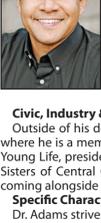


2020 Accomplished Under 40 Award Recipients

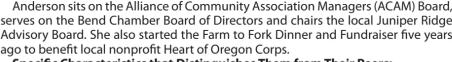


Dr. Jared Adams ("Dr. J")
Dentist & Practice Owner
Cascadia Family Dental
Professional Accomplishments:
 Dr. Adams is a general family and cosmetic dentist who, from an early age as a 12-year-old, has literally "grown up in dentistry." His long-term commitment is to Keep Bend Smiling through dental care offered at Cascadia Family Dental and his involvement with our community. He is currently serving a four-year term with the Oregon Dental Association's Board of Trustees and has been the Central Oregon Dental Society VP for the past three years.

Civic, Industry & Community Involvement:
 Outside of his dental practice, Dr. Adams is actively engaged in our community where he is a member of the Greater Bend Rotary Club, Committee Chair for Bend Young Life, president of a local BNI chapter and advocate for Big Brothers and Big Sisters of Central Oregon. Beyond his passion for dentistry, he genuinely enjoys coming alongside local community efforts with encouragement and support.

Specific Characteristics that Distinguishes Them from Their Peers:
 Dr. Adams strives to be a "student for life," and loves how his profession continues to evolve and provide a variety of care modalities. He is devoted to a career of continued education (CE) as it helps him stay current and focused in his craft of balancing dental art and science. While Oregon requires 20 hours of CE each year, Dr. Adams has consistently completed nearly ten-fold that requirement at 200 accredited hours each year for the past seven years.

Business Leadership Philosophy:
 While Dr. Adams sparked an interest in becoming a dentist from a very young age, he later completed degrees in biology, business and minored in philosophy. This foundation, coupled with a dental school degree from a school whose motto is "Service is our calling," helped shape him as a servant-leader. Whether he's with his dental office team members, professional colleagues or community leaders, his mantra is, "Together we rise!"



Katie Anderson
Founder and CEO
Aperion Management Group
Professional Accomplishments:
 Anderson, a Mountain View graduate, started an HOA management company, Aperion Management Group, in Bend in 2008. She has grown Aperion from a one-person start-up to over 25 employees today, managing over 50 Central Oregon HOAs. She also currently holds accreditations with Community Associations Institute as a Certified Manager of Community Associations, CMAA (2006) an Association Management Specialist, AMS (2012) and is one of only 2,500 Professional Association Managers, PCAM, in the world, which she received in 2014.

Civic, Industry & Community Involvement:
 Anderson sits on the Alliance of Community Association Managers (ACAM) Board, serves on the Bend Chamber Board of Directors and chairs the local Junior Ridge Advisory Board. She also started the Farm to Fork Dinner and Fundraiser five years ago to benefit local nonprofit Heart of Oregon Corps.

Specific Characteristics that Distinguishes Them from Their Peers:
 Anderson's determination is second to none — but coupled with her care for her employees, makes her an exemplary person and business owner. She is dedicated to family, her company and her community, and it shows repeatedly through both local and industry recognitions. Through this incredibly difficult pandemic, she has managed to not only maintain her company but achieve growth, hiring new employees and bringing on multiple new clients, all while homeschooling her three children.

Business Leadership Philosophy:
 The company name Aperion was chosen with intent, as it means "limitless" in Greek. No limits hold Anderson hostage while creating an HOA management company where employees truly care for the well-being of each other and the communities they serve. She believes in continuous giving, pushing the limits of her industry and baking stellar cupcakes when all else fails!

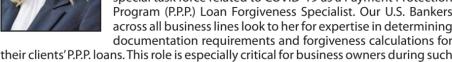


Blake Barnhart
Project Executive
Rosendin
Professional Accomplishments:
 At 28, Barnhart is the youngest project executive at Rosendin, the nation's largest employee-owned electrical contracting company. He builds successful project teams, handles operations for a 33-person project management team on a data center campus and manages construction financials for one of Rosendin's largest revenue producing divisions.

