiestas which inspired the event. LCA extends



CATALINA SÁNCHEZ FRANK, LCA’S EXECUTIVE DIRECTOR, CUTS A RIBBON TO CELEBRATE THE ORGANIZATION’S PURCHASE OF THE BUILDING IT HAS CALLED HOME SINCE FALL 2021 | PHOTO BY THE BEND CHAMBER OF COMMERCE

its heartfelt thanks for the tremendous community support and the presence of numerous leaders at the event including city and county elected officials as well as valued community partner organizations.

“This was a kick-off to a year of celebration,” said Daniel Altamirano Hernández, LCA’s Executive Advisor of Policy & Partnerships.

To learn more about upcoming events in celebration of LCA’s 25th anniversary, please visit our website at latinocommunityassociation.org/calendar/lca-25th-anniversary. Sponsors and donors empower this work to happen; Learn how you can invest in LCA’s future and help make a difference for Central Oregon’s Latine and immigrant community.

About the Latino Community Association:

Since 2000, The Latino Community Association (LCA) has served as a vital resource for the Latine and immigrant communities across Central Oregon. With programs spanning immigration legal services, workforce education, healthcare navigation and many other wraparound services, LCA is dedicated to empowering families and individuals to achieve their goals and strengthen the fabric of our Central Oregon communities.

latinocommunityassociation.org

Windermere in Central Oregon Dedicates 41st Annual Community Service Day to The Giving Plate

by **CAILYN TEGEL**

On Friday, June 6, local real estate brokers from Windermere Central Oregon Real Estate stepped away from their usual business duties to volunteer at The Giving Plate in Bend. The effort was part of Windermere Real Estate’s 41st Annual Community Service Day.

Brokers spent the morning filling orders and stocking shelves at The Giving Plate’s Community Store, which serves more than 4,800 individuals each month with food and support services. Nearly 300 Windermere offices across the Western U.S. participated in the company-wide volunteer initiative.

Windermere’s Community Service Day, first launched in 1984, has gained national recognition and has been adopted by other real estate companies

as a model for community involvement.

The local event ran from 8-9:30am at The Giving Plate’s location on S Hwy. 97.

About Windermere Real Estate:

Windermere Real Estate is the largest regional real estate company in the Western U.S. with over 300 offices and 6,500 agents in nine states and Mexico. Last year, Windermere closed over 49,000 home sales for \$38 billion in volume. The Windermere family has a proud heritage of serving our neighbors via the Windermere Foundation, which funds services for low-income and homeless families. Since 1989, the Windermere Foundation has contributed more than \$56 million toward improving lives in the communities where we live and work.

windermere.com

Together at the Table:
A Community Conversation on Food Insecurity

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1994 Celebrating 31 Years 2025

BOW

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unique needs of participating companies. Through deep-dive discovery meetings and collaborative curriculum planning, BOW provides one-on-one guidance and strategic support in key business areas — including legal, financial, marketing, logistics, sales, product development, pitch coaching, and digital strategy.

“At BOW, we don’t just accelerate outdoor companies — we help founders sharpen their vision, strengthen their strategy, and connect with a community that truly understands this industry,” said Gary Bracelin, BOW Co-Founder. “If

you’re building something meaningful in the outdoor space, this is where you come to level up.”

Since its founding in 2014, BOW has supported 34 outdoor product companies through its accelerator, boasting an 85% success rate. Four companies have successfully exited, most notably Picky Bars and Cairn, which were acquired by Laird Superfood and Outside, respectively.

Applications are open now through October 31, 2025. Selected companies will be announced on December 1, 2025. To apply, visit bendoutdoorworx.com.

About BOW:

After assessing common needs from outdoor industry businesses, Bend Outdoor Worx (BOW) was initially

conceived in 2013 by Gary Bracelin, a long-time Bend resident and outdoor industry expert. BOW was officially launched in April 2014 when additional industry experts Will Blount, Justin Rae, and Eric Meade joined Bracelin. The founders represent various skill sets and a multitude of experiences with successful organizations. BOW also has a deep pool of extended mentors who lend their expertise periodically, as well as partnerships with White-Summers Law, Price Fronk & Co, LLP, the Relativity Agency, and Algoty Outdoors. BOW is additionally sponsored by Ruffwear, IMC, US Bank, Village Capital, Tokyo Starfish, and Focus on the 40.