Civic, Industry & Community Involvement:
 Barnhart mentors industry juniors, volunteers in a local classroom, supports local charities and fundraises for Crook County projects like splash pad, kids club, foodbank and 4-H.

Specific Characteristics that Distinguishes Them from Their Peers:
 Barnhart is an approachable leader with an open-door policy for employees and customers. He welcomes challenging discussions, stays calm and focused during tough situations and gives his team confidence to lead them successfully through frequent construction changes. He's also skilled at assessing and improving flawed situations and systems.

Business Leadership Philosophy:
 Barnhart believes in challenging individuals to be the best person they can be professionally and personally by creating and maintaining strong relationships based upon trust and respect. He shows genuine care for his team, supports their decisions and provides inspiration for what the future holds.

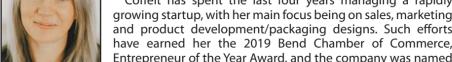


Priscilla Calleros
Membership and Outreach Manager
The Environmental Center
Professional Accomplishments:
 Calleros is the current membership and outreach manager at The Environmental Center (TEC), where she strengthens community engagement and support for sustainability efforts across Central Oregon. Calleros has professional experience and expertise with event planning, communications and community outreach. Before coming to TEC, she was a program coordinator at a large Oregon Corp.

Civic, Industry & Community Involvement:
 Calleros is a committee member for the Central Oregon Latino Partnership Program and participates in the Big Brothers Big Sisters Latino Mentoring Program. She is a co-organizer for the Youth Equity Leadership Summit, and is a committee member for the Children's Forest of Central Oregon. During COVID-19, Calleros began volunteering with Mecca Bend to distribute relief funds to families, and at Open Door Café to distribute meals. She is also a volunteer at Harmony Farm Sanctuary.

Specific Characteristics that Distinguishes Them from Their Peers:
 Calleros is an incredibly generous with her time, energy and talents. She helps provide access; offers an equity lens and uses collective knowledge and creativity to help solve problems. Calleros is thoughtful and intentional, her actions and enthusiasm empower others to get involved in our community as well.

Business Leadership Philosophy:
 Calleros' leadership and drive to build a better Central Oregon for everyone is admirable. She leads with empathy and compassion, has the ability to connect with people and to build authentic, lasting relationships. She is ambitious and fiercely resourceful. Calleros does not shy away from a challenge — she looks for opportunities to learn, grow and make an impact.

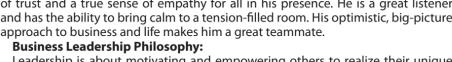


Shelby Carter
Vice President, Risk Compliance Audit Professional
U.S. Bank
Professional Accomplishments:
 As an RCA Professional on the Quality Management Team, Carter's primary responsibilities involve auditing the underlying financial analysis of U.S. Bank's Community Commercial Lending Teams. More recently, she has joined a special task force related to COVID-19 as a Payment Protection Program (PPP) Loan Forgiveness Specialist. Our U.S. Bankers across all business lines look to her for expertise in determining documentation requirements and forgiveness calculations for their clients' PPP loans. This role is especially critical for business owners during such trying times caused by the pandemic. Her leadership will help serve many bankers and business owners, both on a local and national level. Previously, Carter was our local region's commercial credit analyst manager, and she oversaw the underwriting and portfolio management of business loans within a \$300MM+ portfolio while managing a team of six credit analysts. Carter is a Bend native and started her banking career with U.S. Bank in 2008.

Civic, Industry & Community Involvement:
 Carter serves on the Central Oregon Intergovernmental Council Loan Committee which helps to bridge the funding gap for many local businesses, and has been on this committee since 2015. She's quick to raise her hand when volunteer opportunities arise and makes time to support the KIDS Center with project and event-based needs as well. She enjoys attending Bend Chamber YP events and has volunteered at the Women of the Year and Sage Awards for the last several years.

Specific Characteristics that Distinguishes Them from Their Peers:
 Carter is a thoughtful leader as she has taken the initiative to develop internal connections at U.S. Bank by participating in the bank's virtual Business Resource Groups which boast chapters highlighting Women, Black, Native and Asian Americans; individuals with disabilities; Latinos and LGBTQ, to name a few. She is also working through the process to become a mentor through the Bank's voluntary mentorship program. Her drive to help others is evident in the way she interacts with fellow colleagues and clients. Carter's role at U.S. Bank does not require her to get involved in these ways, yet she consistently seeks out opportunities to build relationships to cultivate the bank's culture and values across all business lines. She often volunteers to participate in our local team meetings to remain connected and to share helpful updates that impact on our credit team members and clients.

Business Leadership Philosophy:
 When I had the opportunity to work closely with Carter, I observed her lead by example; putting forth the extra time and effort needed to meet client and bank needs. She was meticulous in building relationships in every department in the bank, which served her well when we faced adversity to deliver for our clients and we needed some extra help along the way. She also took each of her direct reports under her wing, and spent countless hours training them to be proficient in financial analysis and underwriting. Carter is very goal-oriented, and always maintains a high level of professionalism and optimism.



Afton Coffelt
Founder/CEO
Broken Top Candle Company
Professional Accomplishments:
 Coffelt has spent the last four years managing a rapidly growing startup, with her main focus being on sales, marketing and product development/packaging designs. Such efforts have earned her the 2019 Bend Chamber of Commerce, Entrepreneur of the Year Award, and the company was named second in the Fastest 20 Growing Businesses in Central Oregon by *Cascade Business News* in 2019. She also pitched at the Bend Venture Conference twice in the last four years. Coffelt's constant excitement for business and industry knowledge has landed the brand into national retailers such as Macy's, Bloomingdale's, Anthropology, Crate and Barrel and Whole Foods.

Civic, Industry & Community Involvement:
 As she juggles family and running a successful startup, Coffelt still finds a lot of time for networking, both learning from and mentoring fellow entrepreneurs within the community. She is actively engaged in groups like Opportunity Knocks and Vistage. Her company has also donated products to local fundraising events and nonprofits.

Specific Characteristics that Distinguishes Them from Their Peers:
 Despite her accomplishments, Coffelt is humble and accessible. She loves to support those around her and help them embrace their strengths through connections and creativity.

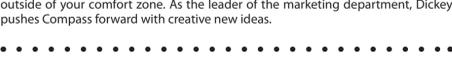
Business Leadership Philosophy:
 Create, innovate and lead a team that is doing what they are best at, what they enjoy most and always being an open door to improve company culture.



Rodney Cook
Director of Financial Planning
Rosell Wealth Management
Professional Accomplishments:
 Cook is a Certified Financial Planner and the Director of Financial Planning for Rosell Wealth Management. He received his Bachelor's degree in business administration from Linfield College in McMinnville, Oregon, and continued his pursuit of higher education at Warner Pacific College in Portland, Oregon, where he received his master's in management and organizational leadership.

Civic, Industry & Community Involvement:
 Board Member — COCC Foundation
 Fix exercises a two-pronged leadership philosophy: (1) the best leaders are those that are willing to grow, learn, listen and teach, and (2) the best leaders develop other leaders. Functioning as a leader is not a stagnant role; it requires evolution and the willingness to receive feedback, self-evaluate and pave the way for others to step into their own. Fix believes in fostering a team culture founded on mutual respect, in any environment. A simple, genuine "thank you" can go a long way!

Business Leadership Philosophy:
 Through servant leadership and a commitment to community care, we can build resilient and dynamic communities where all people can thrive.