BOW's Manifesto:

We’re dreamers, radicals, achievers,

believers, and vanguards with a shared belief and a common goal. We’re an independent organization with an independent spirit—and we love the outdoors. We embrace the unpredictable nature and the grit it takes to navigate the hurdles and obstacles in our industry. In fact, we enjoy it. We’re fearless, but we value vulnerability. We encourage risk, but we support solid strategy. We’re not even remotely interested in the status quo. We’re interested in lending our expertise, our stories, and our respect for the crazy-but-we-love-it volatility of the outdoor industry to help our companies adapt, adjust, and achieve. We’re here to lead outdoor industry entrepreneurs.

bendoutdoorworx.com

EDCO

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recognize the importance of adding large industrial parcels to the City’s inventory to provide opportunities for significant economic development growth. This project offers an opportunity for private investment to purchase and develop 196 acres of industrial-zoned property, providing opportunities beyond the current lease-only options on the Madras Municipal Airport property.

Brenna Fulks, Jefferson County director at EDCO, expressed that she is, “Excited

about the opportunities this annexation brings for regional growth. Adding this large lot to our industrial land inventory strengthens our position to compete for high-tech and clean-tech manufacturers. It is a strategic move that enhances our ability to attract investment and drive long-term economic development across Jefferson County and the City of Madras.”

The site’s strategic location, near the Madras Municipal Airport, provides easy access to essential infrastructure for development and is situated adjacent to existing industrial areas.

Jefferson County Commissioner Mark Wunsch emphasized the significance of this development, stating, “This project

aligns with our vision for economic advancement in Jefferson County. Having a large, available site will attract businesses that can create sustainable jobs and invigorate our local economy.”

This site is poised for a variety of future uses, including high-tech and clean-tech manufacturing, advanced manufacturing, and IT infrastructure. The development of this site is anticipated to result in job creation and investment opportunities observed in nearby areas such as Prineville and Redmond. Nick Snead, Madras community development director, added, “This site was carefully selected to ensure industrial use.”

The City of Madras and its partners have

begun further infrastructure planning to identify specific industry needs for development within the sites of the Large Lot Industrial Program and vacant industrial land. This project will strengthen the City of Madras and Jefferson County’s competitive edge in attracting businesses and supporting economic growth by offering a large parcel for sale and development, with many of the necessary infrastructure needs already identified. The site will be reserved for large-scale industrial development in the long term. It is anticipated that this site will create more jobs, diversify the Madras economy and create additional benefits for the community.

edcoinfo.com

Career Fair

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Industries Career & Internship Fair*

- October 15, 2025 — Fall Health, Business & Public Service Fair*
- October 22, 2025 — Agricultural, Environmental & Life Sciences Career & Internship Fair*

Virtual

- October 23, 2025 — Fall VIRTUAL All-Industries Career & Internship Fair

Find information on Winter and Spring fairs, fair logistics, and more on our website.

Additional Campus Events

- September 15, 2025 — Computer Science Career Showcase
 - October 7, 2025 — Engineering Connections Virtual Fair
 - October 8, 2025 — EECS Networking Day
 - October 15, 2025 — Fall 2025 Engineering Reverse Career Fair
 - October 22, 2025 — College of Business | Fall Career Fair | In-Person
 - November 5, 2025 — National Labs & Government Agencies Virtual Fair
 - November 18 — Careers in Manufacturing
- career.oregonstate.edu

Morrison-Maierle

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the Multidisciplinary category. Firms were evaluated using a combined score from two surveys: a corporate survey assessing policies and practices and an anonymous employee survey that captured feedback on engagement, satisfaction and organizational culture.

“Being recognized as one of the Best Firms to Work For highlights our commitment to investing in our employee-owners and reinforces our goal of being an exceptional place to build a career. We are truly honored to receive this award,” said Letha Ebelt, Vice President and Chief Human Resource Officer.

Morrison-Maierle has 12 offices in Montana (Billings, Bozeman, Great Falls, Helena, Missoula and Kalispell); four in Wyoming (Casper, Sheridan, Cody and Gillette); one in Oregon (Bend); and one in Washington (Spokane). m-m.net

RootedHomes

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turnover,” said Tess Spellacy, Homeownership Program Director. “During these uncertain times, we recognize the hesitation some Central Oregonians feel regarding buying their first home. However, research has shown that homeownership provides a crucial anchor through stable housing payments and long-term family security.”

There are still 11 homes available in this unique community: six two-bedroom homes and five three-bedroom homes. Home prices start at \$258,000 for a two-bedroom and \$293,000 for a three-bedroom. These residences are projected to be completed by February 2026.

Rooted at 19th, located at 345 NW 19th Street in Redmond, features 22 net-zero energy duplexes and triplexes. The remaining two and three-bedroom homes are available to buyers earning below 80% of the Deschutes County AMI. All new construction homes come equipped with rooftop solar, passive energy-saving designs and a full suite of

appliances including a washer and dryer.

A standout feature of Rooted at 19th is its community garden, a collaborative initiative with The Environmental Center (TEC). This garden will provide residents access to fresh, locally grown produce and offer enriching educational opportunities through TEC’s School to Garden program.

Income-qualified applicants who have completed a mandatory information session and obtained mortgage preapproval can apply through the RootedHomes website.

RootedHomes, formerly Kôr Community Land Trust, is a Central Oregon nonprofit dedicated to creating sustainable, affordable homeownership opportunities for the local workforce. By utilizing the Community Land Trust model, RootedHomes ensures long-term affordability and access to healthy homes for generations. This innovative approach allows RootedHomes to steward the land, keeping housing costs down. Prioritizing equitable access to energy-efficient homes and their associated health and financial benefits by developing to net-zero energy standards is a priority of the organization. RootedHomes is committed to empowering homebuyers who have historically faced barriers to building wealth through homeownership. Through sustainable practices and community-centered development, RootedHomes is making a tangible difference in the lives of Central Oregon residents.

rootedhomes.org

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RECENT TRANSACTIONS

Continued from Page 3

brokers **Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM, and Eli Harrison** represented the landlord, 360 Bond Holding LLC, in the lease of a 2,466 SF office suite in the 360 Bond Building located at 360 SW Bond Street in Bend. The tenant was Wells Fargo Advisors – The Continuity Group.

Brokers **Russell Huntamer, CCIM, Luke Ross, and Eli Harrison** with **Compass Commercial Real Estate Services** represented the landlord in the lease of a 2,022 SF office space located at 803 SW Industrial Way in Bend. The landlord was VISCOM LLC and the tenant was Flow Wellness, LLC.

Submit your Recent Transactions to Jeff@CascadeBusNews.com to be seen in the next edition of *Cascade Business News*

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



June 18
4-6pm SHRM Central Oregon Summer Mixer at Stoller Wine Bar.

June 18
5:30pm-8pm ConnectW Monthly Dinner Meeting at The Newberry Hotel Bend.

June 24
3-4pm Bend Chamber Ribbon Cutting at Bliss Roofing.

June 24
5:30-7:30pm SCORE Free, Confidential One-on-One Small Business Counseling at Bend Downtown Library.

June 25
11:30am-1pm City Club of Central Oregon June Forum at UUFCO.

July 15
5-7pm Bend Chamber ET Social at Immersion Brewing Barrel Room.

August 4
4-6pm City of Redmond Virtual and in-Person Bicycle and Pedestrian Advisory Committee Meeting at Redmond City Hall Room 210.

September 9
8-9:30am Bend Chamber Commerce & Coffee at The Element Hotel.

October 14
4:30-6pm Bend Chamber Biz & Bevs at The Outpost

at Campfire Hotel.

November 11
8-9:30am Bend Chamber Commerce & Coffee at Kernutt Stokes.

December 11
4:30-6pm Bend Chamber Biz & Bevs at US Bank.

WORKSHOPS & TRAINING



(Ongoing)
COCC Small Business Development Center Virtual Classes.