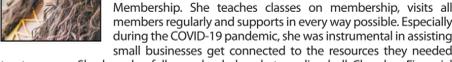


Elisse Dickey
Broker/Project Manager
Compass Commercial Real Estate Services
Professional Accomplishments:
 Dickey started her own graphic design business after graduating from OSU in 2011. Dickey joined Compass in 2013, earned the Outstanding Service Award in 2015, promoted to Broker Project Manager in 2019 and now is the head of the marketing department.

Civic, Industry & Community Involvement:
 Dickey volunteers as a graphic designer and worship leader for Redmond Community Church and is a 4-H leader to a club of 15 children.

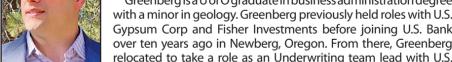
Specific Characteristics that Distinguishes Them from Their Peers:
 When things get busy in the office, Dickey works efficiently to keep things moving and is also known as the purveyor of fun. She plans company events, happy hours and the Compass Appreciation Party which raises money for local charities while also thanking clients for their business.

Business Leadership Philosophy:
 Vulnerability is the birthplace of innovation, creativity and change (Brene Brown). To be a great leader as a peer, leader or innovator, you have the courage to get outside of your comfort zone. As the leader of the marketing department, Dickey pushes Compass forward with creative new ideas.



Tyler Fix
Dentist
PureCare Dental of Bend
Professional Accomplishments:
 Fix believes in being generous with your time, talent and treasure. He hopes to lead by example on these three fronts. Fix wants to bring young people to the tables of leadership and involvement. We benefit so greatly from the communities around us, and we need to be sure that they are giving back.

Business Leadership Philosophy:
 Fix exercises a two-pronged leadership philosophy: (1) the best leaders are those that are willing to grow, learn, listen and teach, and (2) the best leaders develop other leaders. Functioning as a leader is not a stagnant role; it requires evolution and the willingness to receive feedback, self-evaluate and pave the way for others to step into their own. Fix believes in fostering a team culture founded on mutual respect, in any environment. A simple, genuine "thank you" can go a long way!



Amanda Glasser
Finance & Membership Director
Redmond Chamber of Commerce & CVB
Professional Accomplishments:
 As Finance and Membership Director for five years, Glasser has grown the membership of the Redmond Chamber of Commerce by several hundred members, helps new members take full advantage of all opportunities included with Chamber Membership. She teaches classes on membership, visits all members regularly and supports in every way possible. Especially during the COVID-19 pandemic, she was instrumental in assisting small businesses and people from all walks of life, she develops strong relationships in the Redmond community. Glasser is a fierce advocate for people. She dedicates herself to whatever the task at hand, and works above and beyond in every aspect of her life.

Business Leadership Philosophy:
 Glasser views leadership as being an advocate in her community. She always stands up for and protects people with kindness, empathy, compassion and understanding. Glasser is a lifelong learner, impacting those she comes in contact with along the way.



Joey Greenberg
Business Banking Team Lead
U.S. Bank - Central & Eastern Oregon
Professional Accomplishments:
 Greenberg is a U of O graduate in business administration with a minor in Geology. Greenberg previously held roles with U.S. Gypsum Corp and Fisher Investments before joining U.S. Bank over ten years ago in Newberg, Oregon. From there, Greenberg relocated to Bend and took a role as an Underwriting team lead with U.S. Bank's Business Bankings Lending Center based in Portland, Oregon. Since relocating to Bend, Greenberg has also served as U.S. Bank's Credit Analyst manager before being promoted to his current role of Business Banking team manager. Additionally, Greenberg was a recipient of U.S. Bank's Legends of Possible award for top performance in both 2018 and 2019.

Civic, Industry & Community Involvement:
 Employee and member of Astoria/Warrenton Chamber of Commerce (1999-2003)
 Member of the Newberg Oregon Chamber of Commerce (2008-2009)
 Volunteer with Oregon Friends of Shelter Animals in Hillsboro Oregon (2010-2017)
 Member committee member for Junior Achievement Portland Oregon Chapter (2012-2017)

Specific Characteristics that Distinguishes Them from Their Peers:
 Greenberg leads a highly engaged team through example daily. At the foundation of all of Greenberg's actions is a commitment to serve in a way that sets others up for success. Greenberg really takes the time to understand the needs of others and truly values the opinions of his team.

Business Leadership Philosophy:
 Greenberg's leadership philosophy empowers the people that work with him to draw upon their true individual strengths in order to achieve a collective goal. This philosophy enables the people that work with Greenberg to focus on doing what truly makes them happy as individuals while always being supported by others.

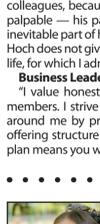
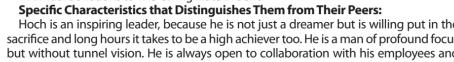


Andy Harmon
Project Manager & Building Envelope Design Specialist
Steele Associates Architects
Professional Accomplishments:
 Bachelor of Architecture from the University of Michigan; master's in architecture from University of Oregon; graduate studies in Cold Climate Design at the University of Alaska; building envelope design expert. Harmon began as an intern and quickly worked his way up to project manager and leadership at Steele Associates Architects.

Civic, Industry & Community Involvement:
 Greater Bend Rotary Member
 City Club of Central Oregon Attendee
 Archibutee without Borders Volunteer
 Edible Skyline Volunteer

Specific Characteristics that Distinguishes Them from Their Peers:
 Harmon is a very talented designer and manager who applies keen attention to research and detail in the development of architectural projects. His level of client service is impeccable, and he revels in being a proactive leader of project teams. Harmon's projects extend throughout Oregon and California with individual construction budgets of up to \$100 million. Clients and team members enjoy the levity that his quick wit and great sense of humor brings to the design and construction process.

Business Leadership Philosophy:
 Harmon has great passion for architecture, leads by example and follows the Golden Rule. His commitment to serve clients and meet their design vision, schedules and budgets is exceptional, and the big smile on his face proves that he enjoys every minute of it. He is also a great mentor and enjoys imparting his deep knowledge of the design and construction process and detailing to younger team members.

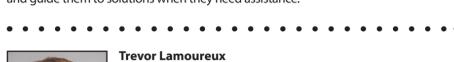


Charles V Hoch
Chief Executive Officer
Eyec LLC
Professional Accomplishments:
 Co-Founder and CEO of Eyec LLC
 Fastest 20 Growing Business 2019, first place award recipient
 Over 4,500 international vendors carrying Eyec products
 Over 1,000,000 Eyec products sold worldwide
 Six new employment positions created since relocating to Bend
 Featured on the cover of four magazine publications
 Name inventor on 25 issued patents spanning four countries

Civic, Industry & Community Involvement:
 Co-founder of the Skater's Coalition for Concrete, which raised over \$140,000 to build a public skate park in hometown of Pagosa Springs, Colorado
 Founder of nonprofit Helmet Awareness Month
 Annual donations to The Giving Place in Bend

Specific Characteristics that Distinguishes Them from Their Peers:
 Hoch is an inspiring leader, because he is not just a dreamer but is willing put in the sacrifice and long hours it takes to be a high achiever too. He is a man of profound focus but without tunnel vision. He is always open to collaboration with his employees and colleagues, because his end goal is a successful project. His excitement for his work is palpable — his passion intense. Hoch isn't afraid of risk or failure; he sees both as an inevitable part of his path to accomplishment (which I never doubt he will achieve). Hoch does not give up. He is a juggernaut both in the business world and in his everyday life, for which I admire him greatly.

Business Leadership Philosophy:
 I value honesty, work ethic, loyalty and respect, both in myself and in my team members. I strive to be a leader who is approachable. I aim to empower the people around me by providing them freedom and allowing them to make decisions, but offering structure and guidance when needed. Believing means you might, making a plan means you will and following through means you have.

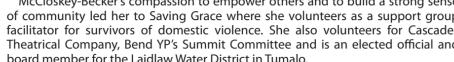


Corissa Holmes
Environmental Programs Supervisor
City of Redmond
Professional Accomplishments:
 With the City of Redmond since 2018, currently a lead on the planning team for Redmond's largest WW treatment plant expansion to date.
 City of McMinnville Outstanding Service Award December 2017 — Completed sewer use ordinance updates and implementation for EPA's NPDES Pretreatment Streamlining Rules
 City of Lake Oswego 2012 Employee Excellence Award for Special Accomplishments

Civic, Industry & Community Involvement:
 Oregon Association of Clean Water Agencies (ACWA) Pretreatment Committee Chair 2014-2017
 Oregon ACWA Board Secretary / Treasurer 2017-2019
 Oregon ACWA Board Vice Chair 2019-Present

Specific Characteristics that Distinguishes Them from Their Peers:
 Besides having white fingers during the winter... and being a female leader in a municipal wastewater division, I excel at communication. Specifically, in the area of technical writing. I try to know my audience and target my communication accordingly. I take pride in being professional in everything I do, while serving the City's customers with a smile.

Business Leadership Philosophy:
 I have a democratic style of leadership where I like to ask my staff and peers their opinions, prior to making a decision that affects the whole group. Open communication, trust and honesty are key to being a good leader. I share important details with my staff and guide them to solutions when they need assistance.

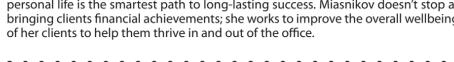


Trevor Lamoureux
Senior Commercial Banking Officer
Columbia Bank
Professional Accomplishments:
 2018 Columbia Bank top SBA Star Award
 Promoted to VP in 2019
 2019 Top regional producer in loan growth and referrals

Civic, Industry & Community Involvement:
 Community volunteer for cleanup projects
 Leadership Bend Class of 2020 Alumni
 Actively involved in YPN
 Volunteer for selected nonprofits each quarter, most recently Bend LaPine School District and The Academy at Sisters

Specific Characteristics that Distinguishes Them from Their Peers:
 Lamoureux has experience in multiple industries which allows him to mesh with all different types of people and personalities. He is able to quickly find common ground with those he interacts with creating a bond and unique partnership. Lamoureux has a keen ability to see one step ahead and this helps him exceed. Lamoureux is a big believer in having a little luck on your side as well!

Business Leadership Philosophy:
 Lamoureux is still outlining and evolving his true leadership philosophy based on his beliefs, style, theories and experiences. Lamoureux's focus in leadership is staying true to himself and following through with the things he commits to doing and being a person of his word.

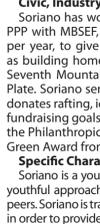
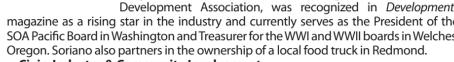


Mara McCloskey-Becker
Marketing Director
Bentfil, Inc
Professional Accomplishments:
 A large portion of McCloskey-Becker's professional background has been in video and audio production, where she's worked in television, radio and musical theater. McCloskey-Becker's tenacity to advance her creative and analytical skills eventually earned her a new career opportunity in marketing. Today, McCloskey-Becker is the marketing director for Central Oregon's largest locally owned and operated business telephone and internet provider, Bentfil, Inc.

Civic, Industry & Community Involvement:
 McCloskey-Becker's compassion to empower others and to build a strong sense of community led her to Saving Grace where she volunteers as a support group facilitator for survivors of domestic violence. She also volunteers for Cascades Theatrical Company, Bend YP's Summit Committee and is an elected official and board member for the Laidlaw Water District in Tumalo.

Specific Characteristics that Distinguishes Them from Their Peers:
 McCloskey-Becker's courage and determination to overcome challenges while working collectively with others makes her a valued member of our team. Her outgoing personality and excitement for engaging customers and coworkers has earned impressive sales and enhanced Bentfil's culture considerably. She's always developing new and innovative ways to reach customers and to help streamline our businesses processes and procedures.

Business Leadership Philosophy:
 McCloskey-Becker's good-humored and engaging personality perseveres through challenging times and employs the trust and respect of others. We appreciate her commitment to our company's core values and goals and admire her ability to seamlessly collaborate with other departments (sales, technical, billing) which has contributed greatly to our business's success.

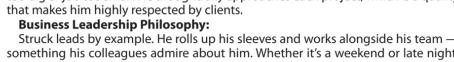


Cassandra Miasnikov
Founder & CEO
Selene Marketing
Professional Accomplishments:
 By age 26, Miasnikov has been featured in national publications including *ABC*, *Thrive Global* and *International Business Times* for her business aptitude. Her digital agency has earned 4500 followers online and five stars across the board. Miasnikov is passionate about helping both business owners and her teammates achieve the success they deserve in their business and personal lives.

Civic, Industry & Community Involvement:
 During COVID-19, Miasnikov has brought the elderly groceries to help them avoid getting sick. This year, she also serves as a Stevie Awards Judge for Women in Business to empower other female entrepreneurs. She regularly uses her business platform to fundraise for the Red Cross, and donates a percentage of Selene Marketing's proceeds to their cause.

Specific Characteristics that Distinguishes Them from Their Peers:
 Miasnikov's is the only female-led, under-30-led marketing and design agency in Central Oregon. She's genuinely passionate about Bend, whether it's playing guitar at 4 Peaks Music Festival to back up a local choir or continuing to serve clients whose budgets were cut during COVID-19 for free.

Business Leadership Philosophy:
 Miasnikov leads with compassion. She's a trailblazer who doesn't fear change and is hands-on about personal development. She believes balancing business and personal life is the smartest path to long-lasting success. Miasnikov doesn't stop at bringing clients financial achievements; she works to improve the overall wellbeing of her clients to help them thrive in and out of the office.

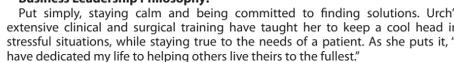


Ian Schmidt, AIA, NCARB
Architect
BLRB Architects
Professional Accomplishments:
 Schmidt has worked on projects throughout the U.S. and has been invited to present at regional design conferences. He has studied architecture internationally, including diverse approaches to social housing from Denmark to Chile. He strives to integrate his passion for equality into his everyday work.

Civic, Industry & Community Involvement:
 Bend 2030 Middle-Market Housing Committee (2016-2018)
 Speaker, Housing Oregon Conference (2018)
 Executive Leadership Team, Leadership Bend (2018)
 Speaker, Bend Design Conference (2017)

Specific Characteristics that Distinguishes Them from Their Peers:
 Schmidt genuinely cares about others and our community. He supports his peer's lives and interests, volunteers on civic committees, promotes equitable treatment for all and is dedicated to quality and functionality in architecture. Schmidt wants dignity in life for everyone and strives to see that happen in Bend.

Business Leadership Philosophy:
 Schmidt believes that empathetic, goal-oriented leadership is critical in creating a culture of trust and accountability. Individuals are invited to showcase their strengths while feeling secure to grow in new areas. He encourages sharing of knowledge between team members, as even the most experienced can learn something new each day.

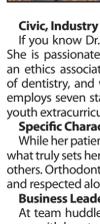
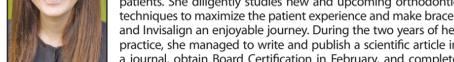


Andrew Soriano
General Manager-Resort Operations
Worldmark Bend Seventh Mountain Resort
Professional Accomplishments:
 Soriano runs this 230 unit property includes a full service bar, white water rafting, ice skating rink, catering and convention services along with a vacation ownership sales program and many other amenities for guests and owners to enjoy. Soriano is CMCA certified to manage Home Owners Associations in both Oregon and California, has his ARP through the American Resort Development Association, was recognized in *Developments* magazine as a rising star in the industry and currently serves as the President of the SOA Pacific Board in Washington and Treasurer for the WWI and WWII boards in Welches, Oregon. Soriano also partners in the ownership of a local food truck in Redmond.

Civic, Industry & Community Involvement:
 Soriano has worked alongside his team to sponsor and support events like Kids PPP with MBSEF, encourages his 75+ associates to donate over eight hours each year, to give back to the community doing river and park clean ups as well as building homes and supporting Habitat for Humanity. In the years as GM, the Seventh Mountain team has donated over 10,000 pounds of food to the Giving Plate. Soriano serves as a loyal board member to his community here in Bend and donates rafting, ice skating and room stays to several local charities to support their fundraising goals. Soriano was also recognized for his Greening efforts and received the Philanthropic Award through Wyndham Destinations in 2015 as well as the RCI Green Award from Resort Condominiums International in 2013.

Specific Characteristics that Distinguishes Them from Their Peers:
 Soriano is a young leader who held his first general manager job at the age of 25. His youthful approach to the daily grind is being encouraging to his team and his fellow peers. Soriano is transparent and fair and puts his community first along with his associates in order to provide unique experiences for his guests in the business he operates.

Business Leadership Philosophy:
 Put your team first, your customers second and yourself last. Soriano is a servant leader who strives for excellence in all that he does, and believes that when you support your team and promote them to challenge, the status quo you will always find something special.



Jacob Struck
Superintendent
Skanska USA Inc.
Professional Accomplishments:
 Struck is an accomplished superintendent from Madras. He's worked on 27 projects during his career at Skanska, totaling \$100 million in construction. He has been an application to serve on the Board of Charles Medical Center, ICU Tower Expansion has helped usher in a variety of benefits and improved services for the local community.

Civic, Industry & Community Involvement:
 Struck volunteers 180+ hours per year and shares his passion and knowledge of the construction industry with students, who he mentors through several programs.

Specific Characteristics that Distinguishes Them from Their Peers:
 Struck is compassionate, and he's a natural problem solver. His colleagues describe him as an altruistic team leader because, for Struck, there is no problem too big or job too small. He thoughtfully approaches each project, which is a quality that makes him highly respected by clients.

Business Leadership Philosophy:
 Struck leads by example. He rolls up his sleeves and works alongside his team — something his colleagues admire about his work. Whether it's a weekend or late night, Struck is there to get the job done. He approaches his work with an attitude centered around serving others and leading with humility.



Ekaterina Urch MD
Sports Surgeon
The Center
Professional Accomplishments:
 Ekaterina Urch, also known as Katya, is a fellowship-trained sports surgeon who's been treating patients in the Central Oregon area since March 2018. In that time she has built a strong practice, treating thousands of new patients and performing hundreds of procedures, helping people overcome injury and get back to the activities they love. Urch completed a residency in the world's number one orthopedic program at New York's Hospital for Special Surgery and a fellowship in sports medicine at Los Angeles, California's prestigious Kerlan-Jobe Orthopedic Clinic. She is a member of several orthopedic societies, including the American Academy of Orthopedic Surgeons, the American Orthopaedic Society of Sports Medicine and recently became a member of the prestigious American Shoulder & Elbow Surgeons society. She has a particular interest in treating female athletes and active women of all ages and levels.

Civic, Industry & Community Involvement:
 Urch and her husband are active members of the community in Bend, having two young daughters with whom they spend time getting out and about and supporting local business and institutions. She has a love of free lectures and webinars with various local businesses including FootZone in downtown Bend, Rebound