Building Permits

DESCHUTES COUNTY 6.3.25 & 6.10.25

- \$709,776.00 - Commercial (New) 7,200 sf. at 2400 NE Maple Ave. Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 247-25-002052
- \$164,970.00 - Commercial (New) 1,300 sf. at 19743 Baker Rd. Bend 97702 OR Owner: Ryan Priday 19745 Baker Rd. Bend, OR 97702
Builder: Ryan Robert Knott, LLC 541-994-7269 Permit # 247-25-000052
- \$115,000.00 - Commercial (New) 1,000 sf. at 71017 Indian Ford Rd. Sisters 97759 OR
Owner: Running Waters Prop of Oregon, LLC 4300 NE Alameda St. Portland, OR 97213 Permit # 247-25-001581
- \$115,000.00 - Commercial (New) 1,000 sf. at 71017 Indian Ford Rd. Sisters 97759 OR
Owner: Running Waters Prop of Oregon, LLC 4300 NE Alameda St. Portland, OR 97213 Permit # 247-25-002297
- \$75,000.00 - Commercial (Alteration) at 65920 Old Bend Redmond Hwy Bend 97703 OR
Owner: Friends Ranch, LLC 65920 Old Bend Redmond Hwy Bend, OR 97703
Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # 247-24-007368
- \$25,000.00 - Commercial (Alteration) at 70400 McAllister Rd. Sisters 97759 OR Owner: T-Mobile PO Box 2629 Addison, TX 75001
Builder: KCPCO Services, LLC 507-334-2268 Permit # 247-25-001758
- \$2,966,919.00 - Commercial (New) 23,019 sf. at 64992 Deschutes Pleasant Ridge Rd. Bend 97701 OR Owner: JCT 97 Storage, LLC PO Box 5006 Bend, OR 97708 Permit # 247-25-001837
- \$1,789,380.00 - Commercial (New) 13,905 sf. at 64992 Deschutes Pleasant Ridge Rd. Bend 97701 OR Owner: JCT 97 Storage, LLC PO Box 5006 Bend, OR 97708 Permit # 247-25-001836
- \$1,065,791.00 - Commercial (New) 8,273 sf. at 64992 Deschutes Pleasant Ridge Rd. Bend 97701 OR Owner: JCT 97 Storage, LLC PO Box 5006 Bend, OR 97708 Permit # 247-25-001838
- \$28,975.00 - Commercial (Alteration) 1,000 sf. at 211 E Sun Ranch Dr. Sisters 97759 OR Owner: Blumratt Properties, LLC PO Box 699 Sisters, OR 97759 Permit # 247-25-001936
- \$25,000.00 - Commercial (Alteration) at 60000 Scale House Rd. Bend 97702 OR Owner: Verizon Wireless PO Box 2549 Addison, TX 75001
Builder: Legacy Telecommunications, LLC 253-858-0214 Permit # 247-25-002925

CITY OF BEND 6.3.25

- \$50,000.00 - Commercial (Alteration) 1,398 sf. at 1355 SW Commerce Ave. Bend 97702 OR Owner: Century Center Property, LLC 541-306-4948 Permit # PRRE202403600
- \$35,000.00 - Commercial (Alteration) at 404 SW Columbia St. Bend 97702 OR Owner: Multiple
Builder: Versacom LP 972-479-0202 Permit # PRRE202501125
- \$10,000.00 - Commercial (Alteration) at 20420 Robal Ln. Bend 97703 OR Owner: Four Seasons Greentree, LLC Permit # PRRE202503611
- \$5,414,903.00 - Commercial (Addition) at 2770 NE 2nd St. Bend 97701 OR Owner: KFBOR, LLC
Builder: Kirby Nagelhout Construction Co. 541-389-7119 Permit # PRAD202403450
- \$750,000.00 - Commercial (Alteration) 2,787 sf. at 20789 NW Henry Ave. Ste. 180 Bend 97703 OR Owner: Powell-Bend Residential, LLC
Builder: TNM Construction, Inc. 503-730-5561 Permit # PRRE202407597
- \$209,940.00 - Commercial (New) 5,148 sf. at 2230 NW Labiche Ln. Ste. 200 Bend 97703 OR Owner: Shevlin Crossing, LLC Permit # PRNC202501531
- \$61,491.00 - Commercial (Alteration) at 100 SW Industrial Way Ste. 110 Bend 97702 OR Owner: Multiple Permit # PRRE202501349
- \$30,420.00 - Commercial (New) 360 sf. at 2720 NE Connors Ave. Bend 97701 OR Owner: Central Oregon Regional Housing Authority
Builder: R & H Construction, Co. 503-228-7177 Permit # PRNC202501616
- \$30,000.00 - Commercial (New) 18 sf. at 1315 NW Discovery Park Dr. Bend 97703 OR Owner: Bend Metro Park & Recreation District
Builder: Hardway Fab Co, LLC 541-480-7109 Permit # PRNC202501518

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create 1,500+ new electrician apprentices in Oregon over three years.

The funds will benefit five Oregon Joint Apprenticeship and Training Committees managed by the IBEW and NECA.

As demand for electrical infrastructure construction increases across the U.S., etA's program aims to increase the electrical workforce pipeline by approximately 70% within the next five years with Google.org's support. This will bolster public and private efforts to address a shortage of electrical workers that may constrain America's ability to build the infrastructure needed to support AI, advanced manufacturing and a shift to clean energy.

"This funding isn't just about jobs, it's about creating real pathways to stable, high-wage careers," Governor Tina Kotek said. "By expanding access to

apprenticeships and updating training with the tools today's industry demands, we're strengthening Oregon's workforce and preparing for the future."

"Google.org is proud to support the electrical training ALLIANCE in Oregon," said Hector Mujica, head of Americas Philanthropy, Google.org. "Supporting the skilled trades is vital for powering Oregon's future, as demand surges for electricians, data centers, and clean energy. Through funding the electrical training ALLIANCE, we're supporting the etA to build a robust workforce that will strengthen Oregon's economy and technical infrastructure for years to come."

"Oregon's ability to lead in clean energy and advanced technology depends on whether we have the skilled workforce to get the job done," said Oregon Senate President Rob Wagner. "This program is a smart, timely investment that connects Oregonians with great careers and strengthens the pipeline of talent we need in every region of the state."

"Google's support will help the

electrical training ALLIANCE provide the infrastructure needs of AI-driven data centers and clean energy projects now and in the future," said IBEW Local 48's Business Manager Garth Bachman. "These funds will help address the growing demand for skilled electricians in the United States and will enhance the technical skills of both journey level and apprentice electricians."

"This commitment directly supports the needs of our NECA electrical contractor members, who are facing unprecedented demand for skilled labor," said Todd Mustard, executive manager at the Oregon-Columbia Chapter, NECA. "By expanding apprenticeships and integrating AI training, we're equipping our members with the talent they need to lead in clean energy, data infrastructure, and beyond — while growing a strong local workforce."

Google.org's funding for the electrical training ALLIANCE builds on its support of programs that aim to increase the capacity of the nation's energy system to

support the deployment of AI and help grow the American economy, create jobs, accelerate scientific advances and more. Earlier this month, Google released a new paper entitled Powering a New Era of American Innovation, which shares 15 policy opportunities to power a new era of American leadership. By unlocking advanced electricity resources and grid infrastructure, the US would enable all sources of electricity to contribute to a more reliable and affordable energy future greatly benefiting, and growing, the American economy.

For over a century, NECA-IBEW Local 48 has been instrumental in shaping the electrical landscape of Oregon and Southwest Washington. Together, NECA and IBEW Local 48 have built and powered our communities while prioritizing the workforce's well-being. Today, they continue to drive innovation and foster a supportive work environment, leading to a resilient labor force.

blog.google/inside-google/infrastructure/google.org

Town & Country

Compass Commercial Real Estate Services 2025 Appreciation Celebration

PHOTOS COURTESY OF COMPASS COMMERCIAL REAL ESTATE SERVICES



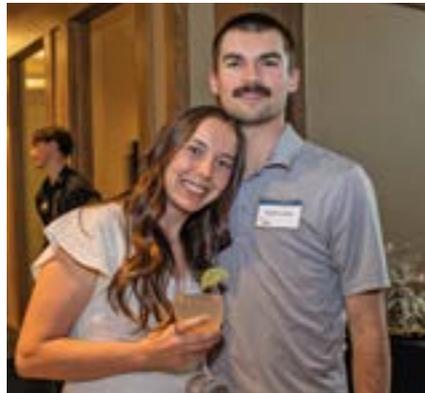
Compass Commercial Broker Graham Dent, Scott O'Connor, Assistant Property Manager Courtney Dickinson, Sr. Property Manager Holley Jensen and Sandina Bailo



Compass Commercial's Communications Specialist Sophie Brentlinger, Administrative Assistant Hannah McClain, AP/AR Specialist Sage Criddle and Maintenance Coordinator Melissa Coconas



Compass Commercial President Russell Huntamer and Compass Commercial Vice President Ellisse Dickey



Compass Commercial AP/AR Specialist Sage Criddle and Payden Criddle



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Jennifer Raimondi and Compass Commercial Broker Robert Raimondi



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Former Compass Commercial partner Gardner Williams, Carol Woodard-Kozimor and Compass Commercial founder Erich Schultz



